



**SUSTAINABILITY REPORT 2023 - Objectives 2024**



**Dear Stakeholders,**

we are writing to you to communicate significant developments regarding our Group's sustainability initiatives.

As you are well aware, VIAR SPA is deeply committed to promoting environmental, social, and economic sustainability in all our activities. We believe that corporate responsibility is fundamental to our long-term success and the well-being of the communities in which we operate.

It is with pride that I inform you of recent progress and achievements through our concrete efforts in sustainability:

- ✦ *Employees development and welfare: VIAR is improving its business and, in parallel, is going to enlarge the number of employees (more than 20 new recruitments in 2023). So, VIAR welfare policies are going to be upgraded for establishing already a balance between private and work spheres, as well as for creating an optimal business climate to increase workers motivation and performances.*
- ✦ *Environmental Sustainability: We have implemented new policies and technologies to reduce our carbon emissions, waste and use of water.*
- ✦ *Sustainable Supply Chain: We have intensified our efforts to ensure that our supply chain is ethical and sustainable. We collaborate closely with our suppliers to ensure compliance with principles of social and environmental justice.*
- ✦ *Customer Engagement: Engaging with Customers to positively influence virtuous behaviours by promoting sustainable and responsible provision of products and services.*
- ✦ *Community Engagement: We have expanded our community engagement initiatives, partnering with local organizations to support projects that promote sustainable development and improve the quality of life in the communities where we operate.*

We are aware that sustainability is an ongoing challenge, and we are committed to pursuing new ambitious goals to continually improve our performances.

However, we must never overlook the relationships that the Group has established and continues to establish with its stakeholders which are of decisive importance. Without this relationship it would not be possible to define a sustainable development strategy that considers the needs and requirements of each of them and the impacts that the actions carried out generate.

External and internal stakeholders are a driving force and we are truly honoured that the bond with them grows stronger year after year, a symptom of a mutual trust that rests on solid foundations. We appreciate your ongoing support and encourage you to share suggestions and feedbacks to contribute to our mission.

Thank you for your continued trust in VIAR SPA and your commitment to sustainability. We are confident that, by working together, we can build a better future for generations to come.

Yours Sincerely,

**Board of Directors**

**VIAR GROUP**



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## VIAR Group PROFILE.

VIAR S.p.A., established in 1982, has since then proved to be a consistently reliable partner in design, production and supply of outlet fittings, special flanges, connectors and special forged components.

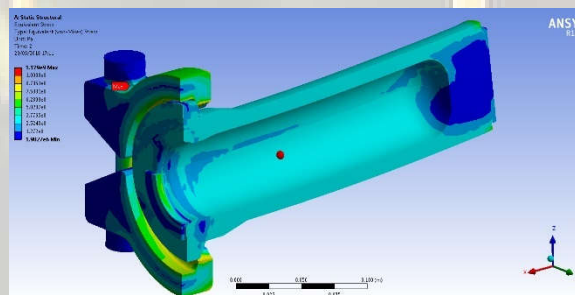
Initially specialized in the production of branch outlet fittings and forged fittings, VIAR® soon started supplying a wide range of special and bespoke components in response to international market demands. VIAR now manufactures a comprehensive range of products including standard and special forged components complete with full technical support. High-quality products utilized in a variety of worldwide projects for Oil, Gas, Water, Power, Chemical and Petrochemical industries.

Furthermore, it's a specialized stockist, project supplier and technical consultant - providing diverse services such as design, drawings, calculations, finite element analysis, testing, inspection and certification.

VIAR's growth-oriented policy led, in recent years, to significant investments in facilities (including acquisition of 100% share of Forgiatura Marcora, a main Italian forging master), machinery and specialized human resources, aimed at establishing a vertically integrated production system.

Nowadays, in fact, VIAR can boast:

- a) A professional Engineering department;
- b) Open-die forging facilities (Forgiatura Marcora) and closed-die forging facilities;
- c) New Heat treatment facilities;
- d) Modern manufacturing equipment;
- e) New welding/cladding facilities;
- f) A professional laboratory



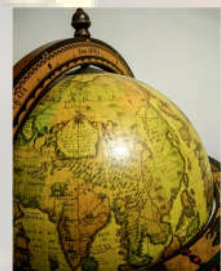


These achievements are the result, not only of a well-defined long-term strategy, but above all of the commitment of each employee and party involved in our value chain. Our principles of seriousness, commitment and consistent quality have always guided our every single choice.

Over time, we have articulated them within our Code of Ethics and Conduct, and this has allowed us to maintain strong and lasting relationships with our stakeholders.

The lion that represents the logo of Viar S.p.A is linked to a gentleman and esteemed merchant from Venice, Marco Polo, who during his travels in India used the lion as his symbol.

The name VIAR was made up of the original initials of the Group founders, namely **VI**-ttoriano and **AR**istide Franzosi. Today, the group is administered by brothers Davide and Luca Franzosi.

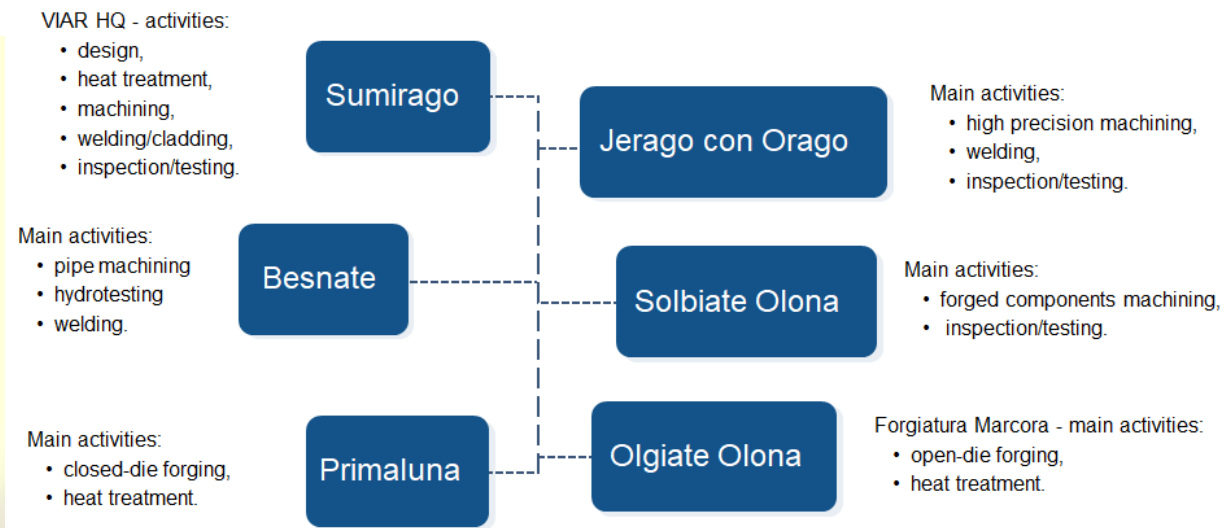


### World Presence

VIAR operates on a global market, with facilities mainly in Lombardia region and products sold in almost every country in the world. In order to enlarge our Customer portfolio and penetrate other market sectors, a new plant is going to be established in King of Saudi Arabia.



The activities are spread across our 6 facilities located in Northern Italy:



**VIAR Group Headquarter and main Plant:**

Via del Saliccio, 11/A  
21040 Sumirago (VA) Italy  
Phone: +39.0331.271011  
Fax: +39.0331.908669



*Mission, Vision & Values*

VIAR Group will provide to each of our clients a seamless experience, with high product quality and rapid product delivery. We embrace challenges, with professionalism, striving to test our engineering and technological capabilities.

VIAR Group aspires to become a globally recognized, premier one-stop-shop Group in forged turnkey solutions.

