

Leading together Together, towards the future

ESG sustainability report 2024



**Dall'Era
Valerio**



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Dall'Era Valerio

ESG sustainability report **2024**

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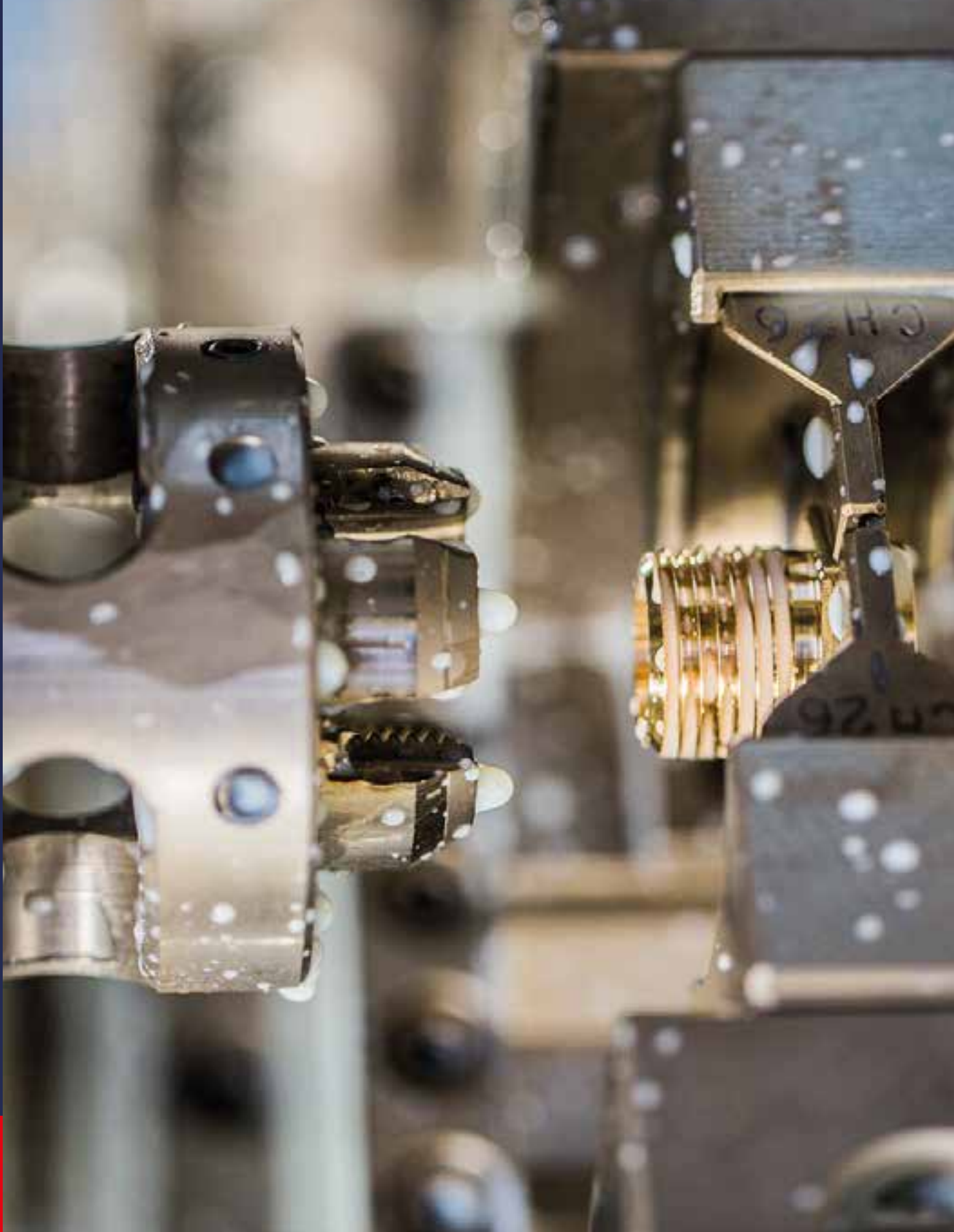
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1

Introduction

1.1

Letter from the Chairman

Dear Stakeholders,

It is with deep satisfaction and gratitude that we share - for the first time on an official basis - the achievements of Dall'Era Valerio S.r.l. in our journey towards an increasingly sustainable, innovative, and responsible future. 2024 was a year of growth and resilience, made possible by the commitment of our people and the trust you continue to place in us.

Sustainability remains at the heart of our choices: efficient and environmentally friendly production processes, empowering people, and a strong sense of responsibility towards the community are our priorities. With this in mind, we have drawn up our first Sustainability Report, in order to transparently describe our achievements and future goals.

The current geopolitical scenario, marked by international tensions and increasing instability in global trade relations, continues to have a significant impact on the volatility of commodity prices. This, together with the continuing regulatory uncertainties regarding the eco-sustainable transition, requires us to manage the supply chain even more carefully and to constantly innovate processes. We continue to closely monitor developments, aware of the importance of ensuring continuity, quality, and impeccable service to our customers, while maintaining a respectful and sustainable approach.

Our goal remains clear: to be a leader in the industry, combining competitiveness and responsibility.

Thank you for being a part of this journey. Together we can build a better future.

Sincerely,

Pierdomenico Dall'Era
CHAIRMAN



Pierdomenico Dall'Era

2024 Sustainability Highlights

Environment

1_{MW}

of photovoltaic plant capacity capable of generating 1,200,000 kWh per year

93%

of the brass used comes from recovery operations

77%

of non-hazardous waste sent for recovery

Social

95

employees

34%

of total employees are women

95,8%

of total employees are on an open-ended contract

1788 hours

training hours provided in the year 2024

Governance

66.615.000

economic value generated

24.510.637

economic value distributed

42.104.363

economic value retained

191.480

investments in the community

1.3

Methodological note

The Sustainability Report of Dall'Era Valerio S.r.l. is a document that illustrates the company's commitment to economic, social, and environmental sustainability. With this publication, Dall'Era Valerio S.r.l. marks the start of a journey to consolidate and strengthen its responsibility for the well-being of people, the protection of the environment, and the creation of sustainable economic value.

The sustainability report was prepared in accordance with the principles of *materiality, accuracy, balance, clarity, comparability, completeness, timeliness, and verifiability*.

The report was prepared on a voluntary basis, in accordance with the GRI standards, the most widely adopted international reporting framework. Reporting has been developed following the 'in accordance with' approach of the updated 2023 guidelines issued by the Global Reporting Initiative (GRI).

The report was drafted following careful collection and analysis of the information provided by the main corporate functions. The report's preparation involved the departments of Sustainability, Environment, Human Resources, Finance and Communication, with the aim of ensuring the consistency, accuracy, and completeness of data on the most relevant topics for the company.

We have adopted a materiality approach to identify and prioritise the most significant issues for Dall'Era Valerio and its stakeholders, in accordance with the principles set out in the GRI Standards. The process included a structured dialogue with various stakeholder groups - including employees, customers, suppliers, investors, local authorities and other interested parties - to ensure that the information reported accurately reflected their expectations.

Dall'Era Valerio identified the material topics through a careful analysis that integrated economic, social, and environmental considerations. Relevant indicators and KPIs (Key Performance Indicators) were associated with each aspect considered relevant, in line with the guidelines set out in the GRI standards.

Data were collected using internal monitoring and control tools, ensuring the reliability and accuracy of information through structured internal audits and checks.

The regulatory references considered for the drafting of this report include the complete set of Global Reporting Initiative (GRI) Standards, published in Italy in January 2023, the EU Corporate Sustainability Reporting Directive (CSRD, 2022/2464), which came into force in January 2023, and (It.) Legislative Decree 125/2024, which introduces sustainability reporting in Italy, implementing Directive (EU) 2022/2464.

The sustainability report was not subject to external assurance.

This report refers to the financial year 2024, from 1 January to 31 December 2024, and accurately document the activities performed by Dall'Era Valerio S.r.l. The report includes data for the year 2023 useful for a comparison of the various activities.

The reporting scope of this Sustainability Report 2024 covers the company dall'Era Valerio based in Sabbio Chiese.

The 2024 Sustainability Report was approved by the Board of Directors (BoD) on 13/10/2025.

1.4

Profile of Dall'Era Valerio S.r.l.

For over 50 years, Dall'Era Valerio S.r.l. has been an international benchmark in the processing of non-ferrous alloys, with an acknowledged specialisation in brass, both in its traditional form and in its new alloys with very low lead content. Founded in 1966 as a nut manufacturer, today it is part of a strong industrial group of leading manufacturing companies, capable of producing complex components and finished products for a wide range of applications.

Dall'Era Valerio S.r.l. offers much more than just production: it is an industrial partner of excellence, entrusted with the complete management of the supply chain, from engineering to storage. The Group's strength lies in its ability to interpret customers' needs and turn them into tailor-made, innovative, and reliable solutions.

With its flexible and customised production, Dall'Era Valerio S.r.l. serves international markets in the fields of heating, civil and industrial plumbing, sensor technology, vending, refrigeration, fittings and beyond, guaranteeing quality, reliability, and a vision that is always future-oriented.





1.4.1

Our story



In 1978, his son Pierdomenico Dall'Era joined the company, bringing new energy and entrepreneurial vision. Today, he, as Chairman and CEO, drives the Group's growth.

In 1990, upon the death of founder Valerio, Pierdomenico took the reins of the company for good, guiding it through a decade of steady production and employment expansion.

In 2003, Alberto, the founder's grandson, also joined the company, marking the start of the third Dall'Era generation. Under his leadership, the machine park was upgraded with excellent technology, including Hatebur machinery, bringing production to some of the highest quality standards in the industry.

1978

1990

2003

1966

1982

1997

Dall'Era Valerio S.r.l. was established in Val Trompia, Lumezzane, in 1966. Valerio Dall'Era, together with his wife Angela Ricetti, set up his own business: threading nuts for taps and plumbing using lathes and manual tapping machines in the workshop downstairs. It was a simple initiative, but one that was destined to evolve into a solid and internationally recognised undertaking. The first important step came in 1968, with the purchase of the first machine, capable of producing 1,000 nuts per day.

In 1982, the company introduced the first state-of-the-art semiautomatic machinery, enabling a productivity of 2,000 pieces per hour, marking a breakthrough in production capacity and quality: it enabled rapid, higher-quality production.

1997 marked the entry into the share capital of Valmon Stampati Spa, a strategic move that strengthened the Group's presence in international markets. Three years later, in 2000, the company moved to Sabbio Chiese, in Val Sabbia, a new location that became the operational heart of the Group.





In 2020, the Group further diversified its offering by acquiring the Ferrero Valvole brand and entering the valve and ball valve sector. The new know-how was successfully integrated into operational activities, contributing to the expansion of skills and the market.

In 2024, the Group acquired Brass Technics Systems (BTS), a company specialising in the production of complex components made of non-ferrous alloys. This was a strategic investment that further strengthened the Group's positioning in the highest value-added segments, with customised solutions for customers..



2020

2024

2016

2023

OGGI

2016 was another milestone: the entry of Eurotis S.r.l., a leading manufacturer of CSST piping systems, which expanded the Group's expertise and boosted its international presence.

The expansion of the Sabbio Chiese site to 20,000 m² was completed in 2023. The intervention was not only an infrastructural development, but also a step forward in terms of sustainability, thanks to the installation of a 1 MWh photovoltaic park. At the same time, the structure of the industrial group was strengthened with the creation of AVD HOLDING s.r.l., into which all the holdings of the operating companies were merged.

Today, the AVD Group, of which Dall'Era Valerio is a member, can boast a team of over 250 highly qualified professionals, employed by several subsidiary or affiliated companies operating in the territory. This combination of skills and resources enables the company to maintain high standards of excellence in offering innovative solutions and quality services in the industrial landscape.



1.4.2

Our mission and values

A company that does not have a global vision and solid values cannot do business. Our values are strongly rooted around our people and respect for our environment. This is the only path we have been on, since 1966. Looking forward to a bright future.



Pierdomenico Dall'Era
CHAIRMAN DALL'ERA VALERIO

Playing an active part in improving people's quality of life and protecting our planet's resources is at the heart of Dall'Era Valerio S.r.l.'s mission. The Group's goal is to excel in the supply of non-ferrous alloy products and services to OEMs and leading customers in the gas treatment, water treatment, civil and industrial plant engineering sectors. This is why Dall'Era Valerio S.r.l. is committed to creating lasting value with responsibility and an innovative spirit.

The Group's vision is of a future in which the most advanced production capacities are at the service of an intelligent, sustainable, and human-oriented industry. This strategic orientation guides every decision, every investment, and every relationship.

Dall'Era Valerio S.r.l. believes in strong, shared values: in leadership as the capacity to inspire the non-ferrous alloy manufacturing sector by offering innovative, customised solutions; in tangible customer proximity grounded in respect, transparency, and integrity to understand the needs of those who trust us; and in sustainability, viewed as a daily responsibility toward the environment, people, and the entire community.

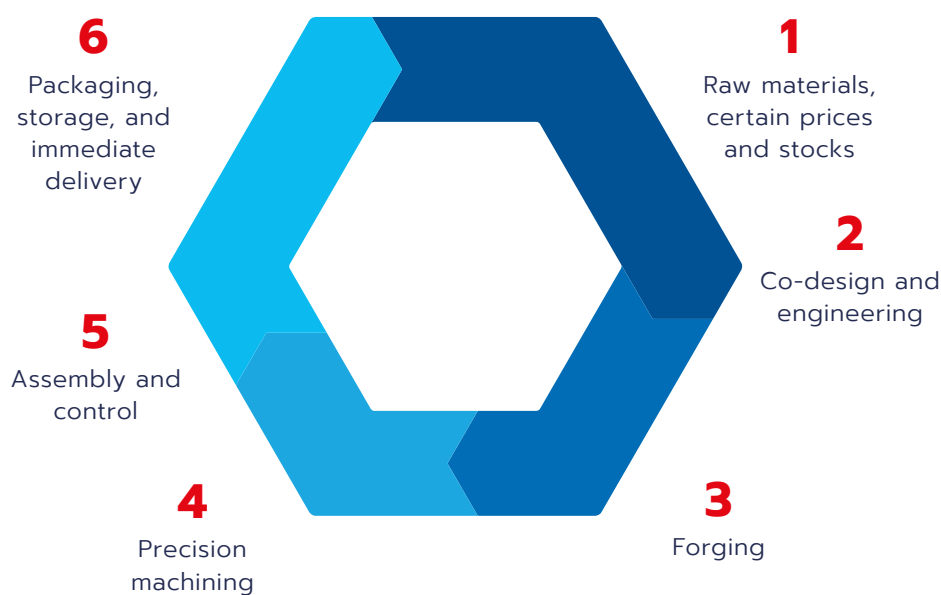
Sustainability is an integral part of our corporate culture and vision for the future. Dall'Era Valerio works every day to reduce the environmental impact of our activities, while promoting wellbeing, safety, and fairness within the company and along the entire value chain.



We strongly believe in a world in which
top-class production capacities are
used to power sustainable, intelligent,
and human-oriented industries.

1.4.3

Our production process



Dall'Era Valerio S.r.l.'s production process is characterised by the complete and integrated control of the entire supply chain: from the raw materials to the finished product. The company manufactures components and ball valves in non-ferrous alloys, guaranteeing quality, traceability, and maximum efficiency at every stage.

The quality of the raw materials is a fundamental pillar: Dall'Era Valerio relies exclusively on certified Italian brass suppliers, ensuring high standards, continuity of supply, and a significant reduction in production time.

The main competitive advantage is the capacity for production scale-up, based on expertise and experience combined with state-of-the-art technologies and tools to transform the customer's every need into tailor-made solutions. An in-house department deals with the production of moulds, tools, and equipment, ensuring autonomy and full control over the entire production cycle.

With nearly 60 years of experience in the brass component sector, the Company and the Group boast a high-tech machine park including robotised vertical presses, high-productivity HATEBUR lines (up to 200 parts/minute), and over 60 transfer machines and 3- and 5-axis machining centres.

Moulding is monitored using the FORGE® software, which simulates each process prior to production start-up, preventing critical issues and optimising results.

Machining operations – turning, threading, and sandblasting – are carried out using a machine park comprising robotised transfer cells, sandblasting machines, multi-axis machining centres, and automatic lathes with bar feeders. This enables us to manufacture complex components with high precision and speed.

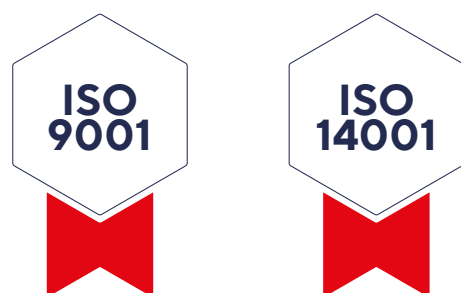
Dall'Era Valerio S.r.l. takes a rigorous approach to quality, constantly monitoring all processes to maximise efficiency and reduce the environmental impact. The company is UNI EN ISO 9001:2015 certified and has an advanced metrology laboratory equipped with 3D optical measurement instruments and high-definition and precision profile scanners.

