

Volt  vision

REPORT SUSTAINABILITY 2024



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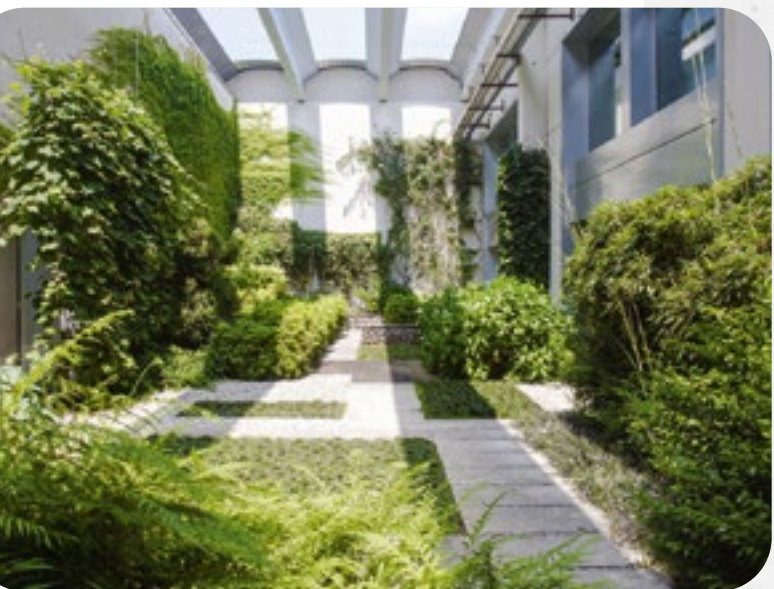
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To the technical quality and durability of building solutions, we add a systemic approach to sustainability that guides our strategic and operational choices: from efficient resource use to a focus on people, from reducing the environmental impact of products to adopting circular economy practices.

Dear readers,

With a great sense of responsibility and confidence in the future, we present our first Sustainability Report. This document is the concrete testimony of a path that sees us committed on a daily basis to building a solid, innovative and sustainable company, capable of generating value over time for people, the environment and the territory.

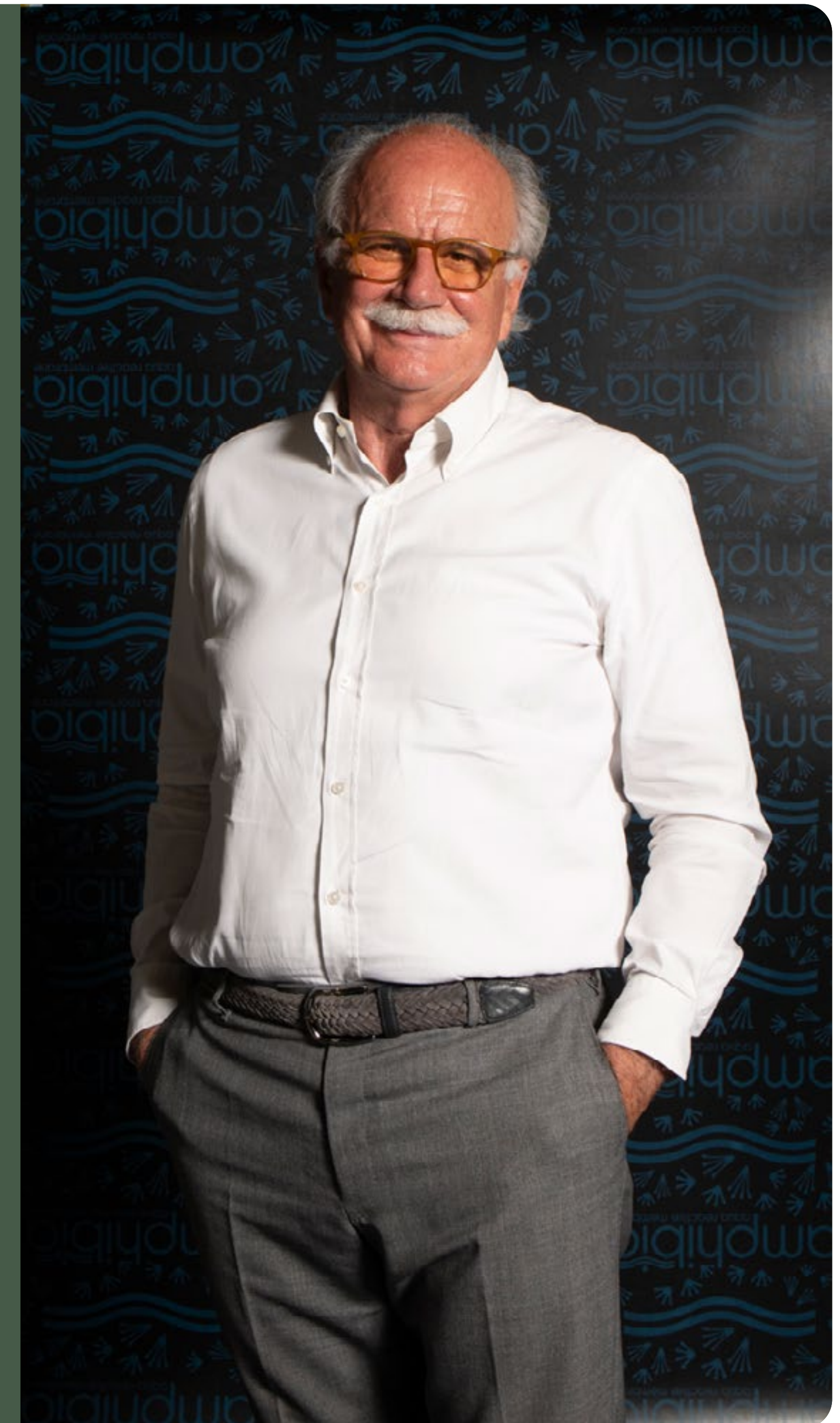
Sustainability, for Volteco, is not a separate project, but the very heart of our industrial vision. Since our establishment in 1976, we have stood out for our focus on the technical quality and durability of building solutions. Today, this technical heritage is complemented by a systemic approach to sustainability, which guides our strategic and operational choices: from the efficient use of resources to the focus on people, from reducing the environmental impact of products to the adoption of circular economy practices

In fact, we have invested in energy generation from renewable sources, paid more attention to assessing the environmental impact of our products, and finally in the circular management of production waste, creating new products. At the same time, we place strong emphasis on the well-being and development of people, offering a positive, inclusive and stimulating working environment. The numerous welfare, training and engagement initiatives are designed to enhance every talent and make Volteco a place where people can grow and actively contribute to the common project.

With this first Report, we begin a journey of reporting that will be progressively more solid, more comprehensive and more integrated. We look to the future with ambition and awareness: we are determined to evolve further, measuring ourselves against increasingly challenging and sustainable goals.

We are convinced that only through a shared vision and collective action can we contribute to a more responsible and innovative construction sector.

Thanks to all those who, with passion and competence, make this vision possible every day.



Guide to reading

the Volteco Sustainability Report

The Sustainability Report, hereafter also [Report] or [Document] is part of a sustainability strategy that guides Volteco S.p.A.'s daily decisions and operations. The publication of this document is a significant step towards consolidating the company's leadership in social and environmental responsibility, and testifies to the company's commitment to responding concretely to global challenges. The first step was to identify relevant sustainability topics for Volteco and their impacts. Each topic is then reported on within this Document.

In particular, each chapter of this Sustainability Report is divided into four main sections:

Commitment and Values

This section describes the company's approach and strategic guidelines with respect to the topic in question, outlining the policies, commitments and guiding principles adopted to integrate sustainability into business operations.

Measures taken

Presentation of concrete actions and initiatives implemented to turn formal commitment into tangible results, highlighting the practices implemented to improve performance in the ESG (*Environmental, Social, Governance*) area.

Results and Indicators

This section reports on key *performance* data and indicators (KPIs), providing an objective measurement of the results achieved through the actions taken, in line with reference standards.

Sustainable Development Goals

This section describes the company's future goals, with a focus on short-, medium- and long-term objectives, defining commitments for continuous improvement and alignment with global sustainability challenges, as dictated by the United Nations 2030 Agenda for Sustainable Development.



1

About us

Volteco, an Italian company established in 1976, is a reference in the field of waterproofing and protection of building structure.



1.1 The company



Volteco is founded on profound technical experience and a strong vocation for sustainability.

Volteco S.p.A. is an Italian company of reference in the sector of solutions for waterproofing, protection, durability and restoration of building structures. Founded on profound technical experience and a strong vocation for sustainability, Volteco has dedicated itself since 1976 to the design and production of advanced, high-performance systems **to prevent and solve problems related to water infiltration and humidity**, guaranteeing durability and safety for buildings, infrastructures and civil works.

With headquarters in Ponzano Veneto, Volteco is an example of Italian excellence appreciated internationally. . Operating in over 30 countries, the company combines the quality and ingenuity of "made in Italy" with a global vision, offering cutting-edge solutions adapted to the needs of different markets, responding to local requirements with customised solutions and technical support of the highest level. Despite its international expansion, **Volteco maintains strong ties with its home territory**, valuing tradition and innovation. The Italian market now accounts for about 80% of the company's turnover. This presence lets the company be close to its customers, offering prompt answers, tailor-made solutions and highly qualified technical support.

The wide range of solutions developed and produced is the result of continuous research and development, aimed at meeting the needs of an **evolving market and ensuring high performance while respecting the environment and people**. The solutions developed include waterproofing systems, rising damp barriers, protective coatings and solutions for under- and over-floor waterproofing.

Volteco is a reliable and competent partner that sees dialogue with designers, companies and installers as fundamental. With its high-level technical staff, the company supports its partners at every stage of the project, from advice on choosing the most suitable products for their specific needs, to technical



training of installers, with tailor-made solutions and lasting results.

The ATECO code of the activity is 23.6: production of building materials in general, with particular reference to special, waterproofing and high-tech building materials, and any other related, connected or similar products. The *Global Industry Classification Standard (GICS)* identifies the organisation's business as belonging to the industry: Building Products.

The value chain is based on three indispensable pillars: **quality, traceability** and **responsibility**. The company carefully selects raw materials, the essence of its production, favouring supply chains aligned with our safety and sustainability strategies.

Volteco has initiated a structured process of supplier involvement, by sending a questionnaire aimed at mapping the sustainability issues considered priorities by the company. The suppliers involved were selected on the basis of their strategic relevance and the economic value of supplies in the two-year period 2023-2024.

This activity marks the beginning of a process of continuous evaluation and collaboration, with the aim of building a **solid and transparent supply chain management system**, targeted on sustainability, innovation and continuous improvement.



Product quality is inseparable from the quality of the relationships that make it possible.

1.2 Mission & Corporate Values

Volteco offers security in building solutions. It works for companies through a national network of Distributors and Installers, collaborating with Designers: it wants to be the best supplier for reliability, competence, products and services.

Volteco aims to contribute to safe, resilient and environmentally friendly construction, where buildings and infrastructure can last without compromising natural resources. Operating according to a business model based on ethics, responsibility and innovation, the company develops **reliable and sustainable solutions that reflect these values** in every aspect of its business: from product design to customer service and the promotion of responsible practices throughout the supply chain. Projects, products and decisions are guided by respect for the environment, energy efficiency and the desire to improve the well-being of the communities in which it operates.



Teamwork

Adapting teamwork and collaboration between different colleagues and departments to solve problems and improve processes.



Training

Applying sound methods and constantly updating oneself to increase one's skills.



Responsibility

Commit to achieving the required result with the highest quality and meeting deadlines.



Communicating clearly

Providing complete and detailed information to interlocutors, clarifying and verifying that the information received has been understood.



Promptness

Being ready to carry out one's activities, avoiding procrastination.



Integration

Learning about the work of colleagues in order to collaborate better, while respecting their schedules.



Empathy

Understanding by listening to customers' needs.



Being positive

Reacting constructively to find solutions to problems and overcome obstacles.



Materiality Analysis

- 2.1 Understanding the context of the organisation**
- 2.2 Identification of actual and potential, positive and negative impacts**
- 2.3 Stakeholder engagement and impact prioritisation**

Volteco conducted a materiality analysis according to the methodology indicated in the standard "GRI 3: Material Topics 2021".

Materiality Analysis

In order to identify the relevant economic, social and environmental aspects, both for the organisation and its stakeholders, on which to focus sustainability reporting, Volteco conducted a materiality analysis according to the methodology indicated in the standard "GRI 3: Material Topics 2021". The analysis led to the identification of a **list of material topics prioritised according to the significance of the impacts related to them**, through a structured process divided into several project phases.

2.1 Understanding the context of the organisation

First, a context analysis was conducted to identify the most relevant ESG issues and trends in the sector, taking into account the nature of Volteco's activities and business model, its business relations with customers, suppliers and other relevant parties, the sustainability context in which it operates, and the demands, expectations and needs of its *stakeholders*. This phase consisted in the analysis of **internal and external documentation**, including: documentation relevant to the sector in which the Company operates, public documents of the Company's main *competitors*, initiatives, projects, activities and policies in the ESG field implemented by Volteco, as well as additional reference documents and models. This preliminary assessment was conducted in order to carry out a comparative analysis which took into account the relevant sustainability factors and also international standards in the "building materials" sector.



2.2 Identification of actual and potential, positive and negative impacts

The context analysis made it possible to identify an initial list of impacts - actual and potential, positive and negative - generated by the Company's activities on the economy, the environment and people, including impacts on human rights, which can significantly influence the perception of its *stakeholders* and guide corporate strategy. Each impact was associated with a relevant sustainability topic and submitted for evaluation to *management*, which then proceeded **to identify and validate Volteco's material topics**.

The following table shows **the material topics identified and the associated impacts generated by Volteco**. The points in the value chain where impacts are most apparent and the main tools and actions taken to manage these impacts are indicated for each material topic. In addition, each of them shows an indication of positive ("+") or negative ("-"), actual ("A") or potential ("P") impact. A detailed description of the safeguards adopted and the actions taken to manage them can be found in the sections dedicated to each material topic within this Sustainability Report.

E

Environment



Energy Management

Climate strategy

Environmental impact of products

Circular economy

Waste management

Water resource management

S

Social



Training and human capital development

Occupational health & safety

Chemical management and product safety

Relations with the local community

G

Governance



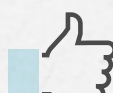
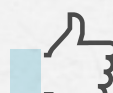
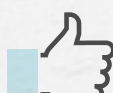
Business ethics and integrity

Supply chain management

Innovation management

E	Environment	Material topic	Impact generation				Positive/negative, actual/potential impacts associated with the material topics	Managing Impacts
			Up-stream	In business activities	Down-stream			
		 Energy Management				+ / A	Implementation of strategies for the improvement of energy-related impacts resulting in the optimisation of energy efficiency	Implementation of energy efficiency measures (replacement of old boilers, convectors, fan coils and darkened blinds)
						- / P	Failure to implement energy-efficient business process solutions, increasing energy-related running costs	Installation of a photovoltaic system
		 Climate strategy				+ / A	Self-production of energy from renewable sources and implementation of initiatives to reduce impacts related to CO ₂ emissions	Calculation of direct and indirect GHG emissions
						- / P	Contribution to climate change through direct and indirect greenhouse gas emissions	Installation of a photovoltaic system
		 Environmental impact of products				+ / A	Use of components with less environmental impact in product formulation. Implementation of EPD (Environmental Product Declaration) to measure and reduce the overall environmental impact of manufactured products	EPD (Environmental Product Declaration) calculation for 5 products
						- / P	Insufficient focus on the environmental impact of products, with possible consequences on customer satisfaction and the environment and with potential loss of market share	
		 Circular economy				+ / A	Reduce waste and promote the internal reuse of resources through dedicated processes. Creation of external partnerships with suppliers aimed at recycling and recovery of production waste	Sending membrane production offcuts and scraps to subcontractors for further processing into a new raw material for the production of a product containing a recycled portion
						- / P	Increase in production waste. Lack of collaboration with suppliers for recycling and recovery of production waste and offcuts, leading to increased environmental impact and ineffective resource management	Internal regrinding of a by-product of a manufacturing process that is then reused in the production cycle
		 Waste Management				+ / A	Responsible management and disposal of waste from the company's activities, also with a view to increasing its recovery potential	Launch of an internal project aimed at the recovery of hazardous waste in the company
						- / P	Failure to properly implement a waste management and disposal system resulting in potential negative impacts on the environment and human health	
		 Water resource management				+ / A	Responsible water resource management and the creation of indicators to assess appropriate improvement strategies for business processes using water	Creation of dedicated indicators on water-related impacts
						- / P	Inefficient use of water resources and lack of solutions to optimise business processes using water, with the risk of waste and negative impacts on the environment and local water resources	Company product solutions aim to conserve water resources

Social	Material topic	Impact generation			Positive/negative, actual/potential impacts associated with the material topics	Managing Impacts
		Up-stream	In business activities	Down-stream		
S	 Training and human capital development				+ / A Investment in training and employee welfare, improving the skills and well-being of employees and contributing positively to productivity and staff satisfaction	- Welfare Regulation with contribution through a dedicated platform - Offering an external catering service - Relaxation and recreation room for employees - Annual Survey on internal atmosphere
					- / P Lack of focus on the well-being and growth of workers with the potential to reduce worker motivation and productivity and increase the <i>turnover</i> rate	- Feedback to employees - Ongoing training, including in <i>soft skills</i>
	Occupational health & safety				+ / A Commitment to health and safety. Adoption of an ISO 45001-certified management system to improve workers' well-being and prevent accidents at work	Implementation of an instrument of allowing workers to report aspects of improvement in Health and Safety
					- / P Failure to implement an occupational health and safety management system with a decrease in the psycho-physical well-being of employees with a potential increase in the rate of occupational accidents and illnesses	- Presence of an ISO 45001-certified Health and Safety Management System - Monitoring of near misses
Social	 Chemical management and product safety				+ / A Careful management of chemicals used in products to ensure regulatory compliance and reduce health and environmental risks	- Projects to reduce free silica in products - Formulation of cement-free and water-based products
					- / P Inadequate handling of chemicals in products with potential risks to human health, environmental damage and non-compliance with current regulations that are increasingly stringent and frequently issued	Specific formulation to reduce chromium oxidation (reduction of Cr(VI) to Cr(III))
	 Relations with the local community				+ / A Promotion and support of local social and cultural initiatives with the aim of creating a positive impact on people's social lives and the local community	- Sponsoring of sports associations - Active collaborations with local schools and universities
					- / P Lack of support for local social and cultural initiatives, with the risk of weakening the relationship with the community and not contributing to the improvement of the collective well-being and development of the area	

Governance	Impact generation				Positive/negative, actual/potential impacts associated with the material topics	Managing Impacts
	Material topic	Up-stream	In business activities	Down-stream		
	 Business ethics and integrity				+ / A Adoption of decision-making and conduct based on the criteria of legality, transparency, fairness, integrity, impartiality and anti-bribery in all aspects of company operations - / P Adoption of a business model that is not aligned with issues of ethics, integrity, accountability and corporate transparency with potential negative repercussions in terms of reputation and trust on the part of customers and collaborators	- Adoption of the Organisation, Management and Control Model pursuant to Legislative Decree no. 231/01 - Presence of a Code of Ethics - Whistleblowing system
	 Supply chain management				+ / A Risk assessment in the supply chain. Monitoring and evaluation of suppliers not only on quality and economic conditions, but also on ESG (environmental, social and governance) impact - / P Business continuity disruption due to geopolitical risks and events, with lack of backup in the supply chain with potential exposure to production interruptions and loss of business opportunities	- Sending a questionnaire, during qualification, to suppliers for quality aspects and presence of relevant certifications - Continuous supplier evaluation - Market Research
	 Innovation management				+ / A Creating a culture of process innovation for the development of innovative products in terms of efficiency and environmental performance - / P Loss of market share due to lack of product innovation	- Achievement of research and development awards - Development and marketing of new products - Investment in digital transformation - Continuous training and skills transfer projects

2.3 5.3. Stakeholder engagement and impact prioritisation

The next phase of the Materiality Analysis process involved company management and other *stakeholders* in the assessment of impacts and associated sustainability issues.

Initially, in order to prioritise the impacts identified, Volteco's management and key corporate figures on ESG issues were involved in a materiality *workshop*, which took place through **the sharing of a questionnaire**. During the *workshop*, each impact was evaluated on a significance scale, assigning a specific score to each impact to determine the relevance of the topics.

An ESG *survey* was then prepared, which was the core of Volteco's **stakeholder engagement** activities. Collaboration and dialogue with internal and external *stakeholders* are indeed a core element of Volteco's operating model, also in relation to the pursuit of sustainability goals, in order **to align its actions with the needs of the communities and contexts in which it operates**.

The engagement plan was defined in cooperation with the internal functions that have direct relations with each stakeholder category on a daily basis. The questionnaire was sent via *link* to a representative *panel* of Volteco's main *stakeholders*, consisting of:



The attention to the management of innovation underlines the value that the company assigns to the development of technologically advanced solutions, which can improve both operational and environmental performance.

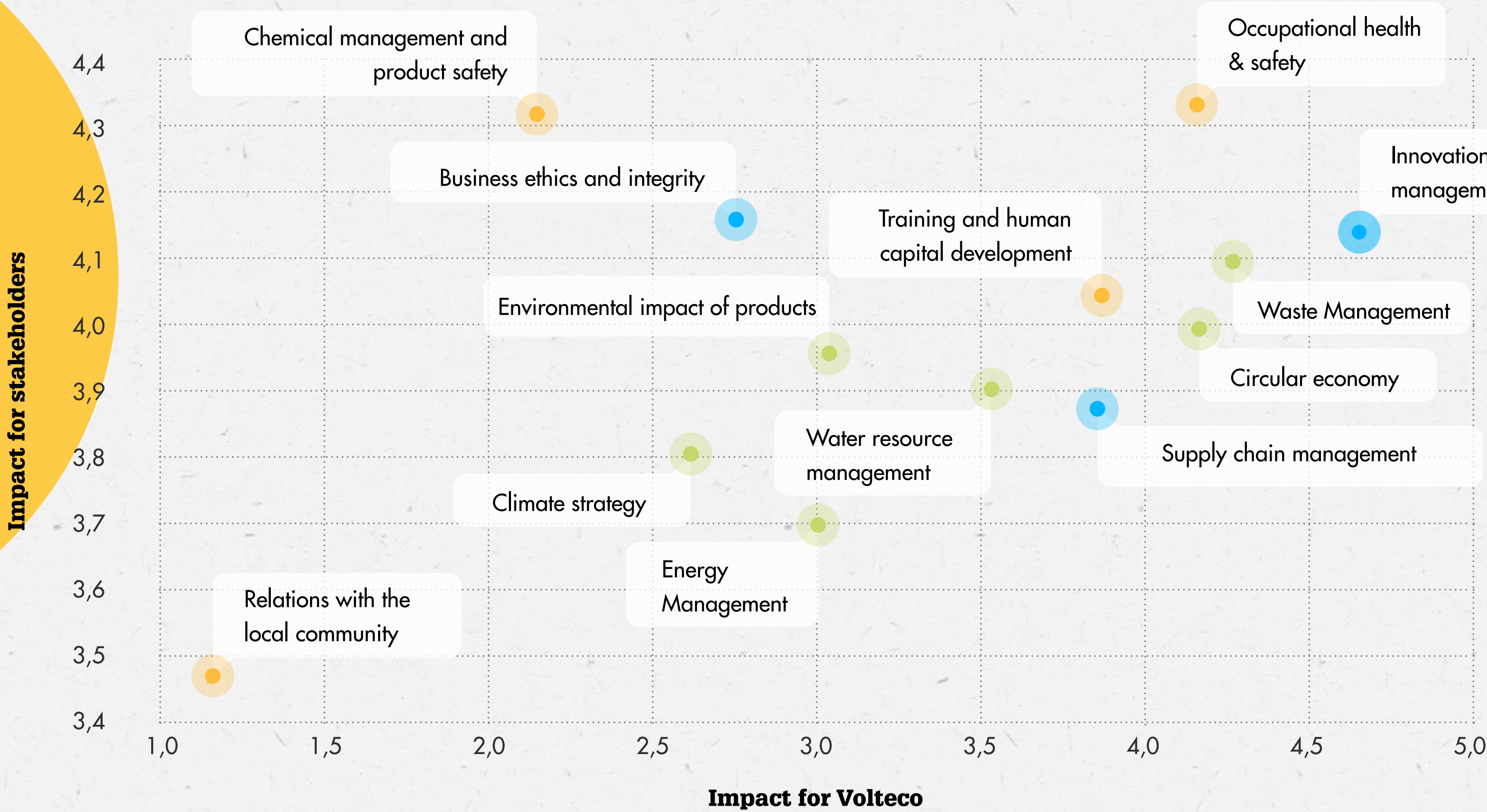
The impacts assessed through internal analysis and stakeholder engagement led to the definition of a **prioritised list of associated material topics**, shown in the table below. Finally, the results of the two evaluation activities were shared and validated with Volteco's management.

Ranking	Prioritised list of associated material topics Material topic	ESG Area
1	Occupational health & safety	Social
2	Innovation management	Governance
3	Chemical management and product safety	Social
4	Waste Management	Environment
5	Business ethics and integrity	Governance
6	Training and human capital development	Social
7	Circular economy	Environment
8	Environmental impact of products	Environment
9	Water resource management	Environment
10	Supply chain management	Governance
11	Climate strategy	Environment
12	Energy Management	Environment
13	Relations with the local community	Social

The priority that emerged from the results of the materiality analysis is consistent with the company's industry sector, with a particular focus on specialised building, waterproofing and high-tech products. **Occupational health and safety** emerges as a core aspect, reflecting the commitment to ensure the **protection of workers** in an environment characterised by potential physical hazards and exposure to chemicals, with the aim of protecting not only workers, but also **regulatory compliance** and **corporate reputation**. Innovation management also emerges as a crucial issue in a constantly evolving industry characterised by the need to respond to complex challenges such as sustainability and durability of materials. The focus on this topic underlines the value the company places on the development of technologically advanced solutions that can improve both environmental and operational performance. Furthermore, given the nature of the products offered, the responsible handling of chemicals and product safety are also imperative issues that not only meet regulatory expectations, but also those of end users, who demand quality products that are safe, effective and meet environmental and health standards.



The result of the activity was represented in a two-dimensional graph known as the materiality matrix, shown below.



In this graph, the y-axis shows the average of the ratings given to different material topics by external *stakeholders* and employees, while the x-axis reflects the average of the ratings given by company *management*.

In addition, Volteco takes into account the **Sustainable Development Goals (SDGs)** of the United Nations to orient its activities towards responsible growth. The SDGs represent the strategic priorities that the UN promotes to ensure and foster the Sustainable Development of Humanity by 2030.

The table below shows the association between each material topic and the relevant SDGs, highlighting how the company contributes, in its own sphere, to the global sustainability goals.

Material topics	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Occupational health & safety	👍											
Innovation management							👍					
Chemical management and product safety	👍											
Waste Management										👍		
Business ethics and integrity												👍
Training and human capital development		👍	👍					👍				
Circular economy										👍		
Environmental impact of products									👍	👍		
Water resource management				👍								
Supply chain management						👍						
Climate strategy											👍	
Energy Management					👍							
Relations with the local community									👍			



Governance

- 3.1 Business ethics and integrity**
- 3.2 Innovation management**
- 3.3 Supply chain management**

Introduction

Volteco adopts a governance model based on principles, rules and procedures that ensure transparent and effective management. This approach aims to protect shareholders' interests, foster balanced growth and consolidate the company's reputation and reliability.

Volteco is a joint-stock company incorporated in Italy at the Companies' Register of Treviso-Belluno. Volteco is under the control of Gufin S.r.l., which holds 60% of the shares. The remaining 40% of the shares are owned by Kia-ora Srl

The Company has adopted an administration and control system consisting of a management body, the Sole Director, a supervisory body, the Board of Statutory Auditors, and an Attorney-in-Fact.

The structure of the corporate bodies as at **31 December 2024** comprises, in detail:

- the Sole Director, vested with the broadest powers for the ordinary and extraordinary management of the Company, and with the authority to perform all acts that he deems appropriate for the implementation and achievement of the corporate purposes, excluding only those that the law or the Articles of Association reserve to the shareholders' meeting;
- the Board of Statutory Auditors, which is responsible for ensuring compliance with the law, the articles of association and the principles of proper administration. The board of statutory auditors is also responsible for auditing the financial statements;
- the Attorney-in-Fact who acts as Administrative Director of the Company;
- the Supervisory Board, established pursuant to Legislative Decree no. 231/01, responsible for supervising the effectiveness, efficiency, maintenance and updating of the Organisation, Management and Control Model pursuant to Legislative Decree no. 231/01.

The Sole Director in office until the approval of the financial statements as at 31/12/2024, is **responsible for defining the overall strategy as well as reviewing the operational and financial performance of the Company**. Thus, the Sole Director evaluates and decides on all aspects of the Company's overall strategy, strategic objectives, annual budgets, annual and half-yearly results, the approval of major transactions and any other significant operational and financial matters.

The Sole Director is also responsible for drawing up and monitoring the company's sustainability strategy and ensuring that an adequate internal control and risk management system is in place.

The Board of Statutory Auditors monitors compliance with the law and the Articles of Association, as well as compliance with the principles of good management. It consists of 5 members: a Chairman, a male Standing Statutory Auditor and a female Standing Statutory Auditor and two Alternate Auditors. Each of the members of the Board of Statutory Auditors meets the requirements of integrity, professionalism and independence laid down by law. The members of the Board of Statutory Auditors are in office until the date of the Shareholders' Meeting convened to approve the Financial Statements as at 31 December 2024.

SUSTAINABILITY GOVERNANCE

With regard to Sustainability Governance, Volteco's Sole Director recognises the importance of sustainability as an integral part of the company's strategy. Volteco has laid down a governance structure dedicated to outlining the sustainability strategy and path, to pursue sustainable development.

The annual Sustainability Report is prepared through a process involving multiple internal company departments and the Management. There is also an ESG Group in the company made up of people from cross-functional areas such as: administration, purchasing, human resources, marketing, production, quality, research and development, human resources and safety. The Sustainability Committee, which meets periodically, is an important resource in the continuous improvement of Volteco's social and environmental profile. The ESG Group ensures broad representation and an integrated view of corporate sustainability issues and reports regularly to Management on new sustainability challenges and achievements.

3.1 Business ethics and integrity

Volteco considers legality, fairness and transparency to be fundamental principles for its operations, recognising them as essential prerequisites for achieving its economic, productive and social goals.

3.1.1 Commitment and values

The company promotes an ethical and responsible working environment, integrating these values into its strategies and relations with all stakeholders. To strengthen its commitment in this area, Volteco has adopted a **Code of Ethics** in compliance with the provisions of the Organisational Model adopted in line with Legislative Decree no. 231/2001. This document is a guide for all persons acting on behalf of the company, defining principles and standards of behaviour to ensure responsible and transparent action. **The Code of Ethics is freely available on the company website** and on internal notice boards, ensuring maximum dissemination and accessibility.

The adoption of the Code of Ethics reflects Volteco's desire to promote a corporate culture based on:

- legality, honesty and transparency in business activities and in relations with partners;
- valorisation of human capital, through respect for the rights and dignity of each person;
- protection of health and safety at work, to ensure safe and healthy environments;
- fair competition and integrity in business relationships, fostering an ethical and sustainable market;
- responsible profit, ensuring balanced and lasting development.

With regard to measures to prevent and mitigate potential conflicts of interest, these are spelled out both in company policies and in the Code of Ethics, which states that:

- every decision taken in the course of its activities must be made in the interest of the company;
- any activity or situation of personal interest that constitutes or could constitute, even potentially, a conflict between one's own interests and those of the organisation must be avoided;
- it is compulsory to refrain from taking advantage of one's relationship with the company in order to favour oneself or third parties to the detriment or disadvantage of the organisation itself;
- it is forbidden to take part, directly or indirectly, in any capacity whatsoever, in commercial initiatives that are in direct competition with the Company, unless such participation has been communicated in advance to the Administrative Body.



[DOWNLOAD](#)

3.1.2 Measures taken

Volteco has adopted an Organisation, Management and Control Model pursuant to **Legislative Decree no. 231/01**, which covers a range of offences, including breaches of environmental and occupational health and safety regulations. the Supervisory Board set up pursuant to Legislative Decree no. 231/01, is responsible for supervising the effectiveness, efficiency, maintenance and updating of the Organisation Model. In addition, the Organisation, Management and Control Model pursuant to Legislative Decree no. 231/01 includes general rules of conduct and more specific protocols, including aspects relating to control activities that must be complied with in the performance of the relevant activities, defined to prevent the commission of offences, inter alia, relating to corruption.

In addition, a whistleblowing process has been implemented. The objective of the **whistleblowing** process is to provide a dedicated channel for employees, customers, suppliers and other business partners to report potential violations of the Code of Ethics, company policies and procedures, the Organisation, Management and Control Model pursuant to Legislative Decree no. 231/01 or the law, while protecting the anonymity of the *whistleblower*. Volteco is committed to spreading awareness of the Code of Ethics and the *Whistleblowing* process through the internal and external publication of such information and by carrying out dedicated training activities.

3.1.3. Results and indicators

Any critical issues, both concerning the conduct of the Organisation in its business operations and relationships, and concerning actual and potential negative impacts, potential and effective impacts on stakeholders, are reported to the Sole Director during periodic meetings, planned quarterly and for urgent situations with extraordinary meetings. During 2024, no critical issues were discovered and reported to the highest governing body.

3.1.4. Sustainable Development Goals

SDGs of reference	Description of goals	Indicators (KPI)	Target	Implementation period		
				Short	Medium	Long
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Awareness-raising and training on Model 231	Percentage of trained employees	≥ 10%	31/12/2025		
	Redefinition of the company organisation chart following the generational change in the company			31/12/2025		



3.2 Innovation management

Volteco is committed to developing technologically advanced solutions capable of meeting the growing demands of efficient and environmentally friendly modern construction.



3.2.1. Commitment and values

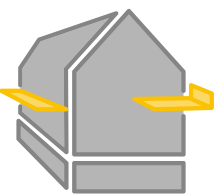
Volteco places innovation at the heart of its strategy, constantly investing in research and development to offer increasingly efficient solutions with lower environmental impact. Through its in-house laboratory and collaborations with universities and research centres, the company is committed to developing technologically advanced solutions capable of meeting the growing demands of **efficient and environmentally friendly modern construction**.

3.2.1. Measures taken

Innovation for Volteco is divided between product and process innovation. In terms of process innovation, the company aims to improve business processes by implementing advanced digital technologies such as artificial intelligence and machine learning, thereby accelerating digital transformation. The implementation of these processes has reduced production waste and improved plant maintenance by detecting potential malfunctions in advance. This progress has led to an optimisation of the production process, increased efficiency and quality, and kept the company competitive in its sector.

As far as product innovations are concerned, they aim to improve the durability of the solutions offered by the company over time, **durability** for Volteco means **certifying the quality over the years of its applied systems**, i.e. subjecting its work to constant control through actual, on-site, past and present realisations. . Thanks to this *check-up*, different levels of detail are assessed by the company's technicians: on the one hand the construction history, the pre-intervention analysis, the state of affairs, the environmental and geophysical situation. On the other, the cataloguing of the building's problems in relation to waterproofing and the presence of water.

Product innovation also aims to develop new solutions to be offered on the market with better environmental impacts, and in 2023 Volteco launched two new innovative products, **Aquascud Reflex** and **WT Watertight Joints**.



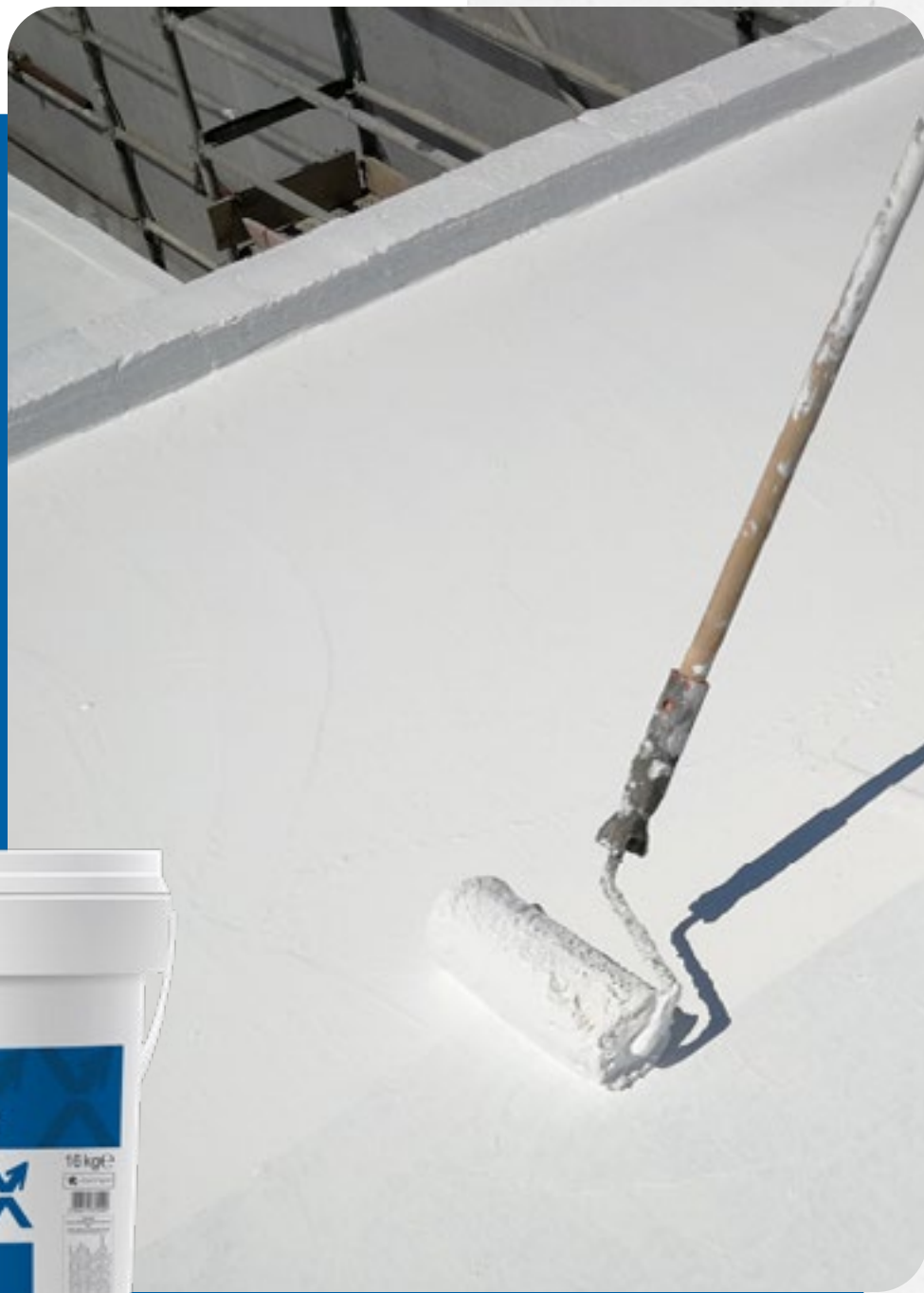
Terraces

Old terraces, balconies and terraces can be restored without costly demolition and complicated work.

Aquascud Reflex

is an elastic, solvent-free, ready-to-use, waterproof coating with a high solar reflectance value. Aquascud Reflex significantly lowers the temperature of the coated surface, considerably reduces the heat penetrating into the room, improving living comfort and reduces the energy consumption required to cool the room.

DISCOVER



Underground areas

Underground areas subjected to seepage, flooding and moisture problems can be waterproofed and rehabilitated thanks to specialised interventions and tailor-made solutions.

WT Watertight Joints

contributes to the circular economy as it is realised through the use of production offcuts. The WT line represents a hydro-expansive profile based on AMPHIBIA EPDM copolymer reinforced with a steel mesh, creating an optimal sealing of casting joints, construction joints and transition elements.

DISCOVER



3.2.2. Results and indicators

In 2024, Volteco was rewarded by reaching two important milestones that confirm the company's commitment to innovation, digital transformation and sustainability in the construction sector, described below.

PMI AWARD 2024

Volteco received the prestigious PMI Award, a **nationwide recognition** dedicated to PMIs that have distinguished themselves for **innovative and digital transformation projects**. This award, instituted by the Digital Innovation Observatory of the **Politecnico di Milano**, is also a testament to the efforts made by the Volteco team in recent years.

YOUBUILD AWARDS 2024 Honorable Mention

Another important recognition came from the YouBuild Awards 2024, where Volteco received an Honorable Mention in the **Innovative Construction Process category**. The prize was awarded to the **ADA - Amphibia Digital Analysis** project, a concrete example of how Artificial Intelligence can revolutionise production processes. These successes testify to the company's determination to pursue an innovative, sustainable and digitally oriented future.

Other R&D activities carried out by the Company in 2024 included the following:

Volteco was awarded the 'PMI Award 2024' as the best digital transformation project by the Digital Innovation Observatory of the Politecnico di Milano.

A major project to re-engineer the production system and extend it to all production lines began. The project was partially financed by PNRR funds, thanks to the acquisition of a Call for Proposals from the SMACT Competence Centre.

Volteco participated as a speaker in a webinar entitled "Artificial Intelligence: Use in Manufacturing", in collaboration with Federmanager. The event was attended by over 300 managers from all over Italy.

Volteco's innovation project was presented at the A&T exhibition in Padua, in collaboration with the SMACT Competence Centre. An article about Volteco's innovation project and its benefits was published in the "Corriere Imprese" insert of Corriere della Sera.

2024

May

July

October

November



3.2.3. Sustainable Development Goalse

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Creation of indicators dedicated to the R&D area with the aim of monitoring investments in innovation in a timely manner			31/12/2025		



3.3 Supply chain management

Volteco recognises the central role of the supply chain in its sustainability strategy and is actively working to make it more responsible and resilient.

3.3.1. Commitment and values

Volteco recognises the central role of the *supply chain* in its sustainability strategy and is actively working to make it more responsible and resilient. **Suppliers** are **selected** through a specific procedure that carefully evaluates, in addition to aspects of quality, punctuality and price, adherence to the company's own values of ethics, responsibility and transparency. Over time, these relationships have built an **ecosystem of trust and cooperation**, contributing to the creation of shared value along the entire supply chain.



3.3.2 Measures taken

Volteco's supply chain is characterised by the presence of suppliers of goods and services including, mainly resins and raw materials for the production of premixes, raw materials for the production of synthetics and packaging, suppliers of transport, software services and the provision of other types of services. In 2024, the company embarked on a strategic initiative to strengthen collaboration with its suppliers by sending out a survey to support the development of materiality analysis. Involving supply chain partners in this process proved essential not only to gain a deeper understanding of the impacts generated by the company's activities, but also to identify the main challenges and opportunities related to integrating sustainability into their business model.

In the qualification phase, new suppliers are assessed by submitting a questionnaire concerning quality aspects and evaluating the certifications they hold, in particular 9001, ISO 45001 and ISO 14001

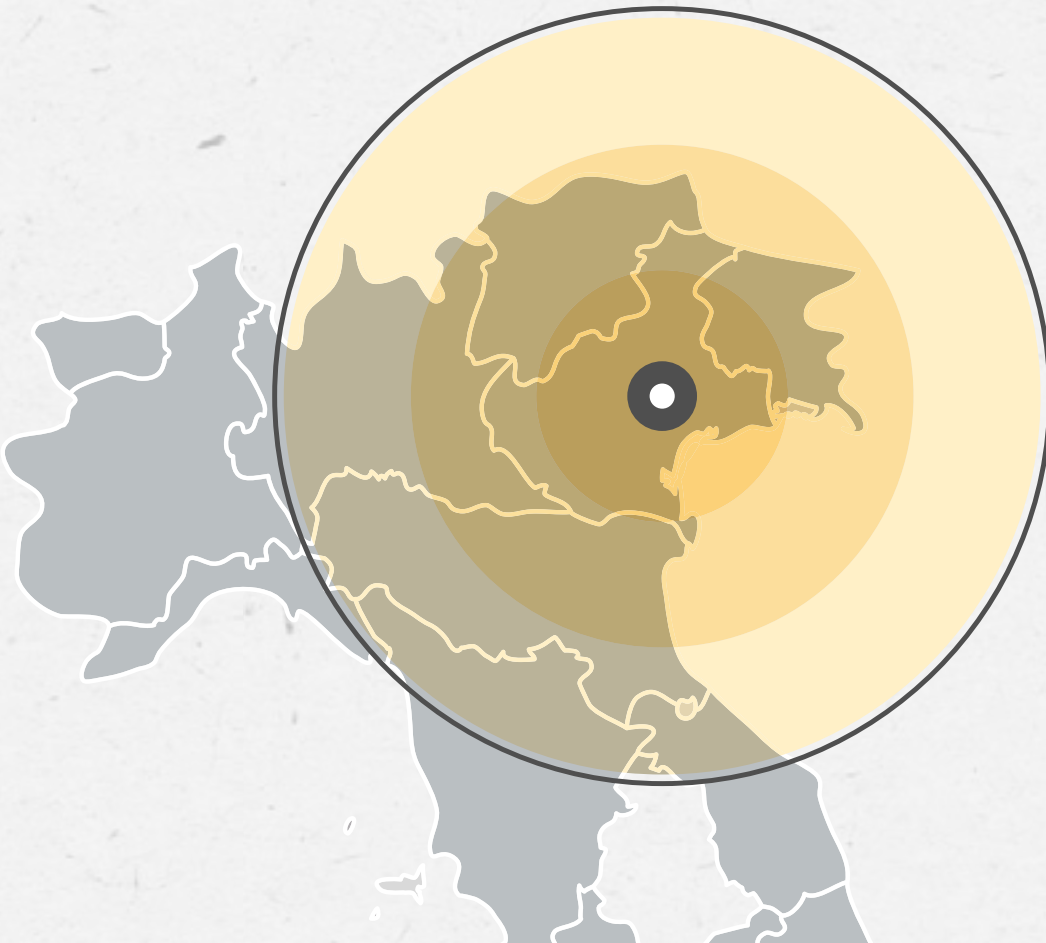
Suppliers are also required to provide technical data sheets, safety data sheets and documentation proving regulatory compliance, such as the long-term declaration of the origin and preferentiality of goods, the REACH Regulation and California Proposition 65.

Among the actions taken by the company in 2024, it should be noted that some suppliers were subjected to an ESG questionnaire to assess various areas of their business management. The topics analysed included supplier certifications, corporate governance practices in terms of transparency and business ethics, some workforce data (such as *turnover* rate and the presence of work-life balance measures), CO₂ emissions monitoring, energy and water efficiency strategies, and circular economy initiatives.

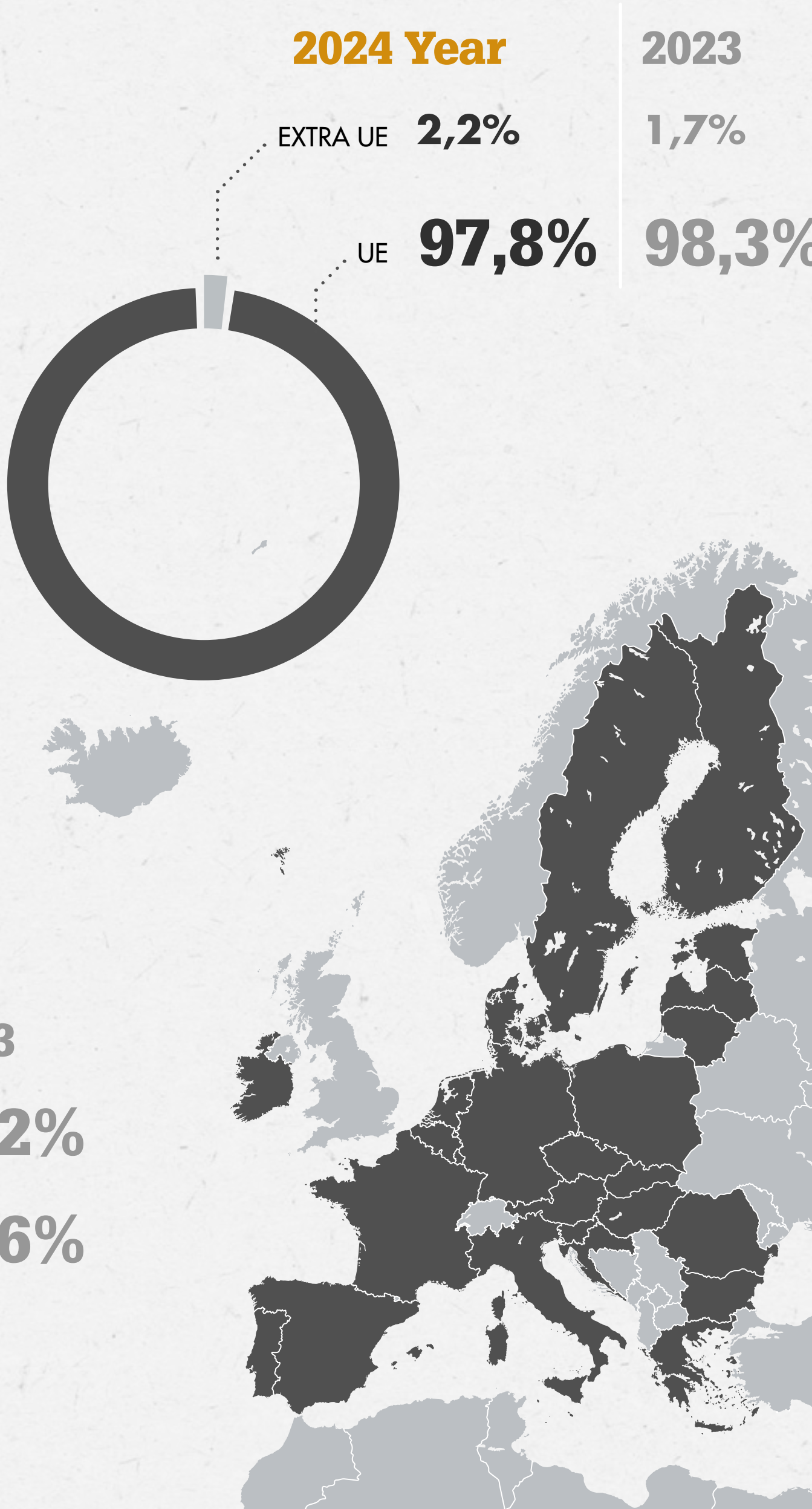
3.3.3. Results and indicators

As regards the proportion of expenditure made in favour of local suppliers, in relation to Volteco's procurement activities, the company's place of business are the production plants of Volteco S.p.A., located in Via delle Industrie no. 47 and 49, 31050 Ponzano Veneto (TV). As a purchasing definition for 'local area' the company decided to use the metric of a 300 km radius around the company's perimeter. Volteco's main suppliers were selected for the analysis, based on the expenses incurred for purchases during the fiscal years 2023 and 2024.

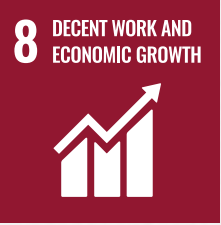
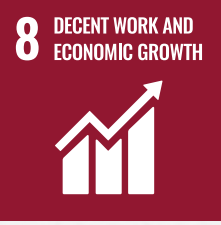
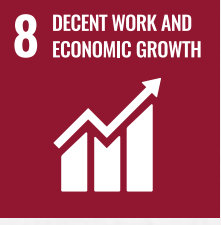
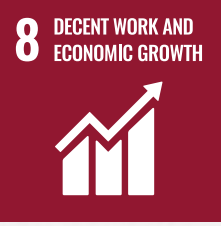
For the selection of the main suppliers to be included in the analysis, suppliers who accounted for at least **80% of the total supply expenditure during the fiscal year under review were considered**. To calculate the distances in kilometres, the location of the supplier where Volteco made the purchase was taken into account.



	2024 Year	2023
Within 300 km	67,6%	65,2%
Italia total	70,3%	67,6%



3.2.3. Sustainable Development Goals

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Enter new strategic suppliers of raw materials and packaging	Number of new qualified strategic suppliers	At least 2	31/12/2025		
	Evaluate suppliers in an ESG context	Percentage of the value of purchasing expenditure for assessed suppliers	At least 50%		31/12/2026	
	Create a vendor rating for suppliers that integrates aspects of quality, competitiveness and sustainability					31/12/2027
 	Evaluation of suppliers on the basis of their ability to supply EPD-supported products				31/12/2026	





Social

- 4.1 Commitment and values
- 4.2 Measures taken
- 4.3 Results and indicators
- 4.4 Sustainable Development Goals
- 4.5 Training and human capital development
- 4.6 Occupational health & safety
- 4.7 Chemical management and product safety
- 4.8 Relations with the local community



Volteco recognises that the well-being of its employees and their professional contribution is an essential element of the company's success and development.

4.1 Commitment and values

Volteco recognises that the well-being of its employees and their professional contribution is an essential element of the company's success and development. **People are the real strength of the organisation** and, for this reason, the company is constantly striving to create an **inclusive**, accessible and professionally and personally oriented **working environment**. At the heart of Volteco's strategy is the valorisation of human resources, considered an essential factor for the development and consolidation of the company, and the company is committed to ensuring a fair and inclusive working environment, valuing generational and gender diversity. The Company promotes a relationship model based on the recognition of **individual and collective contributions**, supporting **knowledge sharing**, open **dialogue** and **collaboration** at all levels. This commitment takes the form of initiatives aimed at:

- creating a **working environment that values the contribution**



and **potential of each individual**, promoting the gradual empowerment of staff;

- fostering a **system of relationships that favours teamwork** over hierarchical dynamics alone, encouraging collaboration and the exchange of expertise;
- supporting **professional growth** through ongoing **education and training**, also by adopting innovative tools and methodologies.



4.2 Measures taken

Volteco is committed to creating a working environment that fosters wellbeing, fairness and the active participation of people.

Volteco is committed to creating a working environment that fosters wellbeing, fairness and the active participation of people. The **company spaces** are designed to be **cosy and functional**, including areas for breaks and relaxation. Informal moments of leisure are also organised, such as small sports tournaments, which provide an opportunity to strengthen ties between colleagues in a spontaneous and fun way.

The company concretely supports the daily lives of its people: the in-house canteen service is accessible via a simple and intuitive booking app, with a subsidised cost thanks to the company's contribution covering more than 70% of the cost. There are distribution points for drinking water, with reusable water bottles supplied directly to employees.

Particular attention is paid to **fairness**: the same conditions are guaranteed to all people working in the company, regardless of the type of contract, in accordance with the principle of equal dignity and treatment.

Volteco has introduced welfare policies and tools aimed at meeting the needs expressed by its employees. In particular, great attention is paid to improving the corporate climate and ensuring a working environment that meets the needs of **reconciling personal and professional life**. Volteco, provided it achieves a pre-tax profit of not less than 10% in the financial statements for the year ended 31 December of the previous year, has set up a Welfare Plan for the years 2023 and 2024, in accordance with the terms and conditions defined in its company regulations.

Access to the *welfare* platform is available to all employees classified as white-collar and blue-collar workers, while middle managers and executives have specific **MBOs** linked to performance.

Particular care and attention is paid to the entry of new employees into the company, through an *onboarding* process, planned and organised down to the smallest detail, aimed at involving and supporting them in the work team, so as to facilitate their integration. Everyone is provided with a welcome KIT.

Another important project for the personnel management is related to the **generational transition**, to ensure continuity and stability over time, through *cross-fertilisation* activities, training on diversity and inclusion and *leadership*.



Five different generations coexist within the company's workforce, with an age distribution in which around 50% of employees belong to the 30-50 age group. About 20% of the staff are women, 95% of whom are in clerical positions.

4.3 Results and indicators

The following tables show Volteco's employees by age group, classification and gender, with a comparison between the years 2023 and 2024. As can be seen from the tables below, **Volteco had 93 employees as at 31 December 2024**, of whom around 95% were employed on permanent contracts.

Five different generations coexist within the company's workforce, with an age distribution in which around 50% of employees belong to the 30-50 age group. About 20% of the staff are women, 95% of whom are in clerical positions.

In 2024, the average number of non-employee workers in Volteco was 1.25. This category includes temporary staff who during 2024 mainly

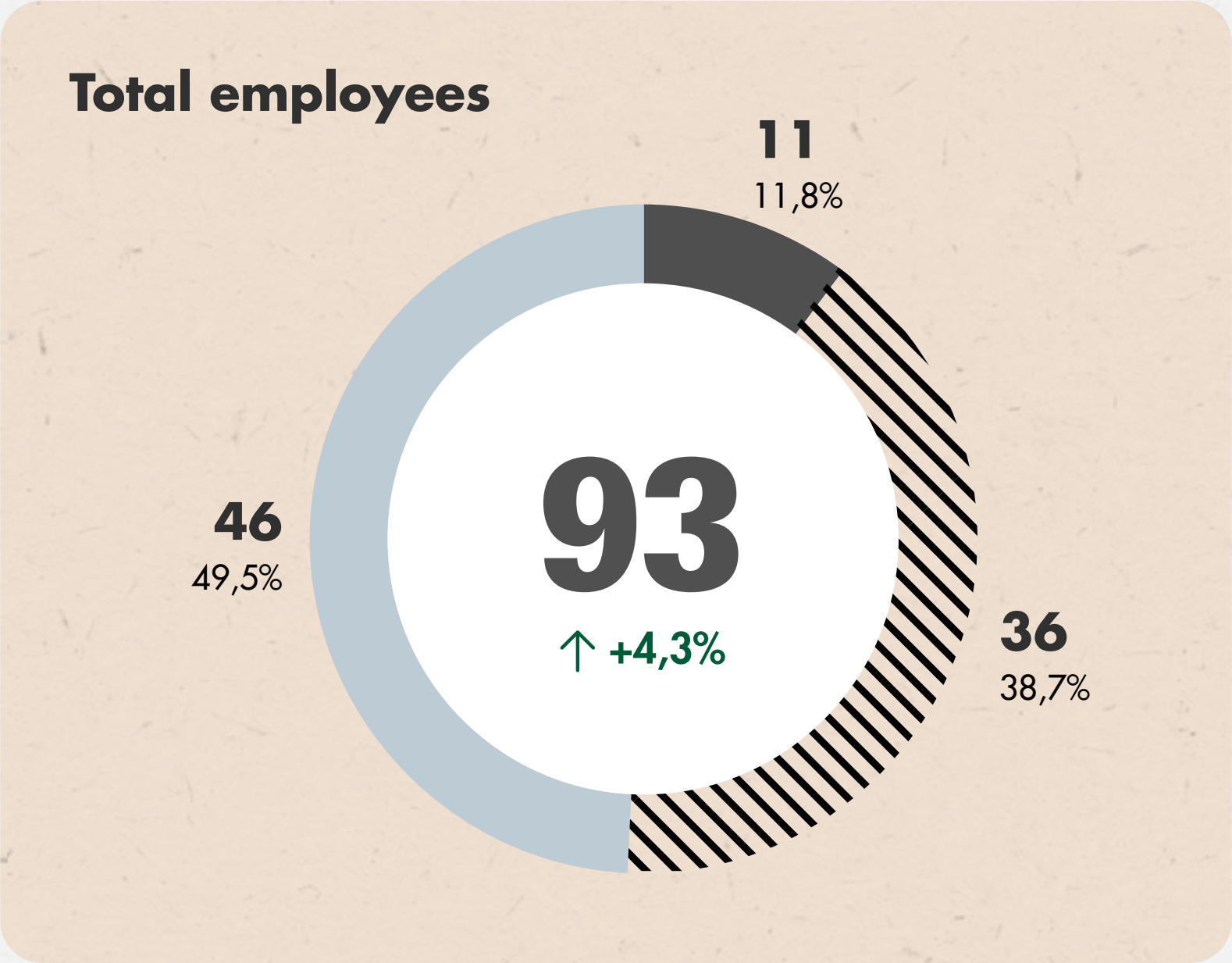
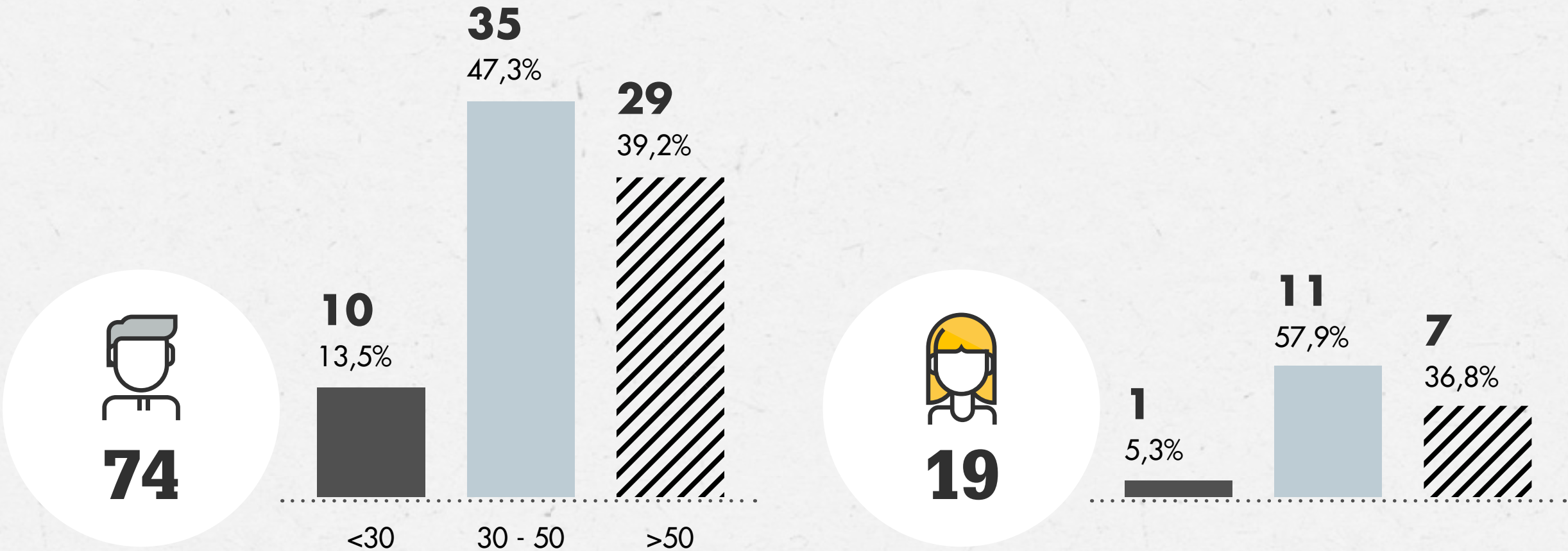
performed tasks related to production, logistics and warehousing. There were also interns who supported the IT area and the laboratory.

A further distinguishing feature is the geographical proximity of the employees to the company headquarters: 90% of the employees reside within a 30 km radius of Volteco, thus contributing to greater sustainability in terms of mobility and quality of life.



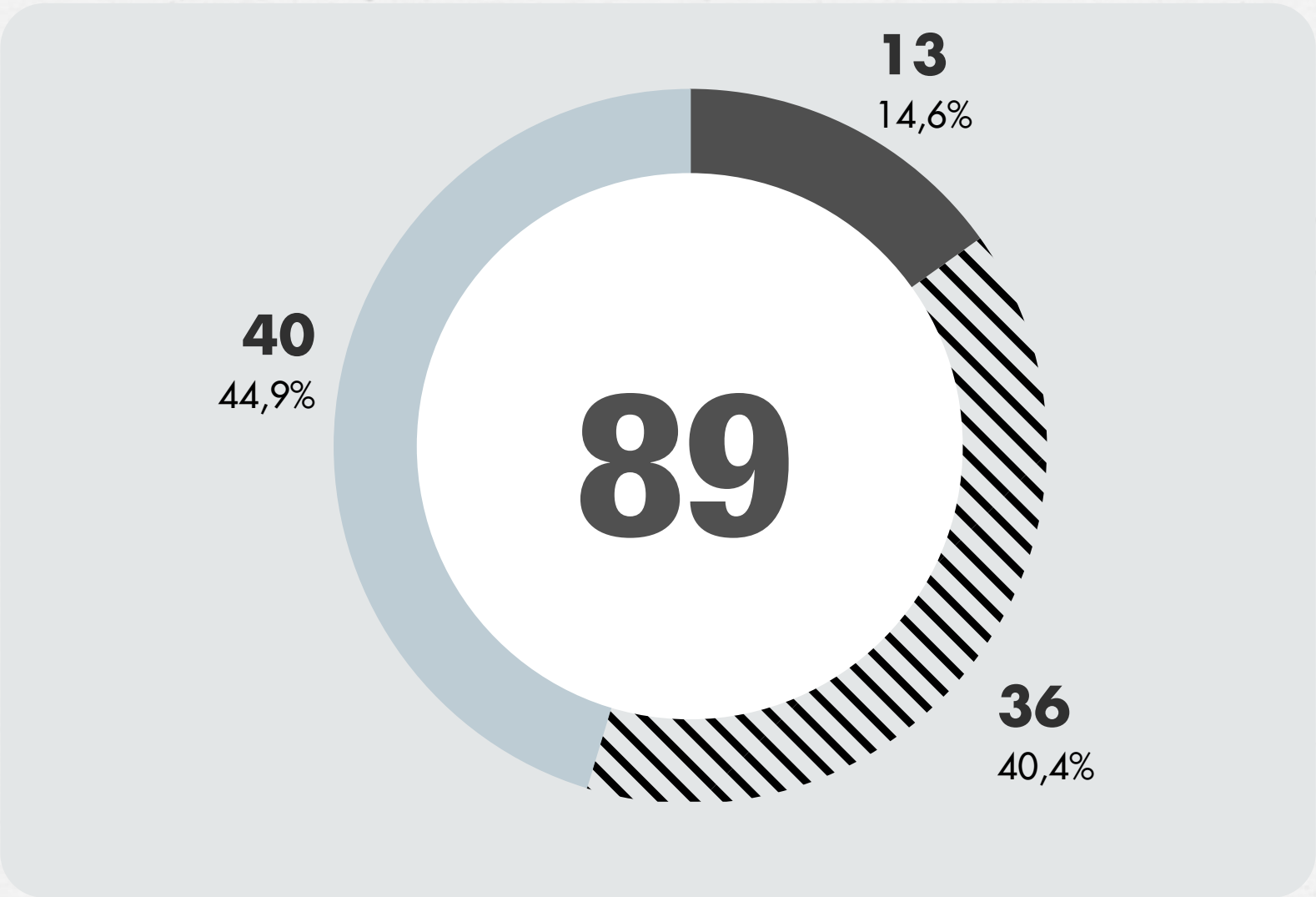
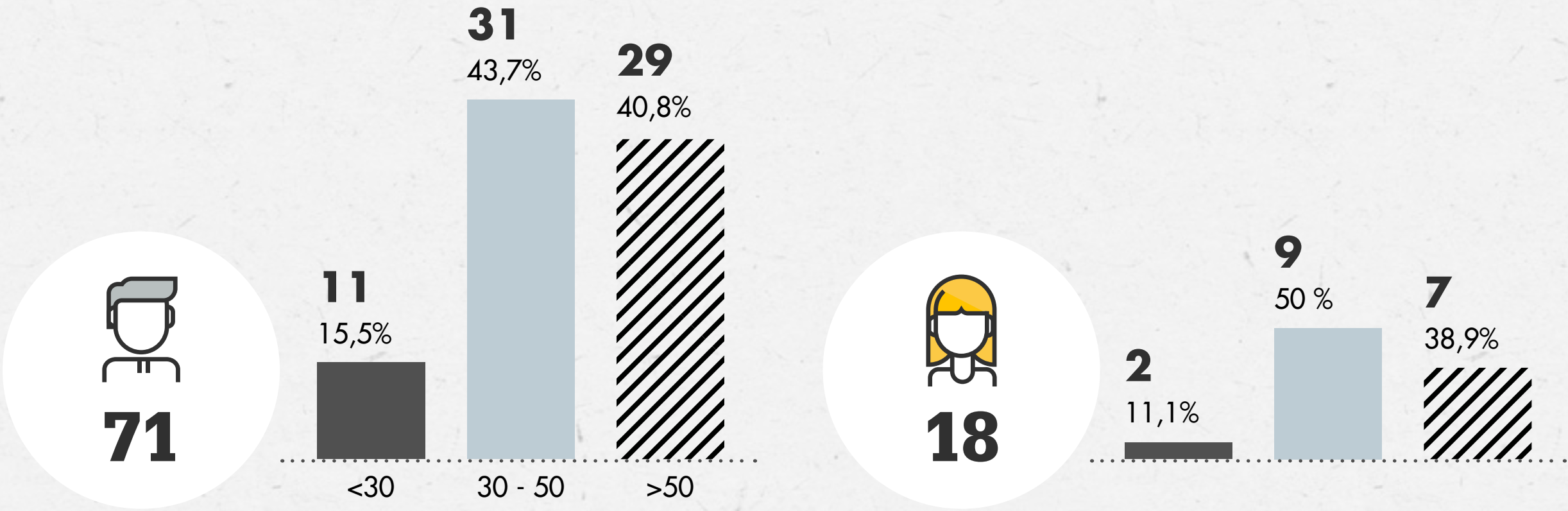
2024

Employees by gender and age group



2023

■ <30 years
■ 30-50 years
▨ >50 years





Employees by gender and type of contract

2024						
Employees		%		%		%
Permanent 	69	93,2%	18	94,7%	87	94,7%
Fixed-term 	5	6,8%	1	5,3%	6	5,3%
Total	74	100%	19	100%	93	100%

2023					
	%		%		%
62	87,3%	17	94,4%	79	88,48%
9	12,7%	1	5,6%	10	11,3%
71	100%	18	100%	89	100%



Employees by gender and type of employment

2024						
Employees		%		%		%
Full-time 	69	91,9%	9	47,4%	77	82,8%
Part-time 	6	8,1%	10	52,6%	16	17,2%
Total	74	100%	19	100%	93	100%

2023					
	%		%		%
68	95,8%	8	44,4%	76	85,4%
3	4,2%	10	55,6%	13	14,6%
71	100%	18	100%	89	100%

Employees by professional category and gender

2024				2023			
% Employees by category and gender							
 Manager	3	0	3	3	0	3	
 Middle manager	17	0	17	14	0	14	
 Clerk	31	17	48	30	16	46	
 Apprentice	1	1	2	5	1	6	
 Worker	22	1	23	19	1	20	
Total	74	19	93	71	18	89	

Employees by professional category and age group

2024					2023				
Employees by category and gender	<30	30-50	>50		<30	30-50	>50		
 Manager	0	0	3	3	0	0	3	3	
 Middle manager	0	5	12	17	0	4	10	14	
 Clerk	2	30	16	49	3	25	18	46	
 Apprentice	2	0	0	1	6	0	0	6	
 Worker	7	11	5	23	4	11	5	20	
Total	11	46	36	93	13	40	36	89	

Employees by professional category and gender in percentage

2024				2023			
% Employees by category and gender							
 Manager	4,1%	0%	3,2%	4,2%	0%	3,4%	
 Middle manager	23%	0%	18,3%	19,7%	0%	15,7%	
 Clerk	41,9%	89,5%	51,6%	42,3%	88,9%	51,7%	
 Apprentice	1,4%	5,3%	2,2%	7,0%	5,6%	6,7%	
 Worker	29,7%	5,3%	24,7%	26,8%	5,6%	22,5%	
Total	79,6%	20,4%	100%	79,8%	20,2%	100%	

Employees by professional category and age group, in percentage

2024					2023				
% Employees by category and gender	<30	30-50	>50		<30	30-50	>50		
 Manager	0%	0%	8,3%	3,2%	0%	0%	8,3%	3,4%	
 Middle manager	0%	10,9%	33,3%	18,3%	0%	0%	27,8%	15,7%	
 Clerk	18,2%	65,2%	44,4%	51,6%	23,1%	62,5%	50 %	51,7%	
 Apprentice	18,2%	0%	0%	2,2%	46,2%	0%	0%	6,7%	
 Worker	63,6%	23,9%	13,9%	24,7%	30,8%	27,5%	13,9%	22,5%	
Total	11,8%	49,5%	38,7%	100 %	14,6%	44,9%	40,4%	100%	

4.4 Sustainable Development Goals

The following table shows some corporate goals and related targets related to the Social area.

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 	Feedback process: extend the formal feedback process to as many employees as possible.	Percentage of employees involved in the feedback process	≥ 80%	31/12/2025		
8 DECENT WORK AND ECONOMIC GROWTH 	Welfare platform: increase the take-up and use of the welfare platform for employees who have access to it.	Percentage of employees using the welfare platform	≥ 90%	31/12/2025		
5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH 	Recruitment: increasing the number of new hires under 35	Percentage of under 35s hired out of total hires	≥ 30%		31/12/2025	



The professional growth of employees is a fundamental pillar of Volteco's corporate strategy, which is reflected in the desire to retain human resources, avoiding the dispersion of corporate know-how.

4.5 Training and human capital development

4.5.1 Commitment and values

The **professional growth** of employees is a fundamental pillar of Volteco's corporate strategy, which is reflected in the desire to retain human resources, avoiding the dispersion of corporate *know-how*. In particular, staff **training** and development are core elements in updating and enhancing both technical skills and soft skills, facilitating the achievement of company objectives, the maintenance of a wealth of knowledge, skills and abilities that are always up-to-date and a high level of motivation.

4.5.2 Measures taken

To ensure effective growth processes, Volteco bases its annual training plan on a careful analysis of needs, considering both individual and team requirements, in order to offer targeted and valuable learning opportunities. Through specialised training courses and individual and team *coaching* programmes, Volteco supports the development of attitudes and skills that are fundamental for meeting market challenges. These training plans, delivered by the **in-house Academy**, are realised in collaboration with external trainers and consultants, ensuring a highly qualified and customised approach.

Volteco promotes both **compulsory Health and Safety training**, ensuring working environments that comply with regulatory standards, and non-compulsory courses dedicated to the development of *soft skills*. The training initiatives cover different strategic areas: courses on sustainability delve into ESG issues, while quality and *cybersecurity* courses focus on process improvement and data protection, respectively. Lastly, transversal and technical training allows employees to update and expand their skills according to their role.

A **training course on sustainability** issues was held in 2024 for an extended team that included purchasing, production, technical and regulatory departments, human resources, marketing, research and development, quality, environment, health and safety, and administration. The training, which was carried out with the support of an external consultant, covered key topics such as the introduction to ESG issues, relevant international legislation, the CSRD Directive for sustainability



Volteco continually monitors employee satisfaction through periodic questionnaires, focusing on improving the work experience and responding effectively to staff needs, identifying appropriate areas for improvement depending on the results.

reporting, the European sustainability context, the supply chain, and ESG trends and macro-trends in the sector.

Volteco believes in the importance of the **feedback process** both internally and externally in an era, such as the current one, of great and rapid change where it is necessary **to develop new skills**, starting with an awareness of what is required to do one's job well. There are therefore many **moments of discussion**, both formal and informal.

Formal *feedback* allows for a greater definition of the competences needed to cover a given role, competences declined in terms of "knowing"(knowledge), "knowing how" (acted behaviour) and "knowing how to be" (*soft skills*).

It also makes it possible **to verify expectations and motivations** and to identify possible **development goals**.

This ongoing *feedback* process also provides important information to Company Management for managing personnel in terms of **internal atmosphere analysis**.

In order to improve the work experience and respond effectively to staff needs, Volteco constantly monitors employee satisfaction through periodic questionnaires, with the **aim of identifying appropriate areas for improvement** depending on the results.



4.5.3. Results and indicators

The following tables show the training indicators for Volteco's employees for the years 2023 and 2024. As the tables below show, the average number of training hours per employee was 22 in 2024 and 29.6 in 2023. In addition, training that was not strictly compulsory by law and related to topics such as sustainability, quality, cybersecurity, soft skills and technical skills, in relation to total training hours, **accounted for around 92% of the total training provided in 2024, up from 78% in 2023**. This shows how the company has invested in training on different topics and not strictly compulsory by law (compulsory health and safety training under Legislative Decree 81).

Total training provided by professional category and gender

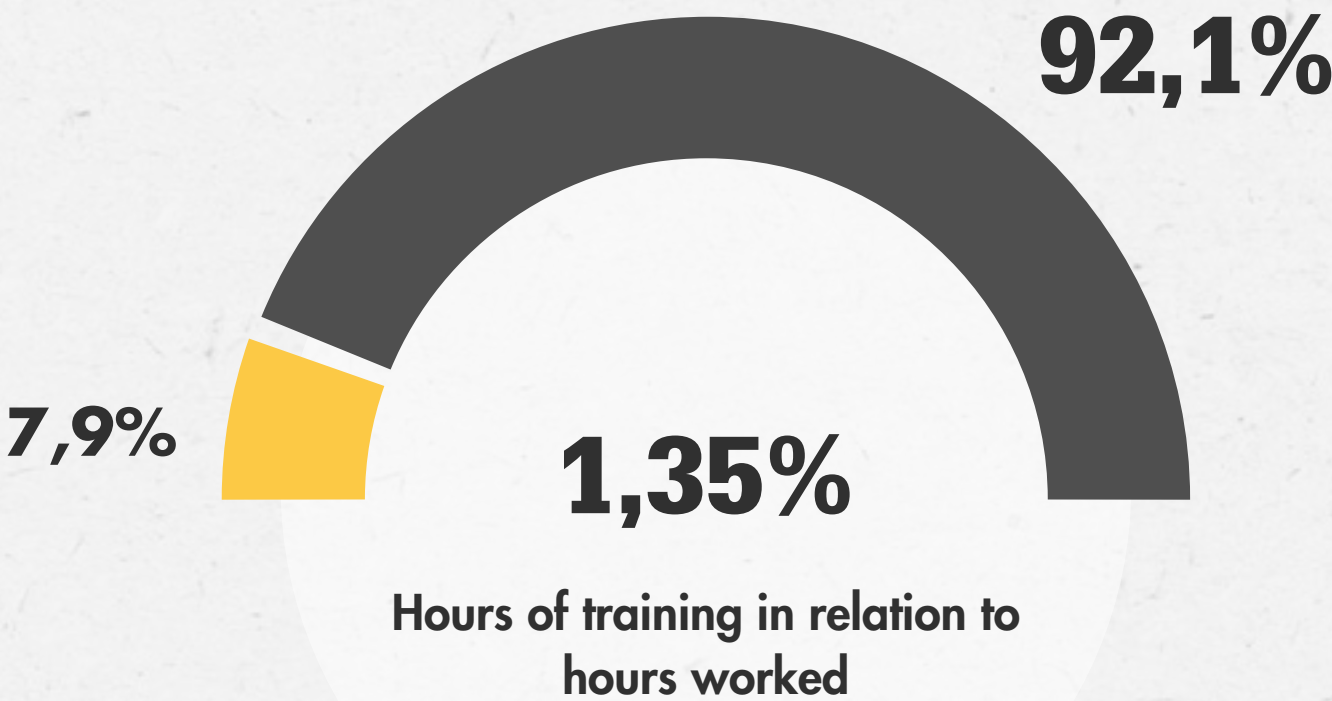
Average hours of training provided	2024			2023		
						
 Manager	31,5	0	31,5	93	0	93
 Middle manager	281	0	281	427	0	427
 Clerk	937	588,5	1525,5	1162,5	407	1569,5
 Apprentice	41	42,5	83,5	135,5	49	184,5
 Worker	145,5	6	151,5	360,5	1,5	362
Total	1436	637	2073	2178,5	457,5	2636



Average training provided by professional category and gender

Average hours of training provided	2024			2023		
						
 Manager	10,5	0	10,5	31	0	31
 Middle manager	16,5	0	16,5	30,5	0	30,5
 Clerk	30,2	34,6	31,8	38,8	25,4	34,1
 Apprentice	41	42,5	41,8	27,1	49	30,8
 Worker	6,6	6	6,6	19,0	1,5	18,1
Total	19,4	33,5	22,3	30,7	25,4	29,6

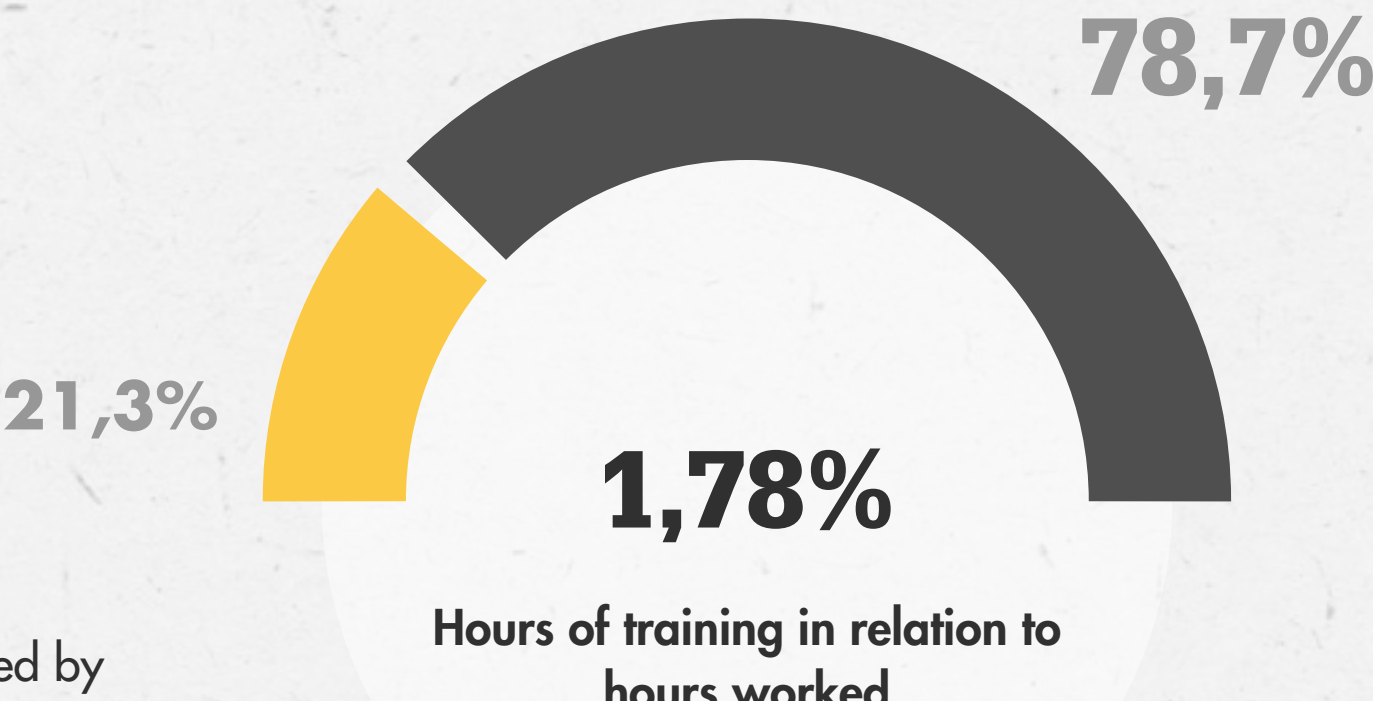
2024



Training provided by gender broken down by type

Total training hours by type	2024			2023		
						
Compulsory HS training	159	6,5	165,5	521	40	561
Sustainability training	31	23	54	0	0	0
Quality training	10	2	12	24	8	32
Cybersecurity training	343	91	434	50	0	50
Transversal and technical training	893	514,5	1407,5	1583,5	409,5	1993
Total	1436	637	2073	2178,5	457,5	2636

2023



-  Compulsory training (required by Legislative Decree 81) in relation to total training hours
-  Non-compulsory training in relation to total training hours

Number and percentage of new recruitments between 2023 and 2024 by age and gender.

The following tables show the **turnover of employees** (recruitments and terminations) for the years 2023 and 2024. As far as employee turnover is concerned, as can be seen from the tables below, the company introduced 12 new resources during the year 2024, compared to 8 departures. Of the 8 exits in 2024, half of these were due to retirements. For the calculation methods used to determine the percentages in the following tables, please refer to GRI Reporting Standard 401-1.

RECRUITMENT OF NEW EMPLOYEES

Total number of new employees hired during the reporting period, broken down by age and gender

2024							2023					
Employees		%		%		%		%		%		%
< 30	1	9,1%	0	0%	1	8,3%	2	40%	0	0%	2	40%
30 - 50	6	54,5%	1	100%	7	58,3%	3	60%	0	0%	3	60%
> 50	4	36,4%	0	0%	4	33,3%	0	0%	0	0%	0	0%
TOTAL	11	100%	1	100%	12	100%	5	100%	0	0%	5	100%

Percentage of new employees hired during the reporting period, by age and gender

2024				2023		
Employees			%			%
< 30	10 %	0 %	9,1%	18,2%	0%	15,4%
30 - 50	17,1%	9,1%	15,2%	9,7%	0%	7,5%
> 50	13,8%	0%	11,1%	0%	0%	0%
TOTAL	14,9%	5,3%	12,9%	7%	0%	5,6%

As far as employee turnover is concerned, as can be seen from the tables below, the company introduced 12 new resources during the year 2024, compared to 8 departures (4 due to retirement).

EMPLOYEE TURNOVER

Total number of exits during the reporting period, broken down by age and gender

2024						
Employees		%		%		%
< 30	2	18,2%	0	0%	2	16,7%
30 - 50	1	9,1%	0	0%	1	8,3%
> 50	5	45,5%	0	0%	5	41,7%
TOTAL	8	72,7%	0	0%	8	66,7%

2023					
	%		%		%
1	20%	0	0%	1	20%
1	20%	0	0%	1	20%
1	20%	0	0%	1	20%
3	60%	0	0%	3	60%

Turnover during the reporting period, by age and gender

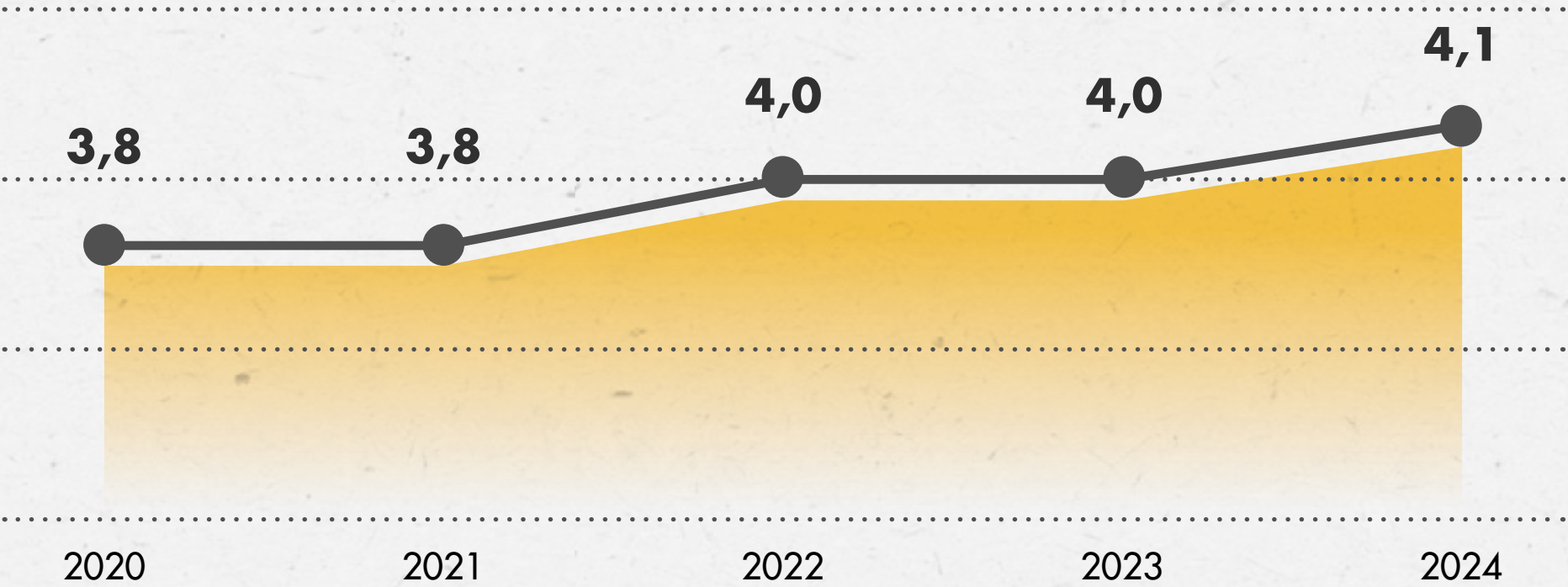
2024			
Employees			%
< 30	20%	0%	18,2%
30 - 50	2,9%	0%	2,2%
> 50	17,2%	0%	13,9%
TOTAL	10,8%	0%	8,6%

2023		
		%
9,1%	0%	7,7%
3,2%	0%	2,5%
3,4%	0%	2,8%
4,2%	0%	3,4%

By integrating the results of the different questions, it was possible to establish the overall satisfaction level: the overall average was 4.1 (on a scale of 1 to 5).

An internal satisfaction analysis questionnaire was proposed to employees in 2024, in which 63 employees participated. Twenty-five elements were evaluated in these areas: **working environment, organisation, leadership, communication, relationships, personal focus and corporate reputation**. By integrating the results of the different questions, it was possible to establish the overall satisfaction level: the overall average was 4.1 (on a scale of 1 to 5). The following table shows the trend in the results of the internal satisfaction analysis over the last 5 years:

Results of internal satisfaction analysis



2024 turned out to be the year with the best result. From the analysis of the survey results, it was possible to confirm some essential elements, including:

- high sense of **belonging**;
- **confidence** in company choices;
- recognition of managers as capable of giving **support and autonomy** to employees;
- **appropriate, pleasant and safe** workplace;
- **positive relationships** in work teams;
- good level of internal **organisation** and attention to people.

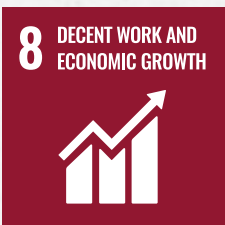
Volteco aims to maintain a positive and constructive atmosphere and to further strengthen these aspects by investing in an increasingly attractive working environment for the younger generation. To do this, it will continue to work on improving the company's organisation, refining processes and tools, optimising human resources management in both quantitative and qualitative terms, and focusing on training courses aimed at skills development.



During 2025, training activities will be offered on the following topics: soft skills, technical and language skills, safety, environment and quality, digital skills, cyber security and ESG training.

4.5.4. Sustainable Development Goals

The following table shows some corporate objectives and related targets in the area of training and human capital development.

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Cybersecurity training: developing cybersecurity skills for employees with a corporate account	Number of employees involved in training	≥ 80%	31/12/2025		
	Sustainability training: development of sustainability skills for the use of the SimaPro software	Hours provided per person for training on the SimaPro software	≥ 40	31/12/2025		
	Transversal-training: transversal-training: Developing skills in managing emotions in the personal and professional spheres	Percentage of employees involved	≥ 20%	31/12/2025		
	Digital training: developing digital skills on artificial intelligence (AI) issues	Percentage of employees involved	≥ 30%		31/12/2026	
	Non-compulsory training: carry out training activities that are not strictly required by law (health and safety)	Non-compulsory training hours as a percentage of the total	≥ 85%*	31/12/2025		
	Employee satisfaction: conduct internal satisfaction survey	Result obtained from the survey, considering the scale from 1 to 5	> di 3,9*	31/12/2025		

*average value for the reporting period.

Occupational health & safety is a fundamental pillar of Volteco's sustainability and social accountability strategy.

4.6 Occupational health & safety

4.6.1. Commitment and values

Occupational health & safety is a fundamental pillar of Volteco's sustainability and social accountability strategy, also as revealed by the results of the materiality analysis carried out. The company is committed to ensuring a safe and healthy working environment by taking preventive and corrective measures to minimise risks, in line with the highest regulatory and voluntary standards. Volteco's health and safety management system complies with the provisions of Legislative Decree no. 81/08 and also covers agency workers, ensuring that all categories of workers are adequately protected. Volteco has a **Health and Safety Policy** that outlines the company's commitment to ensuring a safe working environment where risks are assessed and managed, helping to consolidate collective responsibility and a proactive approach to prevention.

4.6.2. Measures taken

In 2020 Volteco obtained **ISO 45001 certification**, the result of rigorous audits conducted annually by an accredited certification body. Constant supervision by the Supervisory Board (SB) ensures that the issue of occupational health and safety is monitored and integrated into company processes with a continuous improvement approach. In addition, the company has adopted an Organisation, Management and Control Model pursuant to Legislative Decree no. 231/01, which includes specific prevention and control measures to prevent the violation of occupational health and safety regulations, as well as a number of environmental offences. A central aspect of the company's safety management system is the **monitoring of near misses**, which allows potentially risky events to be analysed and targeted corrective and preventive actions to be implemented in a timely manner. This process is supported by specific performance indicators and contributes to strengthening the culture of prevention. The company has also formalised a **reporting system** through a dedicated form, which allows workers to



The company has set itself the goal of providing dedicated training programmes by 2025 that include specific HSE (Health, Safety, Environment) aspects and best management practices.

report any critical issues or propose improvements. Reports can be placed in a specific box or handed in directly to the HR department. Following each report, **feedback is given to those involved** and resolution actions are monitored through a register, also assessing the speed of implementation of solutions. Some corrective actions have led to significant improvements in health and safety, and the company is actively committed to ensuring that corrective actions are prompt and effective.

The company has a continuously updated Risk Assessment Document (RAD), which includes in-depth assessments of specific risks, such as noise and chemical risks.

Training plays a key role in Volteco's approach to health and safety. In addition to the compulsory courses required by standards, the company has set itself the goal of providing dedicated training programmes by 2025 that include specific HSE (Health, Safety, Environment) aspects and best management practices. This commitment aims to further raise staff awareness and consolidate the skills needed **to proactively address safety challenges**.

Volteco has also implemented tools and resources to ensure a prompt response in the event of an emergency. An **AED (Automated External Defibrillator)** has been installed on company grounds, and the entire first aid team is trained in its use in accordance with current regulations. In addition, the company offers its workers, as provided for by the relevant CCNL (National Labour Contract), the support of the **Altea Fund through UniSalute**, to guarantee further protection in case of need.



4.6.3. Results and indicators

Health and safety is also considered in the development and use of company products. In particular, the Amphibia product not only provides a total barrier against water infiltration, but also helps to limit the entry of radon gas into underground environments. Radon is a natural gas that originates from the decay of uranium found deep in the ground. Being an inert gas, it does not chemically interact with the surrounding environment. However, it has the ability to migrate through the soil and spread into buildings.

Below are the accident indices for the two-year period 2023-2024, calculated in

Employee accident indices

Description	2024	2023
Number of recordable occupational accidents	1	0
Number of accidents with serious consequences* (excluding deaths)	0	0
Number of deaths as a result of accidents at work	0	0
Number of hours worked	152.581	146.862
Recordable work accident rate	1,31	0
Rate of occupational accidents with serious consequences (excluding deaths)	0	0
Rate of deaths due to accidents at work	0	0

Non-employee accident indices

Description	2024	2023
Number of recordable occupational accidents	0	0
Number of accidents with serious consequences* (excluding deaths)	0	0
Number of deaths as a result of accidents at work	0	0
Number of hours worked	975	1048
Recordable work accident rate	0	0
Rate of occupational accidents with serious consequences (excluding deaths)	0	0
Rate of deaths due to accidents at work	0	0

accordance with GRI 403-9 guidelines. For the calculation, the multiplication factor of 200,000 was used, in line with the requirements of the standard applied to small and medium-sized companies such as Volteco.

In particular, the work accident rate was calculated as the number of accidents in relation to total hours worked. In 2024, only one occupational accident was recorded to an employee, consisting of a graze on a forearm caused by a metal plate. Total hours lost due to accidents in 2024 in relation to hours worked were 0.05% of the total.

*Severe Consequences = An occupational accident that leads to death or injury from which the worker cannot recover, does not recover or cannot realistically be expected to fully recover to the state of health before the accident within 6 months.

4.6.4. Sustainable Development Goals

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Provide dedicated training programmes that include specific HSE (<i>Health, Safety, Environment</i>) aspects and best management practices	Percentage of company employees who attended such courses	Almeno il 30%	31/12/2025		
	Promotion of health and safety culture in companies	Recordable work accident rate	<1,31	31/12/2025		
	Promotion of health and safety culture in companies	Hours lost due to accidents in relation to hours worked	< 0,1%	31/12/2025		

The company has set itself the goal of delivering dedicated training programmes by 2025 that include specific HSE (Health, Safety, Environment) aspects and best management practices.



Volteco is committed to providing detailed and updated safety data sheets (SDS) for each product, accompanied by clear instructions on correct use.



4.7 Chemical management and product safety

4.7.1. Commitment and values

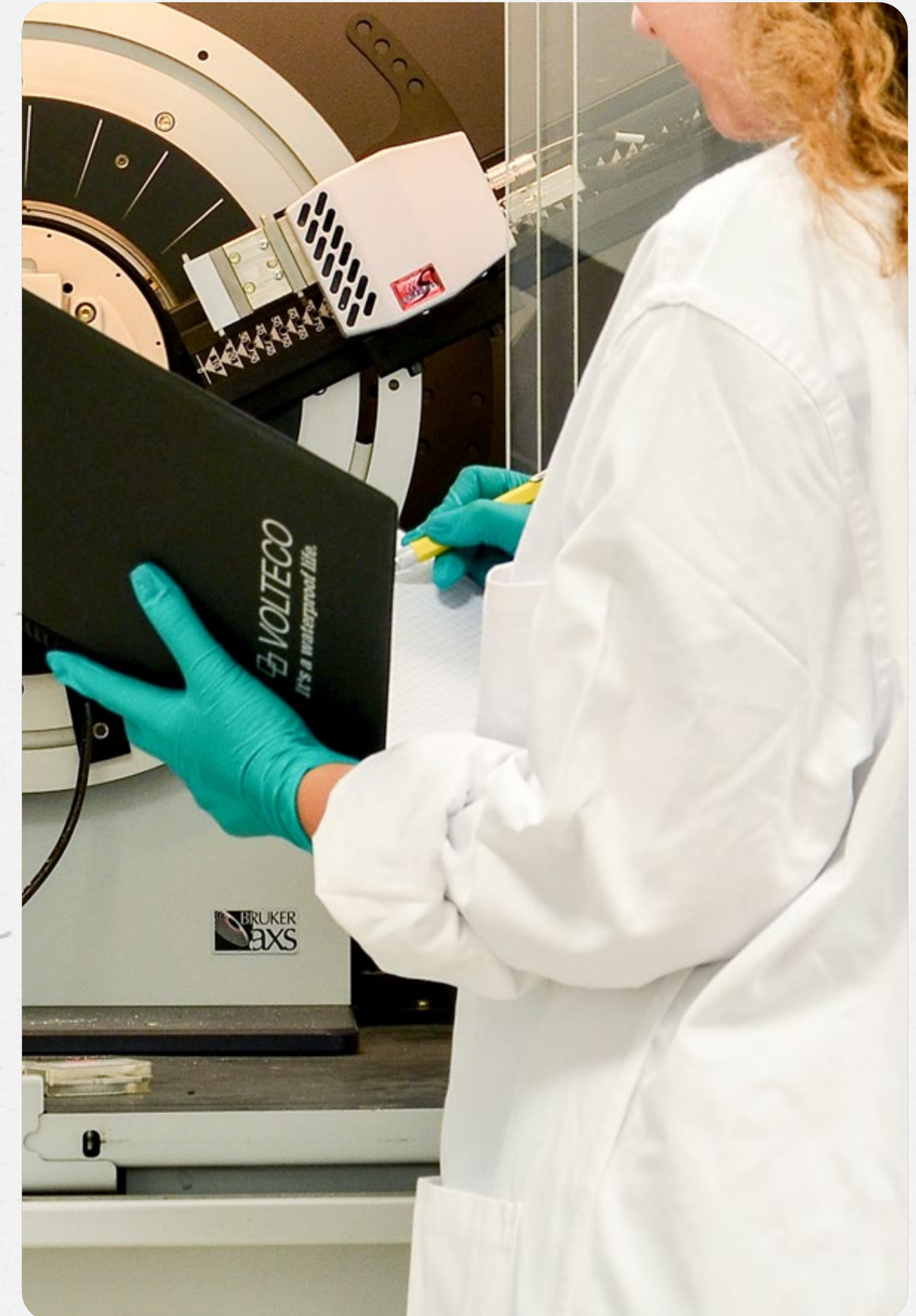
The health of operators and users of Volteco's products is a priority need for the company, which is careful in the selection of raw materials and assesses the hazardous nature and impact of every material purchased and manufactured. In this sense, the potential impacts on health and safety require the ability to implement and offer high quality solutions and adequate systems to control production standards that go along with the **monitoring of the entire production process** and the constant updating of staff knowledge and technical skills.

Volteco therefore strictly complies with **national and international regulations** on the production, labelling, transport and disposal of chemicals, and is committed to providing detailed and up-to-date Safety Data Sheets (SDS) for each product, accompanied by clear instructions on proper use. It also organises courses and *workshops* for employees, partners and installers on the safe use of chemicals and associated risk management.

4.7.2. Measures taken

Volteco aims to develop innovative solutions that minimise health and safety risks while guaranteeing high quality standards for the products it markets. The company requires **certification from its suppliers that they comply with the latest industry regulations**. In particular, suppliers are selected in compliance with EC Regulation No. 1907/2006 (REACH), which regulates the registration, evaluation and authorisation of chemicals. This standard was introduced to strengthen the protection of human health and the environment by providing detailed information on the properties of the substances used, the potential risks of exposure and the safety measures to be taken. VOLTECO is accredited with ECHA and has registration files for all products with a UFI code, which is then entered in the Safety Data Sheets. The company has no substances on the REACH Candidate List.

Volteco products are characterised by extremely low emissions of Volatile Organic Compounds



The company has no substances on the REACH Candidate List. Volteco has taken significant measures to reduce the hexavalent chromium content, Cr(VI), in its products.

(VOC). Furthermore, in recent years, product formulations have been innovated to **eliminate cement**, and a project is currently underway to reduce the presence of free silica with **the aim of making and marketing 100% of the company's products free of respirable silica.**

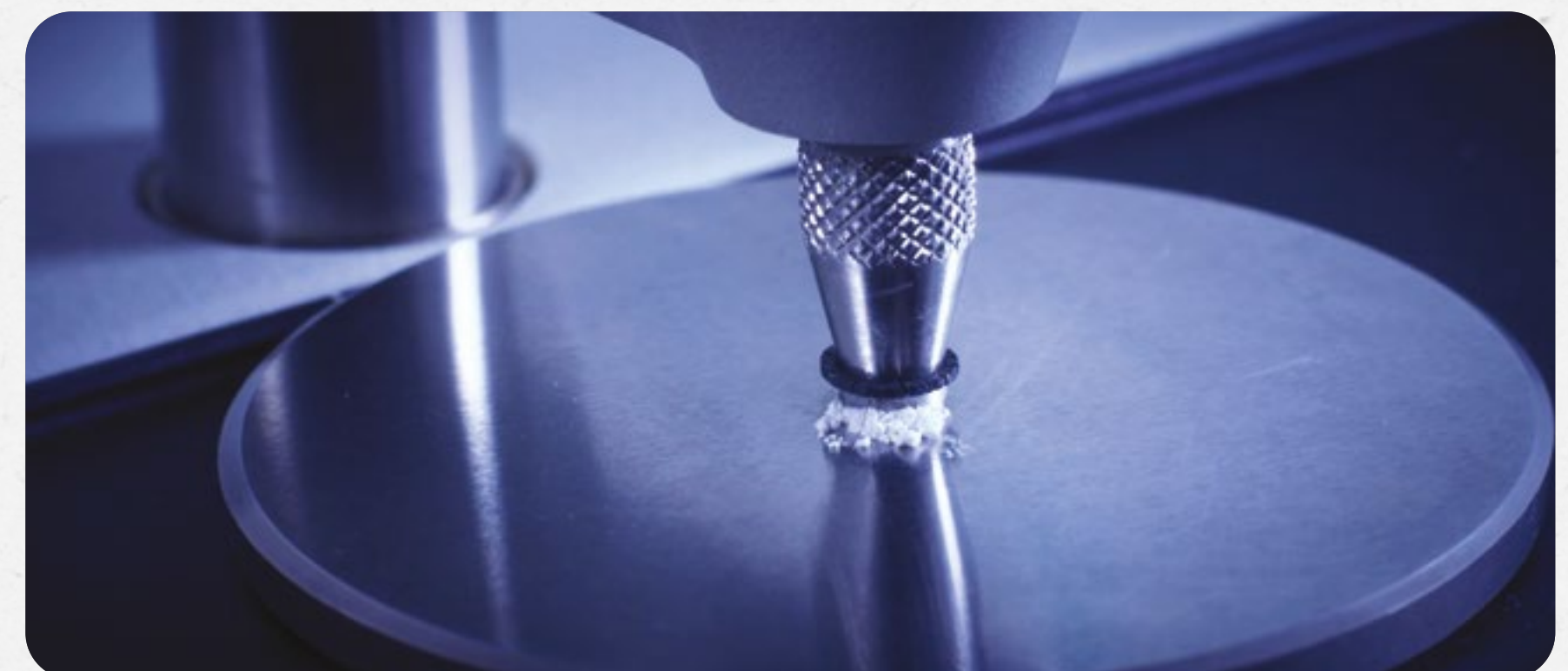
Free crystalline silica is a form of silica (SiO_2) that is commonly found in nature, mainly in the form of quartz. It is present in materials such as sand, granite, clay and rocks used in construction and industrial production. This substance becomes dangerous when it turns into respirable dust during work such as demolition, sandblasting or the production of ceramics. Inhaling dust containing free crystalline silica can cause serious health issues. Free crystalline silica is a substance widely used in various industries, but its use is regulated due to its hazardousness.

Through innovation and the search for safer alternatives for people and the environment, Volteco has implemented solutions that comply with the most stringent environmental regulations, reducing the impact on human health and the ecosystem without compromising product quality and performance. Among them, Volteco has taken significant measures **to reduce the content of hexavalent chromium, Cr(VI), in its products.** Hexavalent chromium, also known as Cr(VI), is an oxidation state of chromium and is a potentially toxic element, and exposure to it can cause serious health problems, which is why the use of hexavalent chromium is strictly regulated.

In Europe, the REACH Regulation has placed hexavalent chromium in Annex XIV, which lists substances of very high concern (SVHC). This means that its use is only permitted after specific authorisation by the European Commission. Authorisations are only granted if it is demonstrated that there are no safe and technically viable alternatives and the use of the substance can be managed safely. **Working towards the development of products that reduce the use of hazardous chemicals is a priority for Volteco.** All this is possible through a careful

and constant evaluation of regulatory updates in the sector, characterised by new regulations that are sometimes complex and stringent and require targeted strategies.

In particular, considering current regulatory developments. On 20 February 2024, the Regulation (EU) 2024/573 of the European Parliament and of the Council of 7 February 2024 on fluorinated greenhouse gases, amending Directive (EU) 2019/1937 and repealing Regulation (EU) No. 517/2014. The new Regulation (EU) 2024/573 pursues the goal of phasing out the use of climate-impacting fluorinated gases by incentivising the use of natural, climate-friendly refrigerant gases. The regulations introduced include new provisions on the containment, use, recovery, recycling, reclamation and destruction of fluorinated greenhouse gases and related ancillary measures and quantitative limits for the placing on the market of hydrofluorocarbons. **No such substances are present** in the products currently manufactured and marketed by Volteco.

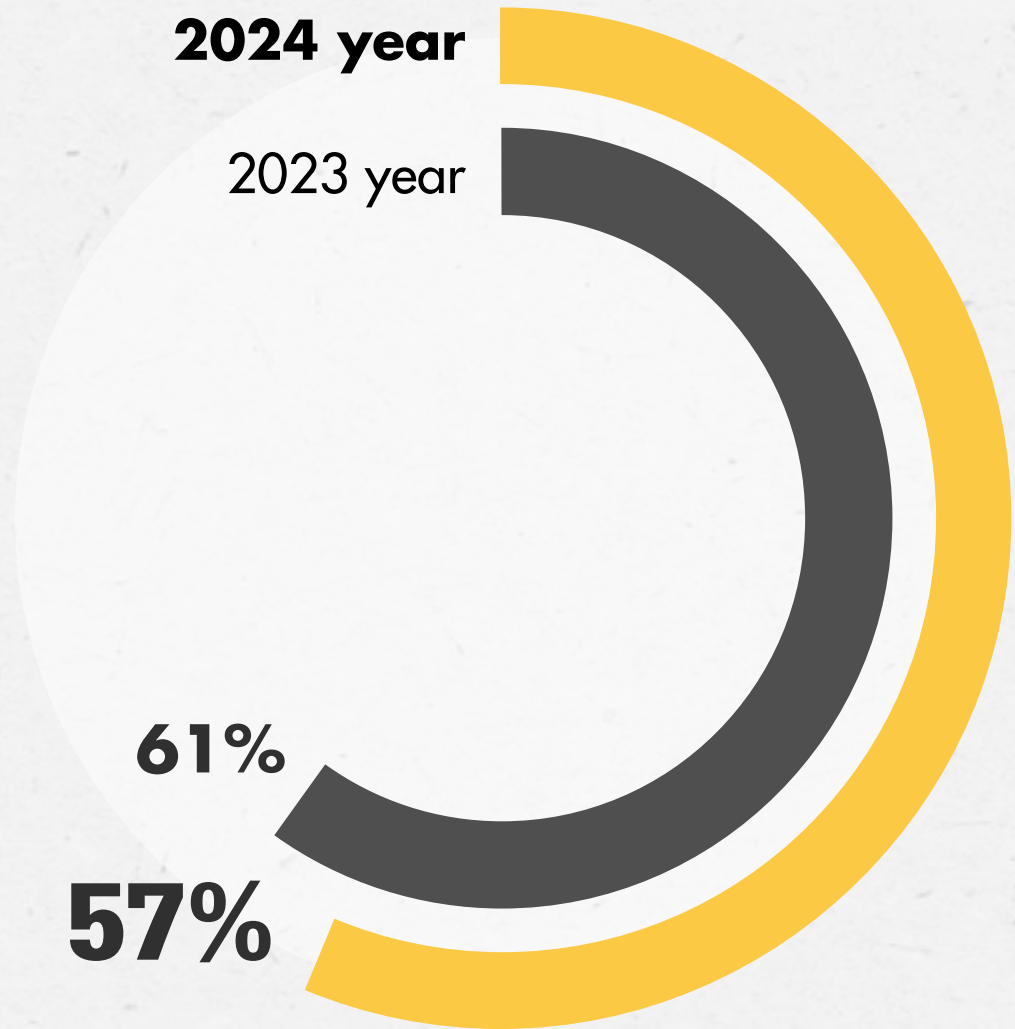


The analysis of the turnover generated by the sale of hexavalent chromium-free products confirms Volteco's commitment to seeking safer raw material alternatives to protect users.

4.7.3. Results and indicators

The table below shows the percentage of turnover generated by products specially formulated to eliminate hexavalent chromium. This metric is calculated on the turnover generated by the pre-mixed family products that contain it or could contain it. This indicator is testament to Volteco's ongoing search for safer alternatives while responsibly managing the associated potential risks. It should also be noted that in the last three years, there have been no withdrawals, recalls and complaints on product safety issues.

Percentage of turnover generated by the sale of products without hexavalent chromium compared to those that could potentially contain it



4.7.4. Sustainable Development Goals

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Researching new substance-free technical solutions (SVHC) according to the REACH Regulation	New products developed without SVHC substances	100%		31/12/2026	
	Products manufactured and marketed free of free silica	Percentage of products in the total	100%	31/12/2025		
	Creating a corporate team of dedicated regulatory resources				31/12/2026	
	Product withdrawals and recalls for safety-related aspects	Number	0	31/12/2025		

Volteco is actively committed to contributing to the collective well-being and supporting initiatives aimed at the social, cultural and environmental improvement of its community.

4.8 Relations with the local community

4.7.1. Commitment and values

The territory represents a fundamental aspect for Volteco, which is actively committed to contributing to the collective well-being and supporting initiatives aimed at the social, cultural and environmental improvement of its community. In 2024, Volteco maintained its commitment to the region, promoting social and educational activities, and supporting numerous projects that reflect the core values of inclusion, social responsibility and sustainability.

4.8.2. Measures taken

Activities aimed at the local area are mainly divided into sponsorship projects and activities where Volteco brings its testimony, particularly in schools.

4.8.2.1. Sponsorships

TARVISIUM RUGBY

Volteco is proud to support the Tarvisium rugby team, an important sporting reality that plays in Serie A. This partnership is not limited to the sporting aspect, but is based on the **sharing of values** such as team spirit, commitment, resilience and respect, principles that also guide the company's daily work.



SUPPORT FOR THE 125TH ANNIVERSARY OF THE PELUGO (TN) VOLUNTEER FIRE BRIGADE

Volteco supported the 125th anniversary of the Pelugo Volunteer Fire Brigade, an institution rooted in Trentino tradition and a pillar of the local rescue system. Volteco's contribution supported the organisation of this commemorative event, which **celebrated the dedication of the volunteers** through children's activities, technical demonstrations, informative and convivial moments. This initiative contributed to the enhancement of a reality that unites community, history and solidarity.





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PROJECT REAL EYES SPORT

The company is committed to supporting the Real Eyes Sport project, conceived by the well-known Paralympic athlete Daniele Cassioli, which **offers children and youth, with and without visual impairment, the opportunity to grow through sport**. Real Eyes Sport is not just a simple physical activity, but a tool for autonomy, inclusion, safety and self-confidence.

Daniele Cassioli is an internationally renowned Italian Paralympic athlete, specialising in water skiing. Blind since birth, Daniele has proved that **disability is not a limitation**, winning over 28 world titles, 27 European titles and 45 Italian titles in his discipline.

In addition to his sporting successes, Daniele is also a motivator, writer and activist who **promotes sport as a tool for inclusion and personal growth for young people with disabilities**. His work, with initiatives such as Real Eyes Sport, is improving the lives of many children, proving that with determination and passion, extraordinary goals can be achieved.

PROJECT VALENTINA

A group of Volteco's colleagues joined the long distance school support project promoted by an association in Padua. In particular, Volteco has pledged to **support the school fees of a little girl living in Madagascar**, ensuring that she can attend school and have a full meal every day.

In Madagascar, many families live in precarious economic conditions, and schooling is not always a priority for parents. This leads many children to drop out of school, **ending up being marginalised. Long-distance school support is therefore a vital aid** to ensure that these children can attend school, an opportunity that would otherwise be denied them. Volteco's contribution has enabled this child to continue her studies, in a school in Fosarato, a suburb of Fianarantsoa, a city in south-central Madagascar.

"A child, a teacher,
a book and a pen can
change the world"

Malala Yousafzai

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4.8.2.2. Projects in Schools and Universities

Volteco actively invests in the younger generation by providing training at universities and professional institutes in the area.

STUDENT ORIENTATION PROJECT

Volteco actively invests in the new generations through training. Every year, in cooperation with schools and universities, it welcomes around 150 students and teachers. Company visits and tours of production sites are organised, offering a **unique opportunity to learn about technical expertise, practical experience and the importance of sustainability**. In addition, students are hosted on PCTO and training apprenticeships, thus creating a bridge between the worlds of school and work. During 2024, all the second grade classes of the Istituto Comprensivo Statale di Ponzano Veneto (TV) were hosted, involving the students in a game that demonstrated the importance of soft skills in all contexts, from school to work.

A two-week PCTO was organised with the State Industrial Technical Institute 'MAX PLANCK' in Villorba (TV), during which a boy from class IV carried out an educational experience at the research and development laboratory. In addition, a UNIS&F trainee was hosted, working for six months in the IT area of the company, in the context of a post-diploma course (ITS higher technician for advanced cyber defence to systems, networks and programmes).

UNIZEB PROJECT

From the outset, Volteco has strongly supported the UniZEB - Building the Future initiative, an innovative project involving over 200 students from various departments of the **University of Padua**. This initiative represents a new approach to training, renewing education and offering valuable insights to the construction industry. Resulting from the collaboration between the University of Padua, the Construction School, the Municipality, Ance di Padova and Usl 6 Euganea, UniZEB has created a **self-sufficient wooden house**, designed as a training laboratory where students from the Construction School can gain practical experience. The aim of the project is to promote environmental, social and economic sustainability through study, research and qualified training. **In 2021, Volteco waterproofed the foundation bed of the housing unit with its Amphibia and WT 102 solutions**. The building was inaugurated on 30 May 2024 and now houses laboratory and research activities, offering a comfortable, accessible and inclusive environment, also suitable for people with disabilities. During this process, Volteco's training department organised dedicated courses for professionals, university students and pupils of the Construction School, delving into topics related to the company's solutions and helping to create the foundations for an authentically "green" building.

find out more

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THEMATIC MEETING UNIVERSITY OF PADUA

Volteco organised a thematic meeting that took place in collaboration with the University of Padua, within the Building Technology 2 Course (Incl. Workshop). During the meeting, topics related to the **waterproofing of terraces and flat roofs** were discussed in depth, with a focus on the technical/design details to be considered. The event aimed to promote specialist **knowledge and dialogue between the academic and professional worlds**, contributing to the training of students through concrete examples and innovative approaches in the construction sector



4.8.2.3. Other testimonies and contributions of the Volteco team in the area

2024

March

During the event "From Data to Knowledge: Data Analytics for PMI" of the Digital Innovation Observatory of the Politecnico di Milano, the Volteco case study was presented. In addition, **Prof. Pierluigi Petrali, director of the Digital Innovation Hub of Lombardy**, requested a visit by a delegation of Lombard entrepreneurs to the company's facilities.

May

Volteco's project was presented as a case study at the "**Artificial Intelligence Developer and Data Analyst**" course of the ITS Digital Academy "Mario Volpato".

June

Volteco was the protagonist of another case study at the conference "Artificial Intelligence: building opportunities for the future of construction", organised by the Gruppo Giovani Imprenditori Ance Toscana (Young Entrepreneurs Group of Ance Toscana). **Professors from the University of Pisa, Prof. Francesco Marcelloni and Prof. Andrea Bonaccorsi**, asked to visit our facilities, together with the Digital Innovation Hub of Tuscany.

October

Volteco participated as a case study in the "**AI & Cyber Security**" conference organised by H-FARM Roncade (TV).



Volteco strongly believes in sharing and exchanging views also on current topics such as artificial intelligence, digital transformation, cyber-security.

4.8.2.4. Industrial Associations

CLUB BIT GROUP OF CONFINDUSTRIA VENETO EST

Club-Bit is a professional community of IT systems managers established in 1994 under the aegis of Unindustria Treviso and today belonging to Confindustria Veneto Est. It is aimed at all those who, being involved in the management of IT systems, wish to **increase their skills and professionalism** through discussion, sharing and training, the network of knowledge and IT knowledge available to companies in the area and to become the point of reference for those with the 'job' of information systems manager.

The association now has around one hundred members; Fedalto Alberto (IT manager at VOLTECO S.p.A.) has been president since 2016. During his term of office, he has worked to make this association a benchmark for everything that represents **technological innovation** and the challenges related to it, forging various collaborations with local authorities and institutions.

SUSTAINABILITY GROUP CONFINDUSTRIA VENETO EAST

Confindustria Veneto Est is the territorial association of Confindustria representing companies in the eastern part of the Veneto region in Italy. Founded to promote the interests of local companies, Confindustria Veneto Est works to foster the economic, industrial and social development of the area. The association offers services to member companies, provides institutional representation and promotes innovation, training and competitiveness of the local business fabric.

The **Sustainability Group has been active since 2015 and brings together companies from different sectors**, represented by senior figures, who meet regularly to discuss and exchange actions taken in pursuit of sustainability goals. The ultimate aim of the Group is to share, with a view to continuous improvement, the **best practices pursued by companies in the area for the sustainable development of their**

business. In 2024, there were almost 80 member companies from different product sectors. Each year, work groups are organised for scheduled meetings different than in previous years, and common goals for growth are set. Confindustria Veneto Est promotes sustainability as one of the foundations of business development in the area, and organises the **Sustainability Week** to promote dialogue and exchange between the experiences of businesses, schools, research centres, start-ups and public administrations in the area. The goal is to be able to systematically address sustainability issues in the three aspects of environment, social and economy, exchange good practices, define a common language and activate new collaborations.



ASSIMP

Association of Italian waterproofing companies.

SITEB

Association for Liquid Waterproofing Membranes.

4.8.3. Results and indicators

Activity description	Topic	Mainly Impacted Stakeholders	Number of active projects
Sponsorship of the Tarvisium rugby team	Sports	Professional athletes	1
Project Real EYES Sport	Sports	Children and youth	1
Support for the 125th anniversary of the Pelugo Volunteer Fire Department	Community Events	People living in the community	1
Projects in schools	School orientation	High school students	1
Projects in Universities	Training	University Students	2
Company Testimonials	Training	Universities, trade associations, other companies	4
Membership of industrial associations	Partnership	Other companies and associations	x

4.8.4. Sustainable Development Goals

The following table shows some of the corporate objectives and related targets referring to area 7.8. relations with the local community. It should be noted that sponsorships and support for projects aimed at schools in the region will be repeated in 2025.

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Maintenance of x number of sponsoring projects		1	31/12/2025		
	Number of new projects implemented aimed at local schools	Number	1	31/12/2025		



Environment

- 5.1 Energy Management**
- 5.2 Climate strategy**
- 5.3 Waste Management**
- 5.4 Water resource management**
- 5.5 Circular economy**
- 5.6 Environmental impact of products**



5.1 Energy Management

Volteco is concretely committed to reducing the environmental impact of its production cycle by adopting innovative and responsible solutions.

5.1.1. Commitment and values

In the context of a growing focus on sustainability and energy efficiency, Volteco is concretely committed to reducing the environmental impact of its production cycle by adopting innovative and responsible solutions. Starting in 2025, the company will produce a significant share of its energy needs through the **installation of photovoltaic systems**, thus contributing to the **reduction of CO₂ emissions** and decreasing dependence on traditional energy sources. This strategic investment in renewable energy production represents **a fundamental step on the path towards a more sustainable production model, in line with the goals of ecological transition and environmental protection**. Solar energy will allow production processes to be powered by a clean, renewable source, while ensuring greater energy autonomy and significantly reducing operating costs.

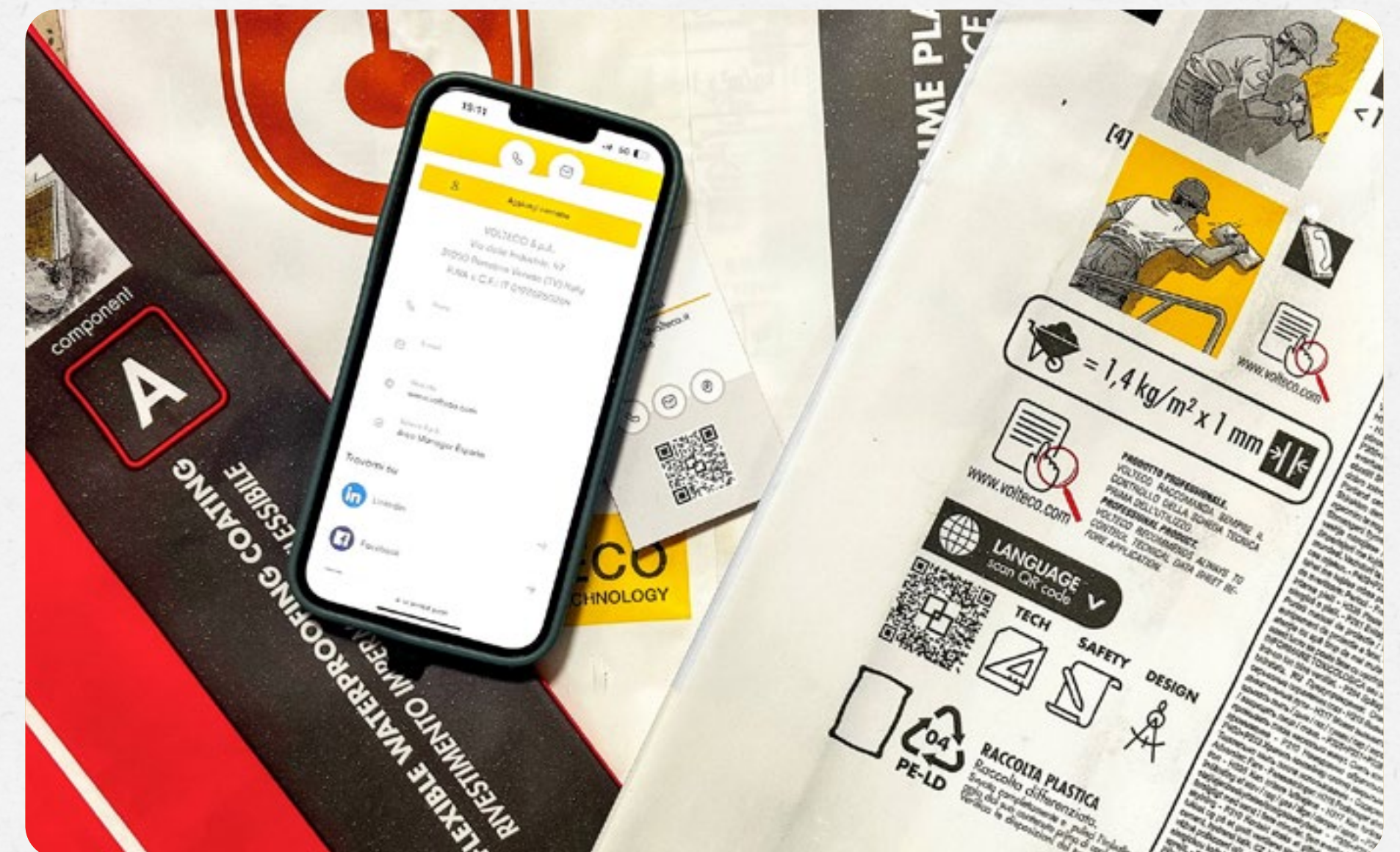
5.1.2. Measures taken

In recent years, Volteco has embarked on a structured path aimed at energy efficiency and reducing the environmental impact of its production activities. Thanks to a series of targeted interventions, **the company has significantly improved its management of energy resources**.

Starting in 2020, a process of replacing old boilers has been initiated, followed in subsequent years by the renewal of convectors, aimed at improving the efficiency of heating systems and reducing the use of fossil fuels. In 2021, a major relamping plan was completed, with the **replacement of all lighting fixtures in the plant with high-efficiency LED solutions**, with a total of 378 lighting fixtures replaced. This initiative made it possible to reduce electricity consumption and improve lighting quality.

In 2023, a **centralised temperature control system** was implemented, ensuring a more efficient regulation of the indoor climate and reducing energy waste related to air conditioning. At the same time, in 2023/2024, the company introduced raw **materials with a reduced energy impact**, choosing thermoplastic polymers with lower viscosity, which optimise the operation of extruders and reduce energy consumption in production processes.

These actions represent a concrete commitment towards greater sustainability and more efficient use of energy. Thanks to the initiatives already mentioned and the production of energy from photovoltaic plants starting in 2025, Volteco confirms itself as a responsible and innovative player in the building sector, placing energy efficiency at the heart of its corporate strategy.



2024 saw an overall reduction in the organisation's internal energy consumption of 6.72% compared to 2023.



5.1.3. Results and indicators

Below are the figures for the **Company's internal energy consumption in Jagajoule**, broken down by source type, for the years 2023 and 2024. It should be noted that 2024 saw an overall reduction in the organisation's internal energy consumption of 6.72% compared to 2023. Fuel consumption (diesel and petrol) increased in 2024 due to more business trips and more company cars than in 2023. Electricity is used to power production processes and general office activities, methane gas is used for space heating.

ENERGY CONSUMED WITHIN THE ORGANISATION (GJ)

Type	Year 2023	Year 2024	Δ% 2024 VS 2023
TOTAL FUEL CONSUMPTION	4.213	4.596,9	+9,1%
Natural Gas	1.015,2	995,3	-2 %
Diesel	2.979	3.242,8	+8,9%
of which:			
For vehicles	2.979	3.242,8	+8,9%



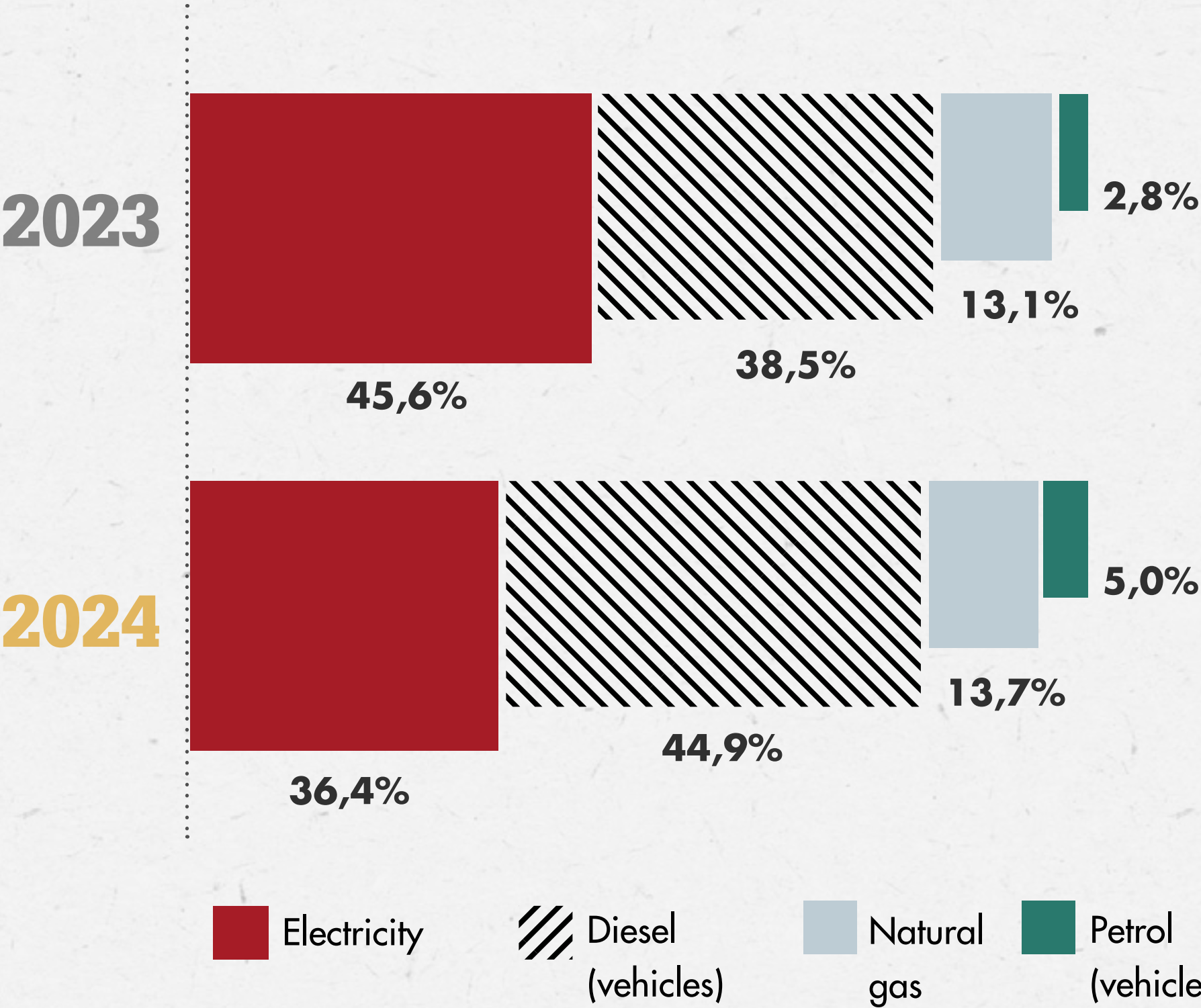
ENERGY CONSUMED WITHIN THE ORGANISATION (GJ)

Type	Year 2023	Year 2024	Δ% 2024 VS 2023
For heating	-	-	-
Petrol	218,8	358,8	+64%
of which:			
For vehicles	218,8	358,8	+64%
For heating	-	-	-
Total fuel consumption from non-renewable sources	4.213	4.596,9	+9,1%
Total fuel consumption from renewable sources	-	-	-
TOTAL ELECTRICITY CONSUMPTION	3.530,9	2.626,4	-25,6%
of which:			
From traditional mix	3.530,9	2.626,4	-25,6%
Certified 100% from renewable sources	-	-	-
Self-generated	-	-	-
TOTAL INTERNAL ENERGY CONSUMPTION	7.743,9	7.223,3	-6,72%
of which:			
Renewable	-	-	-
Non-renewable	7.743,9	7.223,3	-6,72%

The following graph reflects **the breakdown of energy consumption by type in the years 2023-2024.**

Electricity and diesel fuel to power company vehicles were the main items of energy consumption within the organisation. Together they account for about 85% of the total energy consumed by Volteco.

% BREAKDOWN OF INTERNAL ENERGY CONSUMPTION



All the indices considered show a decreasing trend in energy consumption.

The following table shows Volteco's energy intensity indices for the years 2023 and 2024. In particular, there are **three different indices that relate the organisation's internal energy consumption with respect to turnover, hours worked and kg of product manufactured**. As can be seen, all indices considered show decreasing trends in 2024 compared to 2023.

ENERGY INTENSITY (GJ)

KPI	u.o.m.	Year 2023	Year 2024	Δ% 2024 VS 2023
Internally consumed energy in relation to turnover	GJ/Mln €	320,8	269,3	-20,6%
Internally consumed energy in relation to total hours worked	GJ/h	52.355,8	47.040,3	-10,1%
Energy consumed internally in relation to kg of product	GJ/kg	912,7	786,8	-13,4%



5.1.4. Sustainable Development Goals

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
7 AFFORDABLE AND CLEAN ENERGY 	Purchase of 100% certified electricity from renewable sources with guarantee of origin	Percentage of energy purchased from renewable sources	100%		31/12/2026	

5.2. Climate strategy

Innovation and environmental responsibility must go hand in hand.

5.2.1. Commitment and values

Volteco believes that innovation and environmental responsibility must go hand in hand. As a manufacturer of building products, it is aware of the impact its industry can have on climate change and is committed to being a player in positive change. The company is committed to monitoring its GHG (greenhouse gas) emissions and reducing its carbon footprint through more efficient production processes and the use of energy from renewable sources.

5.2.2. Measures taken

For the first time, Volteco calculated its GHG emission impacts for Scope 1 and Scope 2 in 2024.

For the purpose of the correct understanding and interpretation of corporate GHG emissions, it is specified that the emissions referred to as **Scope 1** refer to direct GHG emissions, i.e. from sources owned or controlled by the Company. In general, Scope 1 calculations include CO₂ emissions from the combustion of fossil fuels used for heating or the operation of plants and from fuels used for the company's fleet of vehicles. In contrast, indirect greenhouse gas emissions resulting from energy consumption from sources not owned or controlled by the Company represent **Scope 2**. In general, Scope 2 calculations include CO₂ emissions arising from the generation of electricity, steam or heat produced at locations other than the place of use and purchased or acquired from the grid or other third parties for consumption within the organisation.

In addition, the following methodology was considered for the calculation of Scope 2 emissions: **Market Based**, which requires the determination of CO₂ emissions from the contractual purchase of electricity and heat on the basis of specific emission factors associated with electricity reported by the organisation's chosen suppliers.

In the event that 100% of the electricity consumed by an organisation comes from renewable sources because it is purchased and certified as renewable (e.g. through Guarantee of Origin - GO certification), Scope 2 Market Based emissions are considered zero;

Location Based, which reflects the average greenhouse gas emission intensity of the electricity grids in which the energy is consumed, mainly using data on the average emission factor in relation to the electricity grid; therefore, it plans to account for emissions from electricity consumption for well-defined geographical boundaries by applying average emission factors relative to the national energy mix for the different countries in which an organisation purchases electricity. The higher the share of renewable energy used by a specific country, the lower its emission factor. In January 2024, the new **917 kW photovoltaic system** was tested and fully commissioned at the end of the year. This major investment represents a significant step forward in the company's energy sustainability strategy, allowing it to substantially increase its self-production of energy from renewable sources. When fully operational in 2025, **the plant will be able to cover approximately 60% of the energy needs** previously met with electricity purchased from the grid, contributing to the reduction of CO₂ emissions and the containment of energy purchase costs. This investment confirms the company's commitment to promoting a more efficient and environmentally friendly production model, aligning itself with **the goals of ecological transition and environmental responsibility**.



Volteco's total CO₂ emissions, using the “Location Based” method of calculation, amount to 517.7 tonnes in 2024, a decrease of 9.5% compared to 2023.

5.2.3. Results and indicators

This section contains details of Volteco's GHG emissions impacts and emission accounting methodologies and processes, relating to direct Scope 1 and indirect Scope 2 GHG emissions. Total GHG emissions are expressed in tonnes of CO₂ equivalent, using the conversion factors given in the "Methodological Note" section. GHG Scope 1 emissions come from own sources and refer to emissions from natural gas purchases and company vehicle fleets. Instead, GHG emissions from the generation of electricity for heating and cooling, purchased from third parties and consumed by Volteco, fall under Scope 2. Volteco's total CO₂ emissions, when calculated using the "Location Based" methodology, amount to 517.7 tonnes in 2024, a decrease of 9.5% compared to 2023.



SCOPE 1 AND SCOPE 2 CALCULATION

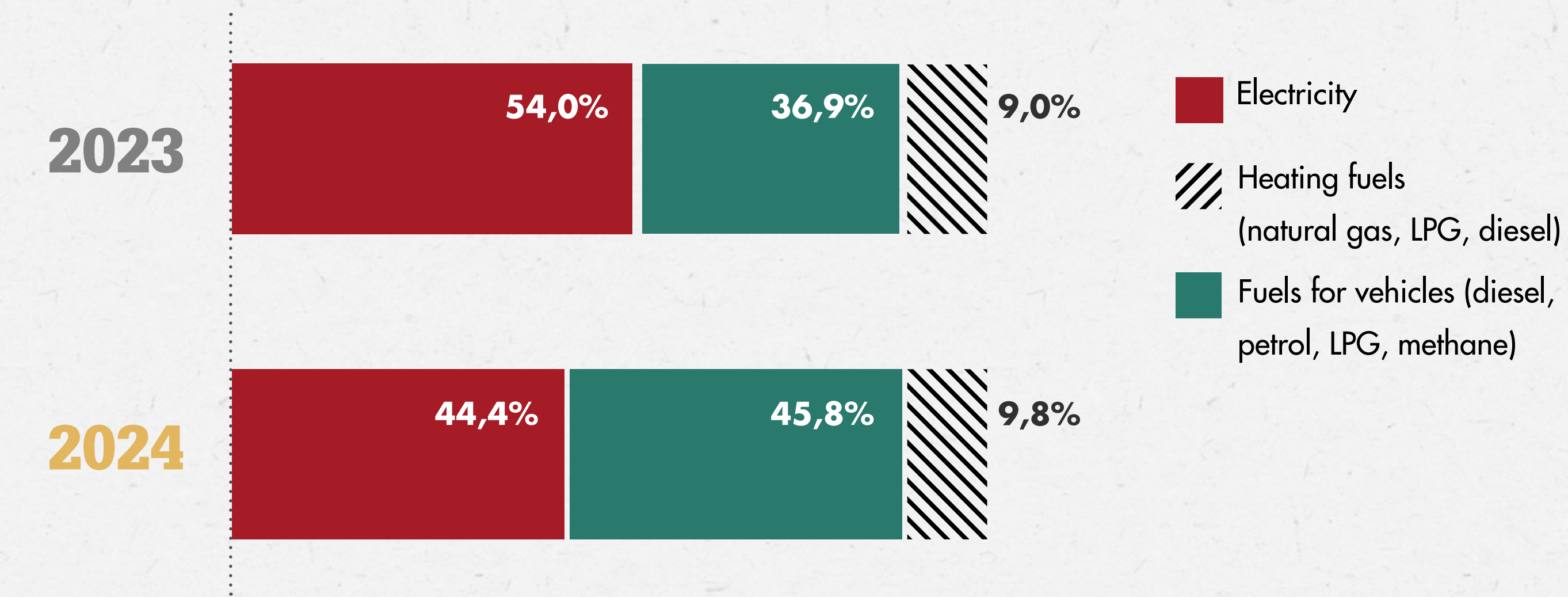
EMISSIONS	u.o.m.	Year 2023	Year 2024	Δ% 2024 VS 2023
Scope 2 location based*	tCO ₂ e	309	229,8	-25,6%
Scope 2 market based*	tCO ₂ e	490,4	364,8	-25,6%
Scope 1*	tCO ₂ e	262,8	287,9	+9,5%
TOTAL Scope 1 e Scope 2 location based	tCO ₂ e	571,8	517,7	-9,5%
TOTAL Scope 1 e Scope 2 market based	tCO ₂ e	753,2	652,7	-13,4%



Considering the location-based methodology, all emission indicators considered are decreasing in the year 2024 compared to 2023.

Below is a graph that breaks down the source composition of GHG emissions (Scope 1 and Scope 2) considering the location-based methodology. In 2024, 45.8% of CO₂ emissions are attributable to fuels used to power company vehicles (diesel and petrol). Natural gas used for heating is responsible for 9.8% of CO₂ emissions, while electricity purchased from the grid is responsible for about 44.4% of CO₂ emissions.

SCOPE 1 AND SCOPE 2 LOCATION-BASED COMPOSITION



Below are the indices concerning Volteco's emission intensity for the two-year period 2023-2024. The indices considered are the same as for energy, except that instead of gigajoules of energy, the numerator has tonnes of tCO₂e. As can be seen, considering the location-based methodology, all emission indices considered are decreasing in the year 2024 compared to 2023.

EMISSION INTENSITY

KPI	u.o.m.	Year 2023	Year 2024	Δ% 2024 VS 2023
Location-based emission intensity in relation to turnover	tCO ₂ e/Mln €	25	19,3	-22,9%
Location-based emission intensity in relation to total hours worked	tCO ₂ e/h	3865,6	3371,3	-12,8%
Location-based emission intensity in relation to kg of product	tCO ₂ e/kg	67,4	56,4	-16,3%

The Volteco's 2024 emission intensity is decreasing compared to 2023.

5.2.4. Sustainable Development Goals

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Reduction of CO ₂ emissions for self-generation of electricity by photovoltaic system (market-based methodology)	tCO ₂ e reduced with market-based methodology. Baseline: year 2023	-20%	31/12/2025		
	Relative reduction of CO ₂ emissions	Emission intensity in relation to kg of product (market based). Baseline: year 2023	-25%	31/12/2025		
	Absolute reduction of CO ₂ emissions	tCO ₂ e reduced with market-based methodology. Baseline: year 2023	See implemen- tation period	31/12/2025 -20%	31/12/2026 -30%	31/12/2027 -50%



5.3. Waste Management

The waste in Volteco is collected and stored in special areas and containers, subdivided according to its type.

5.3.1. Commitment and values

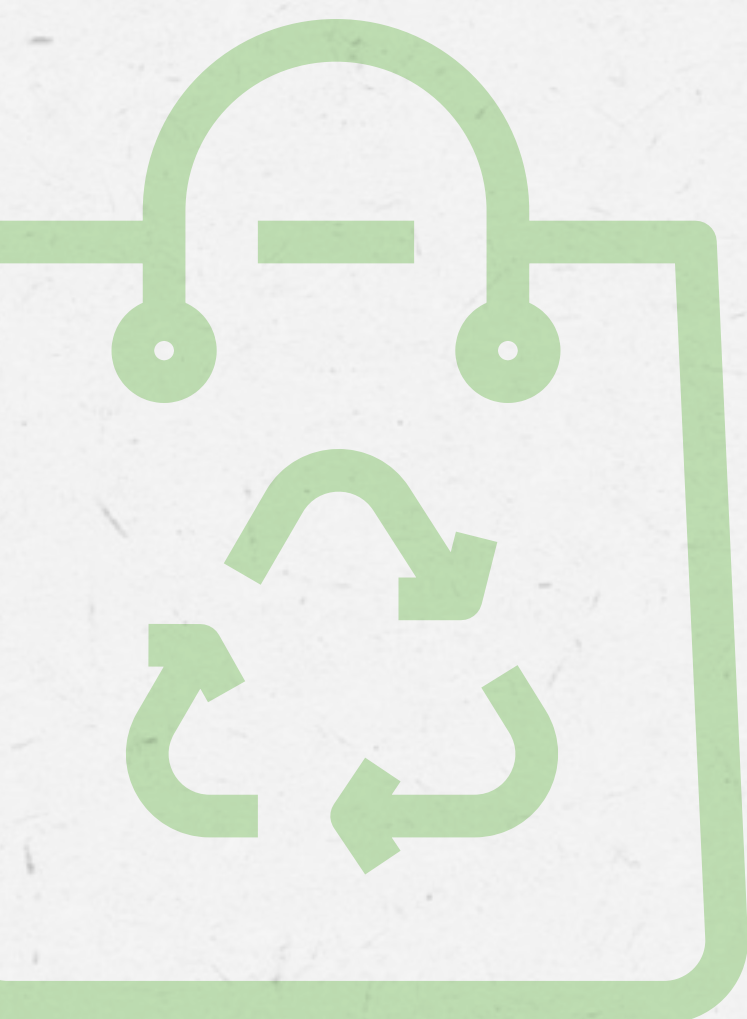
Volteco is strongly committed to responsible waste management, with the aim of reducing waste production and maximising the recovery and recycling of materials, as set out in the company's Environmental Policy, drawn up in accordance with the UNI EN ISO 14001 certification. The company takes a **systematic approach to identifying, assessing and reducing waste-related impacts**, which may arise from its operations or along the value chain.

5.3.2. Measures taken

The waste in the company is collected and stored in special areas and containers, subdivided according to its type, and then picked up and handled by specialised third-party companies, which are in charge of recovery and disposal operations in compliance with environmental and regulatory standards. The company operates **two different forms for the company's two production plants**.

The inputs into Volteco's production processes include raw materials such as plastics and chemicals. The main activities that lead to waste generation include the membrane and premix production process, the machinery maintenance process and product packaging operations. The outputs resulting from these activities include industrial dust, which is the main industrial waste, polymeric material waste, chemical residues, washing water and general non-hazardous waste. Most of the waste is generated during the production process and is represented by rejects and product extractions that generate industrial dust. **Volteco takes strict measures to ensure that waste is properly disposed of or sent for recycling.** Furthermore, the company has implemented a number of internal programmes aimed at **reducing and recovering production waste**, with a view to safeguarding natural resources and optimising the production process.

As far as the offices are concerned, there is separate waste collection and a qualified external company in the area (Contarina) is in charge of collecting this type of waste. The use of company water bottles, with a dedicated project implemented in December 2020, resulted in a significant reduction in plastic waste from disposable cups and PET water bottles.



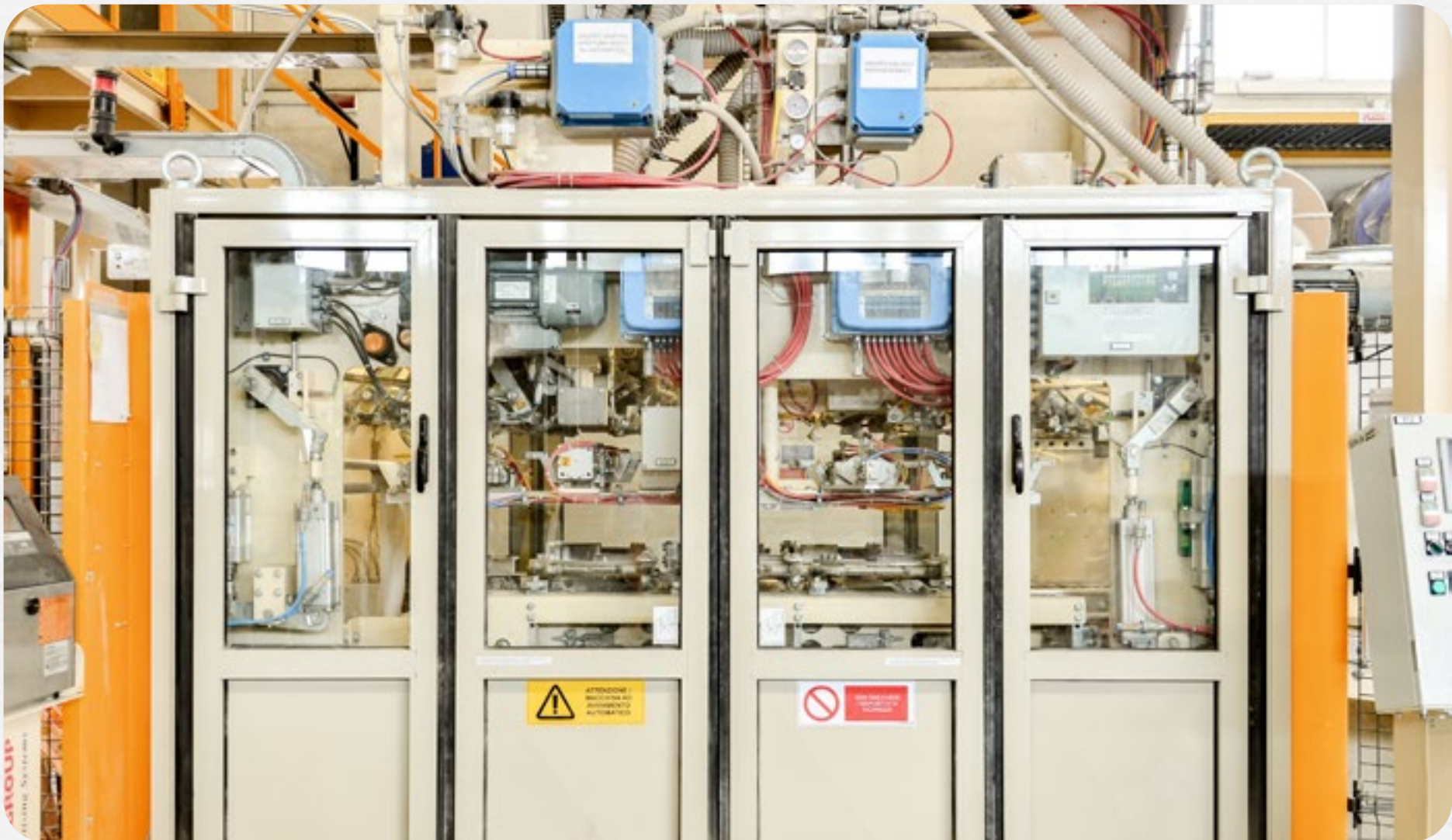
The predominant type of non-hazardous waste is aqueous liquid waste, while powders represent the main type of waste classified as hazardous.

5.3.3. Results and indicators

The predominant type of non-hazardous waste is aqueous liquid waste, while powders represent the main type of waste classified as hazardous.

With reference to the total amount of waste produced by the Company, please refer to the table below, which, with respect to the two-year reporting period, divides waste into that intended for **recovery or disposal** and classifies it according to type (hazardous and non-hazardous).

In particular, it should be noted that the **extraction system**, installed in the pre-mix department, had the main purpose of capturing dust to improve the well-being of the workers involved in this process. However, this activity has led to an increase in the amount of waste generated over the years.



CATEGORIES OF WASTE	u.o.m.	Year 2023	Year 2024
TOTAL NON-HAZARDOUS WASTE	†	74,5	90
of which for recovery	†	34,2	30,6
of which for disposal	†	40,3	59,4
TOTAL HAZARDOUS WASTE	†	91,9	133,2
of which for recovery	†	91,9	120,3
of which for disposal	†	0	12,9
TOTAL WASTE	†	166,4	223,2

Δ% 2024 VS 2023
+ 20,8%
-10,5%
+ 47,4%
+ 44,9%
+ 30,9%
-
+ 34,1%

In 2024, 5.8% of hazardous waste was destined for disposal.

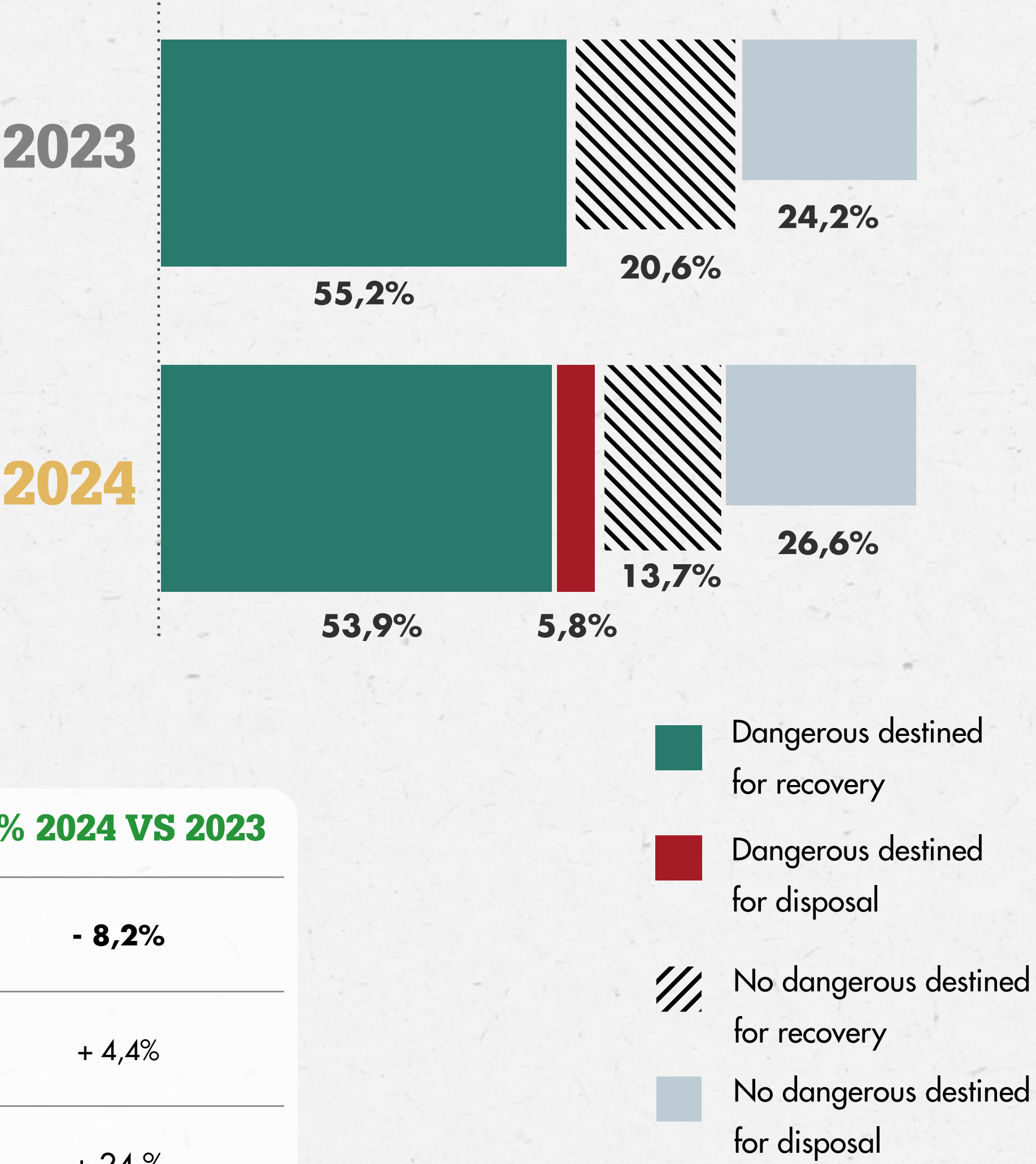
The graph below shows the percentage breakdown of waste generated by the company, dividing it into waste for recovery and waste for disposal (non-hazardous and hazardous) for the **two-year period 2023-2024**. In 2024, 5.8% of hazardous waste was destined for disposal, as one take-back of the waste dust during the year, usually destined for recovery, was classified as destined for disposal by the supplier.

The analysis of the waste-related key performance indicators (KPIs), shown in the table below, firstly reveals that the percentage of hazardous waste in the total waste generated increased by 4.4% in 2024 compared to 2023. **The amount of total waste in relation to total kg of product manufactured increased by approximately 24% in 2024 compared to 2023.** This is mainly due to two production runs during 2024 that generated a very high amount of waste and the disposal of some materials in the warehouse that could no longer be used for production processes.

KPI WASTE

KPI	u.o.m.	Year 2023	Year 2024	Δ% 2024 VS 2023
Percentage of waste destined for recovery out of total waste generated	%	75,8%	67,6%	- 8,2%
Percentage of hazardous waste out of total waste generated	%	55,2%	59,7%	+ 4,4%
Total waste in relation to kg of product	(kg waste/kg product) *100	1,96	2,43	+ 24 %

BREAKDOWN OF WASTE BY CATEGORY



The company's target for 2024 is the recovery of its dangerous waste to reduce the disposal costs.

5.3.4. Sustainable Development Goals

The company started an internal project to recover hazardous waste in the company in order to reduce its disposal costs.



SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Launching a project to reduce the total waste generated	Total waste in relation to kg of product	To be defined during 2025		31/12/2026	
	Launch of an internal project to recover the hazardous waste generated in order to reduce the disposal costs associated with it.	Percentage of hazardous waste out of total generated	Less than 50%	31/12/2025		
	Company training on the basis of the new RENTRI waste management system			31/12/2025		
	Percentage of waste destined for recovery out of the total		≥ al 71,7%	31/12/2025		
	Launching a digitisation project to reduce the amount of printing paper used in offices				31/12/2026	

We constantly monitor and report on our water impact to reduce water consumption and optimise its use in the different production stages.

5.4. Water resource management

5.4.1. Commitment and values

For Volteco, water is an essential resource, which is used both in production processes and in the formulation of its products. The company is committed to **sustainable and responsible water management**, monitoring and reporting on its water impact, in order to reduce water consumption, optimise its use in the different production phases, limit waste and ensure proper treatment of drains, avoiding negative impacts on the environment related to its activities. The products manufactured by Volteco have an interaction with water as they sometimes act as waterproofing agents and in some cases allow water resources to be conserved and prevented from being wasted, for example for waterproofing water reservoirs.

5.4.2. Measures taken

Volteco uses the water mainly inside the pool for internal product testing and trials, but also for the irrigation system, for sanitary facilities, in the production process and as a product component. In particular, **water is part of the formulation of some company products**, where it is the main ingredient. In addition, **water is used for cleaning the production facilities and machinery**, carried out at least once a week, and within the company laboratory. All water in the company is taken from the water mains and metered through two meters, one for each location. Part of it is discharged into the sewer, while the other part is classified as hazardous waste and treated accordingly.



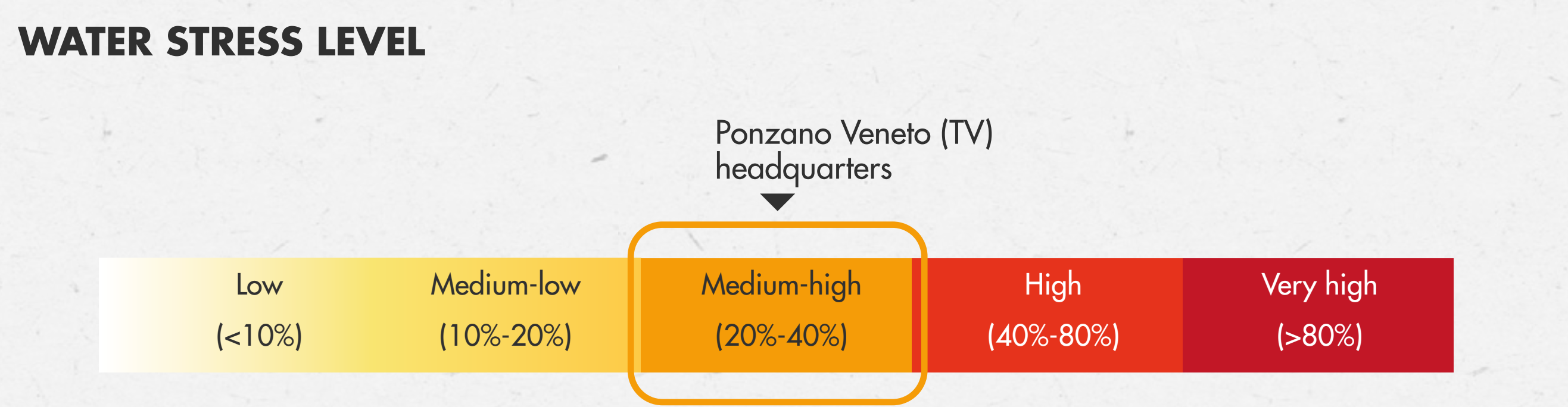
Between 2023 and 2024, the amount of water withdrawn from the mains decreased, in absolute value, by approximately 3.6%

5.4.3. Results and indicators

The following table shows Volteco's water withdrawals expressed in megalitres, covering the two-year period 2023-2024. In particular, it should be noted that between 2023 and 2024, the amount of water withdrawn from the mains decreased, in absolute value, by approximately 3.6%. **The main decrease in water withdrawal concerned the premix plant.**

In order to assess its impact in water-stressed and water-sensitive areas, **Volteco used the World Resources Institute's Aqueduct Water Risk Atlas tool.** It emerged that the geographical area in which the Ponzano Veneto (TV) plants are located is characterised by a medium to high level of water stress (20-40%) and that the reference basin is the Piave river. It was decided to consider 'High' and 'Very High' water stress areas. For this reason, the area where Volteco's factories are located has not been considered water-stressed.

WATER WITHDRAWAL (ML)	Year 2023		Year 2024	
	All areas	Areas subject to water stress	All areas	Areas subject to water stress
Water from third parties	1,75	-	1,69	-
Drinking water (≤1,000 mg/L total dissolved solid particles)	1,75	-	1,69	-
Other water (>1,000 mg/L total dissolved solid particles)	-	-	-	-
Total third-party water withdrawal by withdrawal source				
Water from underground sources	1,75	-	1,69	-
TOTAL WATER WITHDRAWAL	1,75	-	1,69	-



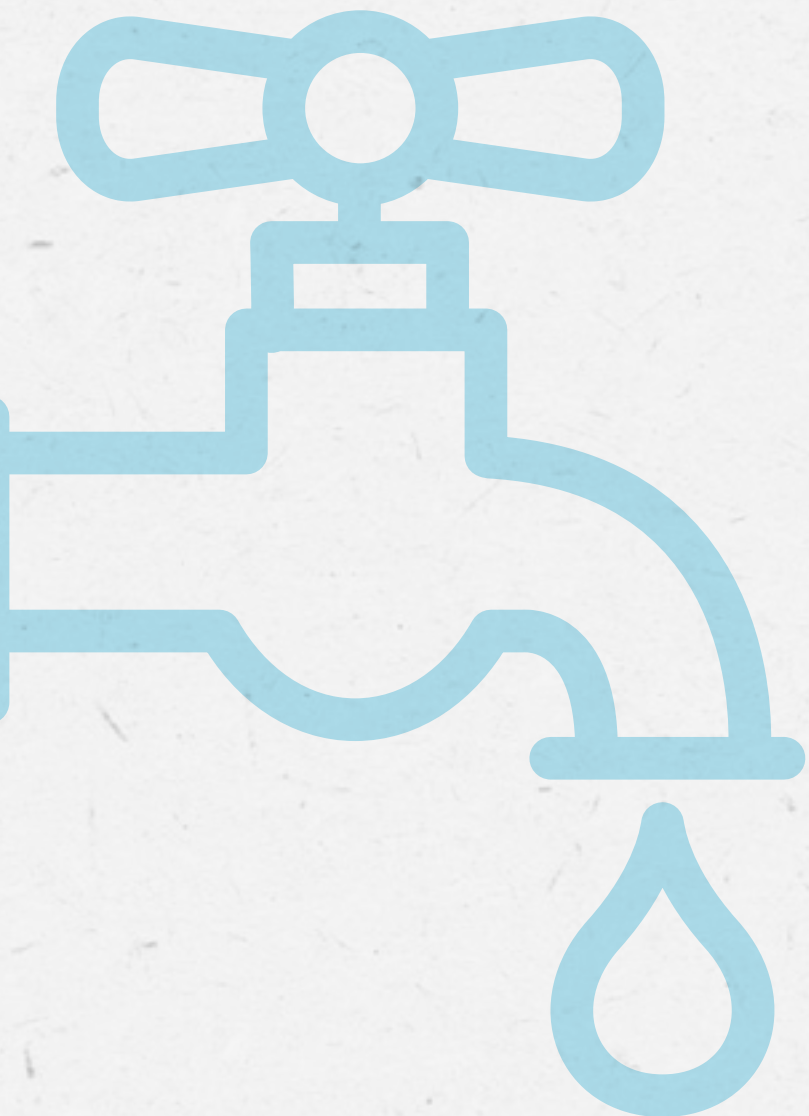
In 2024, there was a 7.03% decrease in water withdrawal compared to 2023.

The following table shows the indicator for the ratio of the water withdrawn in megalitres to the quantity of tonnes of product made containing water in the premixed department. In 2024, there was a 7.03% decrease in water withdrawal compared to 2023.

KPI Description	u.o.m.	Year 2023	Year 2024
Water withdrawn in the premix plant in relation to tonnes of product made containing water	(ML/t)	11,8	11

5.4.4. Sustainable Development Goals

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Evaluate the implementation of a rainwater recovery project with the reuse of water for irrigation of the company lawn	-	-			31/12/2027
	Implement a system to accurately track waterproofing construction works that have a positive impact on water resource conservation	Number of new negotiations initiated to promote this project	-		31/12/2026	
		Number of new projects initiated that have an impact on water conservation in water-stressed areas	-		31/12/2026	



5.5. Circular economy

Developing a circular economy, reducing the amount of waste and consequently CO₂ emissions, thus protecting the environment, are among Volteco's main objectives.

5.4.1. Commitment and values

Developing a circular economy, reducing the amount of waste and consequently CO₂ emissions, thus protecting the environment, are among Volteco's main objectives. This commitment has also been reflected in the company's Code of Ethics, with a **formal commitment** to reduce the amount of waste and where technically possible to study and develop solutions for its reuse within production processes. This commitment is not only limited to developing in-house solutions but also to creating valuable partnerships with suppliers to develop new projects aimed at reusing production waste.

5.4.2. Measures taken

For several years now, Volteco has been studying circular economy solutions within its production processes. In particular, in the membrane production process, **the off-cuts and scraps obtained are reground in-house** both in-line and post-production through the use of dedicated machinery. A part of these offcuts is collected internally and then given to subcontractors who, through a dedicated production process, make a new raw material that they deliver to Volteco.

As far as the **Bi Flex System** product is concerned, all off-cuts and scraps from this production process are reground internally and then reused in the process for the production of new product. In this way, waste and process scraps are significantly reduced.



5.5.3. Results and indicators

Table GRI 301-2 shows, for the reporting year 2024, the percentage of recycled materials used in relation to total materials purchased for premixed products. The pre-mixed products contain a total of about 3.6% recycled materials. The recycled materials contained within these products are purchased from suppliers who declare, through data sheets, the presence of 100% recycled content.

GRI 301-2 Recycled input materials (premixed products)

Description	Year 2024
Materials purchased with 100% recycled con-tent in relation to total materials purchased	3,6%

5.5.4. The following table shows some corporate objectives and related targets related to the circular economy area. Two short-term objectives with targets to be reached by the end of 2025 and one medium-term objective with targets to be reached by the end of 2026 were included. The goals below will aim to initiate new projects to further promote the recovery and reuse of materials and packaging.

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	Medium	Long
	Increase the percentage share of production waste in the synthetics department to be subsequently recovered.	Percentage of waste for re-covery out of the total	≥ 5%	31/12/2025		
	Start a process for the re-covery of production waste in the premix department.	-	-	31/12/2025		
	Initiate a project in coopera-tion with a supplier for the recovery and subsequent reuse of plastic packaging.	-	-		31/12/2026	
	Buy plastic packaging (reels) containing at least 30% re-cycled material.	Tonnes of plas-tic packaging purchased out of total plastic packaging	See implemen-tation period	31/12/2025 ≥ 5%	31/12/2026 ≥ 15%	31/12/2027 ≥ 30%

Table GRI 301-3 shows the percentage of products (synthetic product family) recovered during the reporting year 2024. These initiatives have led to a reduction in the amount of plastic waste disposed of by the company, through recovery and reuse processes.

GRI 301-3 Recovered products and their packaging materials

Description	Year 2024
Products sold (synthetic category) out of total products recovered and reused by Volteco	5%

Volteco is committed to reducing the environmental impact of its products throughout their life cycle, from design to production to their final application.

5.6. Environmental impact of products

5.6.1. Commitment and values

Volteco is committed to measuring the environmental impact of its products and developing new solutions that, for the same performance, have a lower impact than common alternatives on the market. The Company's waterproofing products have a positive contribution in terms of managing building water containment and leakage, in terms of building durability and healthiness, and in terms of indoor microclimate. For this reason, **Volteco is committed to reducing the environmental impact of its products throughout their life cycle, from design to production to their final application.** Through the use of **Environmental Product Declarations (EPD)**, Volteco measures the environmental impacts of products, including resource consumption, CO2 emissions and other relevant indicators. These analyses enable the company to identify areas for improvement and to adopt innovative solutions to minimise the effects on the climate and the environment.

5.6.2. Measures taken

Volteco has obtained EPD certification for the following products:



EPD (Environmental Product Declaration) certification must be prepared with reference to a product's life cycle analysis based on an LCA (*Life Cycle Assessment*) study, which defines the consumption of resources (materials, water, energy) and impacts on the surrounding environment at the various stages of the product's life cycle. Volteco considers product quality and sustainability two sides of the same coin, combining innovative materials with optimised production processes to reduce environmental impact. Each solution is designed for **durability and safety over time**, minimising the need for subsequent interventions and, consequently, the consumption of resources over the entire life cycle. This approach, focused on prevention and protection, is also reflected in the management of production operations, with initiatives to reduce emissions, optimise energy consumption and encourage the recycling of materials, thus helping to promote more responsible and conscious building.

Some of the company's products have a positive impact on water conservation, through solutions developed for waterproofing and conserving water resources in reservoirs, canals, etc...

The **Aquascud Reflex** product has been developed with a high reflectance index with the aim of contributing to the **energy efficiency of buildings**, thanks to its high solar reflectance index that prevents roofs from overheating, thus reducing the costs of cooling buildings.

Volteco is committed to measuring the environmental impact of its products and developing new solutions that, for the same performance, have a lower impact than common alternatives on the market.

5.6.3. Results and indicators

Below is the indicator for the turnover generated by the sale of EPD-certified products in the two-year period 2023-2024. In particular, it is intended to express the company's commitment to sustainability by demonstrating the importance attached to the production and marketing of products with a low environmental impact, measured through recognised certifications. It also shows how the sale of EPD-certified products contributes to the company's economic success, emphasising a balance between profitability

and environmental responsibility, providing concrete evidence of the strategic choices made by Volteco, highlighting the economic value derived from its orientation towards sustainability. Finally, this indicator also reflects the growing market and consumer interest in environmentally friendly solutions, improving corporate reputation and customer confidence.

Indicator description	Year 2023	Year 2024
Percentage of total turnover generated by the sale of EPD-certified products	30,13%	27,75%

SDGs of reference	Description of goals	Indicators (KPIs)	Target	Implementation period		
				Short	medium	long
	Purchase of the SimaPro software licence, to conduct product lifecycle analysis and EPDs in-house	Number of EPDs carried out inter-nally	At least 5	31/12/2025		
	Integration of environmen-tal considerations and re-quirements in new product development	-	-		31/12/2026	
	Formulating new solutions that, for the same perfor-mance and quality, have a lower environmental im-pact than common alter-natives	Number of prod-ucts developed	At least 2		31/12/2026	31/12/2027
	Increasing the percentage share of products sold cov-ered by EPDs	Percentage of to-tal turnover gen-erated by the sale of EPD-certified products	See implemen-tation period		31/12/2026 ≥ 50%	31/12/2027 ≥ 80%

Methodological note

of Volteco Sustainability Report



This document constitutes the first edition of Volteco S.p.A.'s Sustainability Report and has been prepared with reference to the Universal Standards of the Global Reporting Initiative (GRI). The objective of the Report is to provide a clear, comprehensive and transparent overview of the company's environmental, social and governance (ESG) performance. The adoption of GRI Standards responds to Volteco's commitment to timely, responsible and transparent reporting, aligned with international best practices and aimed at meeting the expectations of its stakeholders.

The Report aims to illustrate the main initiatives, policies, practices and results achieved during the year 2024, also with reference to its own value chain, as well as to outline Volteco S.p.A.'s future objectives in terms of sustainability, declined in its three ESG dimensions. The document is aimed at meeting the information needs of investors, employees, customers, suppliers and other stakeholders, showing how the company is integrating sustainability into its business model and how it contributes to achieving its strategic goals. This Report covers the activities and performance of Volteco S.p.A. with a focus on environmental sustainability, social responsibility and corporate governance. The data reported here refer to Volteco S.p.A.'s operating headquarters and production facilities, located at Via delle Industrie 47 and 49, 31050 Ponzano Veneto (TV). Information, both qualitative and quantitative, is the result of a systematic process involving several

corporate functions. Any exceptions or limitations in the collection and inclusion of certain data are clearly indicated in the body of the Report. The information and data presented are for the period from 1 January 2024 to 31 December 2024, in line with the annual financial statement. Data referring to 2023 are presented whenever possible in order to monitor the evolution of company performance and progress towards sustainability goals.

The Report will be published annually and will undergo an internal review process to ensure the reliability and completeness of the information provided. Each indicator was selected on the basis of its relevance to the company's activities and the significant impact it could have on Volteco S.p.A.'s *stakeholders*.

The materiality process, developed according to GRI Standard 3: Material Topics and described in the dedicated section, has enabled the identification of the most relevant economic, environmental and social aspects for Volteco S.p.A. and its *stakeholders*. A sample of *stakeholders*, both internal and external, was involved to better understand their expectations and priorities regarding sustainability. The results of this process guided the selection of performance indicators, focusing on the most relevant areas.

At the end of the document is the GRI Table of Contents, created to facilitate the search and understanding of the reported information, indicating the reference page number.

Accidents were calculated according to the guidelines described in GRI 403-9, using the multiplication factor 200,000. For the calculation of environmental parameters related to energy consumption, conversion coefficients provided by DEFRA UK were adopted. For Market Based and Location Based emissions, data provided by Terna and the European Residual Mixes AIB Report were used.

The document follows the basic reporting principles defined in GRI 1: Core Principles (2021), including accuracy, balance, clarity, comparability, completeness, sustainability framework, promptness and verifiability. As this is the first Sustainability Report, no revisions have been made, and it is specified that this document has not been subject to assurance by third party companies.

For further information and insights into Volteco S.p.A.'s sustainability strategy and the contents of this Report, please contact: social@volteco.com.

GRI Table of Contents

Declaration of use

Declaration of use

Volteco S.p.A. submitted a report with reference to the GRI Standards for the period 1 January 2024 - 31 December 2024

GRI 1 used

GRI 1: Fundamental Principles 2021

Relevant GRI sector standards

Not available

GRI STANDARD	NOTICE	LOCATION INSIDE THE DOCUMENT (page number)
GRI 2: General Disclosures 2021	2-1 Organisational Details	79
	2-2 Entities included in the organisation's sustainability reporting	79
	2-3 Reporting period, frequency and contact point	79
	2-4 Restatements of information	79
	2-5 External assurance	79
	2-6 Activities, value chain and other business relationships	5-7, 27
	2-7 Employees	33-36
	2-8 Workers who are not employees	33
	2-9 Governance structure and composition	20
	2-10 Nomination and selection of the highest governance body	20
	2-11 Chair of the highest governance body	20
	2-12 Role of the highest governance body in overseeing the management of impacts	20
	2-13 Delegation of responsibility for managing impacts	20
	2-14 Role of the highest governance body in sustainability reporting	16, 20
	2-15 Conflicts of interest	21
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	22
	2-17 Collective knowledge of the highest governance body	20
	2-18 Evaluation of the performance of the highest governance body	Volteco S.p.A. has not implemented formal procedures to assess the performance of its highest governing board concerning controlling the management of the impacts on the economy, the environment and people.
	2-19 Remuneration policies	a), b) Information not available. There are no documents regulating these procedures.
	2-20 Process to determine remuneration	There is no official document defining the procedure for setting remuneration. However, the reference CCNL of its sector is applied.

GRI STANDARD	NOTICE	LOCATION INSIDE THE DOCUMENT (page number)
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Requirement omitted. As Volteco S.p.A. is a private company, it is not deemed appropriate to share this information due to confidentiality restrictions.
	2-22 Statement on sustainable development strategy	3
	2-23 Policy commitments	21
	2-24 Embedding policy commitments	21, 22
	2-25 Processes to remediate negative impacts	Complaints are conveyed to the highest governing board and are treated confidentially.
	2-26 Mechanisms for seeking clarification and raising concerns	22
	2-27 Compliance with laws and regulations	During the current reporting period, there were no cases of non-compliance with laws and regulations by Volteco S.p.A.
	2-28 Membership of industrial associations	57
	2-29 Approach to stakeholder engagement	15
	2-30 Collective bargaining agreements	57
GRI 3: Material Topics 2021	3-1 Process to determine material topics	10-17
	3-2 List of material topics	11-14, 16-17
	3-3 Management of material topics	20-78
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	28
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of bribery and actions taken	In the current reporting period, there were no cases of bribery. No disciplinary measures were taken and no employees were dismissed due to bribery, no contracts with business partners were terminated or not renewed due to bribery-related violations.
GRI 206 Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	During the current reporting period, there were no legal actions concerning anti-competitive behaviour and violations of antitrust laws in which Volteco S.p.A. was identified as a participant

GRI STANDARD	NOTICE	LOCATION INSIDE THE DOCUMENT (page number)
GRI 301: Materials 2016	301-2 Recycled input materials used	76
	GRI 301-3 Recovered products and their packaging materials	76
GRI 302: Energy 2016	302-1 Energy consumption within the organization	61-62
	302-3 Energy intensity	63
	302-4 Reduction of energy consumption	61-63
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	72-73
	303-3 Water withdrawal	73
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	65
	305-2 Energy indirect (Scope 2) GHG emissions	65
	305-4 GHG emissions intensity	66
	305-5 Reduction of GHG emissions	65-66
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	68-69
	306-2 Management of significant waste-related impacts	68-69
	306-3 Waste generated	69
	306-4 Waste diverted from disposal	69-70
	306-5 Waste directed to disposal	69-70

GRI STANDARD	NOTICE		LOCATION INSIDE THE DOCUMENT (page number)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		42-43
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The standard benefits granted to Volteco S.p.A. employees with full-time contracts are also granted to personnel with fixed-term or part-time contracts.	
GRI 402: Labour management and labour relations 2016	402-1 Minimum notice periods regarding operational changes	Volteco S.p.A. undertakes to provide employees with adequate notice of any significant operational changes, respecting collective bargaining agreements and company regulations.	
	403-1 Occupational health and safety management system		46-47
	403-2 Hazard identification, risk assessment and incident investigation		46-47
	403-3 Occupational health services		46-47
	403-5 Worker training on occupational health and safety		47
	403-6 Promotion of worker health		47
GRI 403: Occupational health & safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		46-47
	403-8 Workers protected by an occupational health and safety management system		46
	403-9 Work-related injuries		48
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee		40-41
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees		34-36

GRI STANDARD	NOTICE		LOCATION INSIDE THE DOCUMENT (page number)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discriminatory behaviour were reported in the current reporting period	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		53-56, 58
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		50-52
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		52
GRI 417: Marketing and labelling 2016	417-2 Incidents of non-compliance concerning product and service information and labelling	During the current reporting period, there were no incidents of non-compliance concerning labelling and information on products and services.	

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This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slightly textured appearance, typical of standard office or school paper. There is no handwriting or other markings on the page.



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COMPANY CERTIFIED MANAGEMENT SYSTEM QUALITY - ISO
9001 - ENVIRONMENT ISO 14001- SAFETY ISO 45001