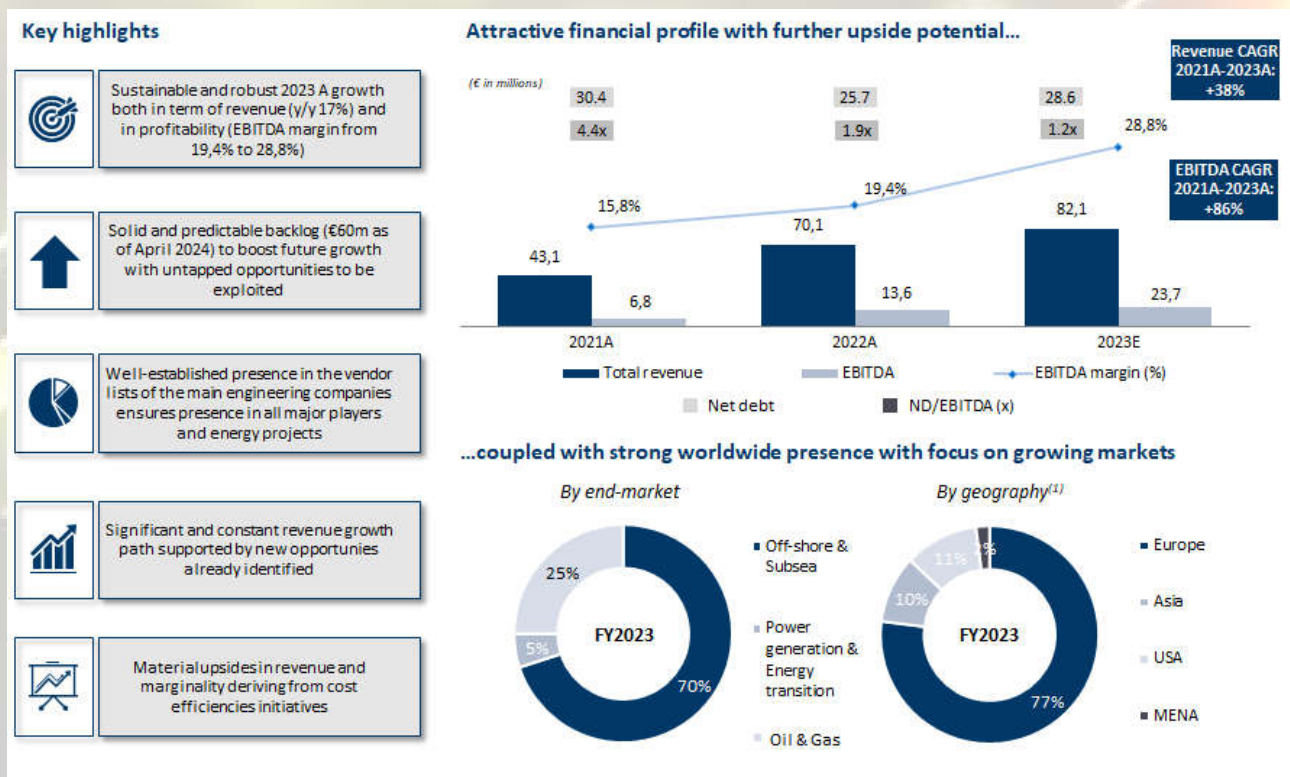


## Our Values:



## Main Data

VIAR Group has a diversified and resilient business model boasting a solid high-margin financial profile.



Viar' has a well-diversified client portfolio with over 340 customers in 2023

VIAR Group's main direct customers types are represented by:

- Large international groups, such as Baker Hughes and Single Buoy Mooring

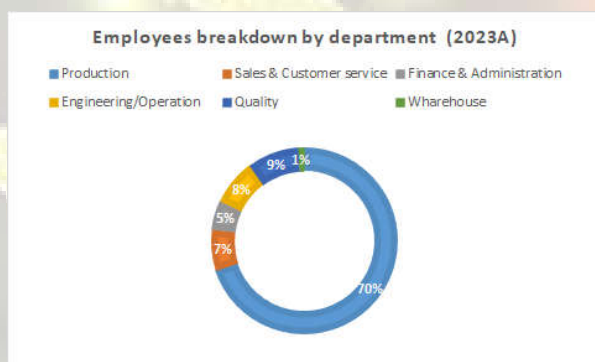
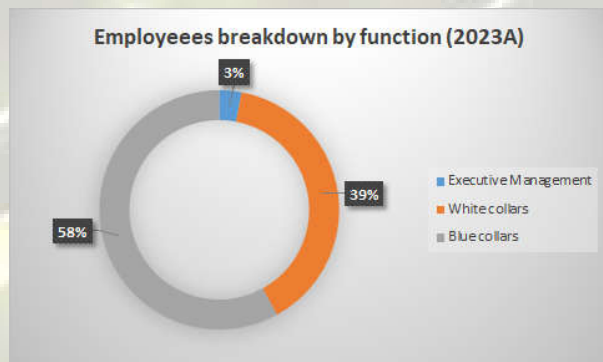


- Worldwide companies active in the design, assembling and manufacturing of on-shore plants for the major projects as Subsea7, Saipem and TechnipFMC
- Increasing new clients active in the new power generation business (ie. hydrogen, nuclear, biofuel and renewables) such as Air Liquide, Ansaldo Energia, Siemens Energy and Fincantieri



The Group in the last three years experienced a very limited employee turnover. The operations is characterized by a very skilled and young workforce with more than 10 years of experience. The Group provides mandatory health and safety training (“HSE”) for employees exposed to specific risks. In the last years, no employee injuries has been verified thanks to the increasing attention to safety standards.

There are “ad hoc” trainings for specific functions (ie. Manufacturing qualification plan, engineering and quality standard) performed by international companies such as DNV (quality standards), Mazak (multi-tasking machines), Polysude (cladding and welding), Overmach (CNC machines)







## SUSTENABILITY IN ACTION

The current economic, geopolitical, environmental and social changes mean that the sustainable transition process can no longer be postponed: the commitment of institutions, civil society and businesses is converging on shared positions to preserve the future of the planet and its inhabitants. Having been setting the course, the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda, together with increasingly stringent European and international regulations - which require radical changes in the management of sustainability impacts, risks and opportunities. These factors drive companies to accelerate the integration of ESG (Environmental, Social, Governance) aspects into business.

In this context, VIAR Group, through its sustainability strategy and materiality analysis, defines its actions to best respond to the current challenges and opportunities by fostering a sustainable growth process. This path implies a constant dialogue with external and internal stakeholders to identify the strategic priorities that guide the definition of Sustainability Targets and, therefore, the Sustainability Plan projects that contribute to achieving them.

VIAR Group’s growing commitment to ESG issues has made it possible to integrate sustainability throughout the value chain, starting with its Business Plan. The strong data-driven imprinting of sustainability, the recent commitments made regarding reduction of scope 1, 2 and 3 emissions a renewed materiality and disclosure process, together with a significant expansion of the Sustainability Plan are the driving factors behind a sustainability increasingly integrated in VIAR Group’s business.

Technological development, innovation and digitalization, together with the skills of human capital-distinctive factors of the Group’s global position are enablers for the sustainable transition of the Group and its supply chain and contribute to protecting and safeguarding the planet and its inhabitants, also through the solutions and technologies developed by the VIAR Group.



**VIAR Group’s Sustainability Process**

For VIAR Group, the definition of a sustainable strategy is based on its materiality analysis, a key process that identifies issues representing the impacts generated by the Group (material topics) on the planet,



people, society and the economy, including human rights, while integrating the perspectives of the main interest groups with the management’s vision. The analysis supports and guides identification of strategic goals, the definition of the Sustainability Plan and drafting of the Integrated Annual Report.

In 2023, this process involved over 200 external and internal stakeholders, representing all stakeholder categories relevant to the Group, its management and the Board of Directors, in order to intercept all the main instances of the ecosystem in which VIAR Group operates. The process was implemented in three stages: analysing and understanding the regulatory context, identifying impacts and assessing their significance, also done by involving internal and external stakeholders. The results of the analysis allowed to define the material topics for the Group, approved by top management.

The impact matrix graphically represents the priority levels of the material topics identified, by comparing the perspectives of management and external stakeholders. All the topics represented are relevant to stakeholders: those topics with the highest impact–in the top right quadrant–are in line with the group’s core business or with trends relevant to the Oil & Gas, Nuclear & Aerospace sector.