The co-design approach allows the company to work directly with the customer to develop optimised, functional, and cost-effective solutions. Technical support includes prototyping and pre-series production, with high capabilities in the rapid production of samples, even for particularly complex geometries.

To complete the supply chain, Dall'Era Valerio has a 20,000 m² automated warehouse with more than 1,400 pallet spaces and around 90 million stored parts, thus offering flexible and customised logistics solutions. The delivery service is punctual, precise, and supported by effective planning. On request, the company also manages consignment stocks, simplifying the customer's supply chain.

1.4.4

Our certifications



Dall'Era Valerio S.r.l. proves its commitment to quality, sustainability, and corporate responsibility through internationally recognised certifications.

The company is certified in accordance with UNI EN ISO 9001:2015, certifying the effectiveness of the quality management system at every stage of the production process. In addition, it has obtained the UNI EN ISO 14001:2015 certification, which confirms the adoption of environmentally conscious practices and the reduction of the environmental impact of its activities.

Lastly, Dall'Era Valerio S.r.l. was awarded the EcoVadis Silver Medal, an acknowledgement that rewards the company for its overall environmental, ethical, and social performance.

1.4.5

Sustainable development goals and ongoing projects

The United Nations Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development is an action programme for people, the planet, and prosperity signed in September 2015 by the governments of the 193 UN member states. It encompasses 17 Sustainable Development Goals (SDGs), which aim to end poverty, fight inequality, and achieve social and economic development. In addition, they take up aspects of fundamental importance for sustainable development, such as tackling climate change and building peaceful societies by 2030.

This sustainability report shows how Dall'Era Valerio S.r.l. links its corporate strategy to the United Nations Sustainable Development Goals (SDGs) in its value creation process. In particular, 12 of the 17 Sustainable Development Goals are considered.

For Dall'Era Valerio S.r.l., technology is an engine of continuous innovation. The company constantly invests in Research and Development, with the aim of improving production processes and offering increasingly efficient and competitive solutions. Thanks to a cutting-edge machine park, well-equipped laboratories, and the use of state-of-the-art software, every stage of production is supported by advanced technology.

Technical expertise combined with a future-oriented vision enables Dall'Era Valerio to transform ideas into high-quality products tailored to the needs of each customer.

From design to delivery, the company is dedicated to Environmental, Social and Governance (ESG) principles and adopts sustainable solutions, promoting ethical working conditions and ensuring transparent governance.

	GOAL 3 GOOD HEALTH AND WELL-BEING	<p>Ensure healthy lives and promote well-being for all at all ages</p>
	GOAL 4 QUALITY EDUCATION	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>
	GOAL 5 GENDER EQUALITY	<p>Achieve gender equality and empower all women and girls.</p>
	GOAL 6 CLEAN WATER AND SANITATION	<p>Ensure availability and sustainable management of water and sanitation for all.</p>
	GOAL 7 AFFORDABLE AND CLEAN ENERGY	<p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>
	GOAL 8 DECENT WORK AND ECONOMIC GROWTH	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>
	GOAL 9 INDUSTRY INNOVATION AND INFRASTRUCTURE	<p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p>
	GOAL 10 REDUCED INEQUALITIES	<p>Reduce inequality within and among countries.</p>
	GOAL 11 SUSTAINABLE CITIES AND COMMUNITIES	<p>Make cities and human settlements inclusive, safe, resilient and sustainable.</p>
	GOAL 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<p>Ensuring sustainable consumption and production patterns.</p>
	GOAL 13 CLIMATE ACTION	<p>Take urgent action to combat climate change and its impacts.</p>
	GOAL 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>

Environmental



Dall'Era Valerio S.r.l. takes a responsible approach to the environment, integrating sustainable practices at every stage of production. Chemicals are handled in full compliance with current regulations, with controlled disposal and constant monitoring to prevent leaks or spills. At the same time, the company is committed to reducing waste through the reduction of processing waste and the continuous improvement of production efficiency. The drive towards green innovation is reflected in the continuous search for efficient solutions for the processing of eco-friendly materials and technologies with a low environmental impact. With this in mind, Dall'Era Valerio has invested in a modern 1 MW photovoltaic plant, capable of generating up to 1,200,000 kWh per year, making a concrete contribution to the energy transition through the production of energy from renewable sources, and has invested in projects for the energy efficiency of its machinery.

Social



The well-being of stakeholders is an integral part of the company's mission and vision. Dall'Era Valerio S.r.l. recognises the value and dignity of every individual, promoting a working environment based on respect, inclusion, and the protection of human rights. These principles are also extended to the network of partners and suppliers, who are required to adopt fair practices that exclude any form of exploitation. The company considers diversity - cultural, gender, origin - a fundamental resource, to be valued in all its forms. With this in mind, the Group considers the opportunity to embark on the path towards obtaining UNI/PdR 125:2022 certification on gender equality.

Priorities include ensuring safe working conditions and adequate wages, together with the adoption of a strict EHS (Environment, Health and Safety) policy to safeguard health and safety in the workplace. Particular attention is paid to professional development: Dall'Era Valerio invests in continuous training, offering each employee the tools to enhance their skills and realise their full potential, within an inclusive and meritocratic environment.

Dall'Era Valerio S.r.l. maintains a deep connection with the area in which it operates, actively contributing to its social, cultural, and sporting development. Social responsibility is experienced as a concrete opportunity to generate shared value by supporting initiatives that promote the wellbeing of the local

community. The company participates in and supports volunteer projects, charitable activities, and sporting events, recognising in team spirit, commitment, and passion the same values that guide its work every day.

Governance



Dall'Era Valerio S.r.l. bases its development on a solid and transparent governance structure, an essential element for the achievement of its corporate objectives and the creation of sustainable value over time. The company adopts a rigorous ethical conduct, based on compliance with applicable regulations - both national and international - and on a system of carefully structured internal rules and processes designed to ensure efficiency, compliance, and accountability in every area of operation.

The governance of Dall'Era Valerio promotes a conscious and responsible management of resources, in the belief that only through an impeccable organisation is it possible to ensure stability, trust, and lasting benefits for all stakeholders. The company is founded on fundamental values such as integrity and compliance, principles that govern all operating methods and procedures.

With this in mind, the Company intends to integrate into its governance model an organisational model in line with (It.) Legislative Decree 231/2001, the Code of Ethics, and the Sustainability Policy, thus reinforcing the principles of transparency, accountability, and integrity that guide all the Group's activities. These instruments provide a fundamental framework for promoting ethical behaviour, preventing risks, and consolidating a commitment to development that is sustainable, inclusive, and focused on the long term.

Introduction

Sustainable development goals and ongoing projects

1.1

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TOPIC	ACTIONS/IMPROVEMENT TO BE ACHIEVED	ADDITIONAL NOTES
INTERNAL GHG EMISSIONS	Calculate and monitor internal CO ₂ emissions (Scope 1 and 2), launching a reduction plan based on energy efficiency and the use of energy from renewable sources.	An energy audit of the company's consumption (production and thermal plants) will be carried out. Corrective actions will include: installation of additional photovoltaic systems for self-generation and conclusion of 100% renewable electricity supply contracts with guarantees of origin (GO).
GHG EMISSIONS ALONG THE SUPPLY CHAIN	Launch of a structured process of data collection, evaluation, and involvement of strategic suppliers from an ESG perspective, with the aim of progressively reducing indirect emissions (Scope 3) along the supply chain.	An ESG questionnaire will be sent to key suppliers to collect data on: GHG emissions, environmental certifications, % recycled material, transport modes, and carbon footprint studies. The data collected will be used to construct a baseline Scope 3. At the same time, the company will draw up a policy for the selection of sustainable suppliers and will promote joint actions to.
WATER POLLUTION AND CONSUMPTION	Conscious and monitored management of water use for sanitary and productive purposes. Reduce overall water consumption and prevent the release of pollutants into the water.	Implement water recycling and reuse systems. Regularly check and maintain installations to avoid leaks or contamination.
SOIL POLLUTION	Prevent and manage pollutant leaks from tanks and reservoirs. Adopt containment and control systems.	Periodic inspections and update of storage infrastructure. Training for staff on good management practices.
ATMOSPHERIC POLLUTION	Monitor and reduce NO _x , SO _x , CO and PM emissions during production. Adopt filtering and emission control technologies.	Upgrade production facilities with environmentally friendly technologies. Preventive plant maintenance programme.
CIRCULAR ECONOMY AND CONSUMPTION OF NON-RENEWABLE RESOURCES	Increased use of regenerated or recycled raw materials. Minimise the consumption of non-renewable resources.	Define sustainable purchasing criteria and collaborate with suppliers.
WASTE GENERATION AND MANAGEMENT	Quantitative and qualitative reduction of waste, especially hazardous waste. Increase recovery and valorisation practices. Reduce waste and the use of disposable materials.	Adopt circular economy processes. Specific training and implementation of separate collection and recycling systems.
GENDER EQUALITY CERTIFICATION UNI/PDR 125:2022	Implement formal policies to enhance internal and external cultural, gender, and background diversity. Monitor and foster transparency in wage policies, actions against gender and opportunity inequalities. Obtain gender equality certificates and strengthen equal opportunity policies.	Creation of an Inclusion Committee Periodic audits Route to certification; raising awareness.
WELLBEING AND WORKING CONDITIONS	Develop and formalise corporate welfare and physical and mental wellbeing plans. Strengthen EHS (Environment, Health and Safety) procedures and mandatory training. Formalise hourly flexibility and WFH policies.	Psychological support programmes, sports and recreational activities. Periodic safety audits; introduce an anonymous reporting channel. Create guidelines and internal communication.
TURNOVER	Reduce the turnover rate through targeted employee listening and engagement initiatives.	The company plans to implement company climate surveys, internal improvement plans, welfare initiatives and customised growth paths.
ACTIVE LISTENING DURING EXIT INTERVIEWS	Introduce structured exit interviews to collect feedback from employees leaving the company.	The interviews will be standardised, anonymous where required, and integrated into an internal listening process. The data collected will be analysed and translated into corrective actions where relevant.
PERFORMANCE REVIEWS	Extend the performance review system to at least 80% of employees.	Reviews will be carried out on an annual basis, in accordance with objective criteria and consistently with core skills and corporate objectives. Tool integrated in the HR management system.



2025 TARGET	2026 TARGET	2027 TARGET
Energy audit completed and start of efficiency measures.	Reduction of $\geq 20\%$ of Scope 1 and 2 emissions compared to 2024 Coverage of $\geq 20\%$ of electricity requirements from renewable sources (self-generated or purchased).	Reduction of $\geq 30\%$ of Scope 1 and 2 emissions compared to 2024 Coverage of $\geq 20\%$ of electricity requirements from renewable sources (self-generated or purchased).
Data collection of major raw material suppliers through ESG questionnaire Drafting of sustainable selection policy First awareness-raising meeting with strategic suppliers.	Analysis of collected data and construction of baseline Scope 3 Raising awareness of new ESG criteria in all new suppliers.	Review of contracts with strategic suppliers to include environmental requirements.
Map water consumption and pollution baseline.	Water footprint audit with focus on reducing the number of trips to collect water for disposal. 10% reduction in water consumption. Zero pollution release episodes.	15% reduction in water consumption Continuous monitoring.
Scheduled inspections and maintenance.	Implementation of advanced containment systems.	Accident reduction and implementation of advanced containment systems.
Constantly monitor emissions.	Reduction of polluting emissions by 15%.	Reduction of polluting emissions by 30%.
Map the impact of lead-free alloys on the overall machined alloys.	3% growth in use of green raw materials (lead-free alloys).	5% growth in use of green raw materials (lead-free alloys).
Monitor waste production.	$\geq 15\%$ reduction in waste generation Increased recovery and recycling.	$\geq 30\%$ waste reduction Elimination of single-use material waste.
Calculated current gap reduction of $<5\%$.	Start of the certification process (UNI PdR 125:2022).	Achievement of Score $>65\%$.
Implementation of employee wellbeing and welfare-related activities.	Implementation of employee wellbeing and welfare-related activities.	Implementation of employee wellbeing and welfare-related activities.
Implement company climate survey.	Optimise employee engagement processes.	Reduce the outgoing turnover rate of direct employees by 5%.
Structured exit interviews to gather feedback.	Evaluation and proposal for improvement actions.	Taking into account 30% of the feedback from exit interviews.
Implement performance reviews.	Evaluation of 70% of employees on an annual basis.	Evaluation of 80% of employees on an annual basis.

Introduction

Sustainable development goals and ongoing projects

1.1

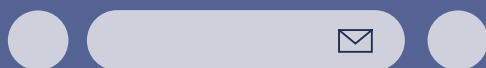
1.2

1.3

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TOPIC	ACTIONS/IMPROVEMENT TO BE ACHIEVED	ADDITIONAL NOTES
PROFESSIONAL DEVELOPMENT	Increase training programmes and professional skills development.	Customised training plans and continuous training.
IMPACT ON THE LOCAL COMMUNITY	Increase quality employment with local staff and favour local suppliers. Support voluntary initiatives, charities, and local sports activities.	Collaborations with local authorities Local CSR programmes.
HEALTH AND SAFETY	Assess the feasibility of adopting ISO 45001	Analyse the regulatory requirements and gaps compared to the current state.
EMPLOYEE SATISFACTION SURVEY	Conduct an annual structured employee satisfaction survey and take the feedback into account.	The questionnaire includes topics such as internal climate, interpersonal relations, leadership, work-life balance. The results will be analysed by management and followed by corrective actions. Guaranteed anonymity.
COMMUNITY AND LOCAL AREA	Adherence to external initiatives, networks and principles on ethical, social and environmental issues. Active support for projects with an impact on the local community.	Identification of institutional, cultural, and Third Sector partners. Draft a corporate policy for investments in CSR initiatives. Transparent communication and reporting of activities.
RESPONSIBLE PROCUREMENT	Map the main raw material suppliers and collect data on emissions incorporated in purchased materials.	ALaunch monitoring campaign with questionnaires on: environmental certifications, % recycled material, carbon footprint studies. Evaluate and select suppliers according to ESG criteria.
BUSINESS INTEGRITY	Assess corporate areas at risk of corruption and prepare specific prevention tools.	Map at-risk processes, draft an anti-corruption policy, appoint a compliance officer, activate reporting channels. Pathway to compliance with the requirements of ISO 37001 (Anti-Corruption Management System).
PRIVACY AND SECURITY OF INFORMATION	Strengthen transparency and corporate data protection, with special attention to sensitive stakeholder data.	Map corporate information systems, internal security audits, IT policy updates. Transparent communication on data management practices. Awareness-raising and staff training.
CORPORATE POLICIES	Integrate environmental, social and ethical sustainability principles into existing company policies and develop new thematic policies.	Draft and approve: Code of Ethics, Sustainability Policy, Sustainable Supplier Selection Policy. Integrate ESG criteria into strategic and operational corporate documents.
REGULATORY COMPLIANCE	Ensure the organisation's regulatory compliance.	Launch an evaluation checklist, adopt the Model 231, define and update the Code of Ethics, appoint the Supervisory Body. Mandatory training programme on compliance, ethics and accountability, with a focus on managers.
ESG GOVERNANCE STRUCTURE	Strengthen and formalise sustainability governance within the company.	Establish a dedicated sustainability reporting operational team and ensure BoD involvement in ESG policies.

2025 TARGET	2026 TARGET	2027 TARGET
Complete KPI mapping.	Minimum value of 3 hours of non-compulsory training per employee.	Minimum value of 3 hours of non-compulsory training per employee.
Maintain the current percentage of local suppliers.	Maintain the current percentage of local suppliers.	Maintain the current percentage of local suppliers.
ISO 45001 feasibility assessment.	ISO 45001 feasibility assessment.	ISO 45001 feasibility assessment.
Questionnaire distribution data analysis.	Questionnaire distribution data analysis.	Achievement of 70% participation rate and launch of improvement plan.
minimum of 2 initiatives per year.	minimum of 2 initiatives per year.	minimum of 2 initiatives per year.
Start the supplier monitoring campaign: distribution of questionnaires on the presence of certifications and request for studies on product carbon footprint and % of recycled materials.	Optimise purchasing choices where possible, preferring suppliers who adopt sustainable practices or materials with a low carbon footprint.	At least 80% of suppliers considered strategic adopt sustainable practices.
Map corruption, fraud, and negligence risks, secure critical/relevant processes (payments, warehouse).	Implement control tools, internal training, appointment of manager.	Implement control tools, internal training, first assessment of compliance with ISO 37001.
Comprehensively map systems and identify security gaps.	Technical interventions on at least 70% of non-compliant systems.	At least 90% of corporate systems fully compliant with security policies.
Approve the Code of Ethics and Sustainability Policy.	Introduce the Sustainable Supplier Selection Policy and update HR and procurement policy.	At least 80% of strategic suppliers adhere to the company's Code of Ethics.
Starting with evaluation checklist. Adopt Organisation, Management and Control Model 231.	Promote training and awareness-raising on compliance, ethics and accountability at all levels, with a special focus on managers.	100% employees trained on the model 231.
Define a dedicated sustainability reporting team, Introduce an ESG committee in the organisational chart.	Integrate ESG priorities into strategic planning.	Annual approval of ESG policies by the Board of Directors ESG integrated into all strategic decisions.





2

Analysis of impacts and material topics

2.1

Analysis of impacts and material topics





The European Sustainability Reporting Directive requires companies to assess sustainability by evaluating the company's impacts on ESG topics. Following this logic, Dall'Era Valerio carried out an impact analysis for the reporting year, aimed at identifying the most relevant and impactful ESG topics arising from operational activities. These topics are those that significantly affect the organisation's ability to create value and are prioritised in the sustainability report.

Dall'Era Valerio conducted its first materiality analysis, with reference to the financial year 2024. In its journey towards increasingly sustainable management, the company has chosen to take a gradual and strategic approach. While recognising the importance of the new CSRD (Corporate Sustainability Reporting Directive), the company decided not to proceed immediately with its adoption, considering it necessary to first consolidate its operational and methodological foundations.

Dall'Era Valerio has therefore chosen to base its approach on established guidelines, aligned with international reference standards, in order to structure a robust sustainability reporting and management process. This approach ensures transparency and credibility towards stakeholders, while preparing the organisation for a more effective transition in the future.

This chapter explores the process of defining an impact materiality analysis and the identification of Dall'Era Valerio's material topics.

2.2

Stages of the materiality analysis definition process

1

Analysis of the organisation's internal and external context: the process began with an in-depth analysis of the company's production cycle and value chain, integrating data from strategic documents, including institutional reports published by agencies and organisations, economic and sustainability reports, as well as sector studies dedicated to sustainability. An evaluation of Dall'Era Valerio's business relations was also conducted, enriched by discussions with key company figures. This dialogue provided further insights into the operating environment and internal dynamics of Dall'Era Valerio.

2

Identification of impacts: a list of actual and potential impacts, both negative and positive, was identified starting from the initial analysis. This process made it possible to identify a number of direct and indirect effects that could result from the company's activities, as well as those already in progress.

3

Evaluation of the significance of the impacts: each impact was analysed considering its characteristics: severity (scale), spread (extent), difficulty of repairing the damage (irremediability), and likelihood of occurrence, assigning each a score ranging from 1 to 4. The analysis, discussion, and validation of the impacts by management resulted in a list of material topics, representing the most significant impacts of the organisation.

5

Prioritisation of impacts: following stakeholder validation, the impacts identified were ranked according to their significance, prioritising those that could have a significant impact on the company, the stakeholders, and the social and environmental context.

6

Definition of the final list of material topics: once the evaluation was completed, Dall'Era Valerio arrived at a list of material topics, representing the most significant impacts of the organisation.

4

Engagement of relevant Stakeholders: with a view to involving key persons and to initiate a structured stakeholder engagement process, Dall'Era Valerio distributed specific questionnaires to different categories of stakeholders. The main objective was to gather feedback on the main impacts identified, in order to better understand stakeholder perceptions and gather input for the management and mitigation of these impacts. The following stakeholder categories were involved in the case of Dall'Era Valerio: employees, suppliers, customers, and credit institutions. This process made it possible to integrate the opinions and concerns of each group, ensuring a more complete and shared view of the company's impacts.



2.3

Stakeholder engagement

Dall'Era Valerio identified different categories of stakeholders with whom to engage in an active dialogue including employees, customers, suppliers, financial institutions and involved them through the distribution of online and in-person questionnaires, which listed the impacts previously assessed by company management. The main objective of the survey was to ask stakeholders to select the sustainability impacts they considered most relevant by ordering them according to their priority, with the aim of understanding their expectations and concerns regarding the company's sustainability performance.

This process identified the most relevant material environmental, social and governance topics, in line with international standards such as the GRI (Global Reporting Initiative) and the UN Sustainable Development Goals (SDGs).

Stakeholder engagement took place through a multi-channel and participatory approach, which included the use of online questionnaires and surveys to gather feedback, interviews and focus groups with key stakeholders to explore specific issues, as well as workshops and institutional meetings aimed at direct exchange of ideas and opinions.

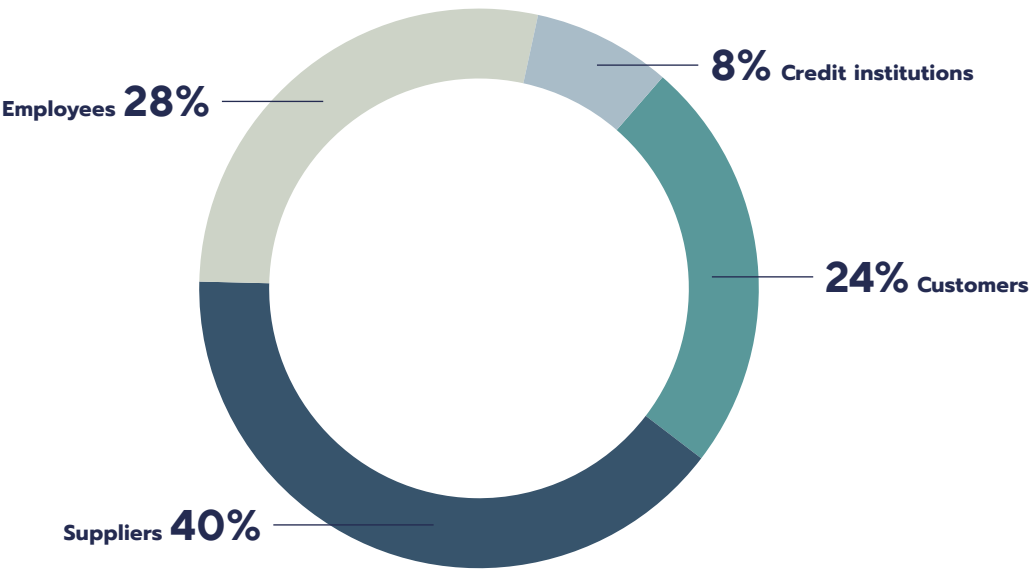
These stakeholder engagement activities have fostered a deeper understanding of stakeholders' needs and expectations, helping to identify areas for improvement and opportunities for integrating sustainability into corporate strategy.

The path undertaken represented a fundamental pillar for the drafting of the company's first Sustainability Report, confirming the company's commitment to maintaining a constant, transparent and constructive dialogue with its stakeholders, with the aim of continuously updating and improving its ESG initiatives.

The stakeholders involved in the process of identifying material topics were organised into the following categories:

CATEGORIES OF STAKEHOLDERS	DESCRIPTION
 Employees	All workers and associates of the company
 Suppliers	Companies and individuals that supply goods and services to Dall'Era Valerio S.r.l.
 Customers	Individuals, companies and institutions purchasing products from Dall'Era Valerio S.r.l.
 Financial institutions	Banks, investors, and other financial institutions supporting Dall'Era Valerio S.r.l.

Stakeholders engagement



The responses made it possible to re-proportion the weight of these impacts by also taking into account the opinion of external stakeholders.

2.4

Impact materiality results

The following table shows the final impacts identified for Dall'Era Valerio S.r.l.'s business:

IMPACTS ON THE ENVIRONMENT AND PEOPLE	DESCRIPTION OF THE IMPACT	PROVISIONS IMPLEMENTED BY THE COMPANY	RELEVANCE FROM 1 TO 5 FOR EXTERNAL STAKEHOLDERS	IMPACT CATEGORY
GREENHOUSE GAS EMISSIONS IN THE AIR				
Greenhouse gas emissions with possible negative effects	Impacts on climate change due to the contribution of the organisation and its supply chain through greenhouse gas emissions from fossil fuel use (SCOPE 1, 2 and 3).	Monitoring of key consumption and emissions (Scope 1, 2, 3)	3.36	negative effects
ENERGY EFFICIENCY				
Reduction of energy consumption and related GHG emissions, with positive effects on the environment and the organisation's overall efficiency.	Impact on energy efficiency resulting from the organisation's activities and its supply chain, through actions aimed at reducing energy consumption and improving the performance of plants and processes.	The company invested in a modern 1 MW photovoltaic plant, capable of generating up to 1,200,000 kWh per year, making a concrete contribution to the energy transition.	3.68	positive effects
RENEWABLE ENERGY				
Optimising energy consumption and reducing emissions into the air	Contribution to the energy transition through the use of renewable energy sources, with positive effects on the reduction of GHG emissions and the energy sustainability of the organisation.	The company purchases energy from 100% renewable sources (guarantees of origin)	3.44	positive effects
WATER CONSUMPTION				
Large withdrawals from the aqueduct for both sanitary purposes and production	Impacts related to water withdrawals for the production process in relation to the availability of water resources in the area	Implement water recycling and reuse systems. Regularly check and maintain installations to avoid leaks or contamination.	3.36	negative effects
WATER DISCHARGES				
Pollution of water bodies, risk of contamination.	Wastewater is discharged into bodies of water and/or public sewage, risk of contamination with potential negative effects on aquatic ecosystems, biodiversity, and human health.	Water discharges from production processes within the plants are collected separately and, depending on their characteristics, disposed of	3.36	potential negative effects

IMPACTS ON THE ENVIRONMENT AND PEOPLE	DESCRIPTION OF THE IMPACT	PROVISIONS IMPLEMENTED BY THE COMPANY	RELEVANCE FROM 1 TO 5 FOR EXTERNAL STAKEHOLDERS	IMPACT CATEGORY
RAW MATERIALS AND CIRCULAR ECONOMY				
Environmental impacts related to the consumption of virgin raw materials and the low circularity of materials used in production processes.	Impacts resulting from the intensity of material consumption, in particular virgin raw materials and non-recyclable components, which contribute to the pressure on global resources and reduce the efficiency of production cycles.	The company is committed to sourcing increasing quantities of raw materials from recovery operations, especially with regard to plastic products used in the production cycle. At the plants, efforts will be made to increase the recovery of non-ferrous metal scrap for recycling processes.	3.76	positive effects
WASTE MANAGEMENT				
Generation of hazardous waste	Impacts due to the generation of hazardous or non-hazardous waste produced by the organisation that is sent for disposal or incineration, not allowing the recovery of materials.	The company has initiated a structured plan to reduce the quantity and quality of waste, with a particular focus on hazardous waste. The actions implemented include increasing recovery and valorisation practices, decreasing the use of single-use materials and promoting more sustainable behaviour in the workplace.	2.5	positive effects
SECURE EMPLOYMENT				
Job stability and security, impact on employment continuity, and reduction of the risk of redundancies or temporary contracts.	Impact resulting from the company's ability to guarantee stable and secure employment contracts, protecting employees from uncertain employment situations.	Adoption of stable and transparent recruitment policies, contract management that favours job stability, support for job retention. Introduction of structured exit interviews to collect feedback from employees leaving the company	3.52	positive effects
TRAINING AND SKILL DEVELOPMENT				
Raising the skills of its workers through the provision of training courses beyond the legal requirements	Impact on the level of employee knowledge and skills updating, resulting from the organization's ability/inability to implement corporate training and development plans	Training provided beyond the legal obligation as a means of expanding and updating employees' knowledge and skills.	3.68	positive effects
WORKERS' HEALTH AND SAFETY				
Adequate working environments and company procedures that meet the requirements necessary to ensure the health and safety of workers	Impacts of good occupational health and safety management	Implementation of safety procedures, specific training, monitoring of risks, adoption of preventive and corrective measures. Assess the feasibility of adopting ISO 45001	3.8	potential negative effects

IMPACTS ON THE ENVIRONMENT AND PEOPLE	DESCRIPTION OF THE IMPACT	PROVISIONS IMPLEMENTED BY THE COMPANY	RELEVANCE FROM 1 TO 5 FOR EXTERNAL STAKEHOLDERS	IMPACT CATEGORY
PERSONNEL WELLBEING AND CORPORATE WELFARE INITIATIVES				
Promoting good practices for a healthy lifestyle in the workplace and beyond	Impacts of human resources management that aims to build a positive working climate with employee-friendly working conditions	Develop and formalise corporate welfare and physical and mental wellbeing plans. Strengthen EHS (Environment, Health and Safety) procedures and mandatory training. Formalise hourly flexibility and WFH policies.	3.12	positive effects
EQUAL OPPORTUNITIES				
Promoting inclusion and valuing diversity of gender, age, ethnicity, and religion in the workplace, fostering a fair and respectful environment	Impacts on people related to promoting a sense of inclusion and valuing diversity of gender, age, ethnicity, religion	Implement formal policies to enhance internal and external cultural, gender, and background diversity. Monitor and foster transparency in wage policies, actions against gender and opportunity inequalities. Obtain gender equality certificates and strengthen equal opportunity policies.	3.52	positive effects
ECONOMIC PERFORMANCE				
The strong balance between short-term economic performance and long-term sustainability reflects sound governance	Balanced management between short-term financial objectives and long-term sustainable development strategies ensures economic stability for the company and contributes to the creation of shared value for the community and all stakeholders	Adoption of transparent governance policies, multi-year strategic planning, rigorous internal control, transparent economic reporting, and active involvement of stakeholders in decision-making processes.	3.44	positive effects
SUPPORTING THE LOCAL COMMUNITY				
Give preference to local suppliers in procurement	Impacts on suppliers generated by the organisation for purchases from local, small or socially vulnerable suppliers (support for local entrepreneurs/farmers)	Promotion of a short supply chain	2.9	positive effects

2.5

Prioritisation of material topics

The following material topics will be addressed in the various chapters of the sustainability report.

Material topics by type

ENVIRONMENT	SOCIAL	GOVERNANCE
Greenhouse gas emissions	Secure employment	Economic performance
Energy efficiency	Training and skill development	Supporting the local community
Renewable energy	Health and safety	
Water consumption	Employee wellbeing and corporate welfare initiatives	
Water discharges	Equal opportunities	
Raw materials and circular economy		
Waste management		





3

Environment



3.1

The environmental commitment of dall'Era Valerio

**We act to make our production process less impactful on the planet.
We work to reduce waste and to increase the amount of energy supplied from alternative sources.**



Nicola Bertoli
QHSE MANAGER

The environmental pillar is one of the central aspects of sustainability, in recognition of the importance of protecting and preserving our planet for future generations. In a world of growing ecological challenges, such as climate change, biodiversity loss, and natural resource degradation, it is essential to adopt practices that promote environmental responsibility. Organisations are called upon not only to reduce their ecological impact, but also to develop innovative solutions that contribute to resource conservation, energy efficiency, and sustainable waste management.

Dall'Era Valerio S.r.l. fully aligns with this vision, adopting a conscious and responsible approach to managing its manufacturing operations. Chemicals are treated in full compliance with current regulations, through controlled disposal systems and continuous monitoring to prevent dispersion or environmental contamination.

The company actively promotes waste reduction by taking action on waste and investing in improving the efficiency of production processes. The commitment to sustainable innovation is reflected in the constant search for low environmental impact solutions, in terms of both materials and technologies. This also includes the installation of a state-of-the-art photovoltaic plant with a capacity of 1 MW and an annual generation capacity of up to 1,200,000 kWh, making a tangible contribution to the energy transition and reducing CO₂ emissions.

