



SUSTAINABILITY REPORT

2025

VSME ESRS STANDARD

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Letter from the Chief Executive Officers to Stakeholders

Dear Stakeholders,

We are proud to present the first **Sustainability Report of NOVA SIRIA S.R.L.**, prepared in accordance with **the VSME ESRS - Voluntary Sustainability Reporting Standard for SMEs** developed by **EFRAG**, with the aim of anticipating a trend already underway and preparing ourselves for an economic landscape increasingly focused on transparency, ESG reporting and sustainability as a strategic factor.

Although not currently subject to the reporting obligations set out by **the CSRD**, the company recognises the strategic value of equipping itself, from now on, with information tools capable of meeting the growing expectations of customers, suppliers, investors, credit institutions and public administrations, which are increasingly focused on integrating environmental and social criteria into their decision-making processes.

The VSME ESRS has proved to be the most suitable tool for this initial reporting process: a standard designed specifically for SMEs, capable of combining **proportionality** and **credibility**, and structured to support the gradual integration of sustainability information into management processes and strategic decisions.

NOVA SIRIA was founded in 1980 as a family business, built on the values of loyalty, honesty and respect. These principles, deeply rooted in our corporate culture, continue to guide every decision and define our identity over time.

Today, with around 80 employees, we are a solid and dynamic organisation that grows whilst remaining true to its roots. We look to the future knowing that we have seized a decisive opportunity: joining the HAWLE Austria Group in 2015 has broadened our horizons whilst reinforcing the continuity of our values.

Our history is one of transformations and challenges tackled with determination, always putting people at the centre. In keeping with family tradition, we offer every employee the opportunity to express their talent, contributing actively and uniquely to the company's growth. Every employee is an essential part of our journey: behind every product and every project lie passion, expertise and dedication.

Quality is our hallmark. Every component is the result of a process of research, rigorous testing and continuous innovation. But quality also means caring for processes, relationships and people's well-being. We believe that a safe, inclusive and stimulating working environment is an essential prerequisite for the company's lasting success. This is why we continuously invest in training and skills development, confident that people's growth is the most genuine driver of corporate development.

Sustainability is an integral part of our industrial vision, a commitment rooted in nearly thirty years of certified management: from the first ISO 9001 obtained in 1998, to the ISO 14001 renewed in 2023, up to the integrated ISO 9001 and ISO 14001 management system achieved in 2025 — which brings quality and environmental responsibility together within a single framework. We are also

working towards achieving further objectives in the areas of safety and corporate responsibility. We operate with full awareness of the impact that every action we take has on the local area and on natural resources, and we are committed to reducing consumption, optimising production processes and limiting emissions.

Being sustainable means innovating without betraying our roots: choosing durable materials and efficient technologies, combining progress with responsibility. It is a daily commitment to those who work with us, to those who choose us as partners, and to future generations.

Being part of the HAWLE Austria Group has enabled us to consolidate our market position and further raise our standards of quality and innovation. We are part of a global community that believes in continuity, shared responsibility and the creation of long-term value.

We remain deeply connected to our local area: to the Alpine valleys and the communities that live there, for whom the company is a stable and active point of reference.

We support cultural events, charitable organisations and sporting activities across a wide range of disciplines, age groups and local communities. We associate our name with healthy and vibrant initiatives that foster well-being, social cohesion and culture in the places we consider our roots.

We look to the future with confidence and determination, certain that our values, our history and the strength of the Group will guide us in building a prosperous, balanced tomorrow that respects both people and the environment. NOVA SIRIA will continue to be synonymous with quality, reliability and respect.

Yours sincerely,

Marco Ferrero - Francesco Ferrero

CEOs

NOVA SIRIA S.r.l.

Methodological Note

This document constitutes the Sustainability Report of **NOVA SIRIA S.R.L.**, prepared voluntarily for the financial year 2025 in accordance with the VSME Standard (Voluntary SME Sustainability Reporting Standard), developed by EFRAG (European Financial Reporting Advisory Group) and published in its final version in 2024 as part of the proportionality project for SMEs not subject to the CSRD.

Scope and reporting period

Reporting entity	NOVA SIRIA S.r.l. - registered office and sole production site
Reporting period	1 January 2025 - 31 December 2025
Comparison with the previous financial year	2024 figures included where available
Consolidation	Not applicable (stand-alone company with no shareholdings)
Reference standard	VSME - Basic Module (EFRAG, 2024)
Date of approval	25 March 2026 - General Meeting

Data collection process

Environmental data (energy, emissions, water, waste) were collected from internal management systems, bills from energy and water service providers, waste identification forms (FIR) and input/output registers. Social data are derived from the personnel management system and the applicable national collective labour agreement. No external assurance process was carried out.

Highlights of the 2025 financial year

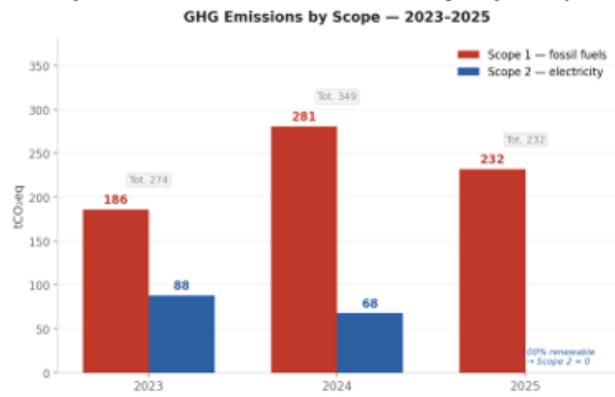
<h1>19,75 M€</h1> <p>2025 Revenue +10.3% vs 2024</p>	<h1>81</h1> <p>Employees as at 31.12.2025</p>	<h1>76</h1> <p>Contracts permanent</p>	<h1>ISO 14001</h1> <p>Certification environmental since 2023</p>
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⚡ ENERGY & CLIMATE (B3)

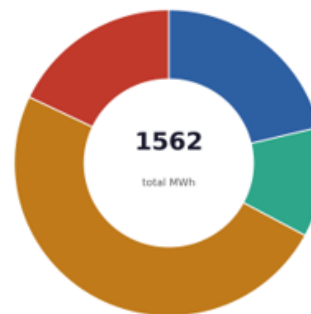
Key results 2025

Total electricity consumed	513 MWh
of which from renewable sources	100%
Fossil fuels (Scope 1)	1.049 MWh
Total energy 2025	1.562 MWh
Scope 1 emissions	231,6 tCO ₂ eq
Scope 2 emissions	0 tCO ₂ eq ✓
Scope 1 emissions+2 totali	231,6 tCO ₂ eq
GHG change vs 2024	-33,5%
Emissions intensity	11,72 tCO ₂ /M€

GHG Scope 1+2 Emissions — 2023–2025 three-year period (tCO₂eq)



Energy mix 2025 — breakdown by source (MWh)



■ Purchased renewable electricity — 21.3%
 ■ Natural gas Scope 1 — 49.2%
■ Self-produced photovoltaic — 11.6%
 ■ Diesel Scope 1 — 17.9%

WATER (B6)

Water withdrawal 2025	1.388 m ³
Withdrawal 2024	2.945 m ³
Withdrawal 2023	2.031 m ³
Change 2024→2025	-53%
Supply source	Public network
Territorial water stress	High (WRI)
Return to hydrological cycle	100%

► Withdrawal reduced by 53% thanks to the activation of the company well for green area irrigation.

WASTE (B7)

Non-hazardous waste 2025	232,9 t
Non-hazardous recycling rate	98,3%
Hazardous waste 2025	2,095 t
Haz. waste → regeneration	100%
Total waste 2025	234,9 t
Recovered iron scrap	100%
Waste sent to disposal	< 2%

► The recovery rate is well above the national average for industrial special waste.

PEOPLE (B8 · B9 · B10)

Workforce

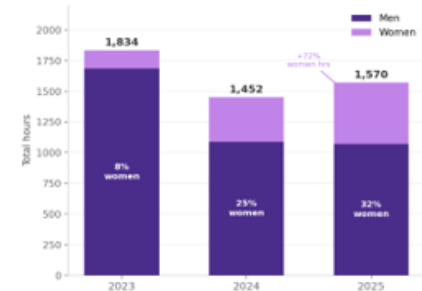
Employees 2025	81
Employees 2024	85
Employees 2023	87
Permanent	76 (93,8%)
Fixed-term	5 (6,2%)
Male employees	62 (76,5%)
Female employees	19 (23,5% ↑)
Gender equality cert.	UNI/PdR 125

Health & Safety (B9)

Injuries 2025	2
Fatalities	0
Injury rate 2025	3,12
Occupational diseases	0
Health surveillance	100%
Safety training (hrs)	as per plan
Art.35 D.Lgs.81 meetings	2/year
Near-miss reported	monitored

Training (B10.d)

Training hours by gender — 2023–2025 three-year period



Avg. hours/emp. 2025	≈ 19,4
Avg. hours women 2025	26,32
Training budget	min. €30.000

★ KEY RESULTS 2025

0 tCO₂eq

Scope 2 emissions
100% renewable energy

-53%

Water withdrawal
2.945 → 1.388 m³

98,3%

Waste recycling
non-hazardous

-33%

GHG reduction
348 → 232 tCO₂eq

Note: data refers to fiscal year 2025 (1 January – 31 December 2025). Source: VSME ESRS Basic Module – NOVA SIRIA S.r.l. 2023 and 2024 data are provided for comparative purposes. Training hours by gender are estimated based on workforce proportions.



Our contribution to sustainable development




Talking about sustainability in a small or medium-sized enterprise does not mean pursuing global utopian ideals with disproportionate resources, but translating shared visions into **daily actions** that are consistent with our identity and our local area. It is with this in mind that we have decided to align ourselves, in an operational and proportionate manner, with the United Nations Sustainable Development Goals, better known as SDGs, mapping out a concrete plan for our contribution.

We have identified **49 sustainable actions for all 17 Goals** of the 2030 Agenda, choosing measures **that are feasible, measurable and replicable** within our organisational structure. In many cases, these are simple gestures - a training course, a purchasing decision, a local partnership - but it is precisely in this simplicity that the transformative power of sustainability lies: **you don't need to be big to make an impact**; you need to be consistent, steadfast and mindful.





The table below summarises and presents these actions: for each SDG, a specific objective is indicated - either already underway or planned - which represents our contribution, as a responsible business, to a fairer, more resilient and sustainable future. This is not a formal exercise, nor a list to be displayed: it is the outline of a journey we wish to continue building with transparency, courage and a spirit of collaboration.



We believe that sustainability is not just a section of the financial statements, but a culture that takes shape in the details.




SDG	Sustainability objective	Concrete Action
 <p>End poverty</p>	Supporting the purchasing power and economic well-being of workers and their families	Provision of shopping vouchers to all employees as part of the corporate welfare scheme, to support families' daily needs and supplement disposable income
	Supporting workers in understanding and accessing the income support measures provided for by law	Free individual advice on income support measures available to employed, unemployed and furloughed workers, with practical guidance on using statutory measures to protect household income
 <p>End hunger</p>	Providing healthy, free meals during long or night shifts	Free weekly provision of fresh fruit to all employees, supplemented by the distribution of mineral water and ice lollies in the production area during the summer, to support wellbeing and hydration in hot conditions
	Developing psychological support programmes	Access to professional psychological support for all employees, with the service extended to vulnerable households
	Improving the safety of people - workers and the local community - by eliminating risks associated with logistics and movement between plants	Elimination of the need to cross the local road thanks to the relocation of the raw materials warehouse from Plant 4 to Plant 3, reducing the risk of accidents and

SDG	Sustainability objective	Concrete Action
 <p>3 SALUTE E BENESSERE</p> <p>Health & Wellbeing</p>		improving safety conditions for staff and external traffic
	Promoting physical activity through sports partnerships	Offering employees discounted gym memberships at partner gyms
	Promoting healthy eating habits and a balanced lifestyle among employees	Free distribution of locally sourced apples and seasonal fruit at all company catering facilities, effective from 2023, as a concrete measure to promote employees' nutritional well-being and health
	Managing workplace risks through training and PPE	Structured management of safety training, supplemented by an annual first aid programme (First Aid Project) with periodic audits by third-party bodies and internal staff.
 <p>4 ISTRUZIONE DI QUALITÀ</p> <p>Quality education</p>	Providing continuous training for all employees	<p>Allocation of a minimum annual budget of €30,000 for voluntary training and skills development</p> <p>Structured and personalised training plans tailored to professional fields and departments, to support the development of specific skills</p> <p>English language training courses extended to all office staff</p>
	Promoting work-study programmes	Provide paid work placements and school-to-work programmes to support the development of young people's skills
	Support scholarships for deserving students in technical fields	An annual scholarship named after the late "Luigi Ferrero" has been established for employees' children
	Incorporate training modules on sustainability and social responsibility	Provision of training in accordance with Legislative Decree 231/2001 on environmental offences.
 <p>5 PARITÀ DI GENERE</p> <p>Gender equality</p>	Implementing equal pay policies	Maintain and monitor gender equality certification (UNI/PdR 125:2022)
	Promoting female leadership	Given the already established presence of women in senior roles, maintain and increase this proportion, strengthening the model of inclusive and equality-oriented governance

SDG	Sustainability objective	Concrete Action
	Combat gender stereotypes in corporate communications	<p>Review HR materials to eliminate gender stereotypes</p> <p>Adopt selection and recruitment procedures free from gender stereotypes and bias</p> <p>Continuously monitor and update HR procedures to ensure that gender stereotypes and biases are countered</p>
	Adopt work-life balance measures	<p>Introducing flexible working hours and remote working to support parenting and work-life balance</p> <p>Office staff: adoption of flexible hours for start times, breaks and finish times, and trialling a short working week</p> <p>Workers: acceptance of the request to reduce the lunch break to 30 minutes to facilitate an early finish at 4.30 pm</p> <p>Remote working: implementation of second-level agreements to support flexible working</p>
 <p>6 ACQUA PULITA E SERVIZI IGIENICO-SANITARI</p> <p>Clean water and sanitation</p>	Reducing the withdrawal of drinking water from the public water supply by using alternative water sources for non-potable uses	Install a company well to supply water for the irrigation of green spaces, replacing the supply from the public water network
	Ensure access to adequate toilet facilities for workers	Ensure accessible and separate male/female toilet facilities
 <p>7 ENERGIA PULITA E ACCESSIBILE</p> <p>Clean and affordable energy</p>	Consolidate in-house electricity generation from photovoltaic sources, maximising energy self-sufficiency from renewable sources	Maintain and service existing photovoltaic systems, with access to available public incentives for energy production from renewable sources
	Adopt energy supplies from certified renewable sources	Adoption, from 1 January 2025, of an electricity supplier with certification of 100% renewable energy origin (Guarantee of Origin)
 <p>8 LAVORO DIGNITOSO E CRESCITA ECONOMICA</p>	Investing in training to upskill employees	<p>Offer an annual refresher course to at least 50% of the workforce</p> <p>Systematically collect training ideas and proposals from staff and implement them, fostering engagement, motivation and professional development at all organisational levels</p>

SDG	Sustainability objective	Concrete Action
Decent work and economic growth	Promoting a working environment based on mutual respect and the active participation of employees	Continuous operation of the internal Joint Committee, which for over six years has served as an institutional forum for dialogue between the company and employees on issues of common interest, working conditions and organisational well-being
	Preventing exploitation within the supply chain	Requiring suppliers to sign an ethical declaration and including mandatory acceptance of the company's Code of Ethics in contractual terms, as a safeguard against exploitative practices and a guarantee of a responsible supply chain
 <p>Businesses, innovation and infrastructure</p>	Maintain and constantly update infrastructure	Implementing periodic machinery maintenance plans, aimed at preserving the integrity of production infrastructure, reducing unplanned downtime and optimising plant performance over time
 <p>Reducing inequalities</p>	Promote the integration of migrants and refugees into the workforce	Launch work placement schemes for migrants and refugees in collaboration with Diaconia Valdese, a leading non-profit organisation in the field of reception and social integration
 <p>Sustainable cities and communities</p>	Participate in local urban regeneration initiatives	Donate street furniture to the municipality of Roletto (Turin)
	Reducing the environmental impact of corporate logistics on traffic and local road networks	Create a dedicated and optimised loading/unloading area, and transfer the raw materials warehouse from Plant 4 to Plant 3, eliminating the need to cross the local road, with direct benefits for road safety and the reduction of local traffic
 <p>Responsible</p>	Apply circular economy principles to production processes	Sell or donate reusable production waste Sell scrap metal for reuse
	Promote eco-design of products	Redesign packaging to eliminate non-recyclable elements
	Integrate environmental sustainability indicators into operational management,	Systematically monitor energy consumption and emissions KPIs in relation to tonnes of

SDG	Sustainability objective	Concrete Action
consumption and production	measuring the carbon footprint of production processes	product, in support of an increasingly efficient and responsible production model
	Promote a responsible and sustainable supply chain, ensuring that business partners share and comply with the ethical and sustainability standards adopted by the company	Incorporate ethical clauses into supply contracts, requiring acceptance of the company's Code of Ethics, to ensure a value chain aligned with the organisation's ESG principles
	Prepare a sustainability report, even a simplified one	Prepare an VSME Efrag ESG report - Basic module
 Combating climate change	Calculate and monitor the company's carbon footprint	Calculate the carbon footprint (Scope 1 and 2) on a monthly basis, consolidating the data annually and monitoring emission intensity relative to production volumes (tCO ₂ eq/tonnes of product)
	Integrating climate criteria into strategic decisions	Incorporate climate targets into the business plan
	Reduce Scope 2 emissions through the self-generation of clean energy, contributing to the decarbonisation of the company's energy consumption	Ensure the operational continuity of the company's photovoltaic systems (181 MWh self-generated by 2025), whilst ensuring compliance with the requirements for accessing public incentive schemes
	Eliminate indirect CO ₂ emissions linked to electricity consumption (Scope 2) through the transition to certified renewable energy sources	Elimination of Scope 2 emissions from the purchase of electricity, achieving 0 tCO ₂ eq thanks to a 100% certified renewable energy supply effective from 1 January 2025
 Life below water	Increase the company's CO ₂ sequestration capacity through the planting of tree species with high carbon absorption efficiency	Annual planting of 135 paulownia trees, a fast-growing species with high CO ₂ absorption capacity, as an active contribution to the compensation of corporate emissions and urban reforestation in the Piedmont region
	Reducing the use of single-use plastic within the company	Distribute reusable company water bottles to all staff
	Adopting biodegradable or recyclable packaging	Using certified compostable packaging (Pack&Go biodegradable ties)
	Planting trees in collaboration with local authorities	Annual planting of 135 paulownia trees in the public parks of Cuneo (Santa Croce Hospital), Grugliasco and Frossasco, in collaboration with the non-profit

SDG	Sustainability objective	Concrete Action
 <p>15 LA VITA SULLA TERRA</p> <p>Life on land</p>		association Paulownia Piemonte, the first Italian organisation dedicated to the research, development and promotion of this species of high ecological value
	Using FSC-certified paper and sustainable materials	Purchasing only FSC-certified paper
 <p>16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE</p> <p>Peace, justice and strong institutions</p>	Adopting a binding corporate code of ethics	Approve a code of ethics published on the company website
	Train employees on anti-corruption and legal compliance	Conduct mandatory biennial anti-corruption training
	Encourage employee participation in decision-making	Maintain and oversee the internal Joint Committee, which has been active for over six years, as a permanent body for dialogue between company management and employee representatives, to ensure balanced and transparent industrial relations
	Move from one-off collaborations to structured and ongoing partnerships with local NGOs and social enterprises	Formalise at least one medium-term partnership with an NGO or social enterprise, with shared objectives and impact measurement, building on existing collaborations
 <p>17 PARTNERSHIP PER GLI OBIETTIVI</p> <p>Partnerships for objectives</p>	Participate in local sustainability networks	Annual participation in the Pine Hope Festival, a solidarity festival dedicated to caring for others, the family and the planet, with initiatives to help families in need and support development projects in Brazil
	Consolidate collaboration with third sector organisations specialising in social inclusion, as an example of a virtuous partnership between business and civil society	Formalise the partnership with Diaconia Valdese to ensure the ongoing provision of work placements for migrants and refugees, thereby integrating the social dimension into the company's ESG strategy
	Share sustainability results with stakeholders and the community	Publish an annual summary report of ESG results
	Collaborate with suppliers to achieve common ESG objectives	Include ESG criteria in the assessment of key suppliers

BASIC MODULE

B1 - Criteria for the preparation of the Sustainability Report



SDG 12.6 - adoption of sustainable practices and integration of sustainability information into corporate reporting

B1.1a - Selected option

This sustainability report has been prepared by **NOVA SIRIA S.R.L.** in accordance with the requirements of **the Voluntary Standard for non-listed Small and Medium Enterprises (VSME ESRS)**, with the aim of improving the internal management of environmental, social and governance issues and meeting the expectations of transparency held by customers and stakeholders.

The company has adopted Reporting **Option A**, which consists of the **exclusive application of the Basic Module**.

The decision to limit reporting to the Basic Module alone is motivated by **proportionality** and **appropriateness** in relation to the company's characteristics. In particular:

- **NOVA SIRIA S.R.L.**, whilst being a structured SME, **is not currently subject to specific requests from financial institutions or major clients** requiring the additional disclosures set out in the Comprehensive Module;
- The company considers that the Basic Module provides **a sufficient level of transparency**, as it already includes environmental, social and governance indicators appropriate to its risk and impact profile;
- The aim is to **embark on a gradual reporting process**, consolidating sustainability data collection and management practices over time.

B1.1b - Confidential information

This sustainability report presents all the information required by the VSME ESRS standard. No information deemed to be of a confidential nature has been omitted.

B1.1c - Scope of reporting

The report has been prepared considering the company on a stand-alone basis, consistent with the financial information that the company is required to disclose.

B1.1e - General information about the company

Legal form of the company

NOVA SIRIA S.R.L. is incorporated as a limited liability company (SRL), a legal form that allows for the separation of the company's capital from that of its shareholders.

NACE sector classification codes

The company's main activity is classified under NACE code 24.20 - ATECO 24.20.20, which identifies the 'Manufacture of tubes, pipes, hollow profiles and related fittings, of steel'. This code reflects **NOVA SIRIA S.R.L.'s** specialisation in the production, testing, installation and marketing of joining, repair and branching systems for land and marine pipelines conveying fluids in waterworks, gas pipelines, oil pipelines, industrial plants, hydroelectric and thermoelectric power stations, subsea pipelines and wastewater treatment plants.

Total assets

The total assets of NOVA SIRIA S.R.L. amount to €13,611,278.

Revenue

The company's annual revenue amounts to €19,752,446, deriving mainly from the design, manufacture and sale of joints.

Number of employees

The company employs an average of 70.63 staff, calculated in accordance with the Ministerial Decree on Productive Activities of 18 April 2005. Including apprentices, the average rises to 76.29. This figure comprises both technical and administrative staff, distributed between the main plant and other operational sites.

Country in which the main activity is carried out and location of significant operations

NOVA SIRIA S.R.L. operates exclusively in Italy, with its registered office, main production plant and warehouse located in Roletto, in the province of Turin.

The plant is the operational hub of the organisation: equipped with modern infrastructure, it is dedicated to the design, production and testing of pipe joining, repair and branching systems. The warehouse manages the entire internal logistics chain, from the receipt and storage of raw materials to the preparation and dispatch of finished products. The registered office provides strategic, administrative and institutional representation support.

The concentration of key activities in a single geographical hub promotes operational efficiency, reduces logistical impact and strengthens the company's roots in the economic and social fabric of the Piedmont region

Geolocation of owned, leased or managed sites

To provide a comprehensive overview of the company's operational presence, the table below shows the geolocation of **NOVA SIRIA S.R.L.'s** main sites. These include the production centre in Roletto (Turin), where products are manufactured, the storage warehouse and the registered office, which serves as the administrative and strategic hub.

Location of sites

Site description	Address	Postcode	City	Country	Coordinates (geolocation)
Registered office and production facility	Via Marconi n. 4-6	10060	Roletto	Italy	44.91140N, 7.36359E
Production facility	Via Torino n. 15/bis	10060	Roletto	Italy	44.91025N, 7.36426E
Warehouse	Via Marconi n. 7	10060	Roletto	Italy	44.91123N, 7.36464E

B1.2 - ESG certifications and awards

NOVA SIRIA S.R.L. boasts a long-standing tradition in certified quality and environmental management, with certification processes dating back to different eras and demonstrating a structural and long-term commitment to operational excellence and environmental responsibility.

These include:

1. ISO 9001:2015

- **Issuer:** Certification issued by TÜV SÜD Landesgesellschaft Österreich GmbH.
- **Date of issue:** 9 September 2025.
- **Description:** Certifies the adoption of a quality management system compliant with international standards, guaranteeing the company's ability to provide products and services that consistently meet customer requirements and applicable regulations

2. ISO 14001:2015

- **Issuer:** Certification issued by TÜV SUD Landesgesellschaft Österreich GmbH.
- **Date of issue:** 9 September 2025.
- **Description:** Certifies the adoption of a structured system for monitoring, managing and progressively reducing the environmental impacts generated by production activities.

3. UNI/PdR 125:2022 - Gender Equality Certification

- **Issuer:** Certification issued by TÜV Italia S.r.l. - TÜV SÜD Group.
- **Date of issue:** 18 December 2023.
- **Description:** Certifies the adoption of a gender equality management system based on measurable KPIs, to safeguard company policies on equity, inclusion and equal opportunities.

ISO 9001:2015 - Quality Management System

The first quality certification was obtained on 1 June 1998 through the certification body RINA, placing the Company among the first in the sector to adopt a formally certified quality management system. This journey, which began almost thirty years ago, has enabled the Company to build, over time, a corporate culture focused on continuous improvement, customer satisfaction and regulatory compliance.

ISO 14001:2015 - Environmental Management System

The first environmental certification was obtained on 9 August 2012 through the certification body Bureau Veritas, marking the formal launch of the Company's commitment to the structured management of environmental impacts. Following a break in the maintenance of the certification, the process was fully resumed and renewed on 24 February 2023 with TÜV SÜD, as part of an overall strengthening of the company's ESG framework.

Integrated management system - Single ISO 9001 and ISO 14001 certification

Since 9 September 2025, the two certifications have been merged into a single integrated management system, issued by TÜV SÜD Landesgesellschaft Österreich GmbH. The integration of the two standards into a single certified framework represents a significant step towards organisational maturity, enabling quality and environmental control processes to be managed in a coordinated and synergistic manner, reducing operational redundancies and strengthening the overall consistency of the company's management system.

UNI/PdR 125:2022 - Gender Equality Certification

Certification issued by TÜV Italia S.r.l. - TÜV SÜD Group, on 18 December 2023. It certifies the adoption of a gender equality management system based on measurable KPIs, to safeguard the company's policies on equity, inclusion and equal opportunities.

B2 - Practices, policies and future initiatives for the transition to a more sustainable economy



12.6 - Adoption of sustainable practices and integration of sustainability information into corporate reporting



9.4 - Improvement of sustainability in business processes



13.2 - Integration of climate change measures into policies and planning

Metric B2 is central to assessing the company's transition towards a sustainable economy. It represents the degree of integration between strategic vision, operational practices and social and environmental responsibility. For a company such as **NOVA SIRIA S.R.L.**, this metric is particularly significant in demonstrating a concrete commitment to the environment, the community and its employees.

NOVA SIRIA S.R.L. has embarked on a solid and consistent path of **transition towards a more sustainable economic model**, based on the awareness that the company's development cannot be separated from the quality of relationships, environmental balance and people's well-being.

1. Corporate Policies

Over time, **NOVA SIRIA S.R.L.** has developed a structured and comprehensive ESG framework, based on concrete tools for governance, measurement and reporting on sustainability, covering all seventeen Sustainable Development Goals of the UN 2030 Agenda.

The Company's Code of Ethics - published on the corporate website and binding on employees, contractors and business partners - sets out the principles of conduct that guide all the Company's activities. The ISO 9001:2015 and ISO 14001:2015 certifications confirm the adoption of structured management systems in the areas of quality and the environment, respectively. The UNI/PdR 125:2022 certification for gender equality attests to the adoption of a management system based on measurable KPIs to ensure policies of equity and inclusion. The voluntary preparation of the sustainability report in accordance with the EFRAG VSME framework - initiated for the 2025 financial year - represents a further significant step towards transparent reporting aligned with international standards.

This framework is complemented by concrete and measurable actions: from the management of Scope 1 and 2 emissions with monthly monitoring, to the annual planting of 135 paulownia trees in the Piedmont region; from the welfare plan offering shopping vouchers, health insurance and psychological support, to flexible

working hours and smart-working arrangements; from continuous training with a dedicated annual budget, to partnerships with Diaconia Valdese and the Pine Hope Festival.

2. Future initiatives

The Company intends to consolidate and progressively expand its ESG framework through the introduction of climate targets into the business plan, the integration of ESG criteria into the assessment of key suppliers, and the formalisation of at least one structured medium-term partnership with a local NGO or social enterprise.

3. Objectives

To strengthen the Company's ESG positioning through structured, measurable and transparent management of environmental, social and governance aspects, in line with regulatory developments and the Sustainable Development Goals of the UN 2030 Agenda, contributing to the creation of shared value for employees, the local area and the wider community.

B2 – C2 – Future practices, policies and initiatives for the transition towards a more sustainable economy

Topic	B2.1 Disclosure		B2.2 Disclosure	C2 Disclosure		
	Are there planned sustainability practices/policies/actions addressing any of the following sustainability topics? [Yes/No]	Are they publicly available? [Yes/No]	Do the policies have defined objectives? [Yes/No]	If Yes to B2.1, briefly describe the practices/policies and resulting actions (if the policy/action involves suppliers or customers, the Company should mention this)	If Yes to B2.2, specify the objectives	Identify the highest-level person responsible within the Company for implementing these objectives (if applicable)
Climate change	YES	YES	YES	Emissions (Scope 1 & 2) monitoring and solar power installations.	675 Paulownia trees planted by 2030, offsetting between 4.3 and 13.5 tonnes of CO2 per year; maintenance and preservation of photovoltaic system efficiency	Sustainability Manager
Pollution	YES	NO	YES	Systems for managing industrial waste, reduction of pollutant discharges	Achieve 100% recycling of production waste by 2027	Sustainability Manager
Water & Marine Resources	YES	NO	YES	Reduce reliance on public water supply	Installation of a well for irrigation by 2026	Sustainability Manager
Resources	YES	YES	YES	Introduction of recycled materials in production, optimisation of processes to reduce energy and material consumption, including packaging	Reduce resource consumption per unit produced by 15% by 2027	Sustainability Manager
Biodiversity and Ecosystems	NO	NO	NO	N/A	N/A	N/A
Circular economy	YES	NO	YES	Optimisation of structural materials (S355 steel) in collaboration with suppliers, making plants energy-efficient (IE3 motors with inverters, new furnace and tank), solar power plant, gradual elimination of galvanised products	Progressive reduction of steel and energy consumption; adoption of IE3 motors with inverters for at least 90% of new plants from 2026; elimination of galvanised products by end of 2026	Production Manager R&D Manager Purchasing Manager
Own Workforce	YES	NO	YES	Continuous training programmes, inclusion and diversity policies	Increase training hours per employee to 20.4 hours per year by 2029	HR Manager
Workers in the Value Chain	YES	NO	YES	Supplier Code of Conduct, periodic sustainability audits on supply chain sustainability	Engage 100% of strategic suppliers by 2027	Supply Chain Manager
Local Communities	YES	NO	YES	Local projects to support employment and promote sustainability in communities near facilities	Formalise collaboration with Diaconia Valdese for community projects by 2026	ESG Manager
Consumers & End Users	YES	NO	YES	Ensure safe and sustainable products, compliance with EN14141 and SIL 3 European certifications	Improve product safety for all couplings by 2026	Quality Manager
Business Conduct	YES	YES	YES	Corporate Code of Ethics, anti-corruption policies, whistleblowing	Improve transparency and provide anti-corruption training to 100% of employees by 2026	ESG Manager & Board of Directors

Basic module - Environmental metrics

B3 - Energy and greenhouse gas emissions



7.2 - Significantly increase the share of renewable energy in the overall energy mix

7.3 - Double the global rate of improvement in energy efficiency

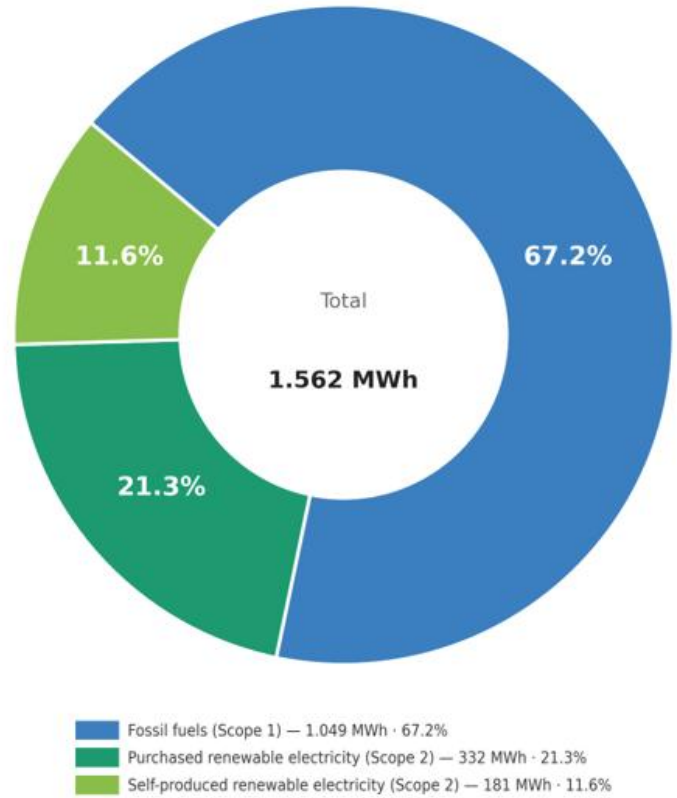


13.1 - Strengthen resilience and adaptive capacity to climate-related risks

B3.1 - Total energy consumption

Energy Consumption - Financial Year 2025

Breakdown of consumption by energy source



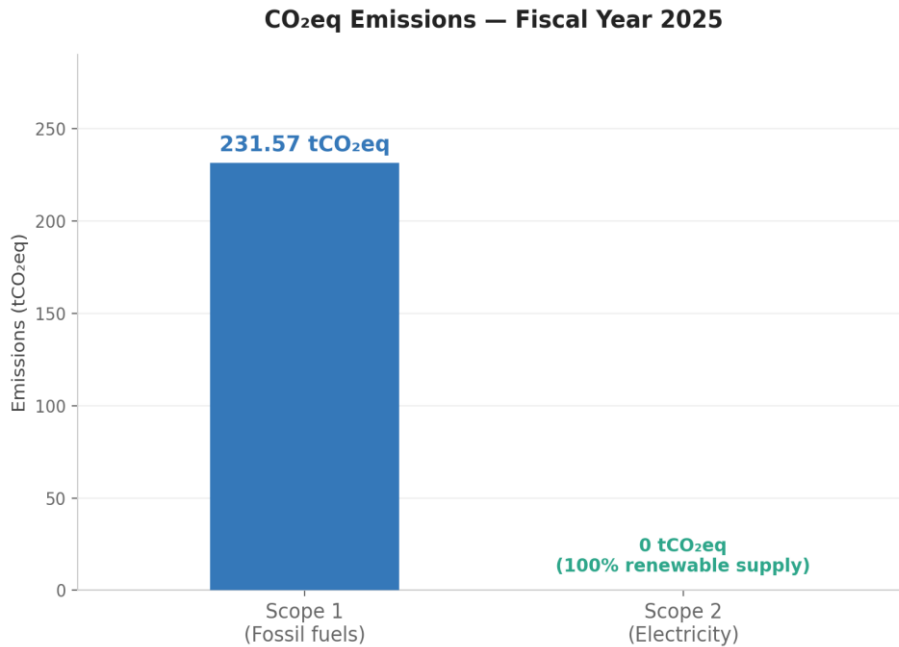
Breakdown of consumption by category

Category	MWh	Percentage
Fossil fuels (Scope 1)	1,049	67.2%
of which natural gas for boilers and furnace	769	49.3%
of which diesel for company vehicles	280	17.9%
Electricity purchased from renewable sources (Scope 2)	332	21.3%
Self-generated electricity from renewable sources (Scope 2)	181	11.6%
Total	1,562	100%

Note: Scope 1 data includes diesel for company vehicles and natural gas for boilers and the furnace. Scope 2 includes electricity purchased from certified renewable suppliers and that self-generated from renewable plants. There is no consumption from the non-renewable national mix

CO₂eq emissions - Financial year 2025

Breakdown of emissions by Scope



Breakdown of emissions by category

Category	tCO ₂ eq	Percentage
Scope 1 - Fossil fuels	231.57	100%
of which natural gas	161.31	69.7%
of which company vehicle diesel	70.26	30.3%
Scope 2 - Electricity (100% renewable supply)	0	0%
Total	231.57	100%

Note: Scope 2 emissions are 0 tCO₂eq thanks to the supply of electricity certified as coming 100% from renewable sources (Guarantee of Origin), effective from 1 January 2025. Scope 1 emissions are calculated using the DEFRA 2023 emission factors.

An analysis of energy consumption recorded for the three-year period 2023-2025 reveals the following:

Three-year summary table

Indicator	2023	2024	2025
Renewable electricity (MWh)	273	363	513
Non-renewable electricity (MWh)	183	151	0
Total electricity (MWh)	456	514	513
Scope 1 fossil fuels (MWh)	889	1,282	1,049
Scope 1 emissions (tCO ₂ eq)	186.44	280.63	231.57
Scope 2 emissions (tCO ₂ eq)	87.53	67.69	0
Total Scope 1+2 emissions (tCO₂eq)	273.97	348.31	231.57
Emissions intensity (tCO ₂ eq/€ million)	16.32	19.44	11.72

Electricity

Renewable

Electricity consumption from renewable sources grew significantly over the three-year period, rising from 272 MWh in 2023 to 363 MWh in 2024, reaching 513 MWh in 2025. This increase reflects the company's investments in the energy transition: the share of self-generated energy from photovoltaic systems at the Roletto (TO) plant rose progressively from 89 MWh in 2023 to 177 MWh in 2024 and up to 181 MWh in 2025, whilst the review of supply contracts has enabled a significant increase in the share of purchased certified renewable energy, rising from 26 MWh in 2023 to 332 MWh in 2025, with 100% of electricity requirements covered by renewable sources by 2025.

Non-renewable

Electricity consumption from non-renewable sources is gradually reduced from 183 MWh in 2023 to 151 MWh in 2024, falling to zero in 2025. This result has been made possible by the adoption, from 1 January 2025, of an electricity supplier with certification of 100% renewable origin (Guarantee of Origin), which has eliminated any remaining dependence on the national non-renewable mix.

Total

Total electricity consumption remains largely stable over the three-year period, rising from 456 MWh in 2023 to 514 MWh in 2024, before settling at 513 MWh in 2025. The stability of total consumption, against a backdrop of growth in production activity and turnover from €16.8 million in 2023 to €19.8 million in 2025, demonstrates the effectiveness of the energy efficiency measures adopted. The most significant figure, however, is the qualitative transformation of the energy mix: in 2023, only 40% of electricity came from renewable sources, whilst in 2025 this share reaches 100%.

Fossil fuels

Non-renewable

Fossil fuel consumption shows a non-linear trend over the three-year period. Following an increase from 889 MWh in 2023 to 1,282 MWh in 2024 - attributable to the introduction of diesel for company vehicles (284.90 MWh) and greater use of natural gas for boilers and the furnace (997.23 MWh) - a significant reduction to 1,049 MWh is recorded in 2025, thanks to the rationalisation of natural gas consumption (769.40 MWh) and a slight decrease in diesel consumption for transport (279.76 MWh).

Total

Although total fossil fuel consumption peaks in 2024, it falls by 18.2% in 2025 compared with the previous year, standing at 1,049 MWh. This reduction contributes directly to the fall in Scope 1 emissions, which dropped from 280.63 tCO₂eq in 2024 to 231.57 tCO₂eq in 2025. Taking Scope 1 and Scope 2 emissions together, total emissions fell from 348.31 tCO₂eq in 2024 to 231.57 tCO₂eq in 2025, with an improvement in emissions intensity from 19.44 to 11.72 tCO₂eq per million euros of turnover - an indicator confirming the progressive decoupling between the company's economic growth and its climate impact.

B3.2 - Gross greenhouse gas (GHG) emissions

With regard to the greenhouse gas emissions recorded over the three-year period under review, the following observations can be made.

GHG emissions (tCO₂eq) - Three-year comparison 2023-2025

Energy source	2023	2024	2025
Scope 1	186.4	280.6	231.6
Scope 2	87.5	67.7	-
Scope 3	n/a	n.a.	n/a
Total	274.0	348.3	231.6

GHG emissions by Scope - Three-year comparison 2023-2025

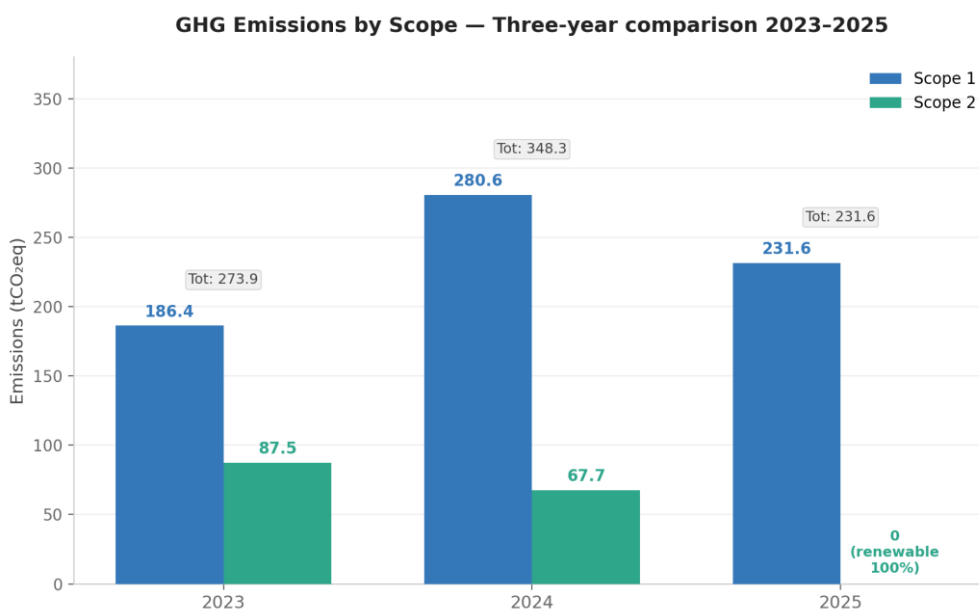


Chart 1 - Scope 1 and Scope 2 emissions (tCO₂eq) by year. Scope 2 emissions will be reduced to zero in 2025 thanks to a 100% renewable energy supply.

Note: Scope 2 emissions will be reduced to zero in 2025 thanks to the supply of electricity with 100% renewable certification (Guarantee of Origin), effective from 1 January 2025.

Comment

With regard to the greenhouse gas emissions recorded over the three-year period under review, the following observations can be made.

Scope 1 - Direct emissions

Direct emissions from fossil fuels increased from 186.4 tCO₂eq in 2023 to 280.6 tCO₂eq in 2024, attributable to the introduction of diesel for company vehicles and increased use of natural gas for boilers and the furnace, coinciding with a year of higher production activity. In 2025, there is a reduction to 231.6 tCO₂eq, reflecting the positive impact of the energy consumption rationalisation measures adopted - in particular the reduction in natural gas consumption - and the slight decrease in diesel consumption for transport.

Scope 2 - Indirect emissions from purchased energy

Indirect emissions linked to electricity consumption show a gradual reduction over the three-year period: from 87.5 tCO₂eq in 2023 to 67.7 tCO₂eq in 2024, until they are completely eliminated in 2025. The decrease in 2024 is consistent with the increase in the share of self-generated energy from photovoltaic sources (from 89 MWh in 2023 to 177 MWh in 2024). The achievement of 0 tCO₂eq in 2025 is directly attributable to the adoption, from 1 January 2025, of an electricity supplier with certification of 100% renewable energy origin (Guarantee of Origin), which has completely eliminated the indirect emissions associated with the company's electricity consumption.

Scope 3 - Indirect emissions along the value chain

Data relating to Scope 3 emissions are not currently available for the period under review, as the Company has not yet implemented a structured system for monitoring and calculating these emissions. The Company is considering the inclusion of Scope 3 emissions in its reporting in future editions of the sustainability report, with particular attention to emissions arising from logistics, the supply chain and the end use of products.

Total GHG emissions

Total emissions (Scope 1 + Scope 2) rise from 274.0 tCO₂eq in 2023 to 348.3 tCO₂eq in 2024 (+27.1%), before falling significantly to 231.6 tCO₂eq in 2025 (-33.5% compared to 2024, -15.5% compared to 2023). 2025 represents the lowest figure of the three-year period and the most significant result in terms of decarbonisation, achieved through a combination of net-zero Scope 2 emissions and a reduction in Scope 1 emissions.

The trend over the three-year period highlights the need to continue and strengthen the actions already underway, in particular:

- consolidating the supply of 100% renewable electricity and assessing the expansion of installed photovoltaic capacity;
- continuing to optimise natural gas consumption for boilers and furnaces, the main source of Scope 1 emissions;
- commence monitoring of Scope 3 emissions, which represent a potentially significant proportion of the supply chain's overall climate impact;
- incorporate quantitative climate targets into the business plan, in line with the ESG commitments made.

B3.3 - Emissions intensity

Emissions intensity data - Three-year comparison 2023-2025

Indicator	2023	2024	2025
Revenue volume (euros)	16,784,884	17,914,944	19,752,446
Gross Scope 1 emissions (tCO ₂ e)	186.4	280.6	231.6
Gross Scope 2 emissions (tCO ₂ e)	87.5	67.7	0
Total Scope 1+2 emissions (tCO ₂ e)	274.0	348.3	231.6
Emissions intensity (tCO₂e/€000)	0.0163	0.0194	0.0117

Comment

The company's emissions intensity, measured as the ratio of gross greenhouse gas emissions (Scope 1 + Scope 2) to revenue, shows an overall positive trend over the three-year period, with a significant improvement in 2025.

In 2023, the emissions intensity stands at 0.0163 tCO₂e/€000, against revenue of €16,784,884 and gross emissions of 274.0 tCO₂e. In 2024, the indicator temporarily worsens to 0.0194 tCO₂e/€1,000, reflecting the growth in Scope 1 emissions - linked to the introduction of diesel for company vehicles and increased use of natural gas - which more than offset the increase in turnover to €17,914,944.

In 2025, emissions intensity falls significantly to 0.0117 tCO₂e/€1,000, the lowest figure of the three-year period, thanks to a combination of three factors: the growth in turnover to €19,752,446, the reduction in Scope 1 emissions resulting from the rationalisation of natural gas consumption, and the complete elimination of Scope 2 emissions achieved through the supply of 100% certified renewable electricity. This result represents a reduction of 39.7% compared to the peak in 2024 and 28.2% compared to 2023.

This indicator confirms the progressive decoupling of economic growth from climate impact: against a 17.7% increase in turnover over the three-year period, emissions per unit of revenue have fallen by almost a third, demonstrating the effectiveness of the energy transition strategy adopted by the company.

NOVA SIRIA can further strengthen its commitment through:

- a more significant reduction in non-renewable energy;
- the adoption of circular economy practices;
- the introduction of **Scope 3** emissions monitoring.

Voluntary CO₂ Removal Initiative — Paulownia Project

In addition to the mandatory B3 metrics, the Company separately reports the contribution generated by the multi-year urban reforestation project carried out in collaboration with the Paulownia Piemonte Association. The removal data is disclosed distinctly and is not deducted from gross emissions, in accordance with the GHG Protocol.

Voluntary CO₂ Removal Initiative — Paulownia Piemonte Project

Partner	Associazione Paulownia Piemonte — www.paulowniapiemonte.it
Location	Municipal public parks in Cuneo, Grugliasco and Frossasco (CN/TO)
2025 Commitment	135 Paulownia trees planted (recurring multi-year commitment)
GHG Classification	Voluntary CO ₂ removal (carbon removal). It does not fall within Scope 1, 2 or 3 under the GHG Protocol. The figure is not deducted from gross emissions.
Estimated 2025 sequestration	Base-case assumption (60 kg/tree/year): 8.1 tCO ₂ e - Range: 4.3 (conservative) – 13.5 (optimistic) tCO ₂ e - Ratio to 2025 gross emissions: 3.5% (base-case)
Additional environmental benefits	Honey-producing species; soil-quality improvement; heavy-metal absorption; enhancement of urban biodiversity (birdlife). Contributes to SDGs 11, 13 and 15.
Disclaimers	Sequestration values are estimates (not measured in the field). The trees are located on public land: sequestration is not contractually assigned to the Company and cannot be used for carbon-neutrality claims without further formalisation. The project does not constitute a certified carbon credit (VCS/Gold Standard).

Quantitative Context

Gross 2025 emissions (Scope 1+2) amount to 231.6 tCO₂e. The estimated removal generated by the Paulownia project under the base-case assumption (8.1 tCO₂e) represents 3.5% of gross emissions. Although limited in absolute terms, the initiative holds strategic relevance within the Company's progressive transition toward a lower-impact production model, and it demonstrates the Company's commitment to the Piedmont region.

The project also contributes to the United Nations Sustainable Development Goals: SDG 11 (public urban green areas), SDG 13 (climate action), and SDG 15 (biodiversity and soil quality).

CO₂ Removal Estimate — Paulownia Project

Values based on scientific literature (range 32–100 kg CO₂/tree/year; base value 60 kg/tree/year). Data not measured in the field; uncertainty is disclosed through the range. The Company reserves the right to update the estimate based on specific monitoring data.

B4 - Air, water and soil pollution



3.9 - Substantially reduce the number of deaths and illnesses caused by pollution and contamination



6.3 - Improve water quality by reducing pollution



12.4 - Manage chemicals and waste in an environmentally sound manner



14.1 - Reduce marine pollution



15.1 - Ensure the conservation of terrestrial ecosystems

This metric requires detailed disclosure of pollutants released into the air, water and soil, with particular attention to production processes, pollutant management practices and impacts on surrounding areas.

As part of its ongoing commitment to improving sustainability, the Company has implemented a structured system for monitoring and controlling local emissions, with the aim of identifying, measuring and progressively reducing the environmental impacts of its production activities, in line with the principles of the EFRAG VSME framework and international ESG reporting standards.

Summary of monitored pollutants

Pollutant	Presence in the process	Emissions/Releases	Control measures
NOx	Yes - natural gas-fired heating systems	Measured in mg/kWh per plant; total kg n.a.	Plant-specific monitoring; sub-metering plan in progress
SOx (sulphur oxides)	No - sulphur-free fuels	None	N/A - structural absence
Heavy metals	Yes - welding and grinding processes generate chromium, manganese and nickel	Chromium and manganese < detection limit (2024); nickel under assessment	Abatement systems under evaluation; periodic sampling programme to be defined
Mineral oils	Yes - exclusively for machinery maintenance	Contents - active collection systems	Collection tanks beneath suction pumps; dry production processes

Atmospheric emissions - NOx (nitrogen oxides)

Each heating system at the three production plants has its own specific emission factor, expressed in mg NOx/kWh, which was determined during installation or commissioning. Natural gas consumption data is available only at an aggregated level per plant, based on supply bills, and not for individual systems. As each plant has a different emission factor from the others, it is not possible to reliably calculate total NOx emissions even on the basis of aggregated plant consumption: any estimate would require arbitrary assumptions

regarding the distribution of consumption across plants, with results that could be misleading for the purposes of ESG reporting.

Values measured per plant

Plant	Measured parameter	Minimum value	Maximum value	Total NOx emissions
Plant 1	mg NOx/kWh	6	32	N/A
Plant 2	mg NOx/kWh	14	62	N/A
Plant 3	mg NOx/kWh	10	20	N/A

Methodological note

The quantification of total NOx emissions in kilograms cannot currently be calculated with sufficient reliability. Natural gas consumption figures are available at an aggregate level per plant - derived from supply bills - but are not broken down by individual plant. As plants have significantly different specific emission factors, a calculation based on overall plant consumption would produce a result that is not sufficiently accurate and could be misleading for ESG reporting purposes.

Why is 'n.a.' indicated for total emissions?

The EFRAG VSME framework expressly provides for the possibility of indicating data as not available (n.a.), provided this is accompanied by a transparent explanation and a plan to improve data collection. The Company has chosen not to present an approximate figure in place of an accurate one, in line with the principles of transparency and reliability in sustainability reporting.

Improvement plan

The Company has identified the lack of sub-metering of gas consumption per individual plant as a priority area for improvement. The planned actions are:

- Installation of natural gas consumption measurement systems for each heating plant, in order to accurately attribute the kWh consumed to each unit.
- Calculation of total NOx emissions per plant, obtained by multiplying the allocated kWh by the respective specific emission factor (mg NOx/kWh).
- Aggregation of data by plant and at company level, with reporting of total NOx emissions (kg/year) in subsequent editions of the sustainability report.

Atmospheric emissions - SOx (sulphur oxides)

The Company does not use sulphur-containing fuels in its production processes or in its heating systems. Consequently, there are no sulphur oxide (SOx) emissions attributable to the Company's activities. The absence of this pollutant is structural and does not depend on abatement measures, but rather on the choice of fuels used.

No SOx emissions - structural absence linked to the type of fuels used (sulphur-free natural gas)

Emissions and releases - Heavy metals

Certain stages of the Company's production process involve the release of certain heavy metals into the air, primarily total chromium, manganese and nickel.

During the latest sampling campaign (carried out in 2024), levels of total chromium (the presence of hexavalent chromium is excluded as no welding is carried out on stainless steel) and manganese were found to be below the instrumental detection limit ($< 0.1 \text{ mg/m}^3$).

As regards the concentrations of nickel generated by welding and grinding processes, various initiatives are planned for 2026 aimed at minimising the release of dust and fumes into the atmosphere. Several projects are currently being evaluated for the installation of abatement systems, designed to capture dust and fumes before they are emitted. In parallel, a programme of periodic sampling is being finalised, aimed at verifying compliance with environmental permits.

Chromium and manganese concentrations below instrumental detection limits

Planning of initiatives to limit the emission of nickel into the atmosphere, through the evaluation of abatement systems and the definition of a periodic sampling plan

Management of mineral oils

The Company's production processes are entirely dry. The only use of oils relates to routine machinery maintenance, with characteristics and management procedures designed to minimise the risk of environmental contamination:

- Oils are dispensed via suction pumps fitted with a collection sump below, which prevents any accidental spillage into the ground or water.
- The oil used is an emulsified type, containing water, with a lower environmental impact than pure mineral oils.
- The quantities used are limited solely to machinery maintenance and are not involved in the production cycle.

The measures adopted ensure the containment of any leaks and the prevention of accidental releases into the soil or into surface and groundwater.

- ☑ Entirely dry production processes - no oil in the production cycle
- ☑ Emulsified oil (water-based) - lower environmental impact
- ☑ Collection sump beneath the pumps - containment of accidental leaks

Water and soil pollution

The Company’s production activities do not generate liquid or solid emissions classifiable as pollutants for water or soil. Industrial waste is managed in compliance with current legislation. No incidents of soil or surface and groundwater contamination were reported during the reporting period.

B5 - Biodiversity



15.1 - Ensure the conservation of terrestrial ecosystems

15.5 - Taking urgent action to reduce the degradation of natural habitats



14.2 - Manage and protect marine ecosystems in a sustainable manner

With this metric, the organisation reports data relating to its impacts on biodiversity, ecosystems and land use.

B5.1 - Biodiversity Impact and Management.

Location of the operational headquarters

The Company’s operational headquarters are located in the municipality of Roletto (TO), in Piedmont, within an established industrial area. The facilities are spread across four industrial buildings covering a total area of 2.25 hectares, entirely designated for industrial use and already developed, without the consumption of additional natural land.

Location	Area (sqm)	Areas of biodiversity concern	Specifications (located in areas of biodiversity concern)
Roletto - Italy	22.430,89	no	no

Summary of proximity to sensitive areas

Database	Nearest site	Distance	Impact
Key Biodiversity Areas (KBA)	Susa Valley and Val Chisone	~20 km	None
Natura 2000 Network - Habitats Directive	Wet forests and ponds of Cumiana	~6 km	None
UNESCO World Heritage	Stupinigi Hunting Lodge (cultural site)	~21 km	None

Key Biodiversity Areas (KBA)

A check carried out on the international database www.keybiodiversityareas.org indicates that the Key Biodiversity Area (KBA) closest to the operational site is the Susa Valley and Val Chisone, located approximately 20 km away as the crow flies. This significant distance rules out any direct interference from production activities with this valuable ecosystem.

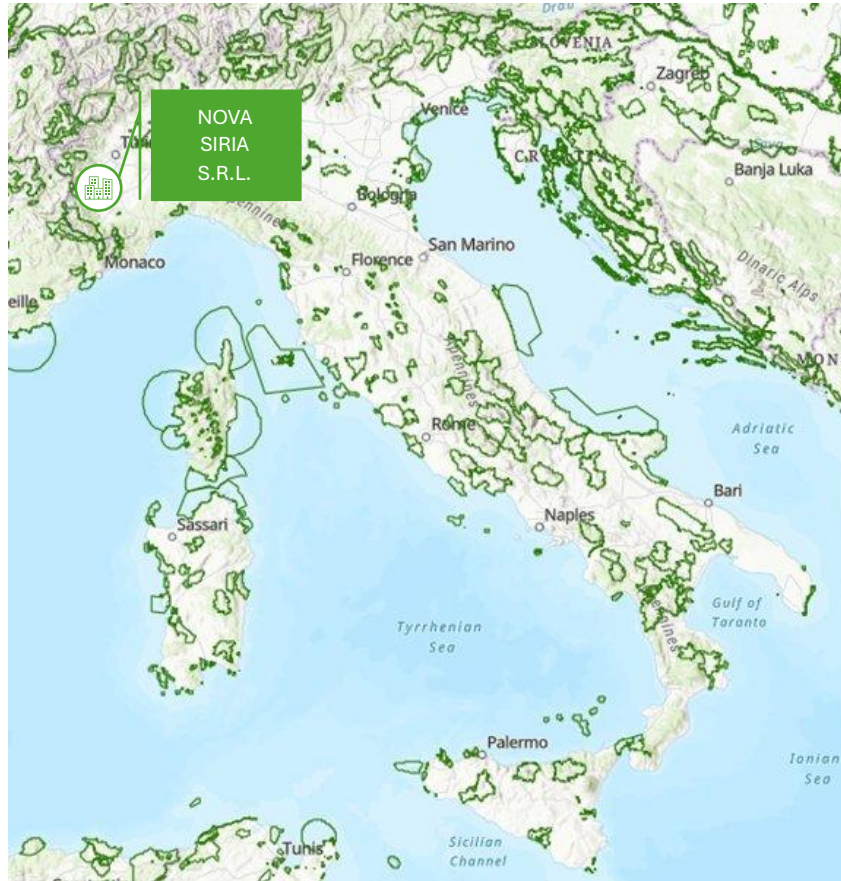


Figure 1 - KBAs in Italy (source: keybiodiversityareas.org)

Natura 2000 Network - Habitats Directive

The official portal natura2000.eea.europa.eu indicates that the protected site under the Habitats Directive (92/43/EEC) closest to the headquarters is the Cumiana Wet Woods and Ponds, located approximately 6 km away as the crow flies. The nature of the activities carried out and the distance from the perimeter of the protected area rule out any direct impact on the protected habitat.



Figure 2 - Natura 2000 sites in Italy (source: natura2000.eea.europa.eu)

UNESCO World Heritage

A check carried out on the portal whc.unesco.org/en/list/ does not indicate any natural areas inscribed on the UNESCO World Heritage List in the immediate vicinity of the company's headquarters. The nearest UNESCO site is the Stupinigi Hunting Lodge, classified as a cultural rather than a natural site, located approximately 21 km away as the crow flies. Its status as an architectural and cultural asset and its distance from the headquarters rule out any interference with the company's production activities.



Figure 3 - UNESCO sites in Italy (source: whc.unesco.org)

Overall assessment

The Company does not operate within protected areas, buffer zones or areas of high ecological sensitivity. Production activities take place within an established industrial context, on land already developed by human activity, without the consumption of additional natural land. **There are no direct impacts on local biodiversity** nor any interference with the nearest Natura 2000 areas, KBAs or UNESCO sites.

- ☑ No activities carried out within protected areas or buffer zones
- ☑ No consumption of natural land - site located in an already developed industrial area
- ☑ Minimum distance from protected areas: ~6 km (Cumiana wet woodlands and ponds)
- ☑ No direct impact recorded on ecosystems, habitats or protected species

The Company periodically monitors any updates to the boundaries of protected areas and is committed to ensuring its activities remain compatible with the protection of the surrounding ecosystem.

B5.2 - Land use data

This metric analyses the breakdown of the Company's land areas with reference to their impact on the natural environment, particularly in relation to impervious surfaces and nature-oriented areas, in line with the requirements of the GRI and ESRS reporting standards.

The Company recognises the importance of responsible management of natural resources and the protection of biodiversity as an integral part of its corporate strategy, operating in compliance with environmental regulations and adopting a proactive approach to mitigate the impacts of its production activities on the local area.

Land use data - Comparison 2024-2025

B5.2 - Uso del suolo

Land use type	Surface (sqm)		
	2024	2025	% change
Total sealed area	15.016,61	15.442,91	3%
Total nature-oriented area on-site	7.414,28	6.987,98	-6%
Total nature-oriented area off-site	1.800,00	1.800,00	0%
Total land use	24.230,89	24.230,89	0%

Sealed areas and soil management

The Company's production activities involve the use of impervious surfaces for industrial buildings and logistics areas. These surfaces are monitored to limit negative effects on the local water cycle, such as increased surface runoff and the risk of water pollution.

- **Total site area:** 24,230.89 m² (approximately 2.42 hectares)
- **Sealed area in 2025:** 15,442.91 m² (63.7% of the site)
- **Change compared to 2024:** +3% - increase attributable to the expansion of production and logistics areas

Sealed surfaces account for the majority of the company's site (63.7%), in line with the area's industrial use. The company regularly monitors this metric to identify opportunities to reduce unmanaged surface runoff.

Nature-oriented areas

The Company has designated specific areas within and outside the site for the promotion of biodiversity and environmental sustainability.

On-site

- **Green space on site in 2025:** 6,987.98 m² (28.8% of the site)
- **Change compared to 2024:** -6% - reduction linked to the expansion of production areas

Off-site

- **Nature-oriented area off-site:** 1,800.00 m² (7.4% of the site) - unchanged over the two-year period

Among the biodiversity initiatives already underway, particular mention should be made of the annual planting of 135 paulownia trees in public parks across the Piedmont region (Cuneo, Grugliasco, Frossasco), in collaboration with the Paulownia Piemonte association.

→ *Specific projects implemented in the site's green areas*

During 2024, the company created a new company green area of approximately 3,000 m², accessible to all employees. The project involved the planting of 22 trees, contributing to the redevelopment of outdoor spaces and the improvement of the company's microclimate.

An expansion of the green area by approximately 100 m² is planned for 2026.

The initiative forms part of a broader commitment to environmental sustainability and people's well-being. The presence of new trees promotes CO₂ absorption, increased biodiversity and a reduction in the impact of heat islands, as well as improving air quality.

From a social perspective, the area provides a space for breaks and relaxation, promoting the physical and mental wellbeing of employees and encouraging a more balanced work-life style.

Indicators and targets

Key indicators 2025

- **Sealed surface area:** 63.7% of the total site
- **Nature-oriented area on-site:** 28.8% of the total site
- **Nature-oriented area off-site:** 7.4% of the total site

Targets for 2030

- Increase the nature-oriented area by 5%
- Continue the paulownia tree planting programmes with a target of 675 additional trees by 2030

✓ **Total site area: unchanged over the two-year period (0% new land take)**

✓ **Annual planting of 135 paulownia trees in the Piedmont region**

✓ **Off-site areas dedicated to nature: stable at 1,800 m²**

B6 - Water



6.1 - Achieve universal and equitable access to safe drinking water

6.3 - Improve water quality by reducing pollution

6.4 - Substantially increase water-use efficiency

This section reports on the Company’s water abstraction for the three-year period 2023-2025, together with the territorial water risk assessment conducted on the basis of international reference tools, in accordance with the requirements of the EFRAG VSME framework.

Regional water risk assessment

The Company has conducted a water risk assessment of the territory in which it operates using the World Resources Institute’s Water Risk Atlas (www.wri.org), an international reference tool for mapping risks related to the availability and quality of water resources.

The assessment indicates that the entire Piedmont region presents a general water risk level of medium-high, with a score of between 2 and 3 on a scale from 0-1 (low risk) to 4-5 (extremely high risk).

Risk category	Level	Specific indicator	Level
Physical-quantitative risk	High	Water stress	High
		Water depletion	High
		Groundwater level decline	High
Physical and quality risk	Medium-low	-	-
Regulatory and reputational risk	Low	Regulatory uncertainty	Low
		Conflicts with public authorities	Minimal

Source: Water Risk Atlas - World Resources Institute (www.wri.org)



Figure 1 - Overall Water Risk - Italy and the Mediterranean region. Source: Water Risk Atlas, World Resources Institute (www.wri.org)

In terms of physical-quantitative risks, the three most relevant indicators for corporate water resource management are all rated 'High': water stress (the ratio of total demand to available renewable reserves), water depletion (the ratio of total consumption to available renewable resources) and groundwater level decline. This risk profile requires a careful and responsible approach to water management, with particular attention to the efficiency of water abstraction and the reduction of waste.

Water abstraction and consumption 2023-2025

Sites	2023 - Abstraction (m ³)	2024 - Abstraction (m ³)	2025 - Abstraction (m ³)
All sites	2,031	2,945	1,388
of which water-stressed area 1	-	-	-
of which water-stressed area 2	-	-	-

Note: Water consumption is not measured separately from water abstraction, as the water used is returned in its entirety to the environment without significant loss or evaporation.

Data analysis

Intended use of abstracted water

For all three reference years, over 99.9% of the water abstracted is used for purposes similar to domestic use: sanitary water for staff and water for cleaning work areas. The contribution of process water is marginal, estimated at approximately 1.7 m³/year based on the company's EPD declaration.

Why is only abstraction recorded and not consumption?

The water used is returned in its entirety to the environment via the sewer system, without significant leakage or evaporation. There is therefore no 'consumption' of water in the strict sense - that is, water that does not return to the hydrological cycle - and the abstraction figure coincides with the total usage figure.

Trend over the three-year period

Water abstraction shows a variable trend over the three-year period: following an increase from 2,031 m³ in 2023 to 2,945 m³ in 2024 (+45%), there was a significant reduction in 2025 to 1,388 m³ (-53% compared to 2024 and -32% compared to 2023). The variation in 2024 is likely attributable to specific operational requirements or extraordinary cleaning of the facilities; the significant reduction in 2025, on the other hand, reflects an improvement in water use efficiency and/or a normalisation of consumption.

Water-stressed areas

The columns relating to water stress areas 1 and 2 do not present disaggregated data for the reference period. The Company will assess, in subsequent editions of the financial statements, the possibility of incorporating this disaggregation should the measurement systems permit it.

Commitments to sustainable water management

In response to the medium-high water risk profile of the area, the Company has initiated and intends to consolidate the following measures:

- **Commissioning of a company-owned well** by 2027 for the abstraction of water for the irrigation of green spaces, replacing the supply from the public water network, thereby reducing pressure on the public water network.
- **Continuous monitoring of water abstraction** with annual measurement and reporting in the sustainability report.
- **Assessment of further water efficiency measures** in line with target 6.4 of SDG 6 (efficient use of water resources in production activities).

- ✓ **Water abstraction 2025: 1,388 m³ - a 53% reduction compared to 2024**
- ✓ **Over 99.9% of water used for sanitary purposes - no wastage in the production process**
- ✓ **Activation of company well for irrigation - reduction in abstraction from the public water supply**

B7 - Resource use, circular economy and waste management



- 12.2** - Achieve sustainable management and efficient use of natural resources
- 12.4** - Manage chemicals and waste in an environmentally sound manner
- 12.5** - Substantially reduce waste generation

Metric B7 is of strategic importance to the Company, which manufactures joining, repair and branching systems for steel pipes. By their very nature, these activities generate significant material flows and a structured production of waste, making a systematic approach to the efficient use of resources and the sustainable management of production residues essential.

Circular economy principles

Although there are no specific regulatory obligations, the Company has adopted circular economy principles inspired by the European 9R model (in particular: Reduce, Reuse, Recycle), integrating them into its corporate strategy as a tool to ensure sustainable resource management and minimal environmental impact.

The main practices implemented concern:

- **Recycling and recovery of metallic materials:** metal shavings and scrap resulting from manufacturing processes are recovered and sent to authorised recycling companies, with a 100% recovery rate for iron and steel.
- **Reuse of packaging:** wooden and plastic packaging is reused across multiple logistics cycles, reducing the demand for new materials.
- **Management of used lubricating oils:** mineral oils used in machinery are recovered and sent for regeneration, with a 100% recycling rate by 2025.
- **Minimisation of metal waste:** the use of advanced CAD software for component design enables the optimisation of raw material usage and a reduction in the production of non-recyclable scrap.
- **Sale or donation of reusable waste:** compatible waste materials are sold or donated for reuse, in line with the principles of the circular economy.

Waste generated - Financial year 2025 (consolidated company data)

Type	Total (t)	Recycling/Reuse (t)	Recycling %	Disposal (t)	2023 Total (t)	2024 Total (t)
Non-hazardous waste	232,894	228,894	98.3%	4,000	249,252	232,803
of which Iron and Steel (170405)	205,540	205,540	100%	-	207,980	200,210
of which: Wooden packaging (150103)	16,300	16,300	100%	-	21,169	17,180
of which Paper and Cardboard (150101)	4,470	4,470	100%	-	5,560	5,100
of which Plastic packaging (150102)	1,530	1,530	100%	-	2,680	3,080
of which sandblasting residues (120116)	4,000	-	0%	4,000	5,820	5,254
of which Other types	1,054	1,054	100%	-	6,043	1,979
Hazardous waste	2,095	1,800	85.9%	0.295	2,129	2,196
of which hydraulic mineral oils (130110*)	1.800	1,800	100%	-	0.360	1,020
of which Absorbents and PPE (150202*)	0.200	-	-	0.200	0.798	0.950
of which pressurised gas (160504*)	0.095	-	-	0.095	0.174	0.102
of which waste paint (080111)	-	-	-	-	0.275	0.044
of which packaging containing residues of hazardous substances or contaminated by such (1501110)	-	-	-	-	0.125	-
of which other filtration residues and spent absorbents (activated carbon) (070310)	-	-	-	-	0.397	0.080
Total waste	234,989	230,694	98.2%	4,295	251,381	234,999

Note: the 2025 figures consolidate the contributions from all four sites (STAB 1 Via Marconi 6, STAB 2 Via Marconi 4, STAB 3 Via Torino 15, STAB 4 Via Marconi 7). Figures from previous years are shown for comparison.

Analysis of results

Non-hazardous waste

Non-hazardous waste accounts for almost all of the waste produced (99.1% of the total). In 2025, it amounted to 232,894 tonnes, a slight decrease compared to 2023 (249,252 t) and essentially stable compared to 2024 (232,803 t). The recycling and reuse rate stands at 98.3%, with iron and steel (205,540 tonnes) representing the predominant category and being sent for recycling at a rate of 100%. Blasting residues (4,000 tonnes) constitute the only non-recoverable stream, destined for disposal.

Hazardous waste

Hazardous waste amounts to 2,095 tonnes in 2025, a slight decrease compared to 2023 (2,129 tonnes) and 2024 (2,196 tonnes). The recycling rate is 85.9%, with 100% of hydraulic mineral oils (1,800 tonnes) sent for regeneration. Waste destined for disposal (0.295 tonnes) includes contaminated absorbents and PPE (0.200 tonnes) and gases in pressurised containers (0.095 tonnes), managed by certified facilities.

Overall performance

The overall recycling and reuse rate in 2025 stands at 98.2% (230,694 tonnes out of a total of 234,989 tonnes), confirming the robustness of the waste management model adopted by the Company. This performance is significantly higher than the national average for special industrial waste, which, according to the report “Recycling in Italy 2024” by the Foundation for Sustainable Development, stands at 72.2%, demonstrating the effectiveness of the circular economy principles integrated into the Company’s production processes.

- ☑ Overall recycling rate 2025: 98.2% - vs 72.2% national average for industrial special waste (source: Foundation for Sustainable Development, 2024)
- ☑ Iron and steel: 100% sent for recycling (205,540 tonnes)
- ☑ Hydraulic mineral oils: 100% sent for regeneration (1,800 tonnes)
- ☑ Total waste down by 6.5% compared to 2023 (from 251,381 tonnes to 234,989 tonnes)

Commitments and targets for 2030

The Company is committed to consolidating and further improving its waste management performance through the following objectives:

- Increase the recycling rate for hazardous waste to 90% by 2027, by optimising separate collection and expanding recycling chains.

- **Reducing the total production of non-hazardous waste** by 10% by 2030, through the implementation of more efficient production processes and the reduction of waste.
- **Phasing out single-use packaging** by extending reuse practices to all production sites.
- **Target to plant** 675 additional trees by 2030

Core metrics - Social issues

B8 - Workforce - General characteristics



8.5 - Achieve full employment and decent work for all



5.1 - End all forms of gender discrimination

Monitoring a company's workforce in terms of contract type, gender and geographical distribution is key to assessing its commitment to social sustainability, gender equality and inclusivity. This information enables an analysis of the stability and quality of the employment created by the company, as well as its ability to adapt to different geographical and regulatory contexts.

For **NOVA SIRIA S.R.L.**, these analyses are essential for identifying employment trends, ensuring regulatory compliance and promoting employee well-being. Transparency in this metric provides stakeholders with a clear picture of the company's commitment to diversity and equal opportunities.

B8.1a - Workforce by type of contract

B8.1a - Type of contract	2023	2024	2025
Fixed-term contract	14	7	5
Permanent contract	73	78	76
Total employees	87	85	81

Monitoring of contract types highlights the balance between job stability and corporate flexibility. The majority of employees are on permanent contracts: 73 in 2023, 78 in 2024 and 76 in 2025, demonstrating the job stability offered by the company. Fixed-term contracts remain at very low levels and are steadily decreasing (from 14 in 2023 to 5 in 2025), confirming the focus on stable employment and the trend towards the stabilisation of employment relationships.

B8.1b - Workforce by gender

B8.1b - Gender	2023	2024	2025
Male	70	68	62
Women	17	17	19
Other	0	0	0
Not reported	0	0	0
Total employees	87	85	81

Male staff make up the majority of the workforce, with 70 men in 2023, 68 in 2024 and 62 in 2025. The female workforce remains stable in the 2023-2024 period (17 employees) and grows in 2025 (19 employees), with the relative proportion of women in the total workforce rising from 19.5% in 2023 to 23.5% in 2025. This trend reflects the company's commitment to progressive, inclusive growth and greater female representation, in line with the objectives of the UNI/PdR 125:2022 gender equality certification.

B8.1c - Workforce by country of employment contract

B8.1c - Country of the employment contract	2023	2024	2025
Italy	87	85	81
Total employees	87	85	81

All of the Company's employees are employed within Italy under employment contracts governed by Italian law. There were no employees with contracts governed by the laws of other countries during the reporting period.

B8.2 - Employee turnover

B8.2 - Employee turnover	2023	2024	2025
Employees who have left their jobs	14	7	4
Total employees	87	85	81
Staff turnover (%)	16.1%	8.2%	4.9%

Outgoing turnover is a particularly important indicator for understanding workforce stability, employee satisfaction levels and the effectiveness of personnel management policies. Within the context of the Company, monitoring this indicator is particularly important for ensuring continuity in industrial operations and preserving the technical skills of staff.

With regard to the three-year period 2023-2025, a very significant positive trend is observed: outflow turnover falls from 16.1% in 2023 to 8.2% in 2024, settling at 4.9% in 2025. This trend demonstrates a marked improvement in the company's ability to retain its employees and a strengthening of its personnel management policies. By way of comparison, according to Confindustria's 2025 Labour Survey (2024 data), the outflow turnover rate in industry in the strict sense stands at 10.5% nationally. The figure recorded by the Company in 2025 (4.9%) is therefore more than half the sector average, demonstrating a high capacity for staff retention.

Note: the outflow turnover rate is calculated as the ratio of the number of employees who left the company during the year to the total number of employees at the end of the period.

- 93.8% of employees on permanent contracts in 2025**
- Growing proportion of female employees: from 19.5% in 2023 to 23.5% in 2025**
- Staff turnover in 2025: 4.9% - vs 10.5% Italian industry average (source: Confindustria Labour Survey 2025)**
- 100% of contracts governed by Italian law**

B 9 - Staff - Health and safety



3.8 - Achieve universal health coverage



8.8 - Protect workers' rights and promote safe working environments

Metric B9 focuses on worker safety, representing a key element of social sustainability policies. The workplace accident rate indicator is particularly relevant for measuring the effectiveness of the prevention systems adopted and for identifying areas for improvement.

Calculation methodology

The workplace accident rate is calculated as follows:

$$\text{Accident rate} = (\text{Number of accidents} / \text{Total number of hours worked}) \times 200,000$$

The resulting value reflects the number of accidents per 100 full-time equivalent workers (assuming an average of 40 hours per week for 50 weeks a year, i.e. 2,000 hours/year). Through this indicator, the organisation is able to compare itself against sector benchmarks and identify preventive measures.

Accident data - 2023-2025 period

Workplace accidents and occupational diseases	2023	2024	2025
Number of workplace accidents	2	4	2
Total number of hours worked by all employees	127,827	134,111	128,267
Workplace accident rate	3.13	5.97	3.12
Number of work-related fatalities	-	-	-
Number of deaths due to occupational diseases	-	-	-

Note: The accident rate is expressed per 100 full-time equivalent workers (200,000 reference hours). No deaths due to accidents or occupational diseases were recorded during the three-year reference period.

Analysis of results

In 2023, the Company recorded 2 workplace accidents out of a total of 127,827 hours worked, with an accident rate of 3.13. This figure indicates that prevention policies are generally well managed, with no fatalities or serious consequences.

In 2024, the situation deteriorated, with 4 accidents recorded per 134,111 hours worked and an accident rate of 5.97. The increase compared with the previous year calls for an in-depth analysis of the causes of the accidents so that can implement the necessary countermeasures. It is important to note, however, that in this case too, there were no fatalities resulting from either accidents or occupational diseases.

In 2025, there was an improvement compared to the previous year: 2 accidents out of 128,267 hours worked, with an accident rate of 3.12 - essentially in line with the 2023 figure. The recovery from the 2024 peak demonstrates the effectiveness of the corrective measures adopted following the analysis of accidents that occurred in the previous year. In 2025, too, there were no fatalities resulting from accidents or occupational diseases, confirming the effectiveness of the safety systems.

In summary, the trend over the three-year period highlights positive occupational safety management, with the ability to limit the number of accidents and respond promptly to adverse events. Safety continues to be a corporate priority, through the strengthening of preventive measures - including structured training management in accordance with the principles of ISO 45001 and the annual First Aid Project - and the promotion of a risk-aware corporate culture.

- ☑ No fatalities due to accidents or occupational diseases in the 2023-2025 three-year period
- ☑ Accident rate in 2025: 3.12 - a sharp decline from the 2024 peak (5.97)
- ☑ Structured safety training in accordance with ISO 45001
- ☑ Annual First Aid Project programme with periodic audits by third-party bodies

B 10 - Personnel - Remuneration, collective bargaining and training



4.4 - Increasing the number of young people and adults with technical and professional skills



8.5 - Full and productive employment

8.8 - Protection of workers' rights

This disclosure analyses key aspects relating to working conditions, with a particular focus on remuneration and compliance with minimum standards that guarantee dignity and economic sustainability for workers. Verifying compliance of minimum wages with national regulations and collective bargaining agreements is an essential indicator for assessing a company's commitment to its employees

B10.a - Applicable minimum wage

In Italy, the minimum wage is not set by law but is determined by the national collective labour agreements (CCNL) applicable to each sector. This approach ensures greater flexibility compared to a uniform statutory

minimum wage, allowing different sectors to define wage levels consistent with the specific nature of the work performed, market conditions and the complexity of the tasks.

NOVA SIRIA S.R.L. applies the CCNL for the Metalworking, Manufacturing and Plant Installation Industry, which serves as the primary reference for determining the minimum remuneration to be applied to employees. This agreement - one of the most widespread and structured in the Italian industrial landscape - precisely regulates remuneration for each job grade, distinguishing between manual workers, office staff and middle management, and includes both a fixed component (basic pay scale) and any guaranteed additional elements, such as contingency allowances, seniority increments and contractual bonuses.

Adherence to the National Collective Labour Agreement for the Metalworking Industry is not limited to mere regulatory compliance, but represents an active human resources management tool for the Company. The agreement provides a clear and shared framework of remuneration and regulatory rules, reducing the risk of disputes, strengthening employee confidence and contributing to a stable and collaborative corporate climate.

For all the Company's employees, the remuneration actually paid exceeds the minimum contractual wage provided for in the National Collective Labour Agreement for the corresponding job grade. This is made possible by the implementation of company policies focused on employee wellbeing, which supplement the basic salary with a comprehensive system of benefits and welfare measures, including:

- a corporate welfare scheme providing shopping vouchers to all employees;
- supplementary health insurance in place since 2018, extended to employees' family members;
- a free service provided by the Employment Consultant offering guidance on income support measures;
- subsidised memberships at affiliated gyms and initiatives to promote physical and mental wellbeing.

This approach enables the Company to position itself competitively in the local labour market, attract and retain qualified talent in a highly specialised sector such as the manufacture of pipe joining, repair and branching systems, and demonstrate a concrete commitment to the economic dignity and overall well-being of its workers.

B10.b - Workforce - Gender pay gap

Measuring the **percentage pay gap** between female and male employees is a key indicator for assessing the level of **gender equality** within the organisation. This metric reflects the difference in average pay levels between the two genders, expressed as a percentage of the average pay of male staff, and is a key element in promoting pay equity.

In Italy, the **principle of equal pay** is enshrined in Article 37 of the Constitution and in the Equal Opportunities Code (Legislative Decree 198/2006). However, the industrial landscape still sees pay inequalities in certain sectors, particularly in male-dominated roles, such as the manufacturing and metalworking sectors. In this context, calculating the percentage pay gap serves as a tool to identify and address any disparities.

Percentage pay gap	2023	2024	2025
Average gross hourly pay for male employees (euros)	14.05	14.94	15.25
Average gross hourly pay for female employees (euros)	13.32	14.57	14.63
Percentage pay gap	5.2%	2.5%	4.1%

Measuring the percentage pay gap between female and male employees is a key indicator for assessing the level of gender equality within the organisation. The gap is expressed as a percentage of the average gross hourly pay for men.

In 2023, the pay gap stood at 5.2% in favour of male employees, reflecting a slight disparity attributable to the higher proportion of men in senior technical roles. In 2024, there was a significant reduction in the gap to 2.5%, thanks to pay review policies that have enhanced the value of roles predominantly held by women and to internal promotion initiatives. In 2025, the gap stood at 4.1%, still in favour of male employees, a slight increase compared to 2024 but still lower than the baseline figure from 2023.

The trend over the three-year period shows a progressive move towards pay equity, consistent with the objectives of the UNI/PdR 125:2022 gender equality certification achieved by **NOVA SIRIA S.R.L.** The company's commitment involves the regular monitoring of pay data, the adoption of transparent remuneration policies and the strengthening of female representation in technical and leadership roles.

B10.c - Workforce - Collective bargaining

Collective bargaining is an essential pillar of social dialogue and the protection of workers' rights. It guarantees fair working conditions, promoting **greater economic stability** and collaborative relations between employers and employees.

In Italy, most sectors are governed by **national collective agreements (CCNLs)**, which set binding minimum standards on issues such as pay, working hours, holidays and allowances. Adherence to these agreements is a practice aimed at ensuring:

- **regulatory and legal compliance**, avoiding disputes or penalties.
- **protection of the company's reputation**, demonstrating a commitment to fair working standards.
- **contractual clarity and stability**, thanks to the shared definition of pay and regulatory rules.

Collective bargaining	2023	2024	2025
Number of employees covered by collective labour agreements	87	85	81
Total number of employees	87	85	81
Percentage of employees covered by collective agreements	100.0%	100.0%	100.0%

During the period 2023-2025, **NOVA SIRIA S.R.L.** ensured 100% coverage of its employees under the National Collective Labour Agreement for the Metalworking, Manufacturing and Plant Installation Industry, guaranteeing fair working conditions, regulatory compliance and contractual stability for the entire workforce.

To provide some context, according to ISTAT data for the fourth quarter of 2025 (press release of 29 January 2026), at the end of December 2025, national collective agreements in force covering pay terms applied to 57.8% of the total workforce nationwide - and specifically 47.2% in the industrial sector. The 100% coverage achieved by the Company is therefore well above the average for the Italian industrial sector, demonstrating a structural commitment to safeguarding workers' contractual rights. (Source: ISTAT, Collective Agreements and Contractual Wages - Fourth Quarter 2025).

B10.d - Staff training

Continuous staff training is essential to ensure a workforce prepared to meet the technical and regulatory challenges of the sector. In particular, for **NOVA SIRIA S.R.L.**, operating in the advanced manufacturing sector, training is crucial for maintaining high standards of safety, production quality and technological innovation. The breakdown of hours by gender allows for an assessment of equitable access to training opportunities, ensuring that men and women can benefit equally from professional development programmes.

Training hours by gender	2023	2024	2025
Training hours provided to male employees	1,684	1,088	1,070
Training hours provided to female employees	150	364	500
Number of male employees	40	45	47
Number of female employees	7	16	17
Average hours of training - male employees	42.10	24.18	22.77
Average training hours - female employees	21.43	22.75	29.41

Over the three-year period 2023-2025, the Company provided a total of 4,856 hours of training (1,834 in 2023, 1,452 in 2024 and 1,570 in 2025), distributed between male and female employees. The training mainly covered the areas of production techniques and workplace safety (Legislative Decree 81/2008), ESG compliance and sustainability, and the digitalisation of processes.

Trends by gender

The number of training hours provided to male employees shows a reduction over the three-year period (from 1,684 in 2023 to 1,070 in 2025), with a corresponding decrease in the average annual hours per capita (from 42.10 to 22.77 hours). Female employees, on the other hand, recorded a very significant increase, with total hours delivered rising from 150 in 2023 to 500 in 2025 (+233%) and the average hours per capita rising from 21.43 to 29.41 hours per year, exceeding the male average in 2025. This trend reflects the company's commitment to increasingly equitable access to training opportunities, in line with the objectives of gender equality certification.

Comparison with industry benchmarks

According to the World Economic Forum's Future of Jobs Report 2025, 50% of the global workforce has completed training programmes as part of long-term learning strategies, up from 41% in 2023 - a sign of growing awareness of the importance of continuous training. 85% of employers globally plan to prioritise upskilling their workforce by 2030, with a focus on technological skills (AI, cybersecurity, digitalisation), green skills, soft skills and managerial skills. In the manufacturing sector, the skills gap is cited by 63% of employers as the main obstacle to business transformation.

In this context, the Company is taking a proactive stance: by 2025, the average number of training hours per employee is expected to stand at around 19.4 hours per capita, with an increasingly balanced distribution between genders. Particularly significant is the figure for female employees (an average of 26.32 hours in 2025), which exceeds the overall company average and demonstrates a targeted investment in the skills development of female staff, consistent with the objectives of the UNI/PdR 125:2022 gender equality certification.

☑ 100% of employees covered by the National Collective Labour Agreement for the Metalworking Industry in the three-year period 2023-2025

☑ Salaries above the National Collective Labour Agreement (CCNL) minimums for all job grades

☑ Gender pay gap narrowing: from 5.2% (2023) to 4.1% (2025)

☑ Training hours for women +233% over the three-year period (from 150 to 500 hours in total)

☑ Average training hours for women in 2025: 29.41 hours - higher than the male average

Core metrics - Corporate conduct

B 11 - Convictions and fines for corruption and bribery



16.5 - Substantially reduce corruption and extortion

16.6 - Develop accountable and transparent institutions

Transparency and integrity are fundamental values for **NOVA SIRIA S.R.L.**, a company operating in a highly regulated and strategic sector. As it operates in international markets and is often involved in supplying critical infrastructure, the company recognises the importance of preventing and combating incidents of corruption and bribery.

This disclosure provides an overview of the company's performance in terms of regulatory compliance, demonstrating its commitment to upholding the law and ethical best practices.

Regulatory compliance

NOVA SIRIA S.R.L. has never been convicted nor subject to sanctions relating to breaches of anti-corruption provisions during the reference period 2023-2025. No proceedings have been initiated against the company or its representatives for offences of corruption, extortion or similar conduct.

Ethical and organisational oversight

The Company has implemented a structured system of ethical and organisational oversight to prevent and combat the risk of corruption, comprising the following tools:

- Corporate Code of Ethics: published on the corporate website and binding on employees, contractors and business partners, it includes strict guidelines to prevent conduct that does not comply with anti-corruption regulations and principles of integrity.
- Organisational Model pursuant to Legislative Decree 231/2001 (MOGC): this identifies specific risks related to corruption within business processes and provides for targeted control measures to minimise them, in accordance with the provisions of the legislation on the administrative liability of entities.
- System of periodic audits: in place to monitor the compliance of commercial transactions, tender procedures and contracts with suppliers and customers, as well as relations with public and private bodies - an area of particular relevance for the prevention of corruption risk.
- Mandatory anti-corruption training: provided every two years to executives, middle management and administrative staff, focusing on the risks of corruption in commercial transactions, compliance with Legislative Decree 231/2001 and international anti-corruption regulations.

Training hours on the Organisational Model 231/2001

Training hours on the 231/2001 Organisational Model	2023	2024	2025
Total training hours	8	1	3
Employees involved	60	25	54
Average hours per employee	0.13	0.04	0.06

Analysis of training data

Over the three-year period 2023-2025, **NOVA SIRIA S.R.L.** delivered a total of 12 hours of training on the 231/2001 Organisational Model, with a total of 139 participants. The training focuses on three main areas:

- Corruption risks in commercial transactions and in the management of contracts with suppliers, customers and public bodies.
- Compliance with Legislative Decree 231/2001 and international anti-corruption regulations, with updates on the latest regulatory developments.
- Practical management of potentially critical situations, such as the receipt of gifts and gratuities, relations with public officials and the management of conflicts of interest.

2023 saw the highest number of employees involved (60) thanks to an extended training cycle, in line with the biennial schedule set out in the anti-corruption training plan. 2024 saw a smaller volume (1 hour, 25 participants), consistent with a year of consolidation between training cycles. In 2025, training resumed with 54 participants involved, confirming the regularity and widespread coverage of the programme.

- ☑ **No convictions or sanctions for corruption in the three-year period 2023-2025**
- ☑ **Code of Ethics published and binding on employees, contractors and suppliers**
- ☑ **Organisational Model pursuant to Legislative Decree 231/2001 in place with periodic audits**
- ☑ **Biennial anti-corruption training: 139 participants over the three-year period**

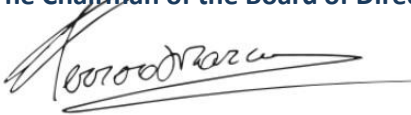
12. Declaration by the Board of Directors

The Board of Directors of **NOVA SIRIA S.R.L.** certifies that the information contained in this Sustainability Report - VSME Basic Module for the 2025 financial year has been prepared with the utmost professional diligence on the basis of the available operational, accounting and environmental data.

This document has not been subject to external assurance. The company will assess the advisability of requesting limited assurance from the financial statements for the 2026 financial year onwards, in line with developments in the European regulatory framework and the expectations of its financial and commercial stakeholders.

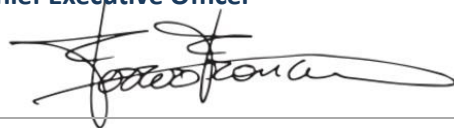
The 2025 Sustainability Report was approved by the Shareholders' Meeting on 25 March 2026.

The Chairman of the Board of Directors



Marco Ferrero

The Chief Executive Officer



Francesco Ferrero