The following table summarizes the analysis carried out.

| SDGs                                  | Aspects  | Impacts–Positive actual, negative potential   | Relevance |
|---------------------------------------|--|---|-----------|
| Affordable and Clean Energy           | Product Innovation                               | <ul style="list-style-type: none"> <li>Increase product efficiency with positive effects on the environment, people and the economy</li> <li>Insufficient innovation on product efficiency with reduced positive effects on the environment, people and the economy</li> </ul>  | XXXXXX    |
| Climate Action                        | Climate Change                                   | <ul style="list-style-type: none"> <li>Development of the energy transition business and a positive contribution to the reduction of greenhouse gas emissions</li> <li>A change in the macroeconomic, regulatory and technological environment with a slowdown in the business of technologies for the energy transition and a negative impact on the environment</li> </ul>                    | XXXXXX    |
| Industry, Innovation & Infrastructure | Security and compliance of products and services | <ul style="list-style-type: none"> <li>Appropriate organization procedures to ensure product safety with a positive impact on human health and the environment.</li> <li>Accidents caused by poor product safety with negative impact on human health and the environment</li> </ul>  | XXXXXX    |
| Decent Work and Economic Growth       | Health and safety at work                        | <ul style="list-style-type: none"> <li>Reduction of work-related injuries and occupational diseases with a positive impact on human health</li> <li>Increased work-related injuries and occupational diseases with negative impact on people’s health</li> </ul>  | XXXXXX    |
| Decent Work and Economic Growth       | Sustainability of Supply Chain                   | <ul style="list-style-type: none"> <li>Partnership with suppliers; Supply Chain compliance with ESG criteria in management; positive impact on people on their rights and quality of work in the supply chain and on the environment</li> <li>Failure of the Supply Chain to comply with ESG criteria with negative impacts on people, quality of work, their rights and environment</li> </ul> | XXXX      |
| Decent Work and Economic Growth       | Well-being of human resources                    | <ul style="list-style-type: none"> <li>Maintenance or development of current corporate welfare initiatives with positive impacts on well-being and quality of life</li> <li>Reduction of current corporate welfare initiatives with negative impact on the well-being of people</li> </ul>  | XXXX      |
| Decent Work and Economic Growth       | Trade union relations management                 | <ul style="list-style-type: none"> <li>Maintaining a constructive dialogue with trade unions with positive impacts on the economy and the well-being of people</li> <li>Disputes with trade unions and negative impacts on the economy and people’s well-being, due to the failure to reach union agreements</li> </ul>   | XXX       |



## GOVERNANCE, ETHICS AND INTEGRITY

In addition to the principles of Responsible Governance, which are fundamental to ensuring conscious and respectful action, it is becoming increasingly crucial for companies to focus on the creation of long-term value and the setting of objectives that integrate the economic, environmental and social impacts generated or encountered indirectly in their business.

As a company, we fully understand the importance of Governance to achieve these objectives, acting as a guide towards responsible choices not only on the economic-financial level, but also on the social and environmental level, thereby building legitimacy with our stakeholders.

In this context, it is crucial to steer the Group's aspirations towards greater awareness and respect for environmental and social impacts over economic ones, assessing the risks and protecting the interests of stakeholders by carefully calculating the financial effects of related decisions.

VIAR Group has adopted a system of corporate governance that is functional to the development of a business model and strategy based on sharing value creation with all relevant stakeholders, placing environmental, social and financial sustainability at the center of the corporate culture. In particular, VIAR Group's corporate governance system monitors the integration of sustainability into corporate strategies in relation to the different stages of: (i) the sustainability context and megatrends analysis; (ii) materiality analysis and stakeholder engagement; (iii) sustainability planning; (iv) definition and implementation of specific actions to support the sustainable business model; (v) monitoring sustainability performance, through the definition and adoption of specific ESG indicators throughout the value chain; (vi) sustainability disclosure, both to comply with specific regulations and to respond to requests from various stakeholders (vii) ESG ratings and indices review.

Every stage of this process relies on constant listening and dialogue with internal and external stakeholders and on respect for human rights as key elements in the pursuit of Sustainable Success.



### *Organization, Management and Control Model*

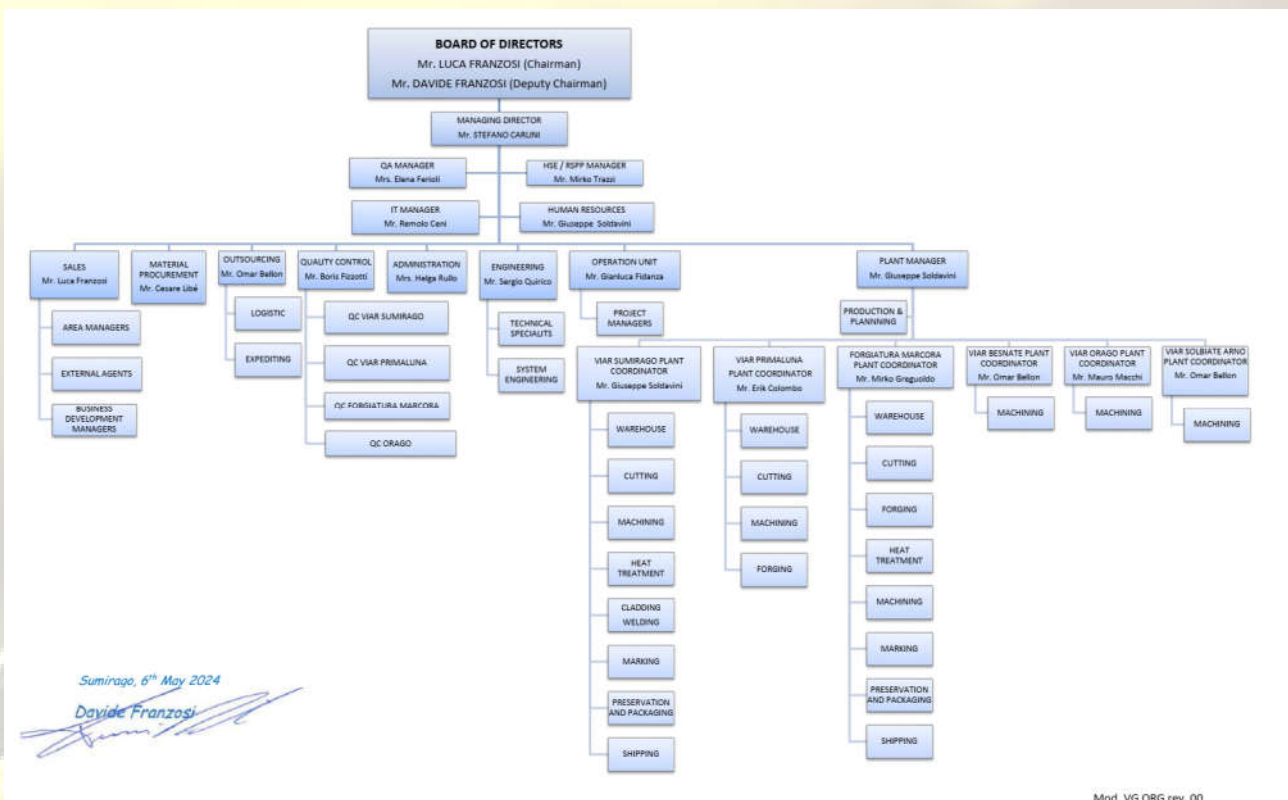
The organizational structure of the VIAR Group is articulated in a matrix that considers:

- Main Business Lines entrusted with the task of managing and developing assets, optimizing their performance and return on investment, in the various geographical areas where the Group is present. In accordance with safety, security and environmental policies and regulations, they are tasked with



maximizing the efficiency of managed processes and applying best practices worldwide by sharing with the Countries responsibility for EBITDA, cash flow and revenues;

- Main Service Functions, which are responsible for managing information and communication technology activities, Group-wide procurement and the management of global customer actions. It also focuses on the responsible adoption of measures to achieve sustainable development goals, specifically in supply chain management and the creation of digital solutions to support the development of technologies to enable the energy transition and combat climate change;
- the Group Staff Functions (Administration, Finance and Control, People and Organization, External Relations, Legal, Security) which are responsible for managing governance processes at Group level.



VIAR Group recognises the importance of having a solid governance framework around sustainability to ensure we have the correct agenda and it is driven by effective leadership.

The Board of Directors of VIAR Group is responsible for guiding the Group’s strategy in relation to sustainability and climate related matters, and when defining the objectives, strategies and risk profiles for the Group’s business activities, sustainability risks and opportunities are considered. Sustainability represents a permanent feature at every Board agenda, and this is in line with the Board’s aim to carry out business in a manner that is sustainable for the Group’s shareholders, having regard to financial, social and environmental considerations.



### Business Model

The VIAR Group’s business model harnesses synergies between the various business sectors and the wider environment in which it operates. The ultimate goal is to constantly devise new solutions that boost operational efficiency, decrease the environmental impacts of operations and goods purchased from suppliers, and enhance the safety of personnel and suppliers.



In recent years, VIAR’s growth-oriented policy has led, to significant investments in facilities, machinery, and specialized human resources, aimed at establishing a vertically integrated production system. VIAR Group possesses deep sector-specific technical expertise supported by in-house experts and fungible manufacturing facilities augmented by Internet and Industry 4.0 excellence standards. This enables VIAR Group to seamlessly integrate technology with customers and ensure sustained new product development.

So, VIAR Group aspires to become a globally recognized, premier one-stop-shop Group in forged turnkey solutions, delivering its products worldwide.



VIAR Group is moving its business model to be sustainable in order to enrich stakeholders and produce/distribute benefits along the entire value chain without depleting the human, economic and natural capital on which VIAR Group's success rests.

Sustainability issues are of crucial importance to any company committed to operating responsibly. Consideration of these issues enables companies to address global challenges, such as climate change, natural resource scarcity and social inequalities, while creating opportunities for innovation, growth and competitiveness.

VIAR Group has undertaken a meticulous process to identify relevant sustainability issues. This analysis was started from multiple sources and methodologies.

We based the identification of sustainability issues on our corporate strategy, integrating sustainability dimensions directly into our business objectives and strategic priorities. Stakeholder engagement actions are fundamental to guide and empower corporate management bodies to prioritise sustainability issues in the long term.

In order to achieve effective involvement of all stakeholders, the Group has identified key stakeholder groups related to the social structure of relationships established. Our Group takes a proactive approach in engaging key stakeholders on sustainability issues that affect us. We have recognised the importance of listening to the different perspectives and opinions of key stakeholders to inform our strategies and decisions. This approach enables us to build strong and lasting relationships with stakeholders and foster a shared commitment to corporate sustainability.



### Stakeholder Management Process

With the help of its stakeholders (including VIAR Group people, suppliers, communities, customers, financial community, institutions, etc.) VIAR Group is dedicated to creating a transition path that is equitable and that generates shared value in the contexts in which it operates. In order to achieve sustainable financial, environmental and social results, it is important to build solid and lasting relationships in Italy in which the Group operates. An ongoing dialogue with individual stakeholders and their representative organizations makes it possible to identify priorities for action and define the contribution to ESG Development Goals.

| GT-1             | EFFECTIVE ENGAGEMENT STRATEGY  |
|------------------|--|
| <b>Customers</b> | VIAR Group analyses their needs to ensure reliable responses and establish lasting relationships, committing itself to offering sustainable solutions and services that are convenient, innovative, flexible and attentive to the most vulnerable to ensure energy saving. Sustainability is no longer just an ethical choice but also a competitive factor in influencing brand perception and customer loyalty |



|                            |   |
|----------------------------|---|
| <b>Employees</b>           | <p>ESG aspects are relevant to creating a sustainable and attractive working environment for employees who benefit from policies that improve safety, promote health and wellbeing, foster professional growth and ensure ethical and transparent governance. VIAR Group is committed to nurturing a close relationship with them, particularly by paying greater attention to caring activities and active listening, while promoting internally a culture of inclusion, enhancement of diversity, innovation and business entrepreneurship to face the challenges posed by a constantly changing context.</p>                           |
| <b>Suppliers</b>           | <p>A company that operates with a sustainable and responsible vision will look for suppliers that share the same values, ensuring that procurement processes are environmentally friendly, fair to workers and managed with transparency and integrity. Having a supply chain that respects ESG criteria enables the Group to reduce operational and reputational risks, while also improving overall performance and compliance with consumer and investor expectations. VIAR Group faces the challenges of transition and supports their path of change and growth, sharing ideas and innovations.</p>                                  |
| <b>Local Communities</b>   | <p>Companies that respect the environment, promote economic and social development and adopt transparent governance can have a significant impact on the quality of life of local communities, which not only become beneficiaries but also active partners in creating shared value and ensuring the long-term sustainability of production activities. Specific action plans and projects are jointly drawn up, intended to promote access to energy, fighting energy poverty, supporting quality education and socioeconomic development, starting from a proactive analysis of their needs through a shared value creation model.</p> |
| <b>Local Organizations</b> | <p>VIAR Group is committed to providing information to local authorities and non-governmental organizations interested in its operations, mainly through its institutional channels. At local level, VIAR Group identifies organizations of proven experience with which to establish short or medium-term relations and collaborations mainly in the design and execution of initiatives for local communities</p>   |
| <b>Financial Community</b> | <p>VIAR Group maintains a constant and open relationship, based on principles of integrity and transparency, in compliance with the rules and best practices, in order to increase the level of understanding of the activities carried out by the Group.</p>   |
| <b>New Generations</b>     | <p>VIAR Group is committed to educating and training new generations and to raising awareness on sustainability topics. It offers job opportunities and personal and professional growth through empowerment and tutoring initiatives. It collaborates with schools and universities to promote integration between theoretical knowledge and practical experience</p>  |

Corporate sustainability is an increasingly important priority for many organisations, which seek to integrate sustainable practices into their goals and strategies. Our Group has set sustainability goals at a qualitative level, focusing on desired outcomes and impacts in line with sustainability principles.



The following table provides an overview of the goals achieved in the past year and those that are intended to be pursued in the coming year to provide a clear view of the Group's sustainability journey.

| GT-2               | Goals achieved in 2023   | Goals to be pursued for 2024                                   |
|--------------------|--|--|
| <b>Environment</b> | Reduction ton CO2/atmospheric emissions + reduction in water consumption | Decrease from the previous year, Energy efficiency improvement |
| <b>Social</b>      | Inclusion  | Safety and Welfare of employees                                |
| <b>Governance</b>  | Accountability efficiency and effectiveness                              | Communication and Rela   |

Our Group's sustainability goals are fully integrated into our corporate strategies and policies. We are committed to ensuring that sustainability is at the core of our business decisions and day-to-day operations therefore contributing to a positive impact on a broader scale. Our Group has implemented internal information flows to collect, measure and report sustainability targets, but we do not currently use a dedicated technology platform for this purpose. Furthermore, the VIAR Group is able to clearly describe its business model, including the main characteristics of the value chain and our position in it. This in-depth understanding enables us to identify sustainability opportunities and challenges along the entire value chain and to take concrete measures to improve our performances. The information reported by our Group is compiled on a case-by-case basis. This approach enables us to provide a detailed view of the performance and commitment to sustainability of each business unit or division, allowing for greater transparency and accountability at the local level. Our Group is able to provide details on the formation and organisation of the administration, management and control bodies. This includes information on the key members of these bodies, their role and specific responsibilities within the corporate structure. In addition, members of corporate management bodies have access to expert consultations, participate in training activities and are involved in other ESG (Environmental, Social and Governance) competence development initiatives. This commitment is aimed at ensuring that our leaders are adequately prepared to face the challenges and seize the opportunities related to sustainability, therefore contributing to the continuous improvement of our business practices.

There are currently people in the Group who are responsible for managing sustainability issues (e.g. HSE Manager), however, the target is to also have a dedicated Energy Manager who is specialised in the study of technological measures aimed at reducing environmental impacts and CO2 emissions reductions.

Results related to sustainability issues are regularly reported at the highest corporate levels and communicated to employees. This ensures adequate transparency and accountability in addressing challenges and implementing sustainability initiatives within the Group.

With regard to the sustainability metrics included in the performance measurements, our Group has adopted a wide range of remuneration mechanisms. These include performance-based remuneration systems, bonuses and deferred or vested shares. This diversification of remuneration mechanisms reflects our commitment to fostering a corporate culture focused on sustainability and the achievement of tangible results in this area.

In the current global economic environment, more and more companies are directing their investments towards green and socially responsible initiatives. This transition reflects not only a commitment to the environment and society, but also a recognition of the importance of a sustainable approach to ensure





the long-term stability and success of companies. With this in mind, our Group has also oriented its investments towards green and/or social activities. The percentage of these investments out of the total EU investments for the year was 4%.



### *Impacts, Risks and Opportunities*

The analysis of ESG impacts, risks and opportunities is essential to guide business decisions, to foster transparency and accountability, and to promote sustainability and the long-term success of the Group. VIAR Group has the ability to detail the main sustainability risks and opportunities it faces in its business sector, thus providing an in-depth understanding of the environmental, social and governance dynamics that affect it.

In this regard, our Group identifies and monitors the following relevant risks:

- ✚ Social risks (human rights violations, critical events related to workers' health and safety, accidents, local community relations, changes in customer preferences, etc.)
- ✚ Governance risks (corruption, data management issues, lack of transparency, non-compliance with ESG issues)
- ✚ Generic risks with links to sustainability aspects
- ✚ Risks related to environmental issues (climate change, physical risks or transition risks, environmental regulation, degradation of natural resources, pollution and waste management)

Potential opportunities are:

- a) energy efficiency, development of a circular economy, adaptation to climate change
- b) improvement of reputation, involvement of local communities
- c) increased employee satisfaction
- d) access to new capital, mitigation of legal and regulatory risk, transparency and accountability

The Group monitors how risks related to sustainability issues change over time, also in relation to the prevention and mitigation objectives defined by the Group itself.

Furthermore, in identifying risks and opportunities, our Group has considered the impacts in which it is involved through its activities and/or business relationships.

The following categories of stakeholders along the value chain have been considered in identifying and managing the main risks and opportunities related to sustainability issues:

- ✚ Consumers/end users
- ✚ Suppliers
- ✚ Employees
- ✚ Impacted communities



### Ethics and Integrity

Ethics and integrity are of fundamental importance to any company, as they affect every aspect of its operations and relations with stakeholders. They define how a company behaves, makes decisions and manages its relationships with employees, customers, suppliers and investors.

Ethical behaviour, in line with applicable laws and shared norms for corporate behaviour, is a critical component of long-term value creation.

VIAR Group has a zero-tolerance policy toward any form of discrimination, corruption, forced or child labour, with particular attention devoted to safeguarding the dignity, freedom and equality of human beings.

VIAR Group has adopted anti-corruption procedures through a code of ethics which is an integral and substantial component of its Organisational Management and Control Model pursuant to relevant Italian Legislative Decree n.231/2001. VIAR Group Code of Ethics enforces fairness, honesty, integrity and transparency in operations, conduct, working practices and relations, whether internal or external to the Group.

Within our Group, the investigation committee operates in a separate role from the person handling the reported action. This ensures an objective and impartial analysis of the reports received.

Our Group has a training programme on anti-corruption procedures. This programme is designed to raise awareness and train employees on corruption risks and the procedures to prevent and manage them effectively.

The percentage of executive board members and employees who have received training on anticorruption policies and procedures is reported in the table below:

| GT-3                            | %    |
|---------------------------------|------|
| Top Management                  | 100% |
| Employees (Support Departments) | 10%  |

Furthermore, to monitor and measure the risk of corruption and the anti-corruption initiatives carried out, VIAR Group has dedicated tools and processes.

The Group is able to describe its internal and external mechanisms to verify the implementation of ethical and legal behaviour by its employees and to track unlawful, unethical behaviour or lack of integrity.

The number of corruption incidents that occurred within the Group, broken down by year are reported in the following table:



| GT-4                           | 2023 | 2022 | 2021 |
|--------------------------------|------|------|------|
| Number of Corruption Incidents | 0    | 0    | 0    |

VIAR Group uses initiatives to develop and promote corporate culture, which at the moment are only shown internally, therefore external parties are excluded.

VIAR Group offers maximum transparency with regard to the terms and timing of payments to the various business partners. This information is clearly defined in our contracts, ensuring clear and transparent management of business transactions.



### Value Chain Management

As a company, we have always been aware of the importance of virtuous interconnection through the entire value chain, and this is especially true for sustainability and corporate responsibility issues. As far as sustainability issues are concerned, the Group:

- ✚ involves its top-level suppliers in the value chain
- ✚ involves its customers

We plan to adopt a methodology for next year to involve our suppliers and measure their sustainability performance.

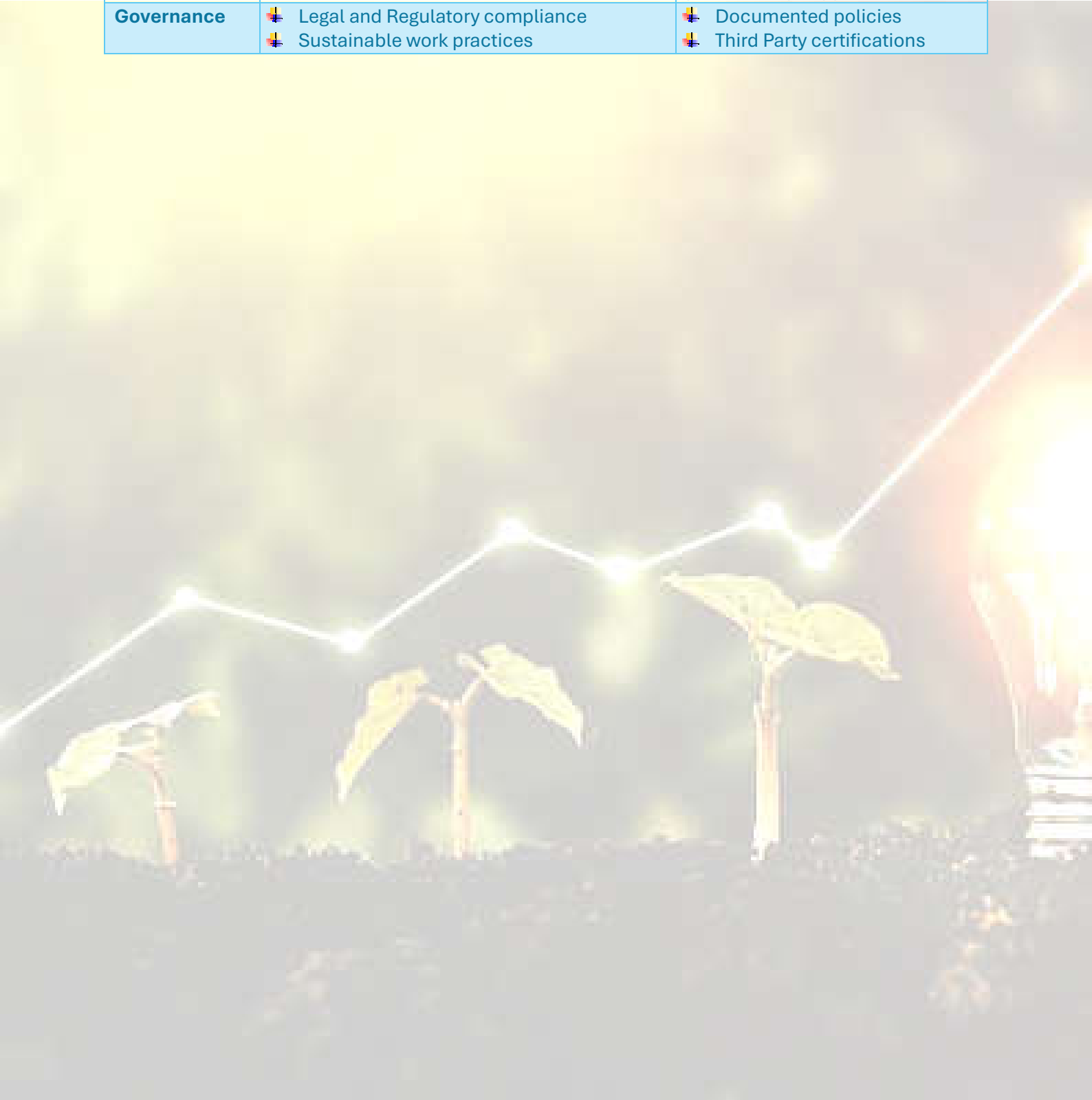
The supplier engagement strategy that will be adopted is to:

- ✚ require suppliers to sign our Code of Conduct.
- ✚ involve suppliers by helping them improve their sustainability performance (e.g. by sharing good practices)
- ✚ offer contractual incentives to suppliers who demonstrate improvements in this area
- ✚ carry out sustainability audits or send out self-assessment questionnaires
- ✚ ask suppliers if they have SA8001 certification in addition to 14001

| G-T 5       | Request for stimulating supplier awareness   | Evaluation Criteria   |
|-------------|--|---|
| Environment | <ul style="list-style-type: none"> <li>✚ Enhanced vendor collaboration to halt or reverse biodiversity decline</li> <li>✚ Energy savings and reduced emission impacts</li> </ul> | Suppliers proactively have to share their environmental product certification processes and their results |



|                   |   |   |
|-------------------|---|---|
| <b>Social</b>     | Conduct human and labour rights audits of suppliers   | Human and labour rights risk assessment of suppliers to prioritise key suppliers.                             |
| <b>Governance</b> | <ul style="list-style-type: none"> <li>✚ Legal and Regulatory compliance</li> <li>✚ Sustainable work practices</li> </ul> | <ul style="list-style-type: none"> <li>✚ Documented policies</li> <li>✚ Third Party certifications</li> </ul> |





## SOCIAL

VIAR Group commitment to social aspects, both direct and indirect, is the second component of sustainability.

This includes human and labour rights, and our contribution to the local development: a contribution that we can quantify in terms of job creation, economic impact and human capital development.

People centrality is a motto that we live by. In everything we do, we put the health, safety and wellbeing of our people at the forefront of every action and initiative. They represent employees, workers, customers, suppliers, distributors and owners. Their growth – in knowledge, prosperity and wellbeing - is central to everyone's success.

Given the unique challenges of recent years, we have reinforced our efforts to ensure our people can do the work they do to the best of their ability and in the right conditions, investing in training programmes, digital tools and technology, and healthcare prevention programmes.

As always, we believe our people can do their best when they are empowered as individuals. Therefore, we continue to promote diversity awareness and provide the most comprehensive benefits we can for a solid work-life balance, allowing our employees to feel protected and appreciated.

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



### *Health & Safety*

For VIAR Group, health and safety are a prerequisite for building a solid foundation for the sustainable development the Group is pursuing. VIAR Group has always invested many resources and, more importantly, a great deal of care and attention in the health and safety of its people, the value chain and wider society. We maintain a leadership role by guaranteeing employee health and safety by monitoring and ensuring them through an integrated management system. Health and safety risks are identified and assessed, mitigation actions are applied to eliminate or manage these risks, and actions, with associated objectives and targets, are implemented to ensure continuous improvement.

We also strive to reinforce a “safety culture” within the organisation, which encourages a responsible attitude towards safety and hazards. VIAR Group is committed to promoting initiatives with a proactive



approach that ensures health and safety in the workplace and fosters personal and professional development and growth. This strategy is also communicated publicly to all key stakeholders.

VIAR Group also use measurable KPIs for the health and safety of workers. We take a comprehensive and measurable approach to assessing and improving the health and safety of our employees, using key performance indicators to track progress and improvement.

The following table provides an overview of the data related to occupational safety within the Group, distinguishing between employees and non-employees (but whose work and/or workplace is under the control of the Group). The data includes deaths from accidents at work, occupational accidents with serious consequences (excluding fatalities) and reportable occupational accidents .

| ST-1                                   | Number | Rate % |
|--|--------|--------|
| <b>Deaths</b>                          | 0      | 0      |
| <b>Serious accidents at the work</b>   | 0      | 0      |
| <b>Recordable accident at the work</b> | 1      | 0,5    |
| <b>Total Hours Worked: 234.096,00</b>  |        |        |

In 2023, there aren't complaints for occupational diseases and cases of reportable occupational diseases for employees of the VIAR Group (complaints for occupational diseases represent reported cases of diseases recognised as work-related).

The following table provides a detailed analysis of the number of accidents at work, broken down by employee and non-employee, and classified according to different types of accident: temporary, permanent and fatal.

| ST-2   | Employees | Non-employees workers |
|--|-----------|-----------------------|
| <b>n. Temporary Accidents</b>                | 1         | 0                     |
| <b>n. Permanent Injuries</b>                 | 0         | 0                     |
| <b>n. Fatal Accidents</b>                    | 0         | 0                     |
| <b>Total number of employees (2023): 203</b> |           |                       |



### Diversity and Inclusion

VIAR Group maintains its commitment to supporting the values of diversity, equity and inclusion through the adoption of corporate, organisational and management mechanisms based on respect for people's rights and freedoms.

One of our important objectives is to develop a clear mission, strategies and active practices that stimulate a collaborative work environment in which everyone's contributions are valued. Fostering all types of diversity means making the most of the opportunities that arise and generating value in the work environment, as well as obtaining a competitive advantage in business.



Our Group is actively committed to promoting diversity, inclusion and equal opportunities among our employees. We have adopted a clear policy in this regard, communicated not only internally, but also externally through public documents such as our website and other communication channels. In fact, ensuring equal opportunities for all employees in terms of recruitment, training, growth and promotions, regardless of gender, race, age, is a key point on which we want to strive to improve the integration of all in the labour market.

In particular, VIAR Group is committed to ensuring equal access in the selection process by 2025 through the identification of an equal male-female shortlist of candidates in compliance with the criteria of gender equality and meritocracy. For this purpose, in 2023, VIAR Group issued a specific internal guideline to promote the gender equality criterion in the selection process.

The following workforce figures show the distribution of employees by gender (2023) expressed as a percentage.

| ST-3                       | Men%         | Women%       |
|----------------------------|--------------|--------------|
| <b>Employees by gender</b> | <b>88,61</b> | <b>11,39</b> |

The data relating to our employees is presented below, divided by type of contract and gender. The following numbers represent the percentage of men and women employed on permanent, fixed-term and variable-time basis in our Group.

| ST-4                                    | Men%      | Women%    |
|---|-----------|-----------|
| <b>Permanent employees (by gender)</b>  | <b>78</b> | <b>10</b> |
| <b>Fixed-term employees (by gender)</b> | <b>10</b> | <b>2</b>  |

Another important metric is the ratio of the average salary of women to that of men within our Group.

The ratio of the average salary of women to that of men is between 0.9 and 1.1, indicating a gender-neutral salary balance within our Group.

Furthermore, in all the locations where our Group operates, the ratio between the average salary of women and that of men remains homogeneous. This reflects our commitment to ensuring gender pay equity.

Our Group also evaluates the ratio between the guaranteed entry salary in our Group and the local minimum salary, broken down by men and women. The following table shows the ratio between

The values of the entry salary compared to the local minimum salary for men and women are shown in the table below:

| ST-5   | 2023        |
|--|-------------|
| <b>Ratio of entry salary to local minimum wage (men)</b>   | <b>1,39</b> |
| <b>Ratio of entry salary to local minimum wage (women)</b> | <b>1,00</b> |



We also determine the ratio between the annual remuneration of the CEO and the average value of the total remuneration of all employees (excluding the CEO or the figure considered in the numerator). This data provides us with an important indication on the compensation balance within our Group and on the allocation of financial resources. This ratio is around 2%.

The percentage of female managers compared to the total managerial figures present in our Group is 7,14%. Furthermore, the average ratio between the number of male and female representatives in the administrative, management and control bodies of our Group is around 25%



### Occupation

The profound social, economic, demographic, and cultural transformations we are experiencing, from energy transition to the digitalization and technological innovation processes, and the rapid spread of artificial intelligence, have a profound impact also on the world of work, renewing the paradigms, imposing significant cultural and organizational changes that require new professional profiles and skills.

To face the change, it is mandatory to act in an inclusive manner, putting people at the center in relation to their social and work aspects, with tools suitable for facing this epochal transformation.

Again in 2023, VIAR Group conveyed a solid corporate identity not only in adopting sustainable practices and cutting-edge technologies to better face the challenges of the sectors where it operates, see Oil & Gas, Aerospace and Nuclear, but especially in investing in talent.

Our Group constantly monitors the trend of new hires and employee turnover. This allows us to carefully evaluate our human resources management strategy and take any corrective measures to ensure workforce stability. In the following, we provide data relating to our hiring and employee turnover, broken down by gender and age groups. This information allows us to carefully evaluate our recruitment process and people management, ensuring a complete and accurate analysis of our workforce. In the table we present the number of employees hired and the turnover percentage for men and women, divided into age groups under 30, between 30 and 50, and over 50.

| ST-6                      | Number of Recruitment men | Turnover men % | Number of Recruitment women | Turnover women % |
|---------------------------|---------------------------|----------------|-----------------------------|------------------|
| Age < 30 years            | 13                        | 1,27           | 1                           | 0,6              |
| 30 years < age > 50 years | 10                        | 1,9            | 0                           | 0,6              |
| age > 50 years            | 2                         | 2,53           | 1                           | 9,6              |

Promoting decent, fair and inclusive employment not only improves the quality of life for employees but also contributes to social cohesion and economic progress. Our Group offers social protection systems in addition to public programmes. This reflects the VIAR Group's commitment to providing additional





support for employees beyond standard government regulations in order to increase loyalty to the Group.

Finally, our commitment to fostering a workplace culture that makes wellbeing a priority recognises the importance of our people in sustainable business practices. VIAR Group's welfare programme is part of the Group's employee engagement policy and offers numerous services to increase the wellbeing of its people and promote a work-life balance.

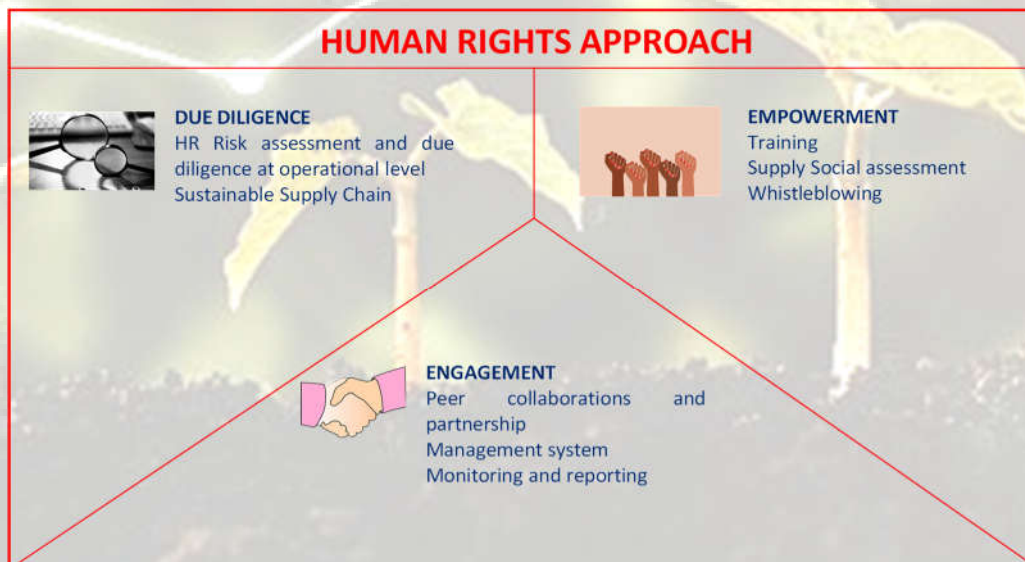


### Human Rights

Protecting and promoting human rights in our operations is a fundamental principle for VIAR Group in conducting sustainable business and maintaining respectful and ethical relationships throughout our value chain and with all relevant stakeholders.

Our Group has adopted a policy for the management of human rights aspects and risks. This policy has also been communicated externally through public documents, such as our website, demonstrating our commitment to transparency and respect for human rights.

A representation of VIAR Group's approach to Human Rights is provided below:



VIAR Group's risk-based approach to human rights aims at identifying, preventing, mitigating and reporting potential impacts of Group operations and activities.



The Group's human rights policy includes different categories of stakeholders. This allows us to assess the impact of our business practices and ensure that human rights are respected throughout the value chain:

- ✚ Our Group's human rights policy includes specific provisions for employees, ensuring that their fundamental rights are respected in the workplace and promoting a safe, fair and respectful working environment.
- ✚ Our Group is committed to engaging and respecting the communities affected by our activities, seeking to minimize any negative impact and promoting a collaborative and sustainable relationship.

Our Group's human rights policy is in accordance with internationally recognised standards.

Our Group has taken preventive measures to reduce the probability of human rights risks. These measures are designed to identify and address potential violations in a timely manner, helping to ensure an ethical and human rights-friendly working environment.

We now look at the activities and types of suppliers considered to be at risk for human rights incidents for our Group. This allows us to better understand the potential risks along our supply chain and ensure that our suppliers operate in a human rights-compliant manner.

Our suppliers work in the Italian and European territory and are assessed on their commitment to respecting human rights.

Our Group carefully checks the minimum age of applicants for recruitment. This process is essential to ensure that child labour laws are respected and that all recruitment takes place in full compliance with human rights and applicable laws.

In addition, our Group refrains from any form of forced labour. We are firmly committed to respecting the fundamental rights of workers and to avoiding any practice that may be considered coercive or abusive. This commitment is reflected in our ongoing monitoring of working conditions and the adoption of policies that promote a safe, fair and human rights-friendly working environment.

The Group regularly carries out audits to monitor and/or ascertain the adequacy of our employees' salary. This process is crucial to ensure that our employees receive a fair salary which is commensurate with their role and responsibilities. We are committed to maintaining competitive salary standards while respecting the rights of our workers and applicable regulations.

The Group also uses overtime and monitors the number of hours worked. This allows us to assess the impact of Group practices on the well-being and working conditions of employees. The average number of overtime hours worked in 2023 was 3.2 hours per person.

In addition, overtime hours in our Group are paid at a higher rate than the standard hourly wage. This commitment reflects our respect for workers' rights and the importance we attach to fair and appropriate treatment of employees.

Another important element is that we let's leave our employees free to join trade unions. We recognise the importance of trade union freedom and actively support our employees' right to become a trade union member in order to protect their own work interests and negotiate fairer working conditions.

Moreover, our Group has established an internal channel (whistleblowing system) dedicated to reporting discrimination or human rights violations. This channel provides our employees with a secure



and confidential means to report any issues or concerns. In 2023 the number of complaints related to human rights issues was 0.





## ENVIRONMENT

In the face of the ongoing global energy transformation and the imperatives to mitigate climate change and protect the environment, VIAR Group is committed to weaving two fundamental actions into its corporate fabric:

- ✚ Forging a path for reducing CO<sub>2</sub> emission and preserving biodiversity.
- ✚ Embracing the challenge of reducing its carbon footprint across the value chain spans initiatives to enhance operational efficiency, increase the use of renewable energy, decrease greenhouse gas emissions, and support clients in their decarbonisation journey.

Simultaneously, VIAR Group recognises the symbiotic link between biodiversity loss and the climate crisis, extending its efforts beyond its operational boundaries, engaging customers, suppliers, and stakeholders on both climate and environmental goals.

VIAR Group actively supports principles such as “No net loss of biodiversity”, pledging to achieve a net positive impact on biodiversity at its sites, engaging with communities for climate adaptation, and involving its workforce in the efforts to achieve a sustainable future.

As the Group is at the forefront in using advanced engineering technologies, undertakes collaborative ventures, and supports nature-based solutions, it envisions a future where climate action, environmental sustainability and biodiversity protection coalesce into one coherent scenario.

We are therefore convinced that, as a company, through a concrete and continuous commitment to environmental issues, we can contribute significantly to the mitigation of climate change, conservation of natural resources and promotion of sustainable production and consumption practices, preserving the planet for future generations.



### *Climate Change and Energy Efficiency*

The latest scientific reports highlight unprecedented changes in the world’s climate. Global warming is causing changes in all regions of the world, some of which are irreversible. In addition, higher temperatures and extreme weather events are causing significant costs to the economy.

To help mitigate these effects, our Group has adopted a policy for managing effects of climate change. Our journey will unfold through two main areas: reducing our own carbon footprint and helping clients lower theirs.



VIAR Group identifies the following areas of action:

*Reducing VIAR Group’s own footprint (Scope 1, 2, 3):* improving assets and operational efficiency, approaching the use of alternative fuels, pursuing electrification and increasing renewable energy to decrease greenhouse gas (GHG) emissions

*Supporting our clients’ decarbonisation:* supporting clients in reducing their carbon footprint, participating their programme and facilitating low-impact GHG emissions solutions, and playing a key role in the energy transition.

The strategy has been clearly defined by adopting internal Group guidelines and/or procedures which have not been publicly released yet.

So, the Group has set clear and targeted objectives to reduce greenhouse gas emissions, implementing active monitoring and management processes, and:

- ✚ has defined targets to reduce direct emissions (GHG Scope 1) related to the resources used for our business activities
- ✚ set targets to reduce indirect emissions (GHG Scope 2)

In support of this strategy, our Group measures and monitors its own GHG emissions:

- ✚ for indirect emissions, related to the energy purchased by the Group, of (Scope 2)
- ✚ for direct emissions (Scope 1)

| ET-1                          | Total emissions CO2 (2023) |
|-------------------------------|----------------------------|
| Total emissions GHG Scope 1-2 | 744                        |
| Total emissions GHG Scope 3   | Not Available              |

The following table shows the tonnes of greenhouse gas emissions (expressed in tCO<sub>2</sub>) by the last three years.

| ET-2   | 2023 | 2022 | 2021 |
|--|------|------|------|
| Total emissions GHG Scope 1 e 2 (ton CO <sub>2</sub> ) | 744  | 807  | 922  |

Within our Group, the TCFD (Task Force on Climate-related Financial Disclosures) recommendations have been carefully evaluated and shared by the management team. We believe that adopting these recommendations is crucial to improving our management of climate-related risks and to aligning our corporate strategies with global sustainability goals. We are currently organizing to identify a clear and effective strategy for fully implementing TCFD recommendations within our Group. This process requires a considered and inclusive approach, involving different departments and functions of the Group to ensure consistent and integrated implementation.

We are constantly committed to reducing energy consumption and minimizing environmental impact.



During the year, the Group adopted a policy for the management of energy efficiency aspects for offices and production sites. The strategy has been clearly defined in each business function and then communicated publicly outside the Group.

The policies and guidelines defined by our Group regarding energy efficiency also include measures concerning the deployment and use of renewable energies (which in 2023 account for approximately 39% of energy funds).

The Group is also actively engaged in accurate measurement and monitoring of its energy consumption, demonstrating a strong commitment to and positive awareness of environmental sustainability.

The percentage of renewable sources and not of energy consumed is reported (average % year 2022-2021. About year 2023, the figure is not yet available from the supplier):

| ET-3  | Energy (%) |
|---|------------|
| Total energy consumption from natural gas       | 41,95      |
| Total energy consumption from nuclear sources   | 3,19       |
| Total energy consumption from renewable sources | 39,46      |
| Total energy consumption from coal              | 10,23      |
| Total energy production from petroleum products | 1,39       |



### *Biodiversity & Ecosystem*

At VIAR Group, we recognise the critical role of biodiversity and ecosystems in ensuring the wellbeing of humanity, both today and in the future. The rapid decline of these vital components poses a threat to nature and people alike.

The Group also understands the intricate link between biodiversity loss and the climate crisis. As a responsible player, VIAR Group is dedicated to systematically assessing, mitigating, restoring, and offsetting any impacts and risks affecting biodiversity and ecosystems in the region (Lombardia) where we operate.

Among the environmental challenges to be tackled, the protection of ecosystems and biodiversity plays a major role. Biodiversity is crucial because it supports life on earth: healthy biodiversity means healthy people and food and water safety. Biodiversity also contributes to the resilience of ecosystems, becoming a valuable ally in addressing the climate crisis.

The Group has committed itself to adopting a policy and guidelines for biodiversity and ecosystem management throughout the year. The details have been clearly defined and shared within each business area, leading to the adoption of internal guidelines and/or procedures.



The Group aims to identify and adopt concrete, well-defined objectives for promoting biodiversity and preserving ecosystems over the next three years. These include the following:

1. reducing direct emissions (scope 1 and scope 2) through increased use of renewable sources, improved energy efficiency and offsetting of emissions with forest protection projects
2. participating in reforestation projects in degraded areas to help rebuild natural habitats.
3. participating in projects to protect endangered species.
4. reducing water consumption in manufacturing activities.
5. Verifying that the natural resources used (paper, wood etc.) come from suppliers certified to sustainability standards (e.g. FSC, RSPO)

The approaches described above can be achieved through two main enablers:

- ✚ establishing partnerships and collaborations with clients, suppliers, universities, institutions and research bodies to define new opportunities, methodologies and tools to be promoted within the industry;
- ✚ collaborating with employees to train, communicate and raise awareness on the adoption of sustainable behaviours and engaging with communities, through initiatives for local development, focused also on climate adaptation.

Our Group is not involved in operations which could have negative effects on endangered species.

This means that the activities of the Group do not pose any direct risk to the survival or welfare of vulnerable species.



### *Water and Marine Resources*

Water is a vital resource to be preserved and it is necessary to commit to limiting water consumption and reducing the environmental impacts in the area.

For this reason, during the year, the Group adopted a policy for the management of corporate water resources, for offices and production sites, with internal guidelines and procedures such as:

- ✚ installation of water meters
- ✚ data collection and analysis to identify waste and inefficiencies
- ✚ optimization of water use (installing taps with sensors, flow reducers, etc.)
  
- ✚ preventive maintenance (for periodic inspection of water leaks, pipes, fittings etc.)
- ✚ promotion of good habits by raising employee awareness of responsible use of water (signage in common areas etc.)
- ✚ mapping of water-intensive production processes
- ✚ water reuse and recycling through filtration or waste water treatment systems



Our Group is actively engaged in not only measuring, but also monitoring water resource use, allowing for precise identification of the levels of use of these resources and their trends over time.

Clear objectives related to water management (reduction) have also been defined in this regard.

Our Group is working, given the relevance of the theme for the Group itself, to set goals and adopt monitoring processes on water consumption in its value chain.

The table below shows the quantities of water retrieved and consumed (in cubic metres) in the operations of the Viar Group.

| ET-4      | Water for business activities (m <sup>3</sup> ) |
|-----------|---|
| Retrieved | 810   |
| Consumed  | 810   |



### Resource Use and Circular Economy

The VIAR Group applies the principles of the circular economy throughout the life cycle of assets: from the design stages, including by engaging the supply chain, through to production and end-of-life management, with the aim of maximizing asset and material recovery (through recycling or reuse for example).

VIAR Group pursues the goal of generating economic value from its business activities by reducing the use of raw materials and fuels. To monitor this circularity objective, VIAR Group is identifying a KPI which has to take the Group's overall EBITDA (in euros) and compares it with the amount of resources consumed, both fuel and raw materials, throughout the value chain by the various business activities (expressed in tons).

This issue currently needs further policy efforts to be addressed effectively. It must be recognised that the rational use of raw materials, together with careful waste management, helps to reduce the environmental impact of the production process.

The Group has implemented methodologies to measure and monitor the amount of waste generated, which enables the Group to identify potential areas for improvement and adopt targeted strategies to reduce waste accumulation.

To demonstrate its commitment to promoting the transition to a more circular economy and preserving natural resources for future generations, the Group has defined clear and tangible goals and collaborates with third parties in order to achieve these goals.

VIAR Group has a long-established strategy to reduce hazardous waste from its operational processes, thanks to its selection of technological solutions that can ensure the absence of hazardous elements in the final waste (as well as "substances of concern" and "of very high concern"). This strategy has





meant that waste classified as hazardous currently makes up a marginal portion of the Group’s total waste.

The following table shows the amount (kg) of waste broken down by type and destination and the percentage of waste destined for recycling as a proportion of total waste generated by the Viar Group.

| ET-5                           | 2023 (kg)   |
|--------------------------------|---|
| <b>Total Waste</b>             | <b>1.210.386,00</b>                                   |
| <b>Total by Type</b>           |   |
| <i>Hazardous Waste</i>         | <b>36.032,00</b>                                      |
| <i>Not-Hazardous waste</i>     | <b>1.174.354,00</b>                                   |
| <i>Radioactive Waste</i>       | <b>0,00</b>   |
| <b>Total for Destination</b>   |   |
| <i>Waste to be recycled</i>    | <b>1.165.548,00 (96% of the total produced waste)</b> |
| <i>Waste to be disposed of</i> | <b>44.838,00</b>                                      |



### Pollution

Adopting ISO 14001-certified Environmental Management Systems within the Group ensures the presence of structured policies and procedures for identifying and managing environmental risks and opportunities associated with all business activities.

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

With this in mind, our Group has adopted a policy for the management of air, water and soil pollution.

The strategy has been clearly defined for each business function and then communicated publicly outside the Group.

In this regard, we have implemented tools and methodologies to measure and monitor pollutant emissions, reflecting our ongoing commitment to sustainability and environmental responsibility.

The Group has also developed advanced tools and methodologies to measure total quantities of substances that are considered as being of concern and extremely serious for the environment and human health. This monitoring is essential to ensure compliance with environmental regulations and to identify potential risks to health and the environment and so providing a basis for the Group to take appropriate preventive or corrective measures.



*As we are constantly striving to improve our reporting, we would very much welcome your feedback.  
We will also be pleased to answer any questions you may have.*

*You can submit your comments by email to: [info@viargroup.com](mailto:info@viargroup.com).*

***Thank very much for your kind attention***

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