3.2

Environment: highlights

**Environment**

1_{MW}

of photovoltaic plant capacity capable of generating 1,200,000 kWh per year

93%

of the brass used comes from recovery operations

77%

of non-hazardous waste sent for recovery

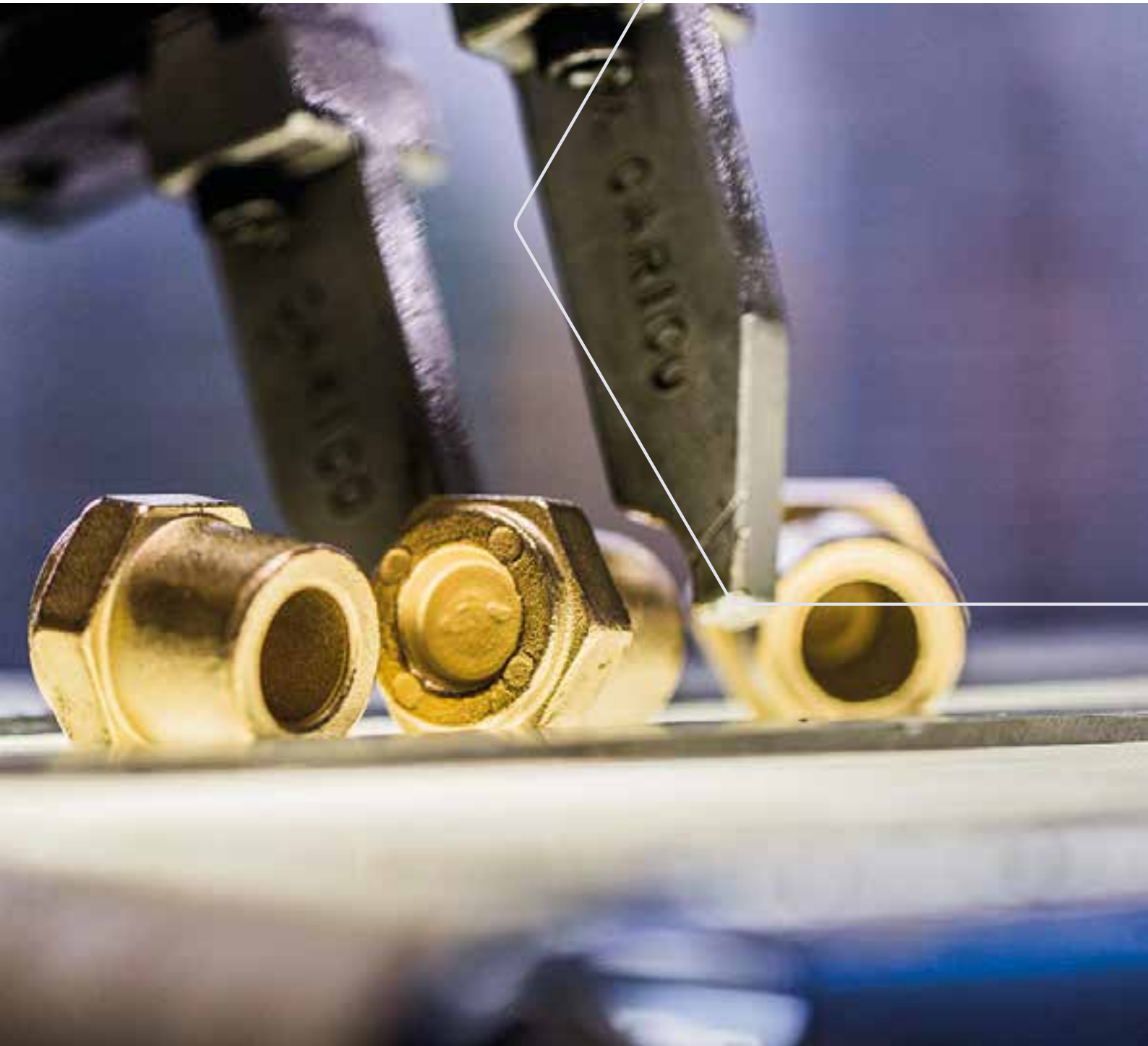
3.3

Material topics

With respect to the environmental dimension, the material topics addressed below concern:

- Greenhouse gas emissions
- Energy efficiency
- Renewable energy
- Water consumption
- Water discharges
- Raw materials and circular economy
- Waste management





3.4

Greenhouse gas emissions into the atmosphere

One of the greatest challenges facing mankind is climate change, which is driving an indispensable ecological transformation of technology, the economy, and society.

The European Commission has made it one of its priorities to become the first climate-neutral continent by 2050, setting itself the intermediate target of reducing greenhouse gas emissions by at least 55% of 1990 levels by 2030 (commitment increased to 57% at COP 27).

The commitment of Dall'Era Valerio Srl in this area is manifested through a series of actions aimed at mitigation and adaptation.

In order to contribute to the fight against climate change, the company makes a strong commitment to reducing the impacts directly generated by its activities as well as indirect impacts, i.e. those related to the development of environmentally sustainable products and services and the value chain.

Atmospheric emissions are mostly attributable to the production area of the plants, where mechanical machining processes are carried out, the main ones being machining with removal of materials, moulding, washing and those from thermal power plants. By their very nature, as defined by the applicable regulations, these emissions are considered low air pollution. The plants' chimneys are periodically monitored to check that the emission concentration of any pollutants is always well below the prescribed limits.

The purely commercial and office areas of the site contribute to atmospheric emissions to a limited extent due to the consumption of electricity and methane gas for room use.

With reference to GHG (GreenHouse Gas) emissions, in the two-year period 2023-2024, Dall'Era Valerio Srl reported direct Scope 1 emissions and indirect emissions from energy consumption Scope 2 in accordance with the GHG Protocol Corporate Standard.

The GHG Protocol Corporate Standard classifies GHG emissions into Scope 1 Direct Emissions, Scope 2 Indirect Emissions and Scope 3 Indirect Emissions, defining the calculation methodology as follows:

SCOPE 1 - direct emissions

These emissions originate from sources owned or controlled by the organisation. The emissions from the Group's activities were calculated following the guidelines of the GHG Protocol, taking into account the different emission categories (stationary combustion, mobile combustion, and refrigerant gas leakage). Fuel data for each of these activities were collected with the reference unit of measurement and multiplied by the respective emission factors (DEFRA Database).

SCOPE 2 - indirect emissions

These emissions result from the production of electricity, heat or steam imported and consumed by the organisation. Scope 2 emissions were calculated following the guidelines of the GHG Protocol considering both location-based and market-based approaches.

For the **location-based** methodology, which reflects indirect emissions from purchased energy based on the composition of the local electricity grid, the emission factors of the electricity distribution grid of the country where the energy is consumed were applied (ISPRA Database).

The **market-based** methodology considers the contribution of specific emission factors related to the procurement contractual forms implemented by the Group for its electricity consumption. If there is a certified supply of electricity from renewable sources, an emission factor of 0 applies. For 2023, 36.96% of purchased electricity is certified as coming from renewable sources; for 2024, the supply body disclosed the percentage of electricity certifiably originating from renewable sources as 47.93%.

In the absence of specific contractual agreements, emission factors from the AIB were used for the residual mix.

GRI 305-1:
Direct (Scope 1) GHG emissions

ENERGY CONSUMPTION	2023 (tCO _{2eq})	2024 (tCO _{2eq})
Natural gas consumed	40	83
Diesel consumed for production	0	0
Car diesel	39	50
Petrol consumed for production	0	0
Car petrol	4	5
Refrigerant gas leaks	0	0
TOTAL SCOPE 1 EMISSIONS	83	138

GRI 305-2:
Energy indirect (Scope 2)
GHG emissions

ENERGY CONSUMPTION	2023 (tCO _{2eq})	2024 (tCO _{2eq})
Purchased electricity - Location-based method	753	896
Purchased electricity - Market-based method	887	871

Scope 1 + Scope 2 GHG emissions

ENERGY CONSUMPTION	2023 (tCO _{2eq})	2024 (tCO _{2eq})
SCOPE 1	83	138
SCOPE 2 - Location-based method	753	896
SCOPE 2 - Market-based method	887	871
TOTAL SCOPE 1 and 2 EMISSIONS		
Location-based method	836	1034
Market-based method	970	1009

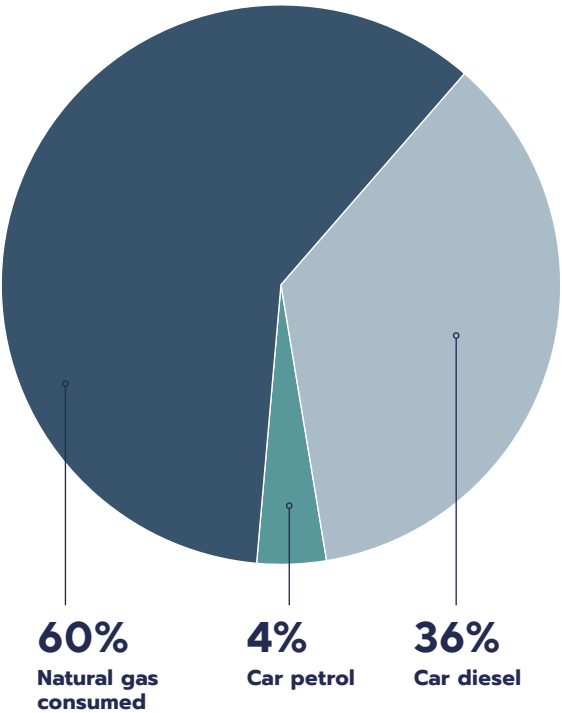


In 2024, there was a 66% increase in Scope 1 emissions, mainly due to an increase in methane gas consumption. As far as indirect Scope 2 emissions are concerned, those calculated using the location-based method increased by about 19%, while a 2% reduction is recorded when considering the market-based method due to the fact that, in 2024, 47.93% of the electricity drawn from the grid will come from renewable sources.

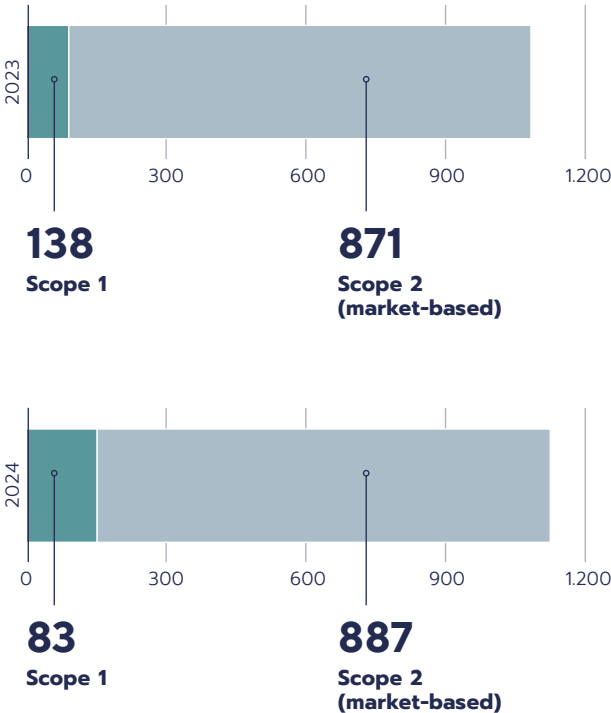
In both years, a large proportion of direct GHG emissions (Scope 1) are due to methane gas consumption. In fact, these emissions in 2024 are 60% of the total CO₂eq produced by the organisation. The other main cause of direct emissions in 2024 is the consumption of diesel fuel to power the group’s vehicles, at 36%. Emissions from motor vehicle petrol consumption account for 4% of total emissions.

Comparing the total GHG emissions produced by the organisation over the two-year period 2023-2024, it can be seen that in 2024 there was a 4% increase in emissions (scope 1 + scope 2 market-based), due to increases in consumption of methane gas and grid-supplied electricity resulting from increased production and the opening of the ‘GATE 2’ production area and an increase in the share of electricity certified as coming from renewable sources.

Direct emissions GHG
(Scope 1) - YEAR 2024



GHG emissions



3.5

Energy efficiency and renewable energy

3.5.1

Policies related to climate change mitigation and adaptation

One of the greatest challenges facing mankind is climate change, which is driving an indispensable ecological transformation of technology, the economy, and society.

The European Commission has made it one of its priorities to become the first climate-neutral continent by 2050, setting itself the intermediate target of reducing greenhouse gas emissions by at least 55% of 1990 levels by 2030 (commitment increased to 57% at COP 27).

Dall'Era Valerio Srl has not yet adopted a transition plan for climate change mitigation. In order to meet stakeholder demands and those of new regulations in the area of climate and sustainability reporting, the company is embarking on a path of carbon management and climate change mitigation which will identify specific decarbonisation levers. Dall'Era Valerio Srl is also committed to identifying and managing potential risks and opportunities in the area of climate change arising from its activities and to promoting initiatives and objectives aimed at managing and reducing energy consumption and emissions into the atmosphere.

Dall'Era Valerio Srl holds UNI EN ISO 14001:2015 certification and EcoVadis Silver Medal Scoring, which attest to the organisation's ongoing commitment to minimising its environmental impact and achieving sustainability goals.

Specifically, Dall'Era Valerio Srl is committed to pursuing objectives related to climate change mitigation and adaptation, as well as energy efficiency and the use of energy from renewable sources, through the following actions:

3.1

3.2

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rationalising and making efficient use of natural and energy resources;

investing in the supply and self-generation of energy from renewable energy sources;

measuring performance indicators related to greenhouse gas (GHG) emissions and monitoring their progress;

setting GHG emission reduction targets and identifying the related decarbonisation levers;

monitoring water withdrawals with the aim of increasing the recirculation rate of industrial water to reduce the water stress caused to the environment;

managing industrial residues, minimising their generation and optimising their recovery/recycling;

pursuing maximum energy efficiency in its production sites and workplaces and pursuing climate change adaptation principles in the planning of interventions related to the redevelopment or construction of production facilities and sites;

adapting its activities and decision-making processes to follow current climate change legislation, proactively using it as an element of continuous surveillance;

carefully considering climate change aspects when planning and designing investments, production processes, and the procurement of raw materials;

periodically checking and monitoring the integrity of plants and machinery in order to prevent accidents and environmental pollution;

seeing risk prevention as a fundamental element that the company must pursue, in the workplace and at all stages of processing, for the safety of workers and stakeholders, the environment and quality;

promoting the awareness of all employees towards environmental protection, health and safety, in compliance with quality standards through communication, information, training and awareness-raising activities;

Through these commitments, Dall'Era Valerio Srl intends to mitigate and/or prevent the negative impacts and relevant risks, and to pursue the positive impacts and opportunities associated with climate change.

The environmental policy outlined above is addressed to the members of the company's administration and control bodies, employees and any other person collaborating with or working in the name and on behalf of Dall'Era Valerio Srl.

Improvement actions

In the course of 2025, as part of measures for climate change mitigation and sustainable land management, Dall'Era Valerio Srl plans to expand the solar park by adding around 50% more photovoltaic panels, allowing for a more efficient use of self-generated electricity and a considerable reduction in the consumption of non-renewable electricity.

3.5.2

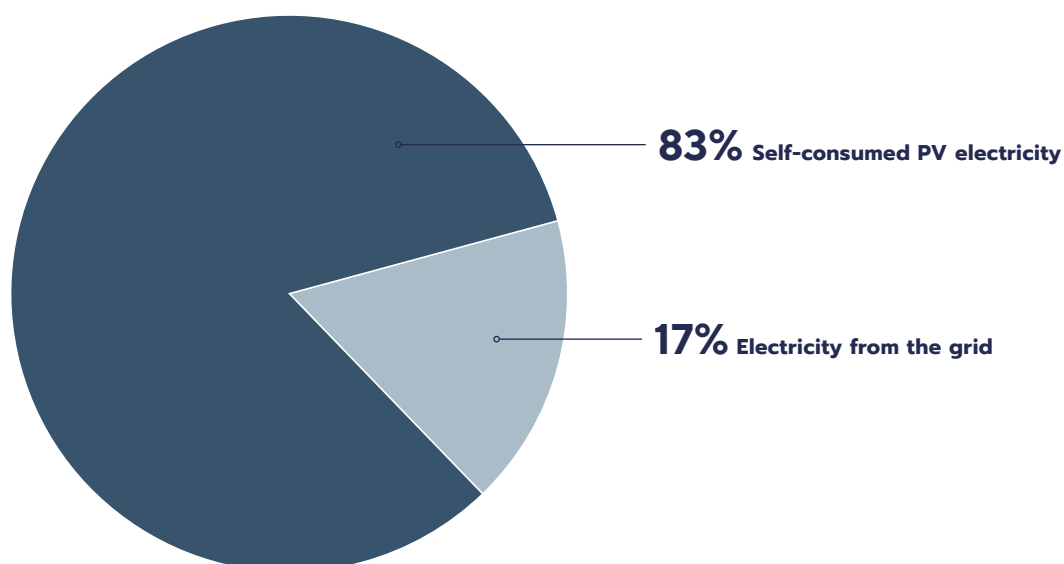
Energy consumption

Dall'Era Valerio Srl has been committed to the topic of energy transition for years. This enabled it to invest in energy improvements through the construction of 1 MW photovoltaic systems on the roof of the production plant, capable of generating up to 1,200,000 kWh per year. In 2024, the original plant was expanded with a new production facility called 'GATE 2'; during its construction, special emphasis was placed on energy efficiency.

To date, Dall'Era Valerio Srl uses the following main energy carriers:

- methane gas, used for the thermal power plant that produces hot water to heat the production departments as well as to power some machinery for processing brass alloys;
- diesel and petrol, used for refuelling company vehicles;
- electricity, used to power production equipment, equipment and tools, and general services such as indoor and outdoor lighting, compressed air, computers, etc.

EE subdivision - YEAR 2024 -



With regard to electricity purchased from the grid in 2023, the company has concluded a supply contract with A2A that guarantees a certified 36.96% share of electricity from renewable sources. For the year 2024, the supplier declared a certified percentage from renewable sources of 47.93%, an increase of 30% compared to the previous year.

Part of the electricity consumed is self-generated through solar parks on site. The majority of the energy generated by these plants is self-consumed, the surplus being sold to the grid.

In 2024, self-generated energy accounts for 17% of total electricity consumption.

Below please find the values of energy consumed at the organisation's sites during the two-year period under review, broken down by type of energy carrier.

GRI 302-1

Energy consumption within the organization

ENERGY CONSUMPTION	2023 (GJ)	2024 (GJ)
Natural gas consumed	758	1.596
Diesel consumed for production	0	0
Car diesel	516	676
Petrol consumed for production	0	0
Car petrol	43	65
LPG consumed for production	0	0
LPG consumed for corporate fleet	0	0
Electricity taken from the grid *	10.111	12.023
Self-generated electricity from photovoltaic systems - consumed	2.597	2.434
Self-generated electricity from photovoltaic systems - fed into the grid	1.261	1.029
Self-generated electricity from photovoltaic systems - TOTAL	3.857	3.462
TOTAL ENERGY CONSUMPTION	14.025	16.794
of which from renewable sources	6.334	2.434
	45%	14,49%

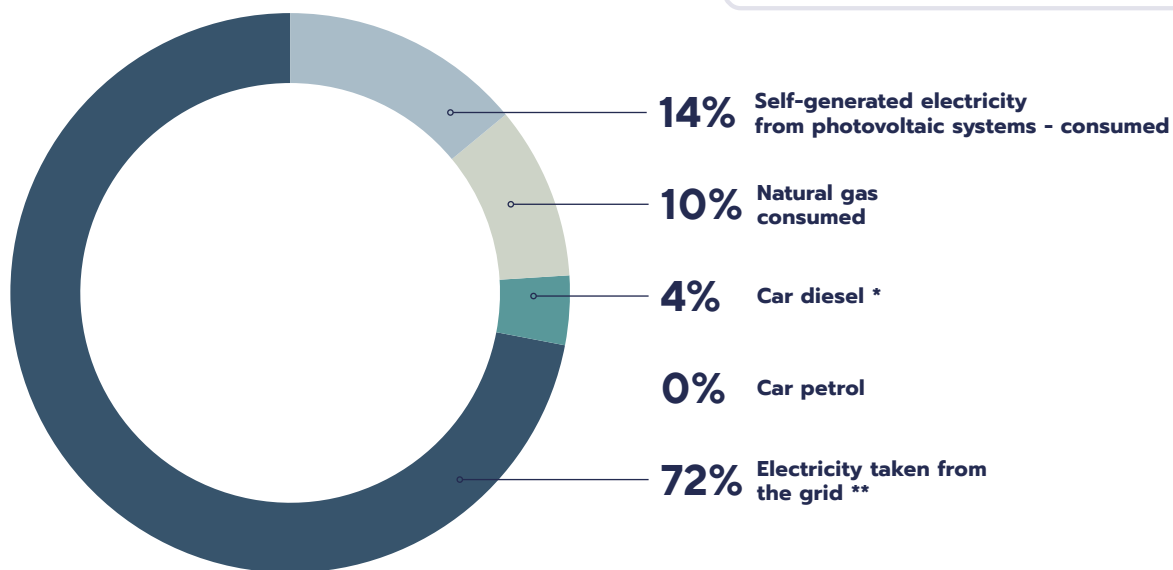
(*) For the year 2023, 36.96% of the electricity drawn from the grid comes from renewable sources; for the year 2024, the supplier certified that 47.93% of the energy purchased originates from renewable sources.

In both years, the most widely used energy source is grid-supplied electricity, which accounts for 72% of the total energy consumed in 2024; it is followed by self-generated electricity from photovoltaic systems with a percentage of 14% and methane gas with 10%. Consumption related to the fuelling of company vehicles is negligible.

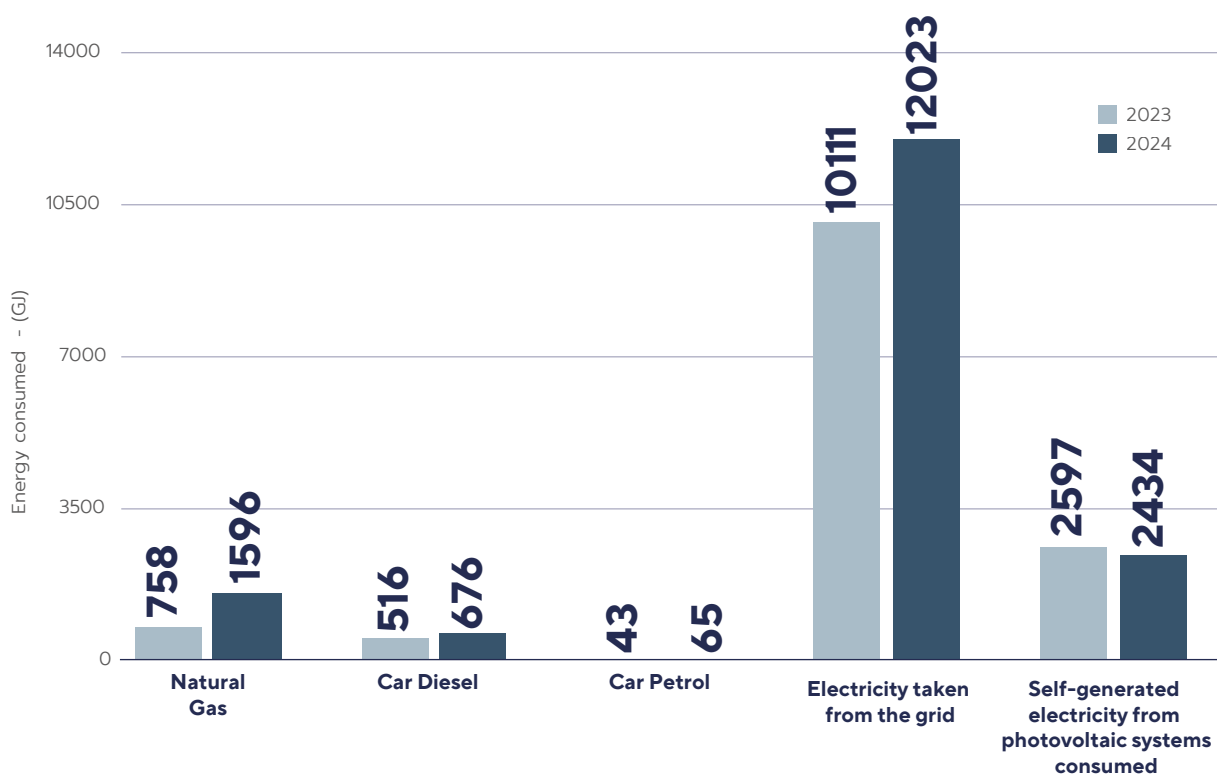
It should be noted that in both 2023 and 2024, approximately 30% of the electricity generated produced by photovoltaic systems was sold to the grid and thus not used for self-consumption.

The percentage of energy generated from renewable sources (photovoltaic systems + electricity drawn from the grid certified as renewable) is 45% in 2023 and 48.81% in 2024. The increase in the year 2024 is mainly due to the 30% increase in electricity certified as coming from renewable sources by the service provider.

Energy consumed within the company - ANNO 2024 -



Energy consumption comparison of the years 2023 and 2024



Looking in detail at the use of individual energy sources employed by Dall'Era Valerio Srl in the two-year period under review, we can note a 110% increase in methane gas consumption in 2024; an increase of 19% in consumption of electricity drawn from the grid, an increase of 31% in diesel and 51% in petrol used to fuel the company's cars and a decrease of 6% in the use of electricity that was self-generated by the photovoltaic systems. Overall, energy consumption in 2024 increased by 20% compared to 2023.

The large increases in the use of natural gas and grid electricity are mainly due to the fact that the expansion of the production plant called 'GATE 2' came into operation in 2024 and to the 33% increase in finished products.

By relating the total annual energy consumption to the tonnes of finished products produced, it is possible to assess the energy intensity for each year.

GRI 302-3

Energy intensity

ENERGY CONSUMPTION	2023	2024
Total energy consumption (GJ)	14.025	16.794
Finished products (t)	4.315	5.751
Energy intensity (GJ/t)	3,25	2,92

In 2024, energy intensity showed a significant improvement (10% over the previous year), indicating that, although energy consumption increased by 20%, production increased by a more significant amount.

Improvement actions

Dall'Era Valerio Srl intends to continue its path towards energy transition and reduction of environmental impact through a series of targeted interventions. Firstly, the company will stand by the commitment to procuring certified electricity by requesting increasingly higher shares of certified renewable energy, thereby making a tangible contribution to the decarbonisation of its energy demand. In parallel, it is planned to enhance energy self-generation through the installation of additional photovoltaic panels.

3.6

Water consumption

Dall'Era Valerio Srl considers water management, together with energy consumption and waste management, to be one of the most significant issues in terms of environmental responsibility. In light of this, the company is committed to ensuring a conscious and efficient consumption of these water resources within its production processes with a view to efficiency and reuse of natural capital.

Within companies, water is mainly used for civil and production purposes. Production processes, in fact, use water mainly for technological uses such as, for example, cooling and washing.

As far as civil consumption is concerned, withdrawals come from the aqueduct, while, in its production processes, the company uses both well water and water from the aqueduct. In 2024, water filtration systems were installed and water for human consumption was treated to replace water dispensers with water bottles.

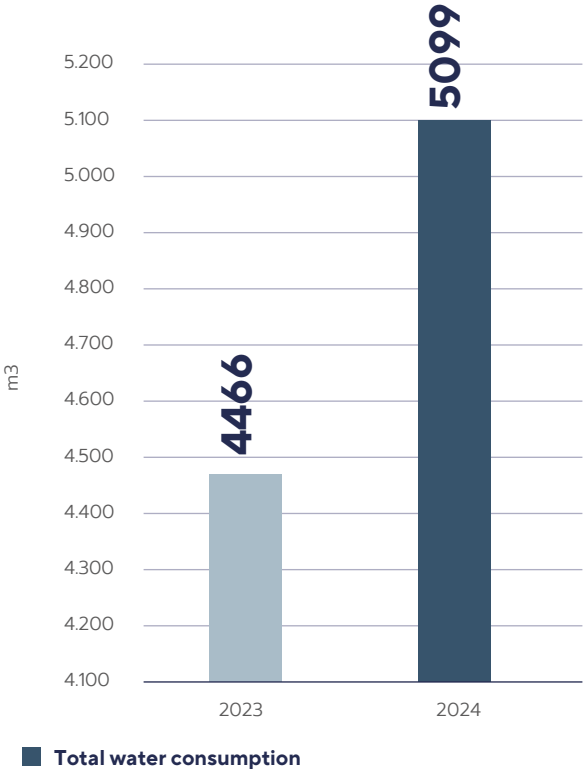
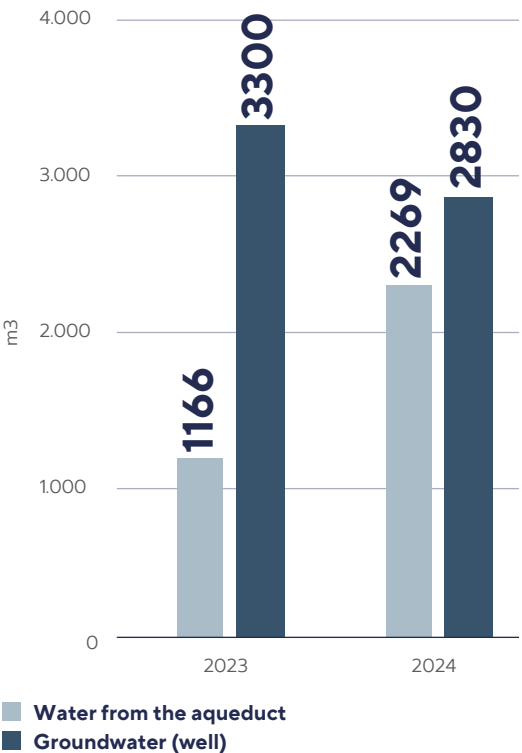
Global water withdrawal in 2024 increased by 14% compared to what was consumed in 2023. This can be explained by the fact that in 2024 the water system in the production area 'GATE 2' was affected by a fault that resulted in a water loss of 864 m³. Adjusting water consumption for this isolated incident, the water used in 2024 would drop to 4,235 m³, marking a 5% decrease in water consumption.

Much more water from wells than from aqueducts was consumed in the two-year period 2023-2024: in 2023 the groundwater used is more than twice as much as water from aqueducts, while in 2024 it is 25% more.

In addition, please note that, in 2024, groundwater withdrawal decreased by 14%, while aqueduct water withdrawal practically doubled. However, the water supply data are strongly influenced by the 864 m³ loss of water recorded in 2024 due to a failure of the water supply in the 'GATE 2' production area. Without taking this quantity into account, the withdrawal from the aqueduct in 2024 would be 1,405 m³, an increase of 20% over the previous year's consumption.

With reference to water intensity, calculated by comparing the water withdrawal (adjusted in 2024 by the leakage found at GATE 2) to the tonnes of finished products produced by Dall'Era Valerio Srl, there was a 28% decrease in water intensity in 2024, due to a significant increase in production.

Water withdrawal Two-year period 2023-2024



Water intensity

	2023	2024
Total water withdrawal (m3) (*)	4.466	4.235
Finished products (t)	4.315	5.751
Water intensity (m3/t)	1,03	0,74

(*) The amount of water of 864 m3 due to a leakage at the plant was removed from the 2024 data

3.7

Water discharges

Dall'Era Valerio Srl is attentive to the effluents that are discharged into the water bodies and/or public sewers and, for this reason, undertakes to implement a series of actions to dispose of water discharges in compliance with the regulations in force and to avoid accidental spills of contaminated water.

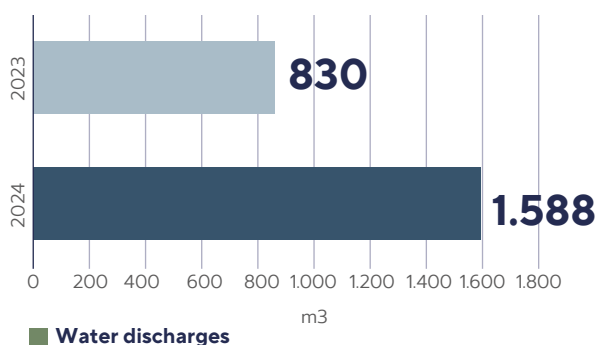
Therefore, water discharges from production processes within the plants are collected separately and, depending on their characteristics, disposed of, in compliance with (It.) Legislative Decree no. 152/06. In particular, wastewater is treated as follows:

- **oily process wastes** are collected in special containers and then properly stored for subsequent disposal by specialised companies in authorised treatment plants;
- **domestic wastewater** ("sanitary water") is discharged into the public sewage network;
- **rainwater** is collected, treated and analysed, and if in compliance with legal limits, released into the public sewerage system as per the Single Environmental Authorisation (AUA) issued by the Province.

In the year 2024, there is a considerable increase in the amount of wastewater discharged into the sewer network: from 830 m3 recorded in 2023 to 1,588 m3 the following year. This 91% increase is certainly related to the considerable increase in water consumption in 2024, also due to the leak in the 'GATE 2' water system.

With reference to the wastewater indicator, calculated by comparing the megalitres of wastewater to the tonnes of finished products produced by Dall'Era Valerio Srl, in 2024 it deteriorated by 44% and rose from 1.92% to 2.76% due to the water leak in 'GATE 2'.

Water discharges to sewer



Wastewater indicator

	2023 (m³)	2024 (m³)
Wastewater (Ml)	0,83	1.588
Finished products (t)	4.315	5.751
Wastewater indicator	1,92%	2,76%

Improvement actions

As part of its commitment to the more efficient management of water resources and the reduction of liquid waste generated by production processes, Dall’Era Valerio intends to explore the various opportunities for the recovery and reuse of coolant fluids used in machining.

The project includes a feasibility analysis for the introduction of filtration and separation systems capable of removing impurities and regenerating fluids, extending their life cycle and minimising the need for water and soluble oil.

In addition, the company will evaluate the technical feasibility of adopting Minimum Quantity Lubrication (MQL) technologies, which allow traditional fluids to be replaced with micro-nebulisation, drastically reducing water consumption.

These actions will not only help reduce the volumes of liquid waste to be disposed of, but also contain operating costs and improve the overall environmental performance of the production cycle.

In support of these actions, the company plans to initiate an audit of its water footprint, with a specific focus on liquid waste management and transport logistics related to wastewater disposal, in order to identify further margins for efficiency and impact containment.

3.8

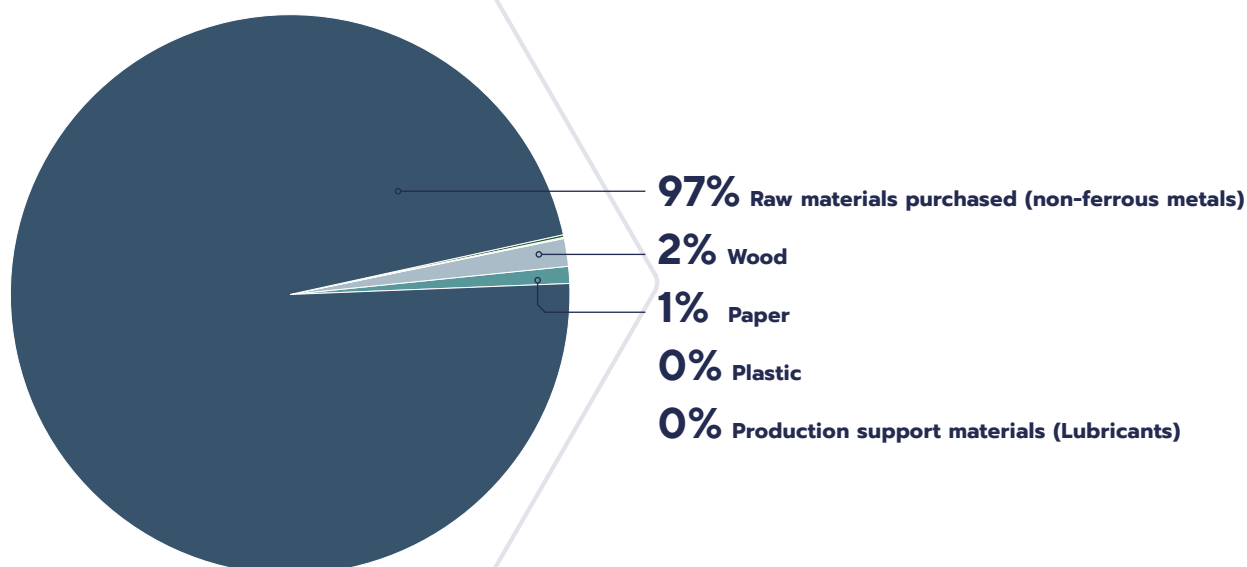
Raw materials and circular economy

Dall'Era Valerio Srl is mainly involved in the machining of non-ferrous metals (mainly brass alloys) for the creation of components used in fluid handling systems, from heating and civil and industrial hydraulics to vending, sensor technology, fittings, refrigeration and many other areas.

Within the company's supply chain, raw materials are an indispensable and strategic resource and are divided into two broad categories: semi-finished non-ferrous metal products (mainly brass alloys) and ancillary materials for the packaging of finished products (mainly wood and plastic).

Brass, in its various alloys and formats, is the main raw material by quantity and value, accounting for 97% of raw material purchases in the year 2024. Lubricants used in the production process are practically irrelevant in the count.

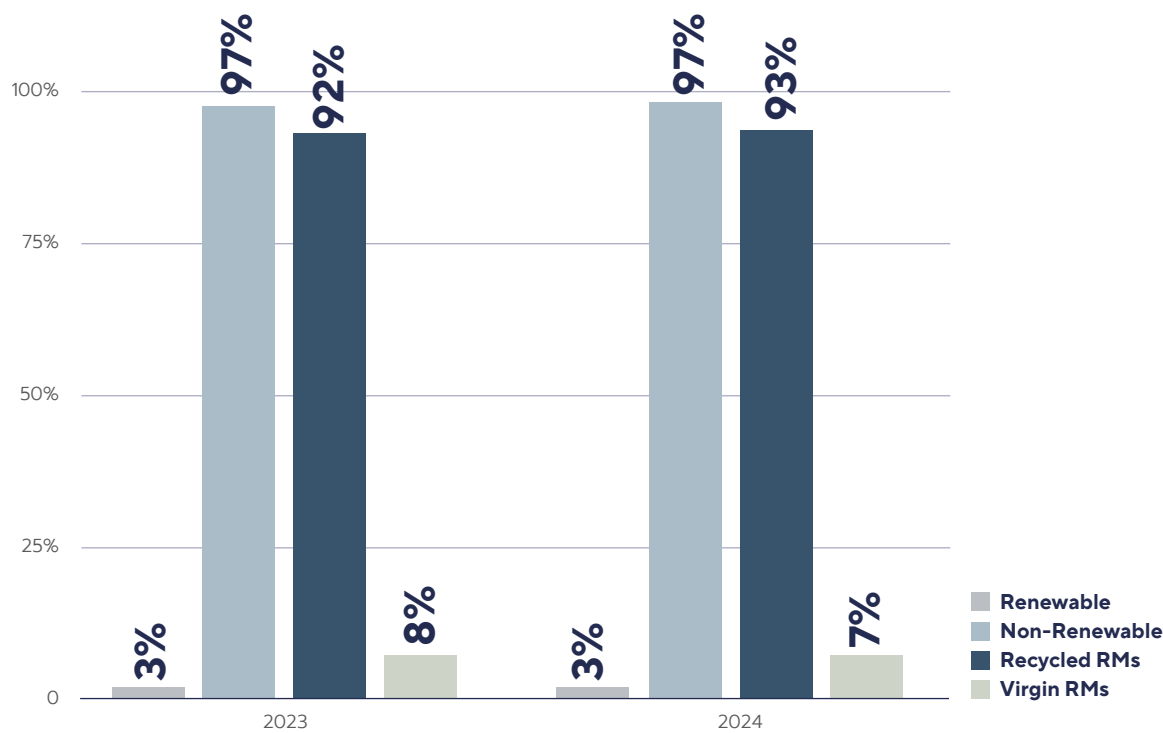
Materials used - 2024 -



Starting from the conviction that the sustainability of a product already starts with the choice of the raw materials that compose it, Dall’Era Valerio Srl pays attention to both their origin and the possibility of their subsequent reuse or recycling. In fact, although the company mainly employs metals and other materials that, by their very nature, are non-renewable, Dall’Era Valerio Srl is committed to purchasing material largely from recovery chains and to recycling the brass scraps created as a result of processing in the factory. In 2023 and 2024 more than 93% of the brass used comes from recovery operations (recycled material).

In addition, a large part of the brass used (45% for the year 2023 and 38% for 2024) comes from the recovery of internal scrap, from which significant quantities of cooling lubricants are separated and fed back into the work processes. The metal alloy thus recovered is sent to the drawing mills to be re-worked again and again into brass bars, in a continuous recycling of the material. Apart from a minimal physiological ‘drop’ that occurs in the transformation processes (7% on average), there is no physical limit to the number of reuse cycles of brass.

Renewability and recyclability of the raw materials used





By comparing the quantity of finished products in 2023 around 77%, while in 2024 production of 33% while the rest constant.

their packaging materials

	2023 (kg)	2024 (kg)
Materials recovered within the production process	3.338.077	3.414.789
Finished products	4.314.997	5.750.685
Percentage of recovered or reclaimed products	77,36%	59,38%

In turn, finished products made of metal alloys can then be fed back into the recycling pathways. In addition, purchased plastic, wood and paper are also mainly derived from recovery operations and can be recycled in-house or recycled by the product's end customer.

Also with a view to reducing the consumption of raw materials, Dall'Era Valerio Srl in 2024 introduced filtration and drawing systems for water for human consumption in order to replace dispensers with water bottles and reduce its purchase of plastic materials.

All this attention to raw materials and their responsible use allows Dall'Era Valerio Srl to significantly reduce its impact on the environment thanks to a lower consumption of virgin materials.

Improvement actions

Despite the high percentage of regenerated materials already used in the production cycle (over 93%), the company intends to further boost the environmental sustainability of its processes through new improvement actions.

In particular, it will undertake a systematic mapping of the environmental impact of lead-free alloys on total processed alloys, with the aim of identifying areas for improvement, reducing the overall ecological footprint and encouraging the adoption of less impactful materials.

This analysis will make it possible to assess, also from a Life Cycle Thinking perspective, the environmental performance of the different metal compositions used, supporting possible transition strategies towards more sustainable solutions.

3.9

Responsible waste management

Dall'Era Valerio Srl considers waste management one of the most important issues in environmental terms. For this reason, the organisation is committed to responsibly managing the different types of waste through specific procedures that favour recovery and proper disposal, and to optimising each process in order to reduce the volume of waste generated.

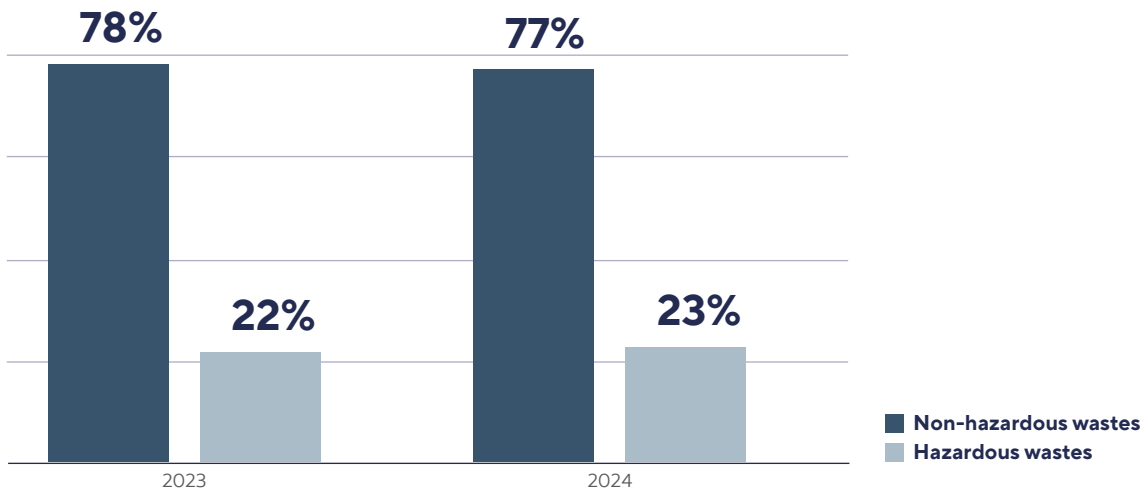
The waste that originates within the production activity consists mainly of raw material residues (mainly non-ferrous metals) and process waste. In order to prevent the generation of this waste, and also to favour circularity processes, Dall'Era Valerio Srl undertakes to organise its operations in such a way as to already envisage the in-house recovery and reuse of certain materials and production aids (such as, for example, lubricating oils). For this purpose, metal scraps are separated from cooling lubricant residues within the mills so that they can be reused within the process and sent to the Italian drawing mills. These metal scraps are not managed as waste because they are 'by-products' within the meaning of (It.) Legislative Decree 152/06.

Process effluents (such as, for example, water contaminated by lubricating oils) are also particularly relevant when leaving mechanical processing activities. In order to limit the environmental impacts, these process wastes are always managed within dedicated facilities and containers. These types of waste are transported to treatment plants - whose authorisation is always verified in advance - where they are then disposed of following chemical-physical processes.

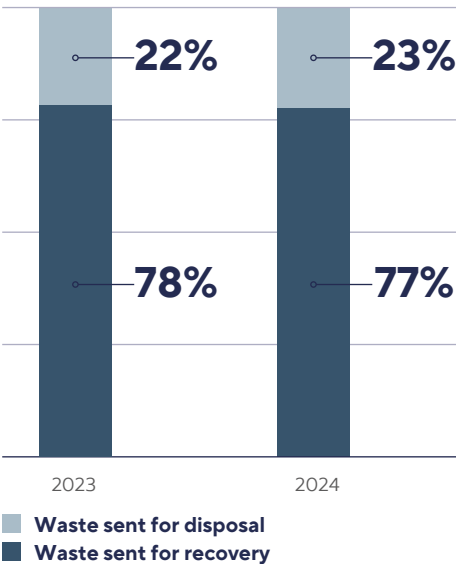
The most significant quantities of waste produced within the company are brass processing waste, process water containing lubricated oils, and ferrous material dust. Waste generated within the company can be divided into hazardous waste be further divided into:

- **HAZARDOUS WASTES**, i.e. wastes that, due to their origin or composition, contain substances that may be harmful to human health and the environment;
- **NON-HAZARDOUS WASTES**, i.e. wastes that do not contain hazardous substances.

Trend in waste generation



Destination of wastes



In 2024, the quantities of waste generated are in line with the values recorded for the previous year. The division between hazardous and non-hazardous wastes also remains similar. In particular, in the year 2024, there is 77% non-hazardous waste, compared to 23% hazardous waste.

Non-hazardous wastes are entirely sent to recovery operations. Specifically, scrap from brass processing is sent to the drawing mills to be reprocessed, over and over again, into brass bars, in a continuous recycling of the material, which significantly reduces the exploitation of virgin raw materials.

Hazardous wastes, on the other hand, are mainly sent to other disposal operations. In 2023-2024, in particular, only 1% of hazardous wastes were sent to recovery operations.







4

Social Chapter



4.1

The social commitment of Dall'Era Valerio

Empowering staff is our priority: because we know that it is their skills, and their commitment, that make the difference.



Marta Cantarelli
HR MANAGER

Dall'Era Valerio S.r.l. promotes a corporate culture based on respect, personal empowerment, and inclusion, aware that a healthy and stimulating work environment fosters the development of individual and collective potential. The company recognises that the wellbeing of people is an essential element in ensuring the sustainability of its organisational model.

Dall'Era Valerio works daily to ensure fair, inclusive, and safe working conditions. The company is committed to combating all forms of discrimination, guaranteeing equal opportunities in access, treatment, and professional development, regardless of gender, age, cultural background, or other personal characteristics.

Particular attention is paid to promoting organisational wellbeing by maintaining a positive internal climate and creating a collaborative working environment that encourages participation and team spirit.

During 2024, as in the previous year, no reports or complaints were received concerning incidents of discrimination, exclusion, or failure to respect staff rights. This figure confirms the effectiveness of the approach taken by the company in promoting a respectful and welcoming working environment.

With the awareness that human capital represents a strategic factor for the future of the organisation, Dall'Era Valerio S.r.l. will continue to invest in the wellbeing and development of its people, with the aim of strengthening an inclusive corporate culture oriented towards the enhancement of talent.

4.2

Social highlights

Cléten

Cléten is a project aimed at bringing more and more young people closer to the world of cycling and training, in all its forms and across different disciplines.

Social

95

employees

34%

of total employees are women

95,8%

of total employees are on an open-ended contract

1788

 hours

training hours provided in the year 2024



4.3

Material topics

With respect to the social dimension, the material topics addressed below concern:

- Secure employment
- Training and skill development
- Health and safety
- Employee wellbeing and corporate welfare initiatives
- Equal opportunities





4.4

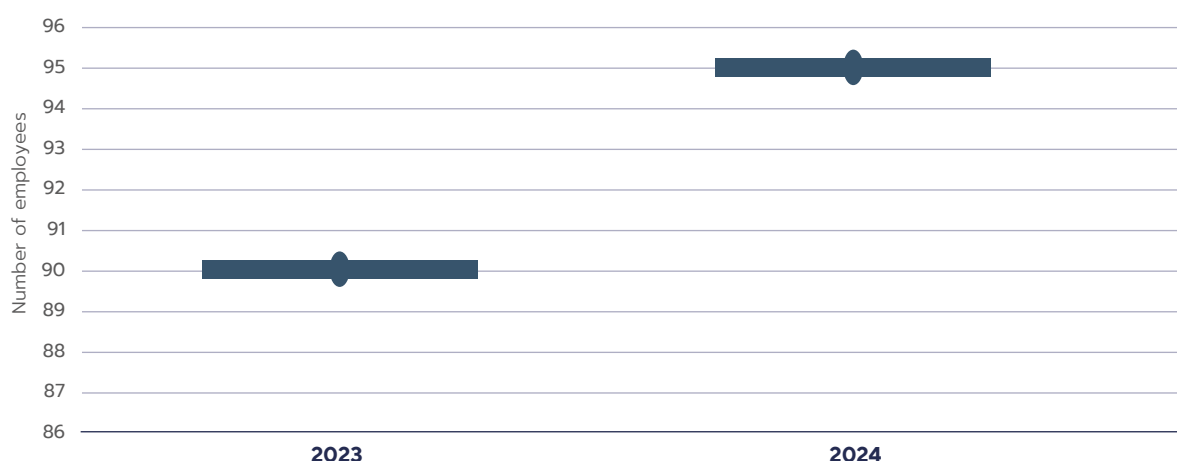
Secure employment

At the heart of Dall'Era Valerio Srl's corporate strategy is the recognition of the value of people as a key driver for innovation, continuity, and business sustainability. Human capital is managed in accordance with the principles of equity, inclusion, security, and skill enhancement.

The comparison of 2023 and 2024 shows a growth in the total workforce from 89 to 95 employees, an increase of about 6.7%. This reflects the positive trend in the company's business and the consequent need to increase the workforce, in line with the objectives of developing and consolidating internal skills.

The increase in personnel also represents a concrete sign of Dall'Era Valerio Srl's commitment to the creation of stable, quality employment, confirming its constant focus on human capital and its willingness to support organisational evolution through the inclusion of new resources.

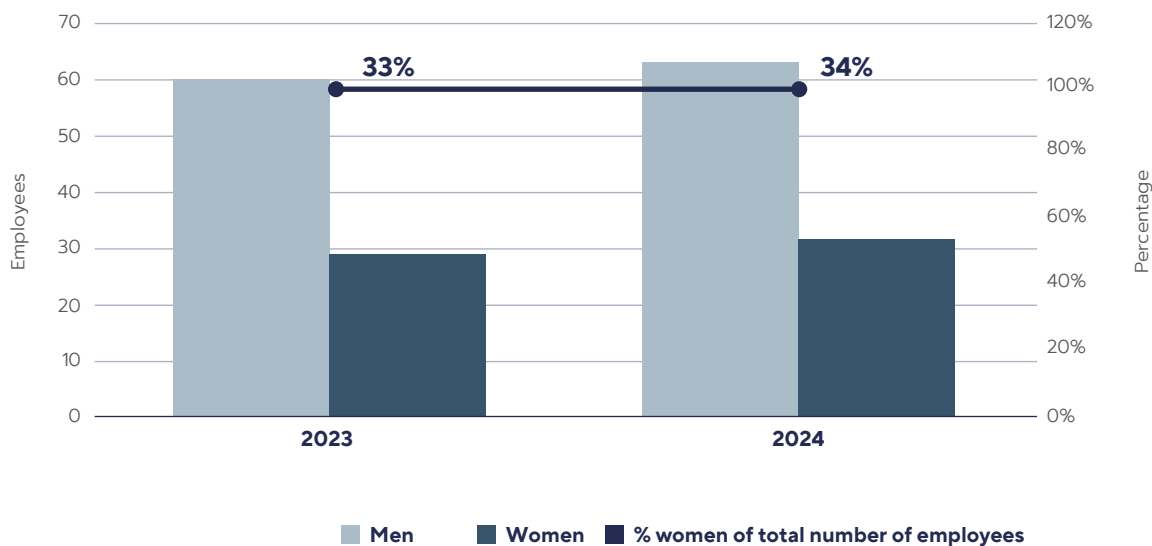
Total workforce



In 2024, the workforce of Dall’Era Valerio Srl consists of 63 men (66%) and 32 women (34%). Although there is a male predominance, the distribution shows a gradually evolving gender balance, the result of the company’s growing attention to the principles of fairness, equal opportunities, and inclusion.

The figure reflects a historically male-dominated production context, but shows positive signs in terms of diversification and women’s access to qualified professional roles, thanks to policies aimed at breaking down gender barriers. In fact, Dall’Era Valerio Srl continues to promote an open working environment where talent and skills are the main criteria for enhancement and development.

Workforce gender



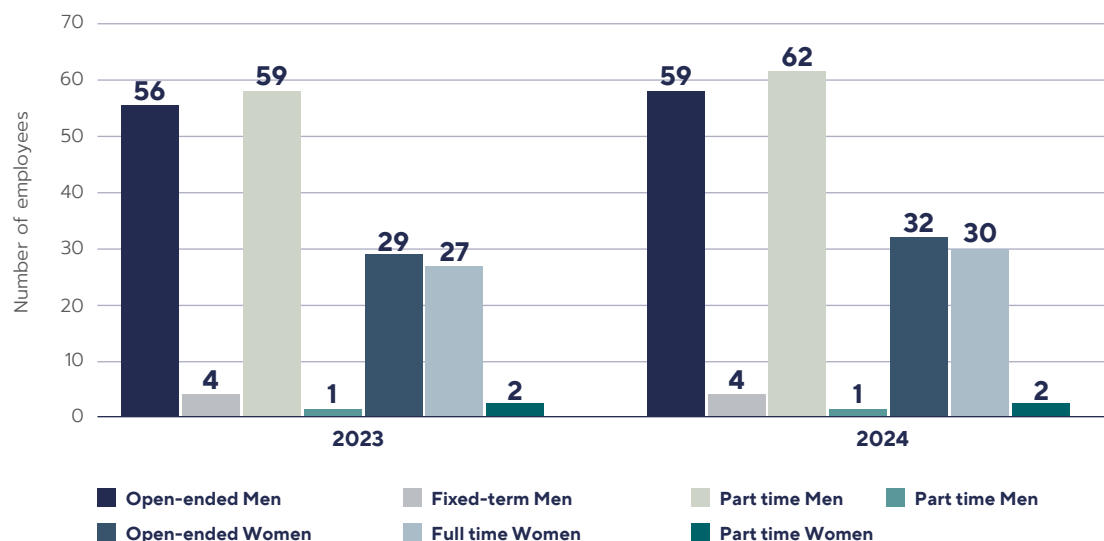
A strong orientation towards employment stability is confirmed. Male employees with permanent contracts increased from 56 to 59, while female employees increased from 29 to 32. This is a positive sign, which shows the company’s willingness to consolidate employment relationships with a view to long-term and professional continuity.

The number of fixed-term contracts remains unchanged from the previous year: 4 among men, none among women. This confirms the cautious and limited approach to the use of fixed-term contracts, used only for limited and temporary needs.

Most of the employees, both men and women, work full-time. There was a slight increase in the number of full-time workers, from 59 to 62 among men and from 27 to 30 among women. Part-time remains stable and marginal: 1 man and 2 women in both years.

These figures confirm the company’s commitment to promoting solid and structured contractual forms, guaranteeing the centrality of stable and protected work, with a flexible organisation that also responds to specific personal needs where required.

Employees by contract and gender

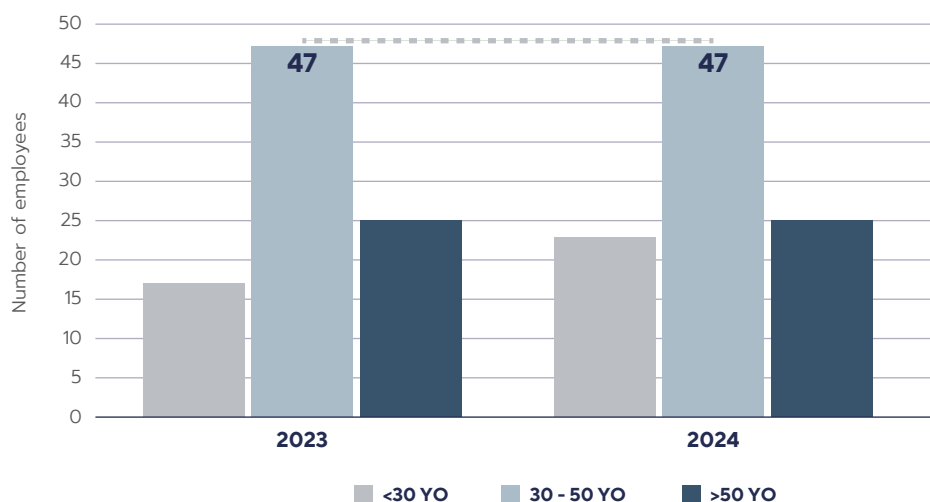


The analysis of the age distribution shows an interesting sign of renewal within the workforce of Dall'Era Valerio Srl.

In detail, between 2023 and 2024, there is a significant increase in the number of workers under 30, from 17 to 23, a growth of about 35%. This confirms the company's willingness to invest in the new generations, encouraging the entry of young resources and promoting the transfer of skills with a view to continuity and innovation.

The other age groups remain stable: employees in the 30-50 age group remain at 47, as do those over 50, at 25 in both years.

Breakdown by age group





We cultivate corporate culture, through training and projects dedicated to the individual. Each team member is aware of his or her role and motivated to contribute to the achievement of the company mission. We promote mutual respect and cooperation.

Marta Cantarelli
HR MANAGER



This composition testifies to a good generational balance, in which the experience of senior profiles, the professional maturity of workers in the middle band, and the energy of new recruits coexist. A generational mix that is a strength for the organisation's resilience and development.

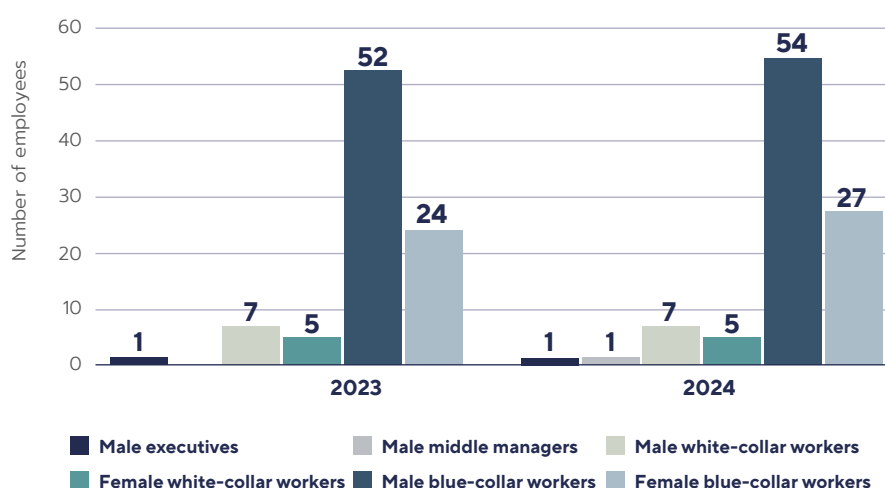
In 2024, the workforce of Dall'Era Valerio Srl consists mainly of blue-collar workers, which represent the production core of the company. In particular, there were 54 male and 27 female blue-collar workers, for a total of 81 operational employees, or about 85% of the total workforce.

Clerical staff consists of 7 male and 5 female employees, supporting administrative, technical, and management functions. The presence of women in clerical work confirms a positive balance in office roles, where skills are valued across gender lines.

As far as management roles are concerned, in 2024 there was 1 male executive and 1 male middle manager. Although the top positions are currently held by male staff, the organisational structure remains lean and functional, with potential room for internal growth and staff development paths already in place.

Overall, the snapshot of the 2024 workforce shows a company oriented towards operational continuity, with an increasing focus on female participation in technical departments as well, and a restrained hierarchical approach, consistent with a lean and direct management model.

Professional classification by gender



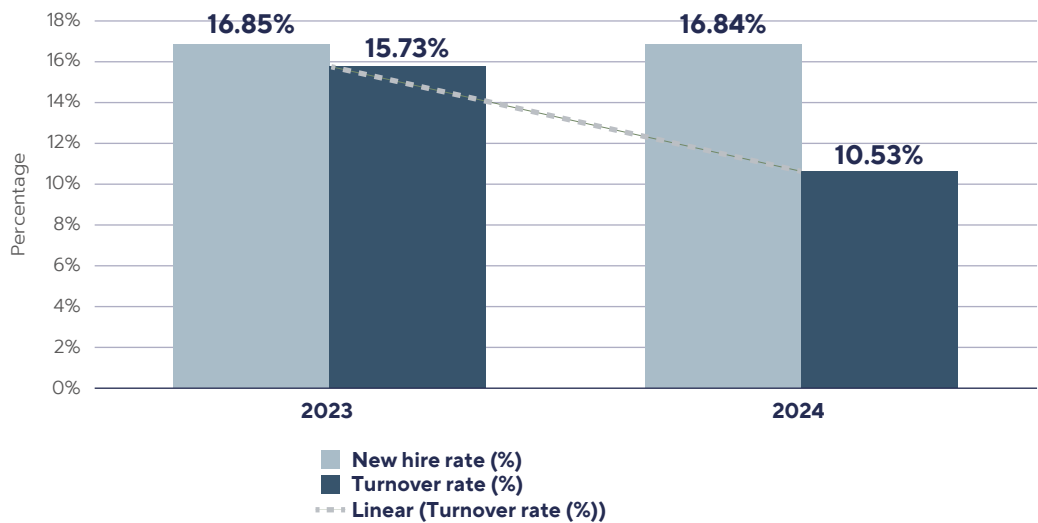
Dall'Era Valerio uses temporary workers to support its activities. As at 31 December 2023, there were 14 leased workers; as at 31 December 2024, their number increased to 25. There was an overall increase in the number of staff employed to respond flexibly to production needs.

In order to ensure greater transparency and a deeper understanding of personnel dynamics, we decided to calculate the incoming and outgoing turnover rates for directly employed staff separately. This approach makes it possible to closely monitor both the flow of new hires and terminations, providing a clear picture of stability and turnover within the company workforce.

According to this reading, in 2023 the incoming turnover rate stands at 16.85% and the outgoing rate at 15.73%, showing a balance between staff entries and exits. This balance indicates a substantial stability in the composition of the workforce, with a flow of new entries in line with exits.

In 2024, the values are even lower: incoming turnover is 16.84%, while outgoing turnover is reduced to 10.53%. However, the overall turnover rate is lower than the 25.7% identified by the Confindustria Labour Survey 2024. (Confindustria Labour Survey 2024)

New hires and turnover



Source: <https://www.confindustria.it/pubblicazioni/indagine-confindustria-sul-lavoro-del-2024>

Improvement actions

Dall’Era Valerio intends to conduct a company climate survey to better understand the needs of employees and take effective measures in response to such needs. In order to contain the turnover rate, the company will implement welfare initiatives, customised growth paths, and internal improvement plans. In addition, structured exit interviews, anonymous if required, will be introduced to collect useful feedback from outgoing employees. The results will be analysed and translated into possible corrective actions.

4.5

Training and professional development

At Dall'Era Valerio, training and skills development are a key strategic element in ensuring sustainable growth and operational excellence. In an ever-changing market, investing in human capital means strengthening the company's ability to innovate, respond effectively to challenges, and consolidate its leading role in the sector.

Our corporate philosophy places people at the centre, recognising that the continuous improvement of skills is the key to increasing productivity, improving the quality of work, and promoting a motivating and collaborative environment.

The company adopts an integrated approach to training, built on constantly analysing training requirements and actively listening to the needs of employees.

The company promotes both compulsory training activities, aimed at regulatory compliance and safety at work, and non-compulsory initiatives, oriented towards professional and personal enrichment.

In 2024, Dall'Era Valerio increased total training hours to 1,788, a 25% increase over the 1,430 hours provided in 2023. This increase underlines the continuous commitment to enhancing the skills of staff.

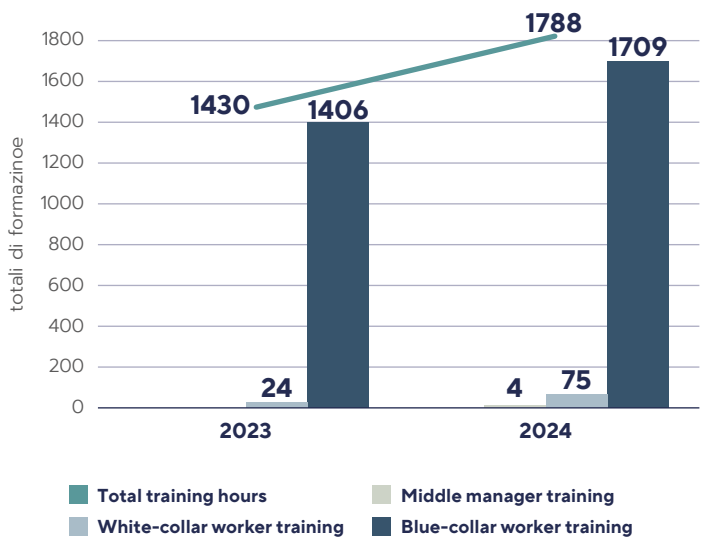
Training initiatives include courses on soft skills, digital innovation, sustainability, advanced safety, and organisational wellbeing.

For Dall'Era Valerio, non-compulsory training represents an opportunity for personnel to be kept up-to-date and grow beyond the minimum requirements of the regulations.

In terms of how staff are involved, the company promotes a participative training culture, encouraging employees to propose topics of interest and share learning experiences.

Management is committed to supporting training courses, recognising the value of continuous learning.

Total training hours provided



Improvement actions

Dall’Era Valerio plans to further expand training opportunities for all levels of the organisation in 2025. The aim is to promote constant refreshing of skills, with a focus on the evolution of professional roles and the adoption of innovative practices, in line with changes in the industrial context.

The company undertakes to guarantee each employee at least three hours of non-compulsory training per year, focused on initiatives that foster the development of transversal skills and the growth of corporate culture, with the aim of enhancing human capital and supporting internal innovation.

4.6

Occupational health and safety

For Dall'Era Valerio, occupational health and safety are indispensable values that are integrated across the board in every decision-making and operational process. It is not just a matter of fulfilling regulatory obligations, but a real corporate culture that focuses on the protection of people.

Accident prevention and conscious risk management are an integral part of everyday business life and a guiding principle for every activity, from the design of production spaces to the organisation of work shifts and the choice of technologies and suppliers.

Promoting a safe environment also means empowering every worker, making them active participants in the construction of a healthy, collaborative, and caring workplace. Safety is therefore not just a condition to be maintained, but an ongoing commitment to be renewed day by day.

Work-related injuries, even if isolated, can have significant consequences both on the physical and psychological wellbeing of workers and on the continuity and efficiency of business operations. Each incident is a wake-up call to possible critical issues in processes, environments, or behaviour.

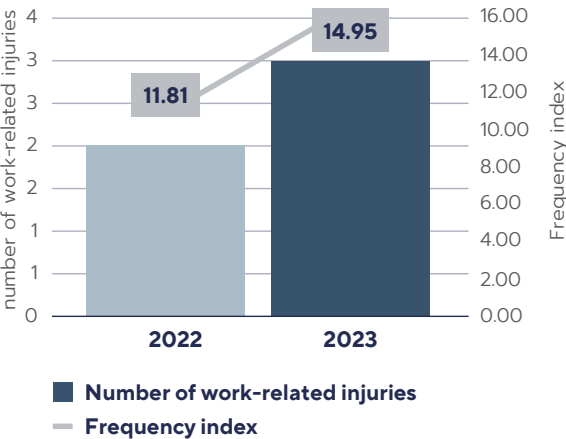
A significant impact also stems from a lack of or insufficient training: without adequate preparation, workers may not recognise risks in time or adopt safety procedures correctly. For this reason, continuous and targeted training is considered an essential pillar to prevent accidents and promote a shared and conscious safety culture throughout the organisation.

Continuous training is a key element: through up-to-date and specific programmes, the company ensures that each employee is aware of potential risks and prepared to deal with them responsibly.

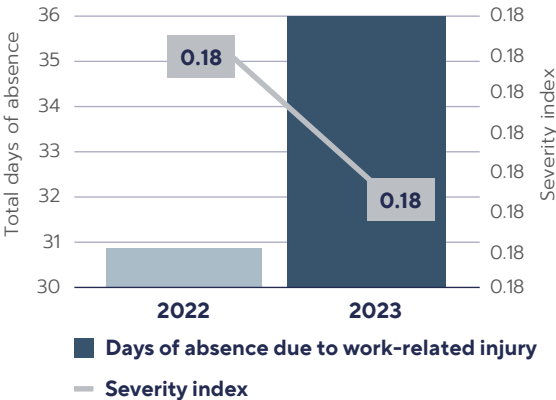
Dall'Era Valerio is committed to ensuring the highest standards of health and safety of workers and workplaces. At the same time, it strives to introduce advanced technologies for risk monitoring and mitigation, as well as to continuously improve its working environments in accordance with industry best practices.

Confirming the company's focus on occupational health and safety, and in line with the targets the company has set itself, no deaths or serious accidents occurred during 2023. This result was confirmed in 2024, highlighting the continuity of the company's commitment to risk prevention and management. The total number of recordable work-related injuries remained low, from 2 cases in 2023 to 3 cases in 2024, against an increase in hours worked from 169,302 to 200,637. For 2024 the occupational accident frequency index is 14.95 up from 2023, while the accident severity index is stable at 0.18 (compared to the previous year), confirming a good level of risk control and management.

Work-related injury frequency index



Work-related injury severity index



Improvement actions

Alongside the positive result shown by the stability of the severity index (0.18), the company intends to further strengthen its commitment to risk prevention and management. To this end, it will launch a feasibility assessment for the adoption of ISO 45001, an international standard for occupational health and safety management systems.

This initiative represents a strategic lever for improvement, as:

- It enables structured and proactive risk management;
- It promotes the conscious and continuous involvement of all staff;
- It improves monitoring and control of critical processes;
- It contributes to the safety culture in a systemic and sustainable way.

The adoption of ISO 45001, therefore, is a concrete step towards the consolidation of the results achieved and the further reduction of serious events in the long run.

4.7

Employee wellbeing and corporate welfare initiatives



People's wellbeing is a fundamental pillar of the company's sustainability strategy. Care for the human capital is not only expressed through safe and inclusive working conditions, but also through initiatives dedicated to improving quality of life, work-life balance, and overall physical and mental wellbeing.

With this in mind, the company promotes employee wellbeing through initiatives that foster internal cohesion, collaboration, and a good balance between work and personal life. Team building events, such as sports tournaments and company dinners, are organised throughout the year, which help to strengthen relations between colleagues and create a positive corporate climate.

Alongside these activities, the company rewards employee commitment through annual awards and incentives linked to the achievement of objectives, thus highlighting individual and collective achievements.

In organisational terms, the company pays attention to the needs and requirements of employees, especially during maternity and paternity leave, allowing flexible management of working hours according to family needs. Furthermore, on request, it is possible to have access to WFH, an additional flexibility tool that helps to promote a balance between private and professional life and physical and mental wellbeing.

These practices, although not formalised, reflect a corporate culture that is attentive and respectful of its internal resources. Looking to the future, the company aims to consolidate this orientation by introducing more structured and inclusive welfare tools, able to respond more effectively to the different needs of employees.

Through an evolving welfare system, the company intends not only to meet the current needs of its employees, but also to anticipate future challenges, with the aim of creating a motivating, healthy, and sustainable working environment in the long term.

Improvement actions

From 2025, the company will increase the level of employee satisfaction analysis on an annual basis, based on individual face-to-face interviews. The topics covered will relate to the corporate climate, interpersonal relations, work-life balance, and leadership. The results will be analysed by management and translated into corrective actions.

4.8

Equal opportunities

The gender pay gap is one of the main barriers to achieving equity and social justice in the world of work. Its presence reflects structural inequalities that not only undermine equal opportunities, but also hinder progress towards a more inclusive and sustainable society.

In the context of ESG commitments, equal pay is one of the key criteria of the social dimension, as it contributes to protecting people's rights, reducing inequalities and promoting gender equality.

Transparent and constant monitoring of the gender pay gap is therefore an act of responsibility towards individuals and the community. It means striving to build a fairer model of growth, where the value of work is recognised equally and where each person can contribute to change without being penalised for their gender identity.

A key equal opportunities issue is that of both ethnic and gender discrimination, which is monitored annually through the number of incidents and reports of discriminatory situations: Dall'Era Valerio notes 0 incidents of discrimination.

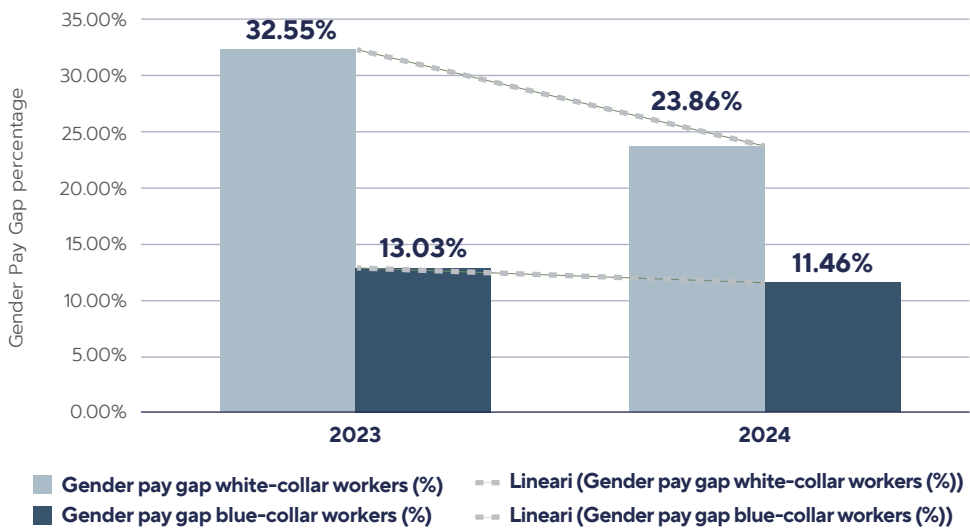
Periodically, Dall'Era Valerio draws up a report on the employment situation of men and women within the organisation. With regard to the analysis of wage data, data on average monthly basic wages were collected in 2023 and 2024, broken down by gender and by occupational category (white-collar and blue-collar workers). This analysis is an important first step towards understanding the current state and directing concrete actions on the path to pay equity.

For white-collar workers, in 2024, both values increased and the gender pay gap narrowed significantly to 23.86%, an improvement of almost 9 percentage points.

In the case of blue-collar workers, the differential is smaller, in 2024, the gap narrowed to 11.45%.

Although the data confirm the existence of a pay gap, a positive downward trend can be observed, especially in the white-collar worker category. This improvement is indicative of the company's increasing focus on pay equity and its desire to build an increasingly inclusive management model.

Gender pay gap by category



Improvement actions

Periodically, Dall’Era Valerio draws up a report on the employment situation of men and women within the organisation. In line with Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women, the company aims to monitor and progressively reduce the gender pay gap.

This approach is a first step towards greater pay transparency and the adoption of fair, objective, and gender-neutral pay criteria.

In addition, the company is considering initiating the path to UNI/PdR 125:2022 certification on gender equality, which includes the measurement of 31 performance indicators in key areas, such as culture and strategy, governance, HR processes, growth opportunities, pay equity, and parental protection. To this end, a structured internal audit, training, and improvement plan will be put in place.

Suppliers will also be selected on the basis of social criteria in order to promote a responsible supply chain. Any negative social impacts identified will be assessed and will result in appropriate corrective actions.





5

Governance

5.1

Dall'Era Valerio's commitment to responsible governance

Dall'Era Valerio is committed to maintaining an ethical and transparent governance structure, which is fundamental to the soundness of the company. We strictly observe internal rules and processes, ensuring efficiency and compliance with national and international regulations.

This approach ensures the responsible management of resources and the creation of long-term value for all stakeholders.



Andrea Guerra
GENERAL MANAGER

In the context of sustainability, governance plays a central role in ensuring transparency, integrity, and accountability in corporate decision-making processes. A robust governance system enables effective risk management, promotes ethical conduct, and ensures compliance with regulations, creating value for all stakeholders.

Through a robust and sustainability-oriented governance system, the company aims to create long-term value by striking a balance between economic growth, environmental impact, and social responsibility.

5.2

Governance highlights

**Governance****66.615.000**

economic value generated

24.510.637

economic value distributed

42.104.363

economic value retained

191.480

investments in the community

5.3

Material topics

In the area of Governance, the following material topics are identified below:

- Economic performance
- Supporting the local community





5.4

Composition of Governance

Dall'Era Valerio pays great attention to the ethical aspects of business and sees legality and fairness as indispensable conditions for conducting its business activities.

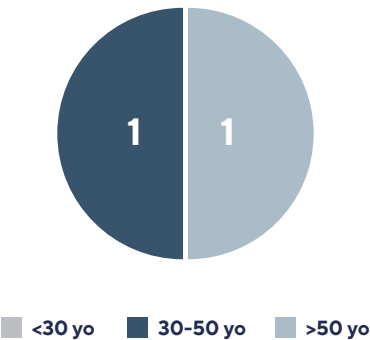
The Company intends to ensure the application of the ethical principles by which it is inspired through appropriate conduct and by promoting responsible behaviour by all those who work in its name and on its behalf. For this reason, it is essential to establish a structured governance that defines the set of all rules, procedures and principles underlying the decision-making processes, so as to ensure information transparency and management fairness.

Creating value over time is a common goal for Dall'Era Valerio. The system adopted by the company is traditional and includes a Board of Directors (with administrative functions) and a Board of Statutory Auditors (with supervisory functions).

As at 31 December 2024, the Board of Directors of Dall'Era Valerio S.r.l. was composed of two members, both male. The age distribution shows a balanced presence between the 30-50 and the over 50 age groups, while there are no members under 30.

In both years analysed, there is no female member within the administrative body, reflecting an entirely male composition that has remained unchanged over time. This highlights an opportunity for improvement in terms of gender and generational diversity in senior roles, elements increasingly recognised as key factors for inclusive, representative, and sustainable governance.

Composition of the bod by age group



The Board of Directors examines and approves the company's strategic and industrial plans (also based on the analysis of relevant issues and sustainability issues), periodically monitors the implementation of these plans, and defines the nature and level of risk compatible with the strategic objectives, including in its evaluations all elements that may be relevant to the generation of long-term value. In particular, the Board of Directors promotes the integration of sustainability in the company's strategies and business and analyses the relevant topics.

The Board of Statutory Auditors consists of only 1 member (sole auditor) who performs specific supervisory functions pursuant to the law with particular regard to:

- **compliance with statutory and regulatory provisions and observance of the principles of proper administration;**
- **adequacy of the Company's organisational structure, internal control and risk management system, and administrative and accounting system, including the latter's reliability in correctly representing management events;**
- **adequacy of the instructions given to the subsidiaries.**

The current organisation of the company includes the following functions reflecting the value chain:

- **PRODUCTION** (which includes mechanical machining, assembly with support from the tooling and maintenance teams)
- **PROCESS ENGINEERING AND TECHNOLOGIES** (including the technical department and the tool-room)
- **LOGISTICS** (with production planning and management of all goods handling)
- **SALES** (with Area Managers and supporting technical/commercial figures)

The following supporting functions are transversal to the main business process:

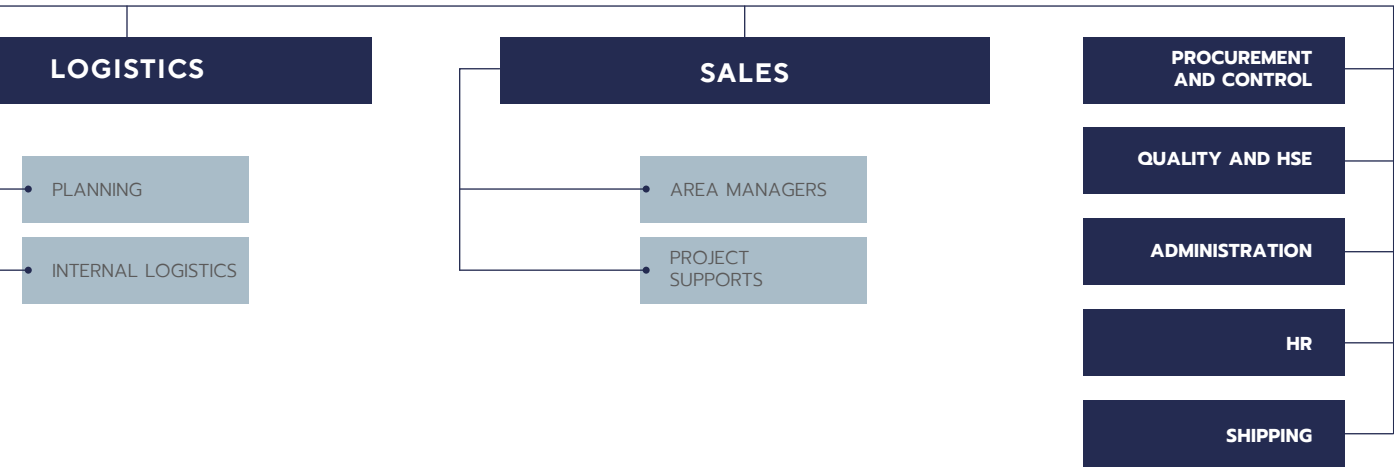
- | | |
|----------------------------------|-------------------|
| ● PROCUREMENT AND CONTROL | ● HR |
| ● QUALITY AND HSE | ● SHIPPING |
| ● ADMINISTRATION | |

All company departments report directly to the General Manager:

```
graph TD;
    A[BOARD OF DIRECTORS] --> B[GENERAL MANAGEMENT];
    B --> C[PRODUCTION];
    B --> D[PROCESS ENGINEERING AND TECHNOLOGIES];
    B --> E[ ];
    C --> C1[MACHINING DEPARTMENT];
    C --> C2[EQUIPMENT];
    C --> C3[ASSEMBLY DEPARTMENT];
    C --> C4[MAINTENANCE];
    D --> D1[TOOL ROOM];
    D --> D2[TECHNICAL OFFICE];
    E --> F[ ];
    E --> G[ ];
    E --> H[ ];
    E --> I[ ];
    E --> J[ ];
    E --> K[ ];
    E --> L[ ];
    E --> M[ ];
    E --> N[ ];
    E --> O[ ];
    E --> P[ ];
    E --> Q[ ];
    E --> R[ ];
    E --> S[ ];
    E --> T[ ];
    E --> U[ ];
    E --> V[ ];
    E --> W[ ];
    E --> X[ ];
    E --> Y[ ];
    E --> Z[ ];
```

The organizational chart illustrates the hierarchy of the company. At the top is the **BOARD OF DIRECTORS**, which oversees **GENERAL MