



Sustainability Report

2024

OringOne S.r.l. has drawn up its first **Sustainability Report** to communicate to stakeholders its environmental, social and governance sustainability performance over the last few years, with particular reference to the financial year 2024.

With the support of the consulting firm **Fedabo S.p.A. SB**, the document was produced in compliance with the Global Reporting Initiative (GRI Standards), updated to 2023 according to the 'with reference to' option. The approach adopted in the processes of studying **ESG** impacts, materiality analysis and stakeholder engagement was set up with a view to compliance with the guidelines dictated by the latest European Union directive, the **CSRD** (Corporate Sustainability Reporting Directive), and the related **ESRS** (European Sustainability Reporting Standards). Therefore, a dual materiality perspective was followed, tracking both the impacts - positive and negative, actual and potential - generated by the company, and the financial risks and opportunities. This analysis allowed the identification of **ESG** issues relevant to the organisation, which were then explored within the relevant chapters.

The principles adopted in drafting the document are those of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

The individual topics are presented with reference to the reporting period from 1 January 2024 to 31 December 2024. Information on the previous two-year period (2022-2023) can be found within the document.

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Letter to Stakeholders



Eric Marchesi
CEO of OringOne S.r.l.

Dear **Stakeholders**,

It is with **great pride** and **a sense of responsibility** that we present our 'Sustainability Report'. In an increasingly complex and challenging global context, **OringOne** continues to distinguish itself for a business model that **integrates innovation, quality and attention** to people, with a concrete **commitment** to **corporate sustainability** and **safety at work**.

Our goal has always been clear: to be the international benchmark in the production of **O-Rings for special applications**, offering unique technical solutions, with performances that exceed market standards. But what really makes us distinctive is the way we achieve these goals: by putting **employee welfare, respect for the environment and social responsibility at the centre**.

We believe that **valuing people** is the first step to building a **strong, resilient and sustainable company**. This is why, during the year, we strengthened our internal policies dedicated to staff training, stress management, constant monitoring of safety and the promotion of a positive, inclusive and proactive working environment.

Sustainability is not just a goal for us, but a **guiding principle** that directs every choice. Our adherence to the ISO 14001 standard testifies to our **commitment to reducing environmental impacts, optimising the use of resources and giving new life to industrial waste**. This year's figures confirm a significant reduction in waste, an increase in the use of recycled materials and the introduction of sustainable logistics initiatives, such as reduced-impact air transport in partnership with DHL.

At the same time, we continue to cultivate **transparent and constructive relationships** with customers, suppliers, local communities, regulators and financial institutions. **Dialogue** with each of you is a **key resource** for our growth and our ability to anticipate change and turn it into opportunities.

With this report, we want to recount not only our achievements, but also our **daily journey of responsibility and innovation**. On behalf of the entire **OringOne** team, I thank you for your trust and continued collaboration.

"The difficulty lies, not in the new ideas, but in escaping from the old ones".

Cit. J.M. Keynes



Who we are

OringOne S.r.l. was founded in **2010**, after years of testing to find an innovative production method that would guarantee high quality in the production of **large O-Ring gaskets**.

Established in Grumello del Monte (BG), in an industrial area that was already highly developed in the rubber processing and O-Ring production sector, the company was immediately able to count on a very **short direct supply chain** (the main suppliers are in fact located within 20 km). Furthermore, specializing in **non-standard seals** (either very large or, from 2023, very small) has enabled the company to become the industry benchmark in this specific field.

Innovative production method, **automation** of the departments.

The innovative production method, the high degree of automation of the departments and the **integrated management system** (combining ISO-certified systems for quality, health and safety, environment and energy management) allow the company to be at the **forefront of its sector**.

Today, the company manufactures large **O-rings** (from 200 mm internal diameter) and Cords from 2.62 mm up to 60 mm thick, with no length limit.



sealcore[®] network

Being part of the **Sealcore Network** is a further advantage for OringOne. This network consists of 8 companies engaged in the industrial sealing sector; thanks to their synergy and shared know-how, the companies are committed to guaranteeing their customers **Made in Italy** quality, a complete service to meet the needs of the global market and a wide range of technical products for industrial seals.

All these competitive advantages have enabled OringOne to establish itself not only in the **European market** (which accounts for more than 80% of annual turnover) but also **internationally**, especially in Asia and the United States.

The applications of OringOne's products are manifold; among these are **wind power, semiconductors, and Oil&Gas**.

In 2024 **OringOne** started a new production hub, known as the "**EZTRA[®] Factory**", aimed at the production of very small and customised **O-rings**, also made from special materials and custom-made designs. As it has only just started up and only became active in the second half of 2024, this reality is not yet tracked, in terms of data, within this Annual Report.



Highlights



2010

OringOne's
foundation year



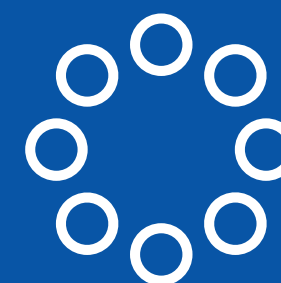
75

People



+18%

+18% trend growth
(2015-2024)



12.5 MI

12.5 million – total sold pieces
(2010 - 2024)



Our production process

The starting point of the process is the **purchase of the rubber compound**. The first processing step is the **drawing** of the material, which is processed to take on the required cord thickness.

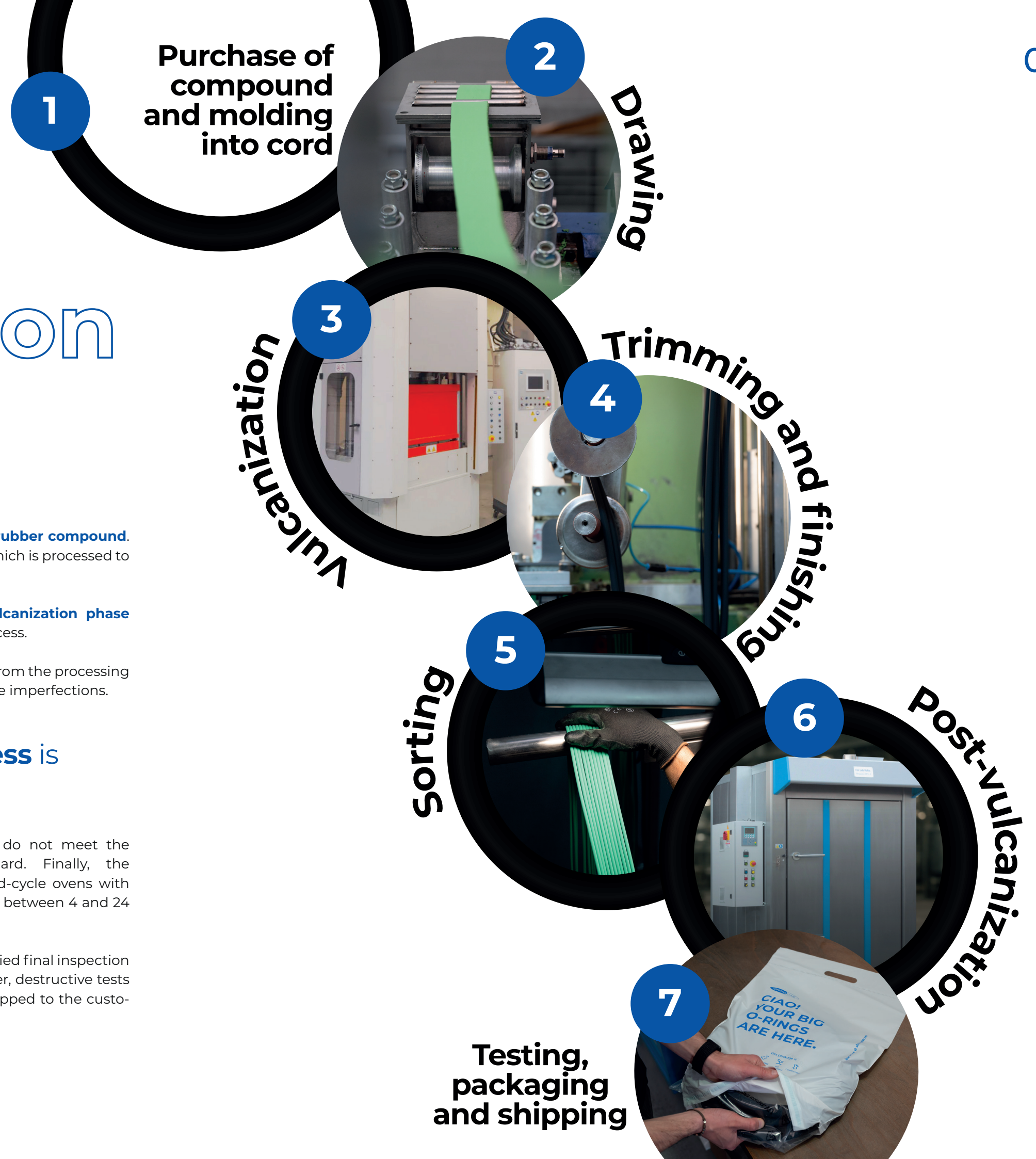
This is followed by the **compression molding** and **vulcanization phase** using Oringone's special proprietary '**CO.SM.O**' process.

The gaskets are then **trimmed** and **sorted** (i.e. separated from the processing scrap) using diamond tools and further finished to remove imperfections.

OringOne's **production process** is structured in **multiple steps**.

The gaskets are 100% sorted to eliminate those that do not meet the conformity requirements of the ISO 3601 standard. Finally, the **post-vulcanization** operation is started in special closed-cycle ovens with temperatures between 100° and 240°; this phase can last between 4 and 24 hours.

At the end of processing, all gaskets are subjected to certified final inspection with non-destructive testing. If requested by the customer, destructive tests are also carried out. Once ready, they are packed and shipped to the customer.



History



Values and principles

In its decision-making and operational activities, **OringOne** promotes and pursues a series of **principles**, formalised by the **integrated management system** (quality, environment, energy, health and safety) and the related **company policy**. Through the implementation and **continuous improvement** of the management system, of activities and of processes, the company is committed to **mitigate and prevent** possible negative impacts (on quality, environment and people) and possible risks to workers' health and safety. It also aims to **train and raise awareness** among its employees, communicating the company's values and practices internally and encouraging adherent behaviour among external stakeholders as well.

All these actions are promoted with the aim of pursuing the following principles and key objectives:

01

CUSTOMER SATISFACTION

Guaranteed by the strong focus on the quality of products and service: OringOne is constantly updating and improving its products to be cutting-edge in its industry and bring innovation to the market. In the company's vision, customer success parallels its own.

02

INTEGRITY AND COMPLIANCE

With laws, regulations and all commitments, even beyond obligations, in the environmental, energy and worker health and safety fields.

03

REDUCTION OF ENVIRONMENTAL IMPACTS

Especially in terms of decarbonisation and sustainability, but also with regard to other aspects such as pollution, waste and use of resources, encouraging the design and purchase of energy-efficient products and services.

Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) were proposed and signed in 2015 by 193 UN member states. They form the basis for the 2030 Agenda, a common plan for sustainable development in which institutions and governments, companies, organisations and individuals are invited to actively participate. These goals are also used as international guidelines to identify companies' commitment to sustainability issues.



OringOne, through its business activities and strategies, contributes to some of these objectives, specifically¹:

- **SDG3 Good health and well-being:** with specific reference to the workforce, the company promotes both health and safety at work (through the ISO 45001 management system, near miss analysis and corrective measures) and the well-being of workers in a broader sense, e.g. by means of initiatives aimed at promoting work-life balance.
- **SDG7 Affordable and clean energy:** **OringOne** has always been attentive to energy monitoring and management, thanks to an ISO 50001-certified system, annual audits and numerous efficiency measures. In addition, a photovoltaic system for self-production and self-consumption of renewable energy will be installed in 2025.
- **SDG8 Decent work and economic growth:** **OringOne** is a stable and growing company that is committed to valuing its employees and providing them with optimal working conditions, aiming at constant improvement.
- **SDG9 Industry, innovation and infrastructure:** **OringOne** is a young company, born out of the creation of an innovative production process. The development of innovations and the continuous updating of knowledge and procedures are therefore in the company's DNA.
- **SDG12 Responsible consumption and production:** **OringOne** also mitigates the impact of its raw material and product through its short supply chain (suppliers are almost all located within 20 km from the company) and by sending all processing waste to cement factories to be reused as fuel.
- **SDG13 Climate action:** the increasing focus on environmental, social and governance sustainability, also demonstrated by the publication of a voluntary sustainability report, is above all manifested in the environmental field. In addition to its ongoing commitment to consumption efficiency (with an impact on emissions), in the context of this report **OringOne** has calculated its GHG scope 1 and 2 emissions for the first time.

¹ In this section, the main actions that have an effect with regard to the SDGs are mentioned. Further details on these strategies will be reported and explained within the respective chapters.

The material topics and impacts of OringOne

For the analysis of its material impacts and issues, **OringOne** adopted the methodology regulated by the most recent UE sustainability reporting directive (CSRD – Corporate Sustainability Reporting Directive)² and the related ESRS³, which will become the main guidelines for drawing up sustainability reports.

THE MATERIALITY CONCEPT AND THE EVALUATION OF IMPACTS

The concept of materiality - i.e. the identification of **environmental, social and governance issues** that are considered relevant (**material**) for the company - according to the ESRS is in fact structured on a broader perspective than the previous reference standards: the so-called **double materiality**. This dual vision in fact encompasses two dimensions:

- **Impacts generated by the company**

on the world, employees and/or the community (**inside-out perspective or impact materiality**). These impacts can be positive or negative (with special attention paid to the latter, as also indicated by due diligence or corporate responsibility practices) and can be actual (if they occur) or potential (if they might occur).

- **Financial risks or opportunities**

related to ESG aspects (**outside-in perspective or financial materiality**). The company is exposed to these risks and opportunities for various reasons, which may be internal (i.e. linked to impacts generated by the company itself) or exogenous (if due to external factors such as the market, regulations, natural and/or geopolitical events).

According to CSRD guidance, a given sustainability issue can be considered material from one perspective or both.

² CSRD Corporate Sustainability Reporting Directive (2022/2464).

³ ESRS European Sustainability Reporting Standard, contained in the delegated act of the European Commission, dated 31/07/2023.

Steps of the analysis

In order to identify the sustainability impacts and issues relevant to its own reality, **OringOne** followed a well-defined process consisting of several steps.

1

Understanding the company context through interviews with strategic figures within the company and analysis of data and documents

2

Identification of relevant ESG issues, through interviews to key roles in the company itself

3

Assessment of significant impacts, risks and opportunities (IROs) according to CSRD criteria

4

Prioritisation of risks, opportunities and impacts through scoring and normalisation

5

Mapping of relevant stakeholders (divided into categories) to be involved to validate IROs

6

Stakeholder engagement through the administration of questionnaires with relevant questions for each category

7

Re-prioritisation of impacts through stakeholders' answers

Identification of Impacts, Risks and Opportunities

The first step of the analysis was to identify **OringOne's** impacts, risks and opportunities by studying the company context and interdependencies.

To ensure a deep insight in the company context, this step involved key figures in the company such as the managers for QHSE (quality, health and safety, environment), administration and human resources. In addition, quantitative data was collected on various environmental, social, economic and management aspects, and various relevant documents, both internal and public, were analysed.

The **IROs (Impact, Risk, Opportunity)** identified through this analysis were then assessed following the criteria dictated by the CSRD, assigning values on a scale of 1 to 4⁴. To ensure scores were as objective, informed and accurate as possible, the identified IROs and their respective numerical values were shared with key figures in the company, who integrated and approved the analysis.

⁴ The reporting standards, both in the official version and in the implementation guidance made available by EFRAG (the body that drew up the standards) leave the company complete freedom as to how materiality is assessed. To make the assessment comparable and objective, it was decided to use a homogeneous scale that would give a data as objective as possible. According to the scale, a value of 4 indicates the maximum weight of each value listed below (e.g. very serious/beneficial, very extensive, very difficult to remedy, very likely) while a value of 1 indicates the minimum weight of that same value (e.g. not very serious/beneficial, not extensive, not difficult to remedy, not very likely).

Specifically, the criteria used in the analysis were:

- **Actual impacts**

severity, composed of the three factors of **scale** (relevance of the generated damage/benefit), **scope** (extension) and, only for negative impacts, **irremediable character** (whether it is possible to remediate the effect and restore the previous situation).

- **Potential impacts**

severity (calculated according to the values listed above) and **likelihood** of occurring.

- **Risks and opportunities**

potential magnitude (i.e. the possible weight that the economic damage/benefit may have on the business, expressed as a single value) and **likelihood** that the financial effect might occur.

In addition to these numerical values, two other aspects required by the regulations were also considered qualitatively. For generated (actual and potential) impacts, the level of **causality** was considered, i.e. the distinction between impacts directly caused, contributed to causing (if **OringOne** is not the sole contributor to the impact) or related to the company (i.e. linked to business relationships with the upstream or downstream value chain, but not related to the company's own activity).

For potential impacts, risks and opportunities, a **time horizon** aligned with the reference standards was also identified, between short (within one year from the reporting period), medium (within five years) and long (beyond five years).

Conclusion of the first stage of analysis (pre-validation IROs)

The evaluation of impacts, risks and opportunities identified for **OringOne** was concluded with the normalisation in percentage form of the numerical **values attributed to each IRO**; this operation, aimed at generating three bar graphs - for actual impacts (positive and negative), potential impacts (positive and negative) and risks and opportunities, respectively - allowed the prioritisation of the various issues, effectively comparing the relevance of each **impact with respect to the others**.

Subsequently, the second phase of analysis was initiated: the validation of potential impacts, risks and opportunities by the various categories of internal and external stakeholders. Actual impacts, as they occurred and were verified, were not investigated with stakeholders.



Stakeholder engagement

The second part of the materiality analysis required the **involvement of stakeholders**, as recommended by the reporting standards and related implementation guides (issued in 2024). Stakeholders, according to the ESRS perspective, are those who are impacted by the company's activities, but also the 'users of sustainability reporting' (such as existing and potential investors, banks, partners, governments and NGOs).

In addition to ensuring alignment with the new standards, stakeholder engagement has allowed **OringOne** to understand how the various groups of stakeholders the company interfaces with perceive the **ESG issues and IROs identified** as relevant. Moreover, this step allowed the company to assess the priority assigned to the various aspects by its stakeholders.

To gather this information, **OringOne** administered **dedicated questionnaires**, aimed at identifying the strategic nature of the various issues for its business and value chain. The company identified and selected its main stakeholders, identifying a total of six macro-categories:

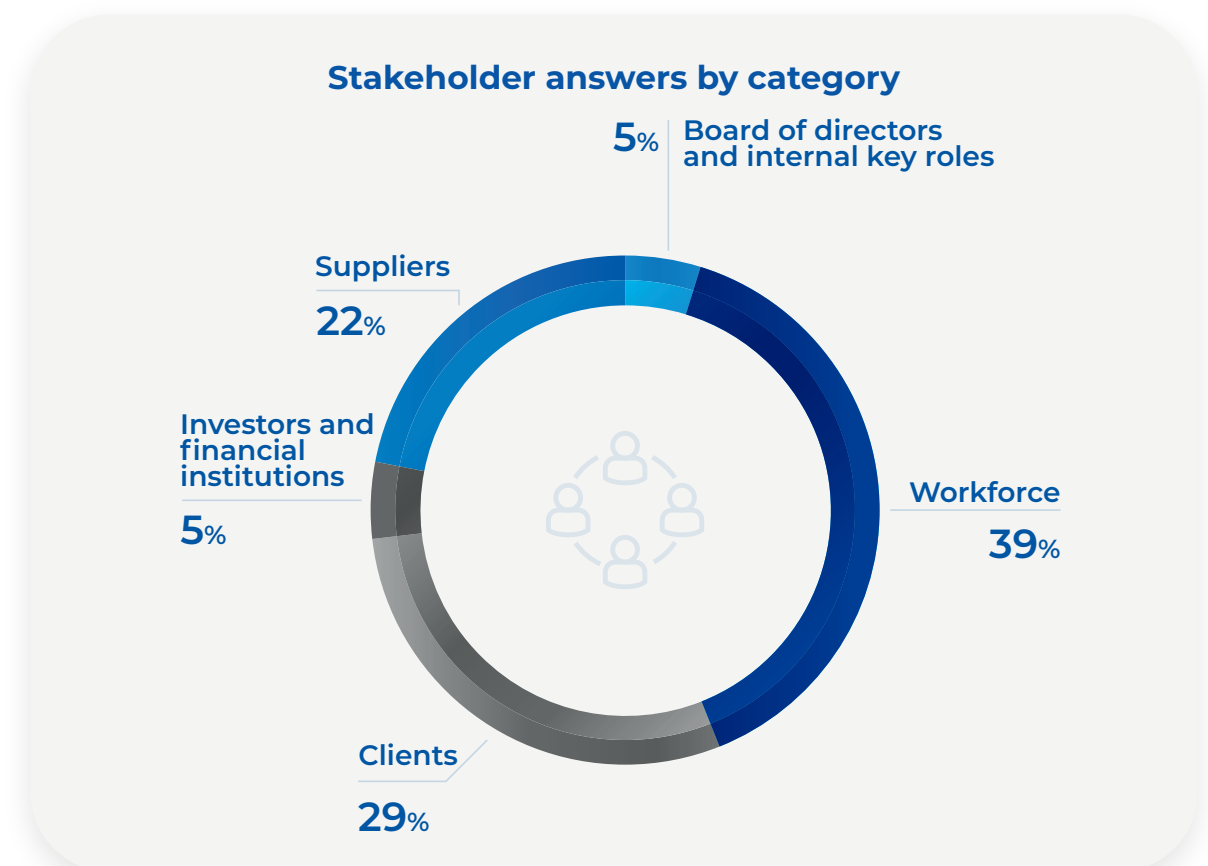
1. **Workforce or their representatives;**
2. **Clients;**
3. **Trade associations and industry partners;**
4. **Investors and financial institutions;**
5. **Suppliers;**
6. **Board of Directors and internal key roles.**

However, the trade association involved did not respond to the request and was therefore not considered in the evaluation.

Each category received slightly different questionnaires, focusing on questions relevant to their own interests and competences; in fact, in line with what was also mentioned by the implementation guide for the EFRAG materiality analysis⁵, it was considered

insignificant to ask all the questions to each stakeholder involved, given the different degree of interest and knowledge of the actors towards the issues analysed. For example, **OringOne's** suppliers were not asked about possible **workforce** initiatives, as they do not have the tools to know the impact the company has or could have on these matters. Thus, efforts were made to ensure answers were as relevant and informed as possible and to focus on the specific interests of each.

In the questionnaire, stakeholders were asked to attribute different levels of strategic importance to each issue surveyed, according to a scale of 1 to 4. A total of 66 stakeholders participated in the survey.



⁵ EFRAG IG 1 – Materiality assessment implementation guidance. Par. 201
https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/IG%201%20Materiality%20Assessment_final.pdf

Conclusion of the second stage of analysis

(post-validation IROs)

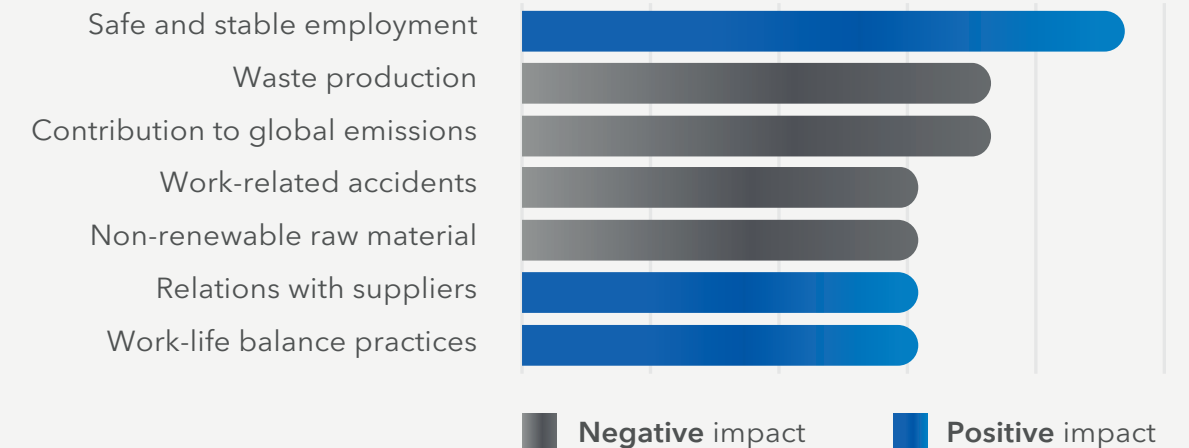
Through the results of the questionnaires, **OringOne's prioritisations of potential impacts, risks and opportunities** were re-proportioned; new bar graphs were then generated to also take into account the opinion of the involved stakeholders in the prioritisation of IROs. Internally, it was also possible to reason about the extent of the deviation between the stakeholder perspective and the analysis carried out with internal key figures.

In addition, the final request to prioritise all issues identified as material to the company (thus also including actual impacts) made it possible to internally assess the perspective of each category involved with respect to the various sustainability issues relevant to **OringOne**.

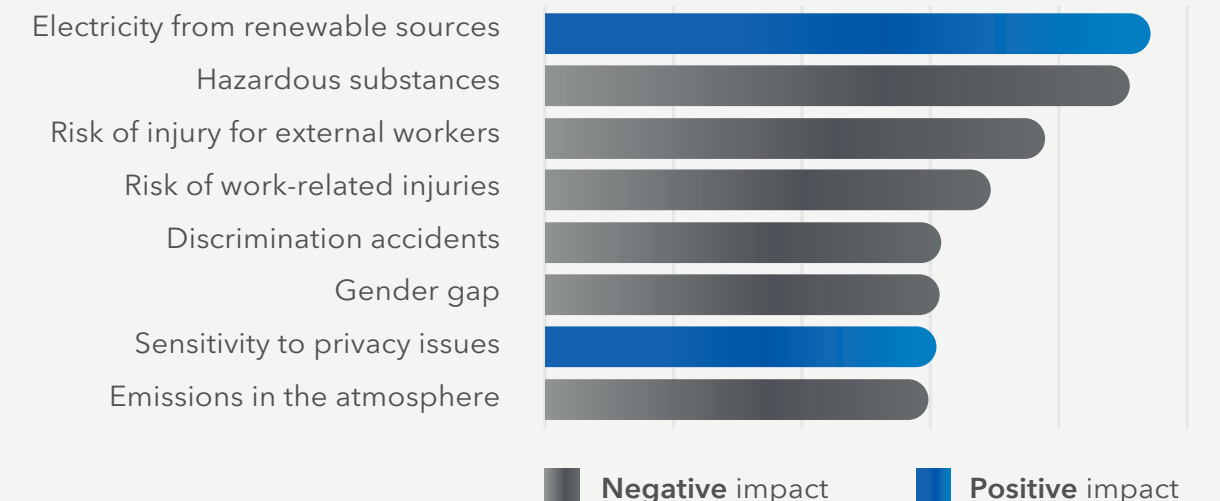
Below are the final results, obtained following the **stakeholder validation phase**. Bar graphs show the prioritisation of the various types of IRO: actual impacts (according to internal evaluation), potential impacts and risks and opportunities (in their post-validation version).

The details of each **IRO**, including the various strategies implemented by the company to mitigate its negative effects or increase its benefits, will be further elaborated in the following chapters (in the various sections dedicated to the relevant environmental, social and governance issues). A summary in tabular form of the numerical values attributed is instead placed in the appendix.

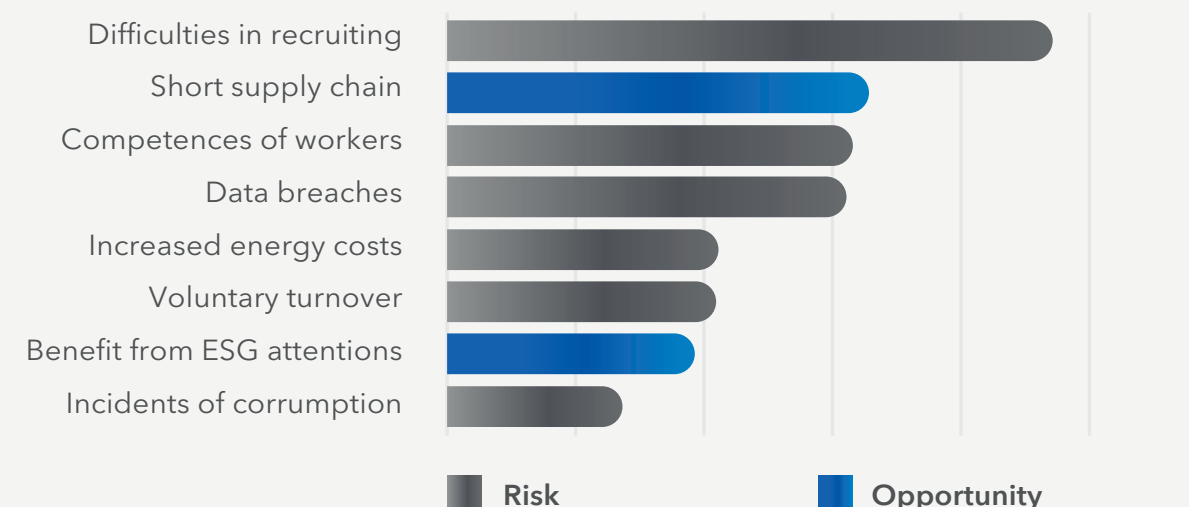
Actual impacts



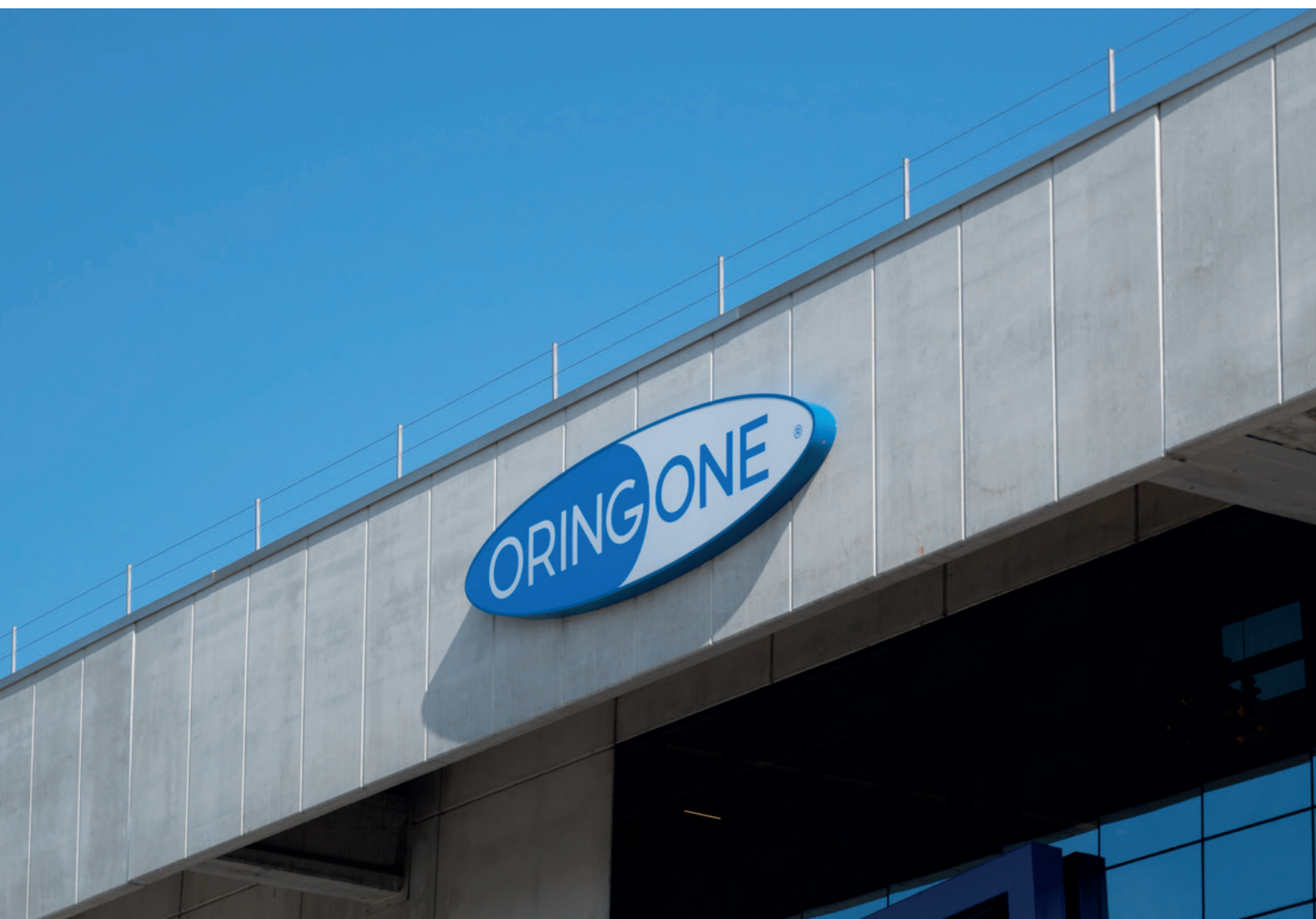
Potential impacts



Risks and opportunities



The material topics of OringOne



The materiality analysis allowed **OringOne** to identify the **ESG topics** relevant for its business; these topics represent the contents on which this **Sustainability Report** is structured⁶. Below, the topics and subtopics are listed, divided by sphere (Environment, Social and Governance); they will then be disclosed in the relevant chapters.

Environment

- Climate change;
- Pollution;
- Use of resources and circular economy.

Social

- Own workforce;
- Workers in the value chain.

Governance

- Business conduct.

⁶ EFRAG IG 1 – Materiality assessment implementation guidance. Par.3
https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/IG%201%20Materiality%20Assessment_final.pdf

ESG

Environment

OringOne has always been attentive to its environmental impact, as demonstrated by its decision to implement an integrated management system that included both environmental management (**ISO 14001**) and energy management (**ISO 50001**) less than ten years after the company was established.

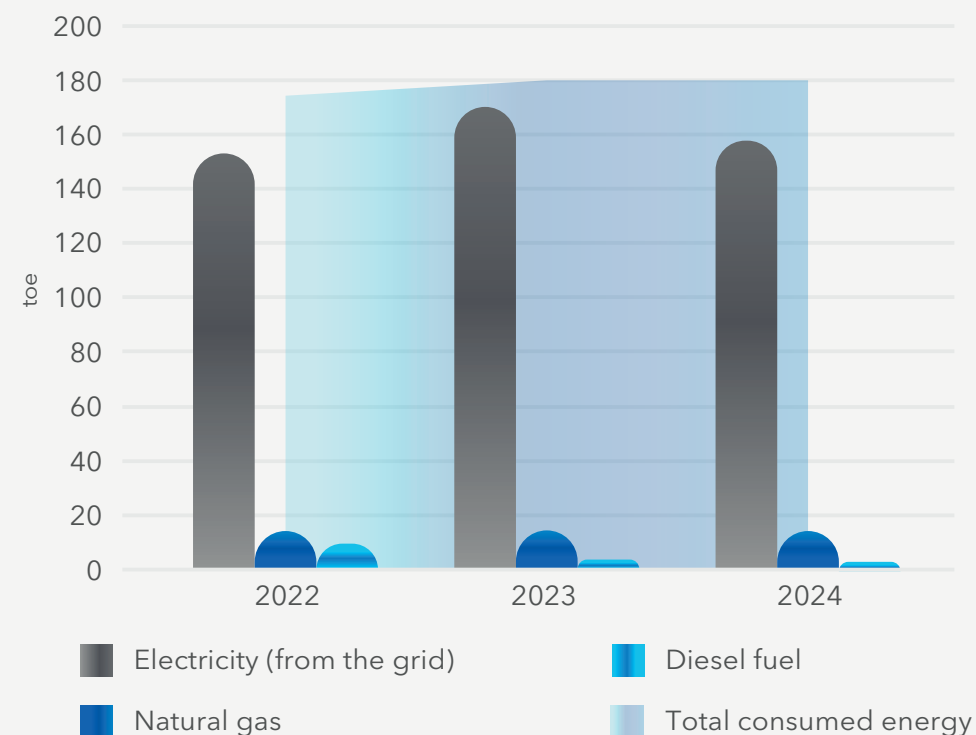
Indeed, among the most relevant **environmental issues** for **OringOne** are both energy and greenhouse gas emissions (i.e. climate change issues) and pollution, which mainly refers to emissions of pollutants into the atmosphere and, to a lesser extent, the monitoring of substances of concern. The third crucial aspect for **OringOne's** activity is undoubtedly the use of resources, particularly with regard to the management of the main raw material (rubber compound), packaging and waste.

Climate change

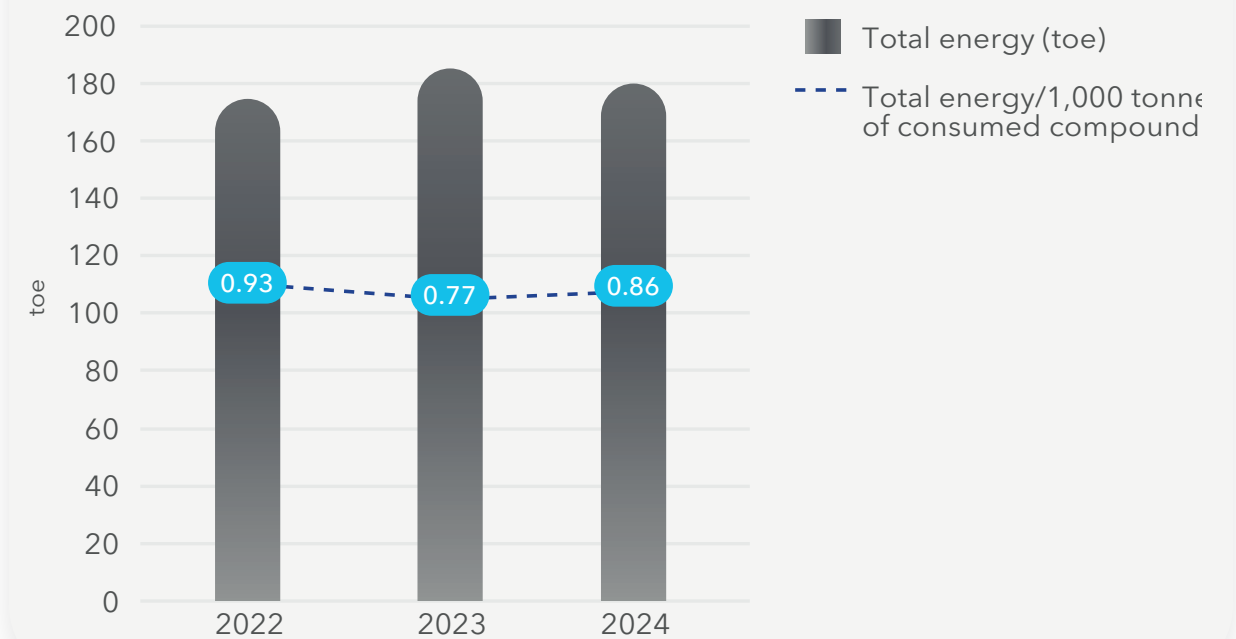
ENERGY

OringOne's main energy carrier is electricity, which accounts annually for about **88% of total energy needs**. Another 9% of consumption is made up of natural gas; finally, the remaining portion (3%) is related to the consumption of diesel to power company cars for mixed use. Compared to 2023, the overall consumption in 2024 decreased slightly (-1.9%). However, the decrease in the rubber compound consumed for production appears more substantial (-12%), resulting in a higher specific consumption index in 2024 compared to 2023 (+11.9%).

Energy consumption



Total and specific energy consumption



Over the years, **OringOne** has been constantly striving to **reduce its energy consumption**, aiming at limiting possible financial risks associated with fluctuating energy costs⁷ and mitigating the company's environmental impact. For some time, the company has been carrying out **annual energy audits**, to both monitor consumption and identify improvement actions. This practice is part of the broader and more structured energy management system, certified according to **UNI CEI EN ISO 50001:2018**.

Some of the most significant interventions in recent years (2022-2024) include:

- Various measures to optimise the use of presses, in terms of scheduled switch-on and switch-off of unused machinery;
- Increased monitoring systems through passive consumption analysis and mobile monitoring;
- Replacement of vacuum pumps.

In addition to the strategies already in place, **OringOne** has planned further optimisation measures for **2025**, looking for constant improvement. The most significant project is certainly the implementation of a **480 kWp photovoltaic system** for the self-production and self-consumption of renewable energy. By the year 2025, a system will thus be installed, enabling the generation of renewable energy; in addition to self-consumption for the company's activities, part of the production will certainly be fed into the grid, increasing the amount of energy from renewable sources produced and circulating nationwide⁸.

⁷ § Risk: Increased energy costs.

⁸ § Positive Potential Impact: Electricity from renewable sources.

Climate change

MITIGATION AND ADAPTATION TO CLIMATE CHANGE

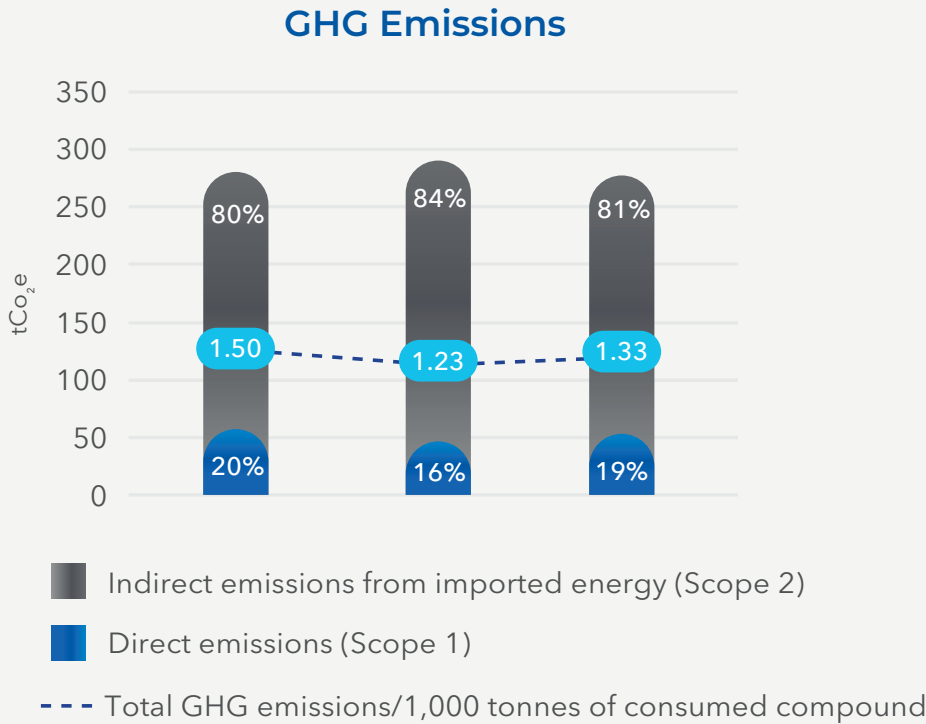
OringOne is aware of the increasing centrality that environmental issues are gaining in recent years, particularly with regard to **CO₂ emissions** and their contribution to the phenomenon of **climate change**. In fact, like any other company, OringOne emits greenhouse gases (or GHG) through its activities⁹.

The first step to improve its impact is to recognise it and monitor it: therefore, for its first Sustainability Report, **OringOne** calculated the company's **scope 1 (direct emissions) and scope 2 (indirect emissions from imported energy)** emissions for the three-year period 2022-2024.

This calculation identified the amount of GHG emissions associated with the use of energy carriers, such as electricity (scope 2) and fossil fuels (scope 1) – in the case of **OringOne** natural gas and diesel. Direct emissions would also include any leakage of F-gas, but no leakage was recorded on OringOne's plants for the years 2022-2024.

In line with the trends identified for energy consumption, **overall emissions** (expressed in tonnes of CO₂ equivalent) decreased in 2024 compared to the previous year, from 291.2 tCO₂e to 277.9 tCO₂e, with a **decrease of 4.6%**. In contrast, specific emissions (per 1,000 tonnes of consumed compound) increased by 8.8% in 2024 compared to 2023.

Out of the total emissions produced, more than 80% per year is related to scope 2, i.e. the use of electricity; the remaining portion is accounted for by the other two energy carriers, in particular natural gas (which accounts for about 70% of scope 1 emissions).



The strategies and interventions that **OringOne** has implemented and plans to promote in the coming years to **reduce energy consumption** will certainly have an impact on scope 1 and 2 emissions as well. In particular, the decision to install a photovoltaic system will allow the company to limit its consumption of electricity from the grid, thereby also reducing emissions associated with imported energy (scope 2).

⁹ Negative Actual Impact: Contribution to global emissions.

Pollution

EMISSIONS IN THE ATMOSPHERE

In addition to the impact related to greenhouse gas emissions, another environmental issue that **OringOne** pays particular attention to is the emission of **other pollutants** into the atmosphere, which are generated by the vulcanisation presses, the post-vulcanization ovens and, to a lesser extent, by the trimming stage.

The company is subject to the Italian **Single Environmental Authorisation** (AUA) as regards atmospheric emissions, in accordance with Italian Decree No. 59 of 2013, and is therefore obliged to carry out **an annual analysis** of the substances emitted, to avoid the release of higher quantities than those admitted by the Authorisation¹⁰. The parameters that **OringOne** is required to monitor include substances such as dust, COT (total organic carbon), plasticisers and hydrocarbons. In the analyses carried out in the years 2022-2024, the **legal limits** for all substances were always **largely respected**.

In addition to the annual monitoring of emissions by AUA requirement, **OringOne** also has a certified **environmental management system** according to **UNI EN ISO 14001:2015**, thus ensuring a complete and careful monitoring of environmental impacts and performances.

¹⁰ § Negative Potential Impact: Emissions in the atmosphere.

SUBSTANCES OF CONCERN

The use of certain products (in particular, solvents and oils, and certain types of compounds) that contain hazardous chemicals has led **OringOne** to implement **precise reporting and classification of purchased quantities** of materials with associated hazard classes. In fact, any dispersion of these substances could generate negative effects both environmentally and in terms of people's health. The careful classification of material **safety data sheets**, together with the monitoring and procedures for the storage and use of these products, allow **OringOne** to keep possible hazardous substances under control at all times, and to **prevent and react promptly to any critical situations**.

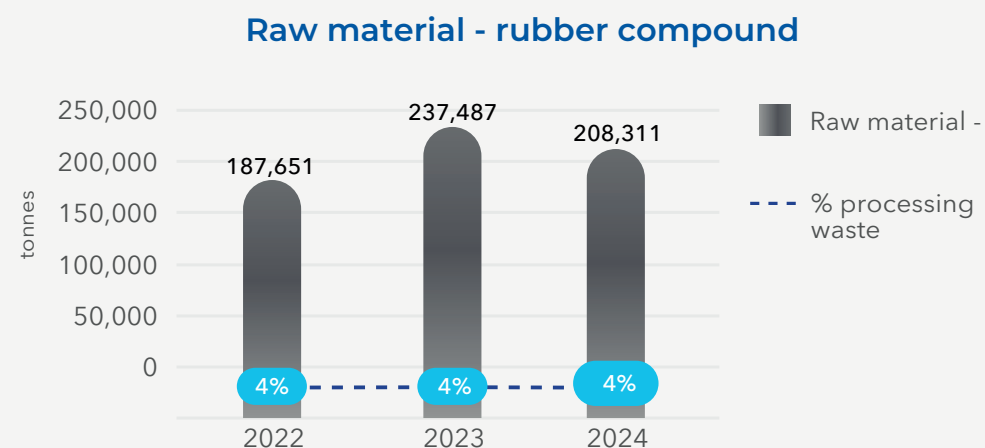
¹¹ § Negative Potential Impact: Hazardous substances.

Use of resources and circular economy

RESOURCE INFLOWS

The main raw material purchased by **OringOne** is undoubtedly the **rubber compound**, which is then processed and finished to arrive at the final product i.e. the **O-Ring** seal. Therefore, the main material consumed by the company has a non-renewable nature¹².

In 2024, the total amount of consumed compound was 208,311 tonnes, down by 12% compared to 2023 but still significantly higher than in 2022. On average, the production waste (understood as the number of **O-Rings** discarded during final inspection out of the total number of **O-Rings** produced) corresponds to 4%¹³. To ensure maximum optimisation of the raw material, **OringOne** has always allocated a part of this **waste to cement plants**, which reuse it as **fuel**, giving a last function to a non-renewable material that would otherwise have to be disposed of. Starting from **2024, 100%** of the waste will be sent for this reuse.



In addition to the compound, the other materials used by **OringOne**, although in much smaller quantities than the main raw material, include **chemicals** (approx. 90 litres/year), **release agent** (approx. 60 kg/year) and **sandpaper** (13,000 small rollers purchased in 2024).

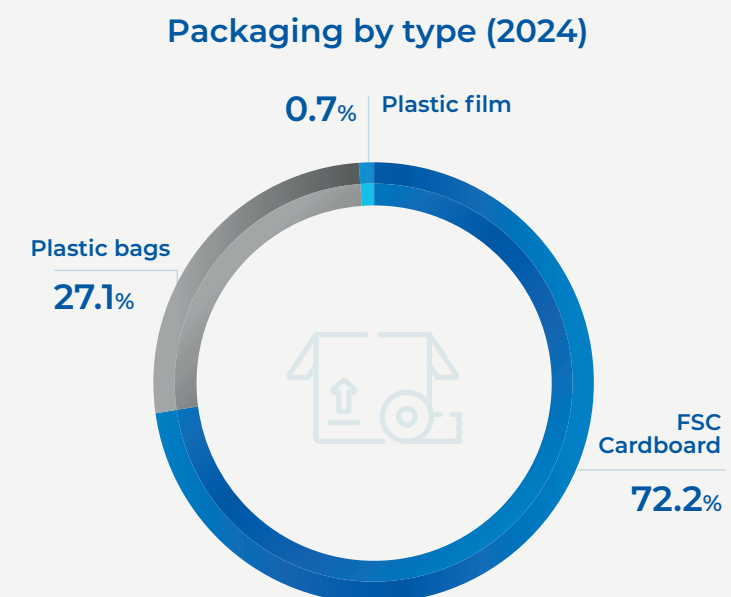
¹² § Negative Actual Impact: Non-renewable raw material.

¹³ This figure does not correspond to the total amount of discarded rubber, since the physiological waste due to the moulding stage (burrs that are then removed) is to be added to this percentage. However, the amount of this type of waste is not tracked.

On the other hand, the main types of **packaging** are **cardboard** (boxes of various types and sizes), **plastic bags** and **plastic film** used to wrap shipped pallets. In terms of weight, cardboard accounts for 72% of the packaging purchased in 2024. In addition to signifying a prevalence of renewable material in packaging, this high percentage is particularly positive as **100% of the cartons** purchased by **OringOne** are **FSC Mixed or Recycled certified**¹⁴.

The remaining portion of about 28% consists of non-renewable plastic packaging material, mainly bags and only to a small extent (less than 1% of the total packaging) plastic film. According to the supplier's self-declaration, plastic bags are produced with a **recycled material** percentage of about 50%.

OringOne's sensitivity to responsible consumption is therefore evident not only in its commitment to reuse its own production waste but also in the selection of its suppliers, favouring those who offer as environmentally friendly products as possible (with certifications and/or use of non-virgin material).



¹⁴ The FSC (Forest Stewardship Council) certification label placed on products made from raw materials of forest origin ensures that the entire wood-paper supply chain from which they derive supports responsible forest management. The FSC Recycled label indicates that the wood or paper of which the product is made comes from recycled and recovered material. The FSC Mixed label appears on products consisting of different material inputs: certified and/or recycled (not less than 70%) and/or controlled materials.

Use of resources and circular economy

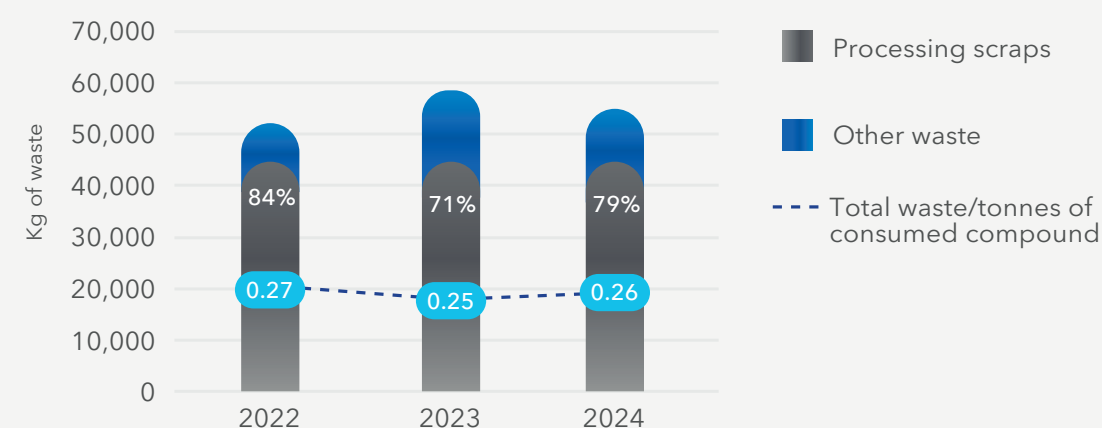
WASTE

The reuse of compound waste (destined for cement factories) is a strategy both in terms of mitigating the impact of non-renewable raw material that cannot be reused otherwise, and in terms of reducing and reusing waste. It is therefore an aspect that allows **OringOne** to mitigate the impact of its waste production¹⁵.

In fact, in 2024, **79% of the waste produced** was made of processing scrap; the total allocation to reuse therefore ensures that the majority of the produced waste is then reused. In addition, a high portion of waste is destined for recovery instead of disposal (74% of the total excluding rubber scraps), resulting in an **overall percentage of waste recovery or reuse of around 95%**. In 2024, the remaining portion sent for disposal amounted to less than 3 tonnes (out of more than 54 tonnes produced).

In 2024, the total amount of waste appears to be decreasing compared to 2023 (-7%); on the other hand, the specific indicator on production, in relation to tonnes of consumed compound, shows almost constant values over the three-year period. The amount of **hazardous waste** on the total appears to increase over the three-year period but is still very limited, being **less than 5%** in 2024 (for a total weight of 2.5 tonnes).

Waste production trend



Hazardous and non-hazardous waste



ESG

Social

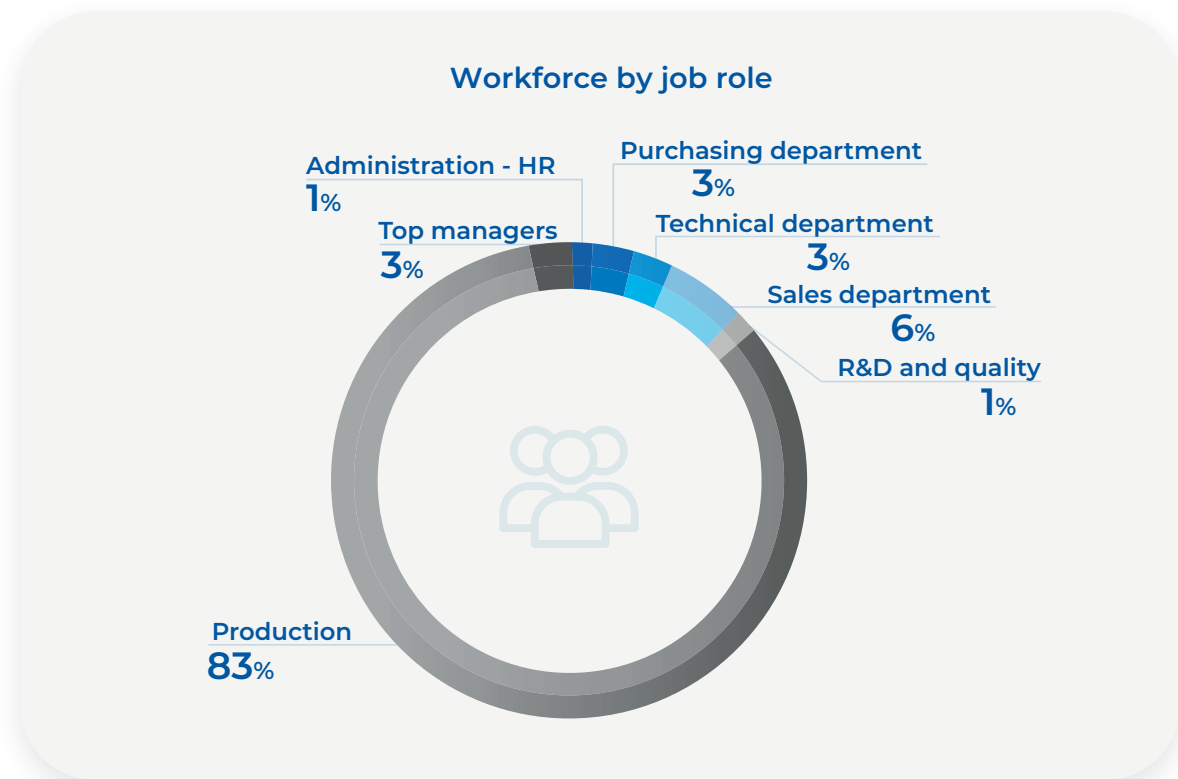
The **workforce** is one of the pillars of **OringOne**'s daily business. Aware of the importance of human resources, the company is constantly striving to create a **positive, safe and value-enhancing working environment** for its employees.

Attention to occupational health and safety extends beyond the personnel employed by **OringOne**: the company is in fact very careful to guarantee a safe working environment also for external workers, who work in the company to carry out specific activities such as maintenance. Finally, the focus on people also includes the **local community**: through donations to various associations and organisations, **OringOne** annually supports the area in which it works and identifies with.

Workforce

HUMAN RESOURCES MANAGEMENT

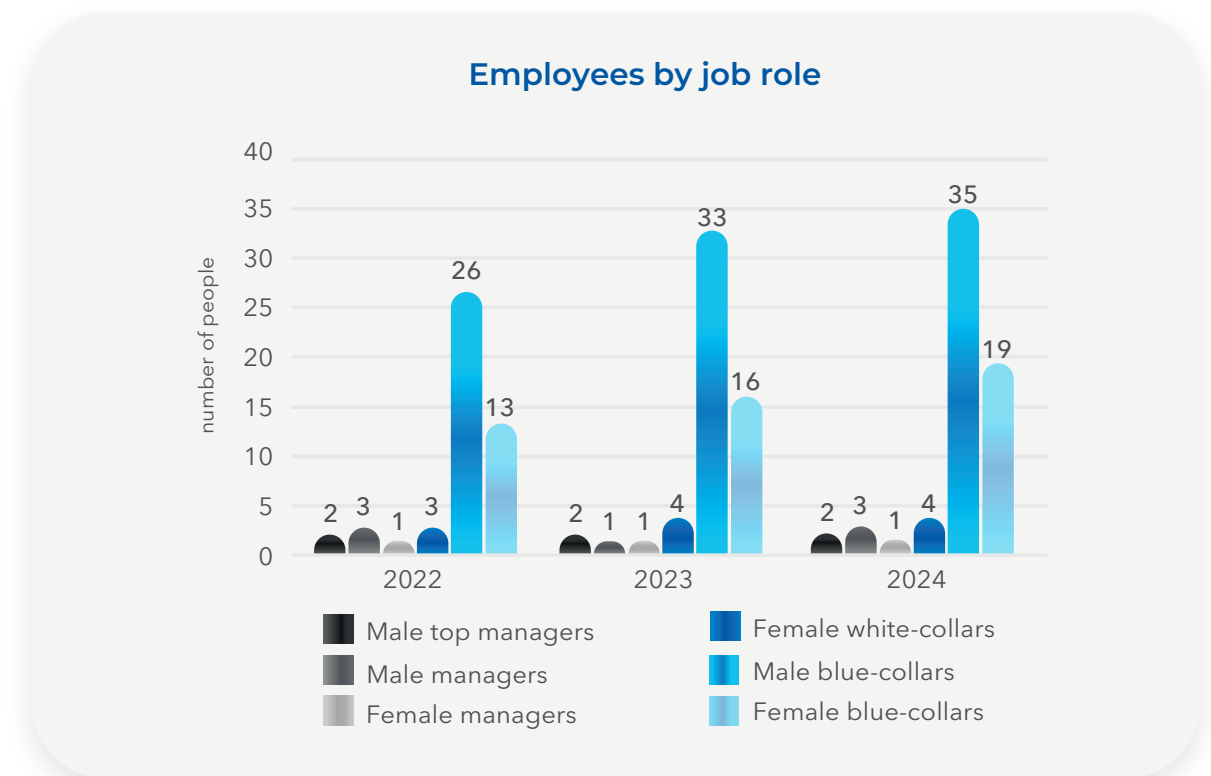
As of December 31, 2024, **OringOne's** workforce amounted at a total of **72 people**, including **employees (64)** and **agency workers (8)**. 83% of the personnel (60 workers) was employed in production and 2 people held the role of **managers** while the remaining 10 people worked in diverse white-collar roles such as administration and human resources, technical, sales, purchasing and quality departments.



As of December 31, 2024, the workforce (employees and agency workers) consisted of **42 men and 30 women**, with a **42%** of women on the total. Considering only employees, this percentage was slightly lower (38%, or 24 women out of 64), while among agency workers it was much higher, reaching 75% (6 out of 8). In general, female employment rates were **higher than the national average** for the relevant ATECO code (24.4% of the workforce in companies in sector C22 with at least 50 employees)¹⁶.

¹⁶ This benchmark riportato refers to fiscal year 2022, reference sources are the following Italian demographic reports: Registro Base Unità Economiche (modulo Asia Unità Giuridiche); Registro Tematico del Lavoro (modulo dipendenti Settore Privato); Registro Base degli Individui.

All **agency workers**, except for **one white-collar** woman, were classified as **blue-collar** workers. Employees, on the other hand, occupied various positions: in 2024, 19 women were employed as blue-collar workers (35% of the category), while four were employed as white-collar workers (100% of the category). There was a total of 4 managers (i.e. figures contractually classified as white-collar workers but with management and responsibility roles) and one of them was a woman; the two top managers (constant throughout the three-year period) were both men.



Although OringOne **condemns all forms of discrimination**, the current absence of specific policies and tools may limit the ability to detect and react to possible incidents of unequal treatment in the workplace¹⁷. Considering the high number of women in the company, this appears particularly significant in relation to the issue of **gender equality**¹⁸. However, **OringOne** is committed to ensuring fair treatment in recruitment, remuneration and career opportunities; in the coming years, the company will consider establishing formalised policies and procedures to better **monitor and improve the current situation** in this area.

¹⁷ § Negative Potential Impact: Discrimination incidents.
¹⁸ § Negative Potential Impact: Gender gap.

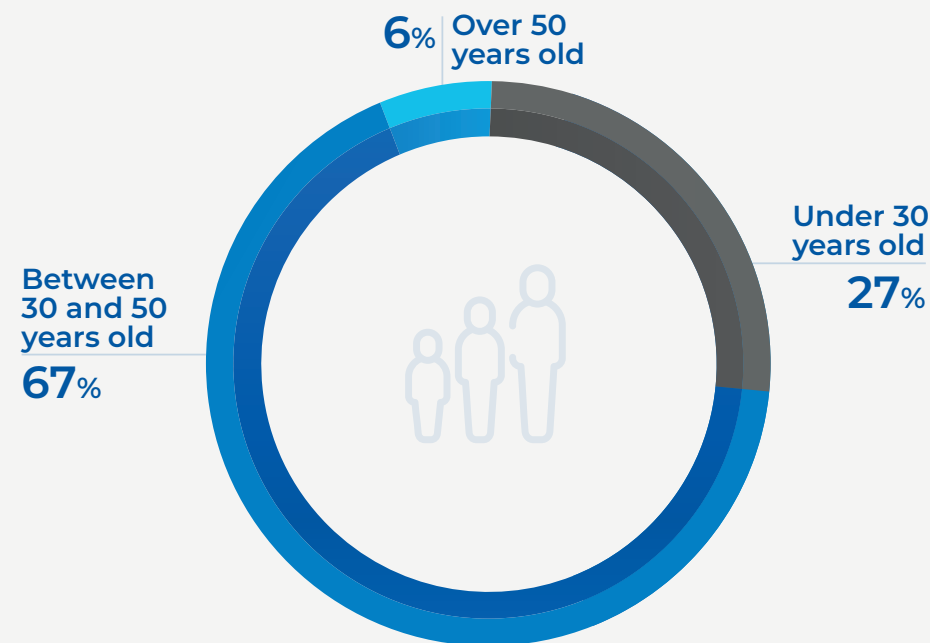
Workforce

HUMAN RESOURCES MANAGEMENT

On the occasion of this Sustainability Report, **OringOne** calculated for the first time its **Gender Pay Gap** for directly employed workers: in 2024, female employees received on average 86% of the remuneration paid to male colleagues¹⁹. This figure deliberately does not consider differences in terms of role, grading, responsibility and seniority in the company, and is therefore partly a reflection of the **prevalence of men in senior roles**.

In terms of age distribution, **OringOne's workforce** appears rather **young**: in 2024, with reference to directly employed workers only, 17 people were under the age of thirty, 43 between thirty and fifty, and four were over fifty years old.

Direct employees by age - 2024



¹⁹ The calculation was made by the ratio of the average gross annual earnings of women to the average gross annual earnings of men (then presented in % form).

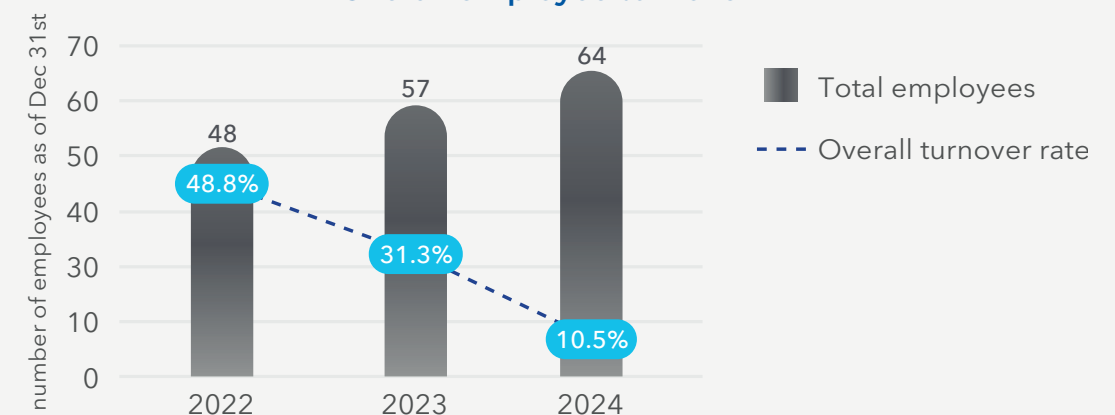
SECURE EMPLOYMENT

OringOne's young, dynamic and constantly growing and innovating nature makes it a **stable company that offers excellent opportunities to its workers**. In terms of job security, 100% of employees were employed on a permanent basis in 2024²⁰. **Agency workers (11% of the total workforce in 2024)** are gradually being brought into the company as direct employees, if they prove to be competent and integrated into the company values and systems.

In fact, the decision to employ agency staff is dictated by the **difficulty of finding professionals with the appropriate skills** for the tasks to be covered, particularly in the blue-collar category (regardless of the degree and type of specialisation)²¹. Resorting to this form of contract allows **OringOne** both to lighten the load associated with recruitment and selection and to test new workers before permanently integrating them into the company.

The number of employees increased significantly between 2022 and 2024 (**+16 resources**); the overall turnover²² declined in 2024 compared to the previous two years, as a result of a **reduction in both the number of entries and the number of exits**. The 2024 figure thus appears lower than the national industry benchmark (25.7%)²³.

Overall employee turnover



²⁰ § Positive Actual Impact: Safe and stable employment.

²¹ § Risk: Difficulties in recruiting.

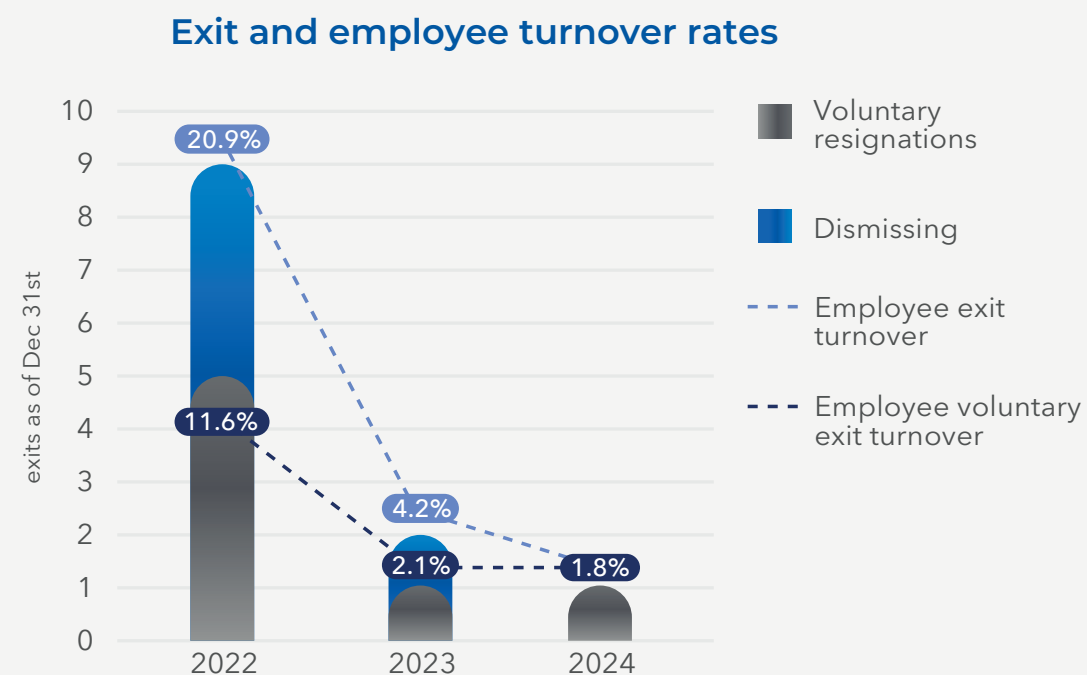
²² Calculated as the sum of total new hires and exits in the year in relation to the number of employees as of December 31st of the previous year (percentage form).

²³ The benchmark is presented in the 2024 Labour Investigation of Confindustria (Italian trade association), based on 2023 data: <https://www.confindustria.it/pubblicazioni/indagine-confindustria-sul-lavoro-del-2024/>

Workforce

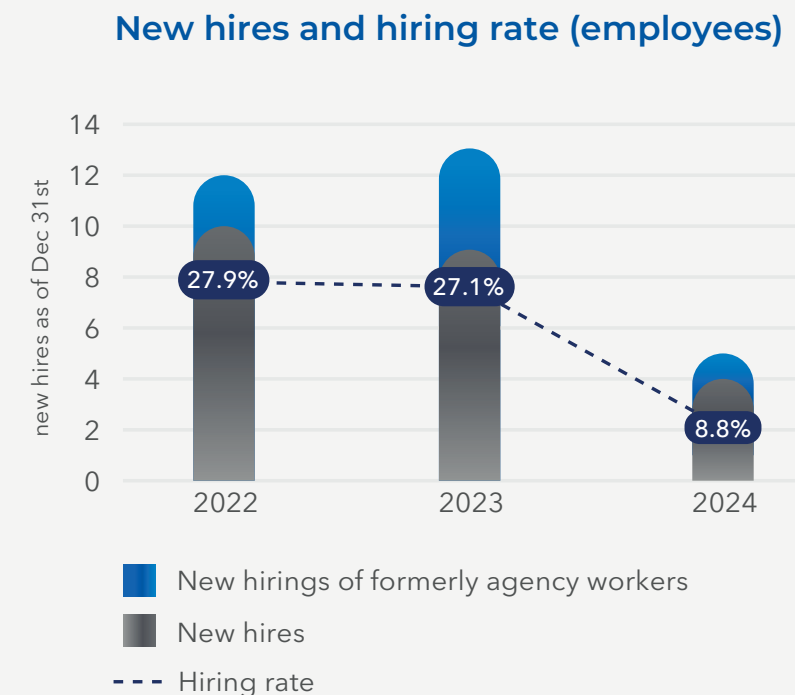
SECURE EMPLOYMENT

Employee exit turnover in the two-year period 2023-2024 was also below the Confindustria benchmark for the industrial sector (16.2%). Both this rate and voluntary resignations turnover rate dropped significantly over the three-year period, falling below 2% (and overlapping) in 2024²⁴. **Low turnover rates**, especially regarding exits, allow **OringOne** to worry only partially about the **risk of voluntary resignations**, which has had a **low impact** in recent years. However, the company is aware of the importance of implementing measures and strategies to retain resources, as voluntary resignations (with the associated and often unforeseen costs of hiring and training new staff to replace them) are an endemic risk for any company²⁵.



²⁴ The exit turnover rate is calculated as total exits/number of employees as of December 31st of the previous year (%). Voluntary turnover is obtained by considering only exits due to voluntary resignations as the numerator.
²⁵ § Risk: Voluntary turnover.

The number of entries, after an increase in 2023, declined in 2024 (as did the corresponding rate²⁶); however, the **growth rate** always remained **positive over the three-year period** due to the number of entries exceeding the exits. In both 2022 and 2024, a growth rate of 7% was maintained, peaking at 23% in 2023.



As is evident from the entry graph, **between 70% and 80% of the annual new entries** between 2022 and 2024 were **people previously employed as agency workers**, reflecting the company's focus on ensuring greater contractual stability for those workers who have demonstrated adequate skills and integration into the work environment.

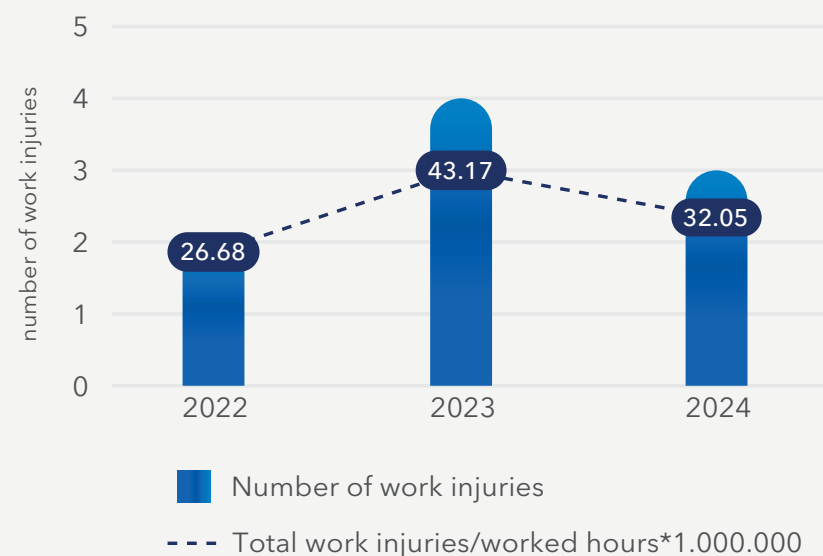
²⁶ The rate of new hires is calculated as the total number of entries/number of employees as of December 31st of the previous year (%). The growth rate, on the other hand, requires the difference between entries and exits as the numerator.

Workforce

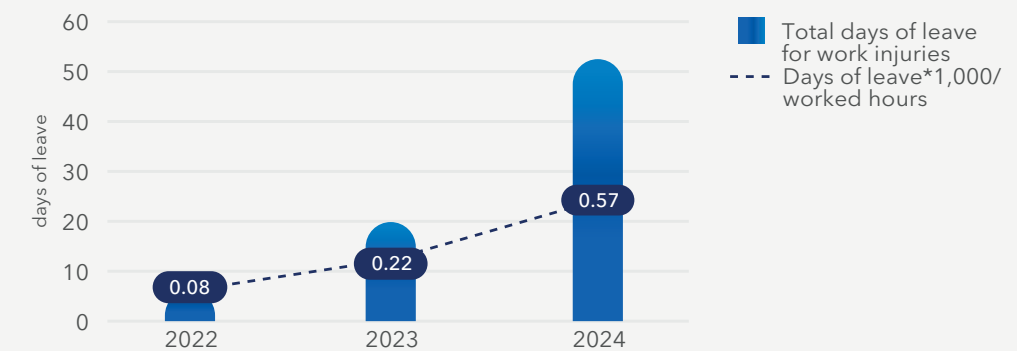
HEALTH AND SAFETY

Ensuring a **safe work environment** for its workforce is **OringOne**'s top priority, an essential starting point for structuring a satisfactory workplace and for preventing potential work-related accidents among the company's workers²⁷. Such a commitment is also demonstrated by the implementation of a UNI EN **ISO 45001:2018** certified **health and safety management system**. In the context of this system, to identify and implement corrective and constantly improving measures, the company carefully tracks and analyses both **verified accidents and near misses**, i.e. those unplanned events or situations potentially at risk of injury, where the accident did not occur due to favourable and/or random circumstances. In recent years, some accidents have occurred among direct employees, albeit of limited severity²⁸. In 2024, considering only employees, the 3 accidents had a frequency rate of 32.05 (lower than 2023) and a severity index of 0.57 (higher than the previous two years)²⁹.

Frequency index - employees



Severity index - employees



If the comprehensive values referred to the entire workforce (i.e. related to the hours worked by both employees and agency workers) are to be considered, the indices appear even lower: in 2024, the frequency rate corresponds to 29.26 (compared to 46.14 in 2023 and 21.28 in 2022) and the severity rate to 0.51 (compared to 0.60 in 2023 and 0.06 in 2022).

Safety of external workers

In addition to recognising the risks associated with the day-to-day operations of its workforce, **OringOne** is also aware of the importance of implementing and monitoring the safety conditions of those workers in the value chain who work on company grounds, mainly as maintenance workers (plumbers, electrical, machinery)³⁰. In the years under consideration, there were always **0 accidents** recorded for these categories of workers; to ensure that this result continues to be repeated over time, **OringOne** has several **preventive strategies** in place, such as: annual updating of the Risk Assessment Document (with list of operators) and mutual document exchange with the company to which the service is contracted; mapping of interference risks³¹; controlled access through badges.

²⁷ § Negative Potential Impact: Risk of work-related injuries.

²⁸ § Negative Actual Impact: Work-related accidents.

²⁹ The accident that occurred during commuting in 2023 (and the related 45 days of absence from work) were not mapped because they were not directly under the company's control and therefore excluded from sustainability reporting (as indicated by GRI 403-9).

³⁰ § Negative Potential Impact: Risk of injury for external workers.

³¹ Interference health and safety risks are conditions that occur when two companies carrying out different activities perform their tasks in the same work area, at the same time or successively (when the effects of the work of the preceding company may adversely affect the safety conditions of those who find themselves working on the site afterwards).

Workforce

TRAINING AND SKILLS DEVELOPMENT

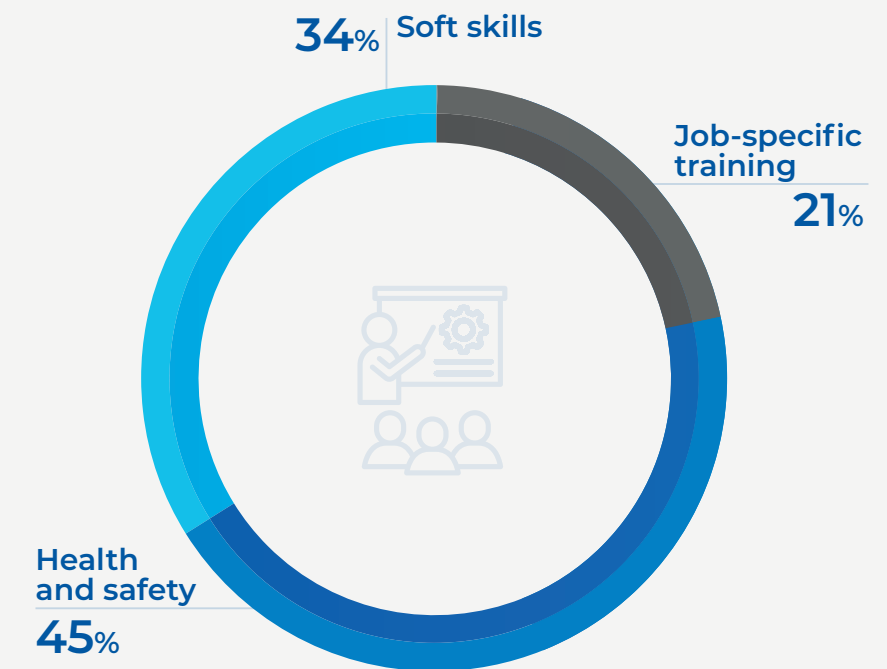
A crucial issue when it comes to the workforce is the workers' ability to respond correctly and promptly to the company's operational needs, thanks to the experience and expertise gained on the job. To foster such an ability, thus avoiding the possible economic and reputational losses resulting from lack of competence, the main tool a company has is **training and development of the professional and personal skills** of its workers³².

Until 2024, **OringOne only partially tracked the hours** of training provided by the company, limiting to courses that had to be declared due to legal obligations; the partial tracking certainly constitutes an additional risk factor compared to the possibility of limited employee competence. On the occasion of the start of a sustainability path, the company **implemented a more correct and punctual tracking of data**, which will be refined in the coming years.

At the moment, with reference to the year 2024, **566 hours of training** provided to **OringOne** employees and temps have been recorded, or **7.8 hours per worker**. However, this figure is certainly an underestimate, as the monitoring was implemented during the year and therefore excluded part of the training provided, in particular the hours dedicated to tutoring and coaching new recruits.

Of the hours recorded, the majority (256) were dedicated to **health and safety** issues, 120 were **job-specific training** and 190 represented courses for the enhancement of **soft skills** such as time and stress management and error-solving and self-coaching skills, or **general knowledge** such as rubber technology and ESG sustainability.

Training hours by topic - 2024



Workforce

EMPLOYEE WELLNESS

Corporate **well-being** is a crucial aspect for any company, as higher staff satisfaction ensures higher levels of productivity and greater talent retention. In addition to striving to create **a safe, respectful and harmonious working environment** and to enhance and increase the skills of its workers, **OringOne** is particularly keen to support the **work-life balance** of its resources³³.

Measures in place in this direction include:

- Working on a day or two-shift basis, excluding the night shift;
- Limiting overtime and, when necessary, offering it only on Saturday mornings and on a voluntary basis - in 2024, those who signed up received an additional bonus in their pay packet in addition to their basic salary;
- Allow flexibility in working hours when needed.

Until 2024, for tasks compatible with remote working, the possibility of working from home for a few days a week was granted; due to the lack of participation (only a few workers and on an occasional basis), from 2025 this dual modality will no longer be freely available and will eventually be granted on request.

In addition, to ensure everyone the opportunity to stop by the company during their lunch break, there is a **dedicated room** in the building in which both the offices and the production departments are located. **OringOne**, in fact, supports the creation of a serene environment also by encouraging **positive personal relationships between employees**; with this in mind, various convivial occasions are organised, such as company dinners close to festive periods (Easter and Christmas). In addition, some **team-building** events are also planned on an annual basis, one for the entire workforce and one dedicated to women (a day at the spa offered to all female workers on Women's Day).

OringOne also demonstrates a **strong sensitivity to privacy issues**, with respect to both customers and workers. The company ensures the alignment to the GDPR³⁴ and the implementation of specific forms and authorisations for various purposes, thanks to the support of a specialised external company, with which monthly update and information meetings are held.

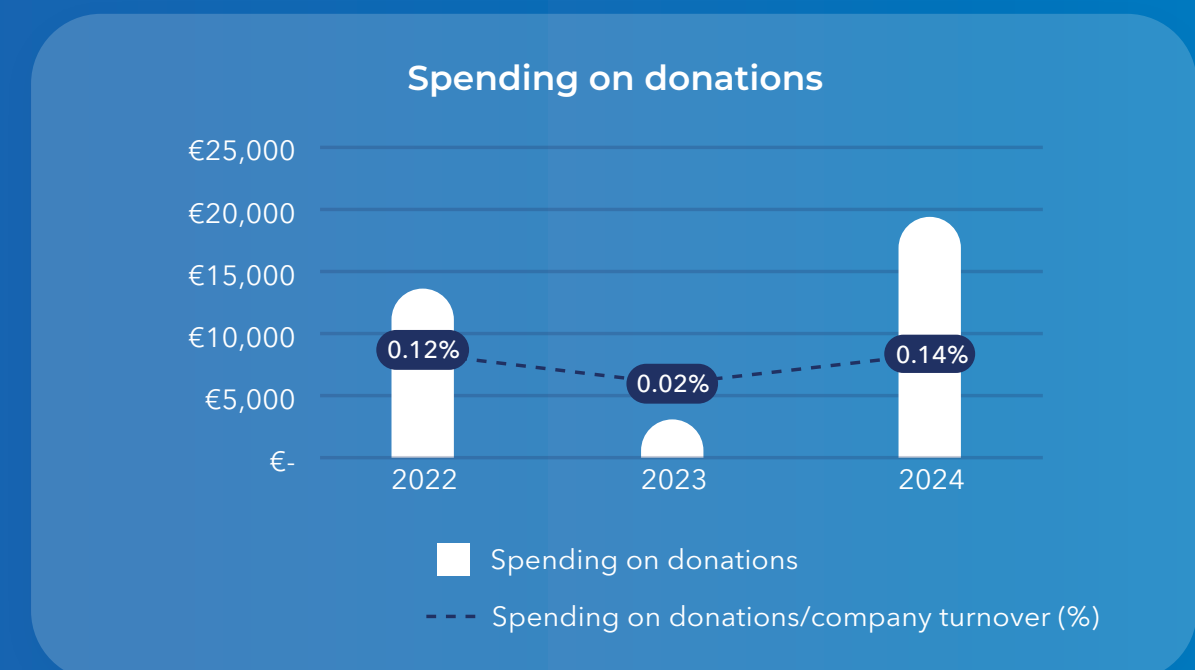
Therefore, both business partners and employees are made aware of the rules to be observed to protect each other's privacy and are enabled to **avoid potential violations**. In the future, OringOne aims to **increase the attention and sensitivity to these issues** by considering further measures and/or dedicated training on the topic³⁵.

³⁴ The General Data Protection Regulation (GDPR) is the common name used to identify the UE Regulation 2016/679, aimed at establishing norms on the treatment of personal data, guaranteeing wider protection to UE citizens.

³⁵ § Positive Potential Impact: Sensitivity to privacy issues.

Spending for the community

OringOne is committed to creating value not only for its own company and people, but also for the region and community in which it operates. In 2024, community spending amounted to more than €19,000, or about 0.14% of the year's turnover. This value is quite in line with 2022, whereas it was lower in 2023.



³³ § Positive Actual Impact: Work-life balance practices.

ESG Governance

A key element in the establishment and growth of a stable company that cares about the environment and people is the presence of a **strong, well-structured governance**. As demonstrated by the integrated management system (quality, environment, health and safety, energy), since the beginning **OringOne** has been committed to creating **tools and procedures** to monitor and, over time, improve all company processes.

This attitude has allowed the company to grow over time, to make **quality and innovation a primary objective** of its day-to-day business, to establish solid and lasting relationships with business partners in the industrial area in which it operates, and to stay up to date with the latest issues (such as sustainability, IT security and personal data protection).

Business conduct

CORPORATE CULTURE

OringOne is led by a **Board of Directors** currently composed of **4 members**, who are elected for an indefinite term of office, until resignation or revocation. According to the rules guiding the appointment of the administrative body, the members of the Board of Directors may be re-elected and may also be chosen from among non-members. Some of the members are assigned the offices of **Chairman and Vice-Chairman**, either directly by the Shareholders' Meeting at the time of appointment or at a later stage upon decision of the directors themselves.

Members of the Board may also appoint directors and attorneys for certain acts or categories of acts and delegate the corporate signature with those duties, sureties, and remunerations deemed most appropriate. In order for Board resolutions to be valid, they must take place in the presence of a majority of the directors in office and must be voted on by a majority of those present.

The current Board of Directors has 4 male directors aged between 30 and 50 (1 out of 4) or over 50 (3 out of 4). The company administration has always been careful to counter and **prevent all forms of corruption**, understood in general as any abuse of power for the purpose of obtaining personal gain. The risk of financial damage due to incidents of this kind is very low³⁶; in the three-year period under consideration (2022-2024) there were **no actions or reports**, either formal or informal, relating to cases of corruption, anti-competitive behaviour or violation of customer privacy.

OringOne's corporate culture is founded on the **constant pursuit of quality and innovation**, guaranteed by the UNI EN **ISO 9001:2015** certified management system and the hours dedicated to **Research and Development**.

As far as quality control is concerned, in addition to the **tests** carried out as the last stage of processing (non-destructive on all gaskets produced, destructive at the request of the customer), **customer satisfaction** with the products manufactured is monitored. In the context of the quality management system, a questionnaire is sent out annually: in 2023 and 2024, **more than 95%** of the customers reached by the evaluation request gave a score of 4 or 5 out of 5. In addition, the complaints ratio is tracked, mapping complained pieces against the total number of products; in the three-year period considered (2022-2024), this ratio was always lower than 0.09%.

In addition to these distinguishing features, which contribute to **OringOne's** success, the company has lately taken a further step, namely the launch of a **voluntary sustainability path**. This decision fits perfectly into the company's strategy of continuous innovation and updating to the latest market and finance global demands. Alongside obtaining the various certifications on management systems for quality, environment and occupational health and safety, the publication of a Sustainability Report, with monitoring of environmental, social and governance indicators, can offer the company a **competitive advantage** in terms of attractiveness to customers, workers and investors, and in terms of access to capital and possible subsidised rates³⁷.

³⁶ § Risk: Incidents of corruption.

³⁷ § Opportunity: Benefits from ESG attentions.

Business conduct

ECONOMIC PERFORMANCE

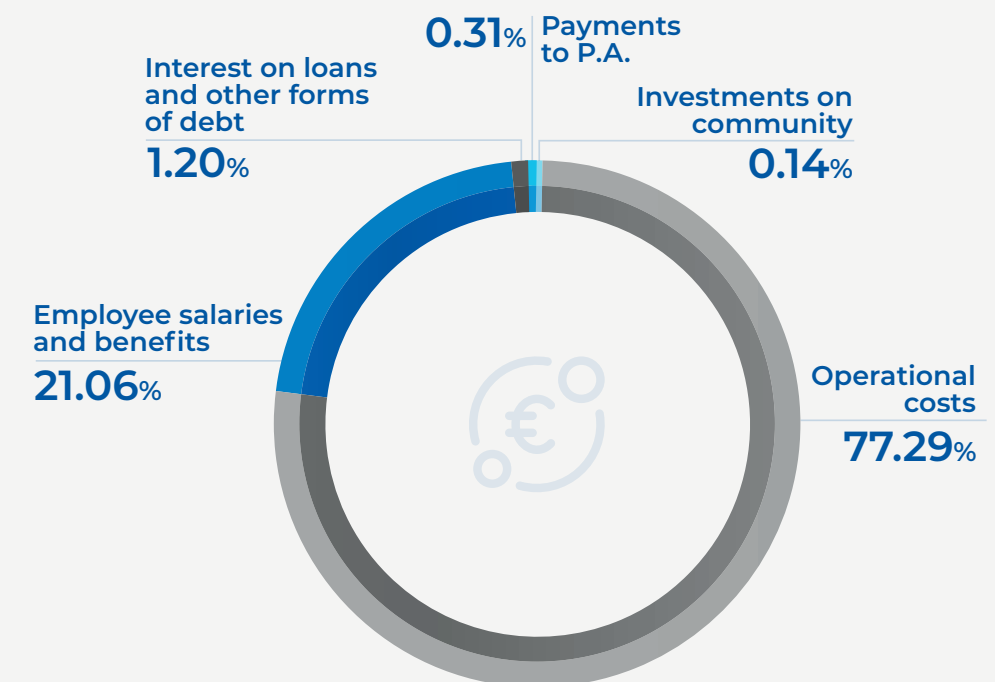
OringOne is a growing company, as also evidenced by the **generated value**, which increased by 21% between 2022 and 2023 and by a further 7% in 2024 compared to the previous year. As a **young and expanding company**, **OringOne** has re-invested nearly all of its generated value in the years under consideration, retaining only 3% in 2022 and 2023 and less than 1% in 2024³⁸.

The **distributed value** can be broken down into various cost items. The most significant are **operating costs** and **staff remuneration**, which together account for over **98% of the total**. The remaining portion is represented by payments to public administrations, interest expenses and **investments in the community** (donations).

Generated, distributed and retained value



Distributed value - 2024



³⁸ The generated, distributed and retained values represent the results of a reclassification of the income statement of balance sheets for the years reported (2022-2024). The reclassification is performed according to GRI Standard 201-1.

Business conduct

RELATIONSHIPS WITH SUPPLIERS

An important competitive advantage of **OringOne** is the geographical proximity of its suppliers: **100% of the main raw material suppliers** are located within **20 km** of the company. This opportunity has positive effects both in terms of cost containment and environmental impact: the transport of raw materials requires less distance to be covered, thus reducing greenhouse gas (GHG) emissions associated with the raw material procurement phase³⁹.

OringOne also deeply cares to establish **lasting** and mutually beneficial **relationships** with its suppliers: with each of them it commits to define **supply and payment conditions** that are adequate and **favourable for both parties**. Moreover, with most suppliers, especially small and medium-sized companies, OringOne often establishes payment practices within 30 days of invoicing; in this way, even small companies can have a more immediate return on their invested liquidity. The only suppliers with whom 120-day payment is established are the larger and more structured companies that supply raw materials, following agreements and in line with the average attitude adopted in the industry⁴⁰.

Since 2023, the main suppliers are all assessed according to their environmental performance; specifically, the presence of an environmental management system certified according to **ISO 14001** is required as a preferential criterion. If such a system is not in place, the supplier is asked to complete an evaluation questionnaire through which they confirm compliance with current environmental legislation and the presence of a waste management system. In this way, OringOne ensures that all its suppliers follow a certain standard in terms of managing their environmental impacts.

³⁹ § Opportunity: Short supply chain.
⁴⁰ § Positive Actual Impact: Relations with suppliers.

CYBERSECURITY

A final topic of significance for **OringOne's** day-to-day business is **IT security**: an innovative and partially automated company is particularly exposed to the possible consequences of cyber-attacks and data leaks⁴¹.

Although it has not recorded **any data loss incidents in the last three years** (2022-2024), OringOne is committed to preventing such potentially critical situation. Therefore, in the last few years, the company strengthened its IT structures and took out a dedicated insurance policy to protect itself (in terms of damages and liability) in the event of data losses. To ensure a prompt response to any cybersecurity incidents, **OringOne** has an incident response plan, reviewed and tested annually, aimed at keeping the company up and running even in critical situations.

On a structural level, the company has an off-site backup server, on which business-critical data are periodically saved to ensure redundancy of information and avoid data loss. All systems of the IT infrastructure (laptops, workstations, web-proxy, e-mail gateway) are covered by continuously updated anti-malware protection; Internet access points are protected by firewalls, while communication lines (e.g. website/e-mail) use encryption.

Finally, **OringOne** provides all employees and contractors who come into contact with the company's information systems with **mandatory data security training**, which includes both cybersecurity (e.g. phishing) and data privacy issues.

⁴¹ § Risk: Data Breach.

GRI

Content Index

For each material issue identified, the correlation with the main international reference standard for sustainability reporting, the Global Reporting Initiative (GRI), is presented below.

There are no GRI industry standards relevant to **OringOne**'s business.

Statement of use	OringOne .r.l. presented a disclosure drafted “with reference to” the GRI standards, for the reporting period January 1st, 2024 – December 31st, 2024.
GRI 1 used	GRI 1 – Foundation 2021

GRI Context Index

GRI 2 – General Disclosures 2021		
GRI standard	Disclosure	Reference paragraph
The organization and its reporting practices		
	2-1 Organizational details	Methodological note
	2-2 Entities included in the organization's sustainability reporting	Methodological note
	2-3 Reporting period, frequency and contact point	Methodological note
	2-4 Restatements of information	Any variations are indicated in the text
Activities and employees		
	2-7 Employees	Social – Own workforce
	2-8 Workers who are not employees	Social – Own workforce
Governance		
	2-9 Governance structure and composition	Governance – Business conduct
	2-10 Nomination and selection of the highest governance body	Governance – Business conduct
	2-11 Chair of the highest governance body	Letter to stakeholders
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance – Business conduct

GRI 2 - Informativa generale 2021		
Standard GRI	Disclosure	Paragrafo di riferimento
Strategies, policies and measures		
	2-25 Processes to remediate negative impacts	If any, they are mentioned within the various chapters, in the relevant section (identifiable by the reference to impacts in footnotes).
	2-27 Compliance with laws and regulations	Governance – Business conduct
Stakeholder engagement		
	2-29 Approach to stakeholder engagement	Material topics and impacts of OringOne
GRI 3 – Material Topics – 2021 version		
	3-1 Process to determine material topics	Material topics and impacts of OringOne
	3-2 List of material topics	Material topics and impacts of OringOne
	3-3 Management of material topics	Explained within the various chapters, in the relevant section (identifiable by the section title and the associated footnote reference to impacts).

GRI Context Index

Disclosure	Reference paragraph
<i>Topic standard – Economic performance</i>	
201-1 Direct economic value generated and distributed	Governance – Business conduct
204-1 Proportion of spending on local suppliers	Governance – Business conduct
205-3 Confirmed incidents of corruption and actions taken	<i>No episode of corruption was confirmed</i> Appendix
206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	<i>No legal action was registered</i> Appendix
<i>Topic standard – Environmental performance</i>	
301-1 Materials used by weight or volume	Environment – Use of resources and circular economy (Resource inflows)
302-1 Energy consumption within the organization	Environment – Climate Change (Energy)
302-3 Energy intensity	Environment – Climate Change (Energy)
303-3 Water withdrawal	Appendix
305-1 Direct (Scope 1) GHG emissions	Environment – Climate Change (Mitigation and adaptation to climate change)
305-2 Energy indirect (Scope 2) GHG emissions	Environment – Climate Change (Mitigation and adaptation to climate change)
305-4 GHG emissions intensity	Environment – Climate Change (Mitigation and adaptation to climate change)

Disclosure	Reference paragraph
<i>Topic standard – Environmental performance</i>	
306-3 Waste generated	Environment – Use of resources and circular economy (Waste)
306-4 Waste diverted from disposal	Environment – Use of resources and circular economy (Waste)
306-5 Waste directed to disposal	Environment – Use of resources and circular economy (Waste)
<i>Topic standard – Social performance</i>	
401-1 New employee hires and employee turnover	Social – Own workforce (Secure employment)
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social – Own workforce (Employee well-being)
403-1 Occupational health and safety management system	Social – Own workforce (Health and safety)
403-5 Worker training on occupational health and safety	Social – Own workforce (Training and skills development)
403-6 Promotion of worker health	Social – Own workforce (Health and safety)
403-9 Work-related injuries	Social – Own workforce (Health and safety)
404-1 Average hours of training per year per employee	Social – Own workforce (Training and skills development)
405-1 Diversity of governance bodies and employees	Social – Own workforce + Governance – Business conduct
405-2 Ratio of basic salary and remuneration of women to men	Social – Own workforce
406-1 Incidents of discrimination and corrective actions taken	Social – Own workforce
413-1 Operations with local community engagement, impact assessments, and development programs	Social – Spending for the community

Appendix

Analysis of Impacts, Risks and Opportunities

In the second chapter, the dual materiality analysis process was illustrated in its methodology and results. This section will report the numerical values assigned internally to the various parameters of the CSRD and ESRS, attributed to identified Impacts, Risks and Opportunities (IROs). Values between 1 and 4 were assigned, following rating scales:

SCALE	1 Not very important/severe 2 Moderately important/severe 3 Important/severe 4 Extremely important/severe
SCOPE	1 Very limited extension 2 Limited extension 3 Extended 4 Widely extended
IRREMEDIABLE CHARACTER	1 It is possible to restore the situation prior to the impact, with a limited effort 2 It is possible to restore the situation prior to the impact, but non within 6 months 3 It is possible to restore the situation prior to the impact only partially 4 It is not possible to remediate the impact
POTENTIAL MAGNITUDE	1 Not very important/severe 2 Moderately important/severe 3 Important/severe 4 Extremely important/severe
LIKELIHOOD	1 Remote 2 Low 3 Medium 4 High

In addition to numerical values, the tables also show the level of causality of impacts and the time horizon of potential impacts, risks and opportunities.

Analysis of Impacts, Risks and Opportunities

NEGATIVE ACTUAL IMPACTS

Topic	IRO TITLE	Contribute to the impact	magnitude		
			SCALE	SCOPE	IRREMEDIABLE CHARACTER
E1 - Climate change mitigation and adaptation	Contribution to global emissions	DIRECTLY CAUSED	2	2	3
E5 - Resource inflows, including resource use	Non-renewable raw material	DIRECTLY CAUSED	2	1	3
E5 - Waste	Waste production	DIRECTLY CAUSED	2	2	3
S1 - Health and safety	Work-related accidents	DIRECTLY CAUSED	2	1	3

POSITIVE ACTUAL IMPACTS

Topic	IRO TITLE	Contribute to the impact	magnitude	
			SCALE	SCOPE
S1 - Secure employment	Safe and stable employment	DIRECTLY CAUSED	3	3
S1 - Work-life balance	Work-life balance practices	DIRECTLY CAUSED	2	2
G1 - Supplier Relationship Management, including Payment Practices	Relations with suppliers	DIRECTLY CAUSED	2	2

NEGATIVE POTENTIAL IMPACTS

Topic	IRO TITLE	Contribute to the impact	magnitude				TIME HORIZON
			SCALE	SCOPE	IRREMEDIABLE CHARACTER	LIKELIHOOD	
E2 - Pollution (of air, water, soil, living organisms and food resources)	Emissions in the atmosphere	DIRECTLY CAUSED	2	1	2	2	MEDIUM TERM
E2 - Substances of concern or very high concern	Hazardous substances	DIRECTLY CAUSED	2	2	3	2	MEDIUM TERM
S1 - Health and safety	Risk of work-related injuries	DIRECTLY CAUSED	3	4	3	2	MEDIUM TERM
S1 - Gender equality and equal pay for work of equal value	Gender gap	DIRECTLY CAUSED	3	2	2	2	MEDIUM TERM
S1 - Measures against violence and harassment in the workplace	Discrimination incidents	DIRECTLY CAUSED	2	2	2	2	MEDIUM TERM
S2 - Health and safety	Risk of injury for external workers	CONTRIBUTED TO CAUSING	2	1	3	2	MEDIUM TERM

POSITIVE POTENTIAL IMPACTS

Topic	IRO TITLE	Contribute to the impact	magnitude			TIME HORIZON
			SCALE	SCOPE	LIKELIHOOD	
E1 - Energy	Electricity from renewable sources	CONTRIBUTED TO CAUSING	2	2	3	MEDIUM TERM
S1 - Privacy	Sensitivity to privacy issues	DIRECTLY CAUSED	2	2	2	MEDIUM TERM

Analysis of Impacts, Risks and Opportunities

RISKS

Topic	IRO TITLE	Contribute to the impact	LIKELIHOOD	TIME HORIZON
E1 - Energy	Increased energy costs	2	2	MEDIUM TERM
S1 - Secure employment	Difficulties in recruiting	3	3	MEDIUM TERM
S1 - Secure employment	Voluntary turnover	2	2	MEDIUM TERM
S1 - Training and skills development	Competences of workers	3	2	MEDIUM TERM
G1 - Corruption: Incidents and prevention and detection, including training	Incidents of corruption	2	2	MEDIUM TERM
G1 - Cybersecurity	Data breach	3	2	MEDIUM TERM

OPPORTUNITIES

Topic	IRO TITLE	Contribute to the impact	LIKELIHOOD	TIME HORIZON
G1 - Business conduct	Benefits from ESG attentions	2	2	MEDIUM TERM
G1 - Supplier Relationship Management, including Payment Practices	Short supply chain	2	3	MEDIUM TERM

Environment

ENERGY CONSUMPTION				
GRI 302-1	UoM	2022	2023	2024
Electricity	kWh	815,385.0	878,435.0	845,965.0
Electricity	toe	152.5	164.3	158.2
Natural gas	Sm ³	17,363.0	15,993.0	18,935.0
Natural gas	toe	14.5	13.4	15.8
Diesel	l	8,338.0	5,296.0	5,550.0
Diesel	toe	7.2	4.5	4.8
Total consumption	toe	174.1	182.2	178.8

EMISSIONS				
GRI 305-1,2	UoM	2022	2023	2024
Natural gas	tCO ₂ e	34.7	32.2	38.9
Diesel	tCO ₂ e	22.4	14.2	14.9
F-gas leakages	tCO ₂ e	-	-	-
Total scope 1 emissions	tCO₂e	57.1	46.4	53.8
Electricity taken from the grid (location-based)	tCO ₂ e	224.4	244.8	224.1
Total scope 2 emissions	tCO ₂ e	224.4	244.8	224.1
Total scope 1 + scope 2 emissions	tCO₂e	281.5	291.2	277.9

WATER WITHDRAWAL*				
GRI 303-3	UoM	2022	2023	2024
Total water withdrawal	m³	750.0	798.0	880.0
Of which drawn from aqueduct	m ³	750.0	798.0	880.0

* Despite not being a material issue for the company since the water withdrawal is for civil and non-productive use, the data is nevertheless monitored

MATERIALS				
GRI 301-1,2	UoM	2022	2023	2024
Raw material - rubber compound	ton	187,651	237,487	208,311
Sandpaper	N° of small rollers	12,000	12,000	13,000
Release agent	kg	-	60	60
Chemicals (MEK)	litres	90	90	90
Purchased packaging (used for outgoing products)	kg	10,000	10,080	11,080
FSC Cardboard	kg	7,000	7,000	8,000
Plastic bags	kg	3,000	3,000	3,000
Plastic film	kg	-	80	80

Environment

WASTE				
GRI 306-3,4,5,6	UoM	2022	2023	2024
Waste generated	kg	51,446	58,615	54,542
Of which hazardous	kg	605	1,940	2,550
Of which non-hazardous	kg	50,841	56,675	51,992
Of which processing scraps (rubber)	kg	43,430	41,370	42,910
Waste not sent for disposal	kg	48,826	67,522	51,612
Of which re-used as fuel for cement factories (rubber processing scraps)	kg	14,000	47,330	43,210
Of which sent for recovery	kg	34,826	20,192	8,402
Waste sent for disposal	kg	2,620	1,574	2,930

Social

WORK STAFF				
GRI 401-1	UoM	2022	2023	2024
Number of employees	-	48	57	64
Number of hires	-	12	13	5
Number of exits	-	9	2	1
Overall turnover rate	%	49%	31%	11%

CONTRACTS				
GRI 2-7	UoM	2022	2023	2024
Men on open-ended contracts	-	31	36	40
Women on open-ended contracts	-	17	20	24
Men on fixed-term contracts	-	0	0	0
Women on fixed-term contracts	-	0	1	0
Men on on-call contracts	-	0	0	0
Women on on-call contracts	-	0	0	0
Men working full time	-	31	36	40
Women working full time	-	16	20	23
Men working part time	-	0	0	0
Women working part time	-	1	1	1

LABOR FORCE CLASSIFICATION				
GRI 401-1 GRI 2-7	UoM	2022	2023	2024
<i>By age group</i>				
Employees < 30 years OLD	-	8	11	17
Employees between 30 and 50 years old	-	40	46	43
Employees > 50 years old	-	0	0	4
<i>By gender</i>				
Men	-	31	36	40
Women	-	17	21	24
<i>By job classification</i>				
Top manager	-	2	2	2
Manager	-	4	2	4
White-collars	-	3	4	4
Blue-collars	-	39	49	54
<i>By job role</i>				
Top managers	-	2	2	2
Administration adn HR	-	1	1	1
Purchasing department	-	0	1	1
Marketing department	-	1	0	0
Technical department	-	3	2	2
Sales department	-	3	3	4
R&D and quality department	-	1	1	1
Production	-	37	47	53

Social

WORK-RELATED INJURIES (EMPLOYEES + AGENCY WORKERS)				
GRI 403-9	UoM	2022	2023	2024
Worked hours	hours	93,975	108,371	102,525
Number of work-related injuries	-	2	5	3
Number of commuting accidents*	-	0	1	0
Days of injury	days	6	20+45	53
Frequency index	-	21.28	46.16	29.26
Severity index	-	0.06	0.60	0.52

* Accidents during commuting are not to be counted according to the GRI standard but have been reported to the competent national authority (INAIL); they are therefore disclosed here for transparency.

STAFF TRAINING				
GRI 404-1,2,3	UoM	2022	2023	2024
Total training hours (employees + agency workers)	hours	/	/	566
Hours per worker	hours/employee	/	/	7.8
By topic				
Health and safety (mandatory)	hours	/	/	240
Health and safety (optional)	hours	/	/	16
Job specific training	hours	/	/	120
Incoming shadowing/ tutoring/Onboarding	hours	/	/	/
Soft skills	hours	/	/	190
Other	hours	/	/	0

Governance

COMPOSITION OF THE BOARD OF DIRECTORS				
GRI 2-9 GRI 405-1	UoM	2022	2023	2024
Total members of the BoD	-	4	4	4
Of which women	-	0	0	0
Of which employees	-	0	0	0
<i>By age group</i>				
< 30 years old	-	0	0	0
Between 30 and 50 years old	-	2	2	1
> 50 years old	-	2	2	3

ECONOMIC PERFORMANCES				
GRI 201-1	UoM	2022	2023	2024
Total turnover	€	10,944,762	13,070,399	13,685,361
Net income	€	360,578	268,617	4,863
<i>Reclassification of financial statement</i>				
Generated economic value	€	10,825,470	13,096,708	13,991,740
Of which distributed	€	10,471,571	12,708,219	13,971,838
Of which retained	€	353,899	388,490	19,902

SUPPLIERS				
GRI 204-1	UoM	2022	2023	2024
% spending towards main raw material suppliers who are local (<20 Km)	%	100%	100%	100%
Number of main suppliers	-	5	7	7
Of which evaluated according to environmental criteria	-	0	7	7

PRIVACY VIOLATIONS, CORRUPTION, ANTI-COMPETITIVE BEHAVIOUR				
205-3, 206-1, 418-1	UoM	2022	2023	2024
Number of confirmed corruption cases	-	0	0	0
Ongoing or concluded legal actions for anti-competitive behaviour	-	0	0	0
Complaints for breach of customer privacy	-	0	0	0
Number of information security incidents	-	0	0	0

THANKS
for the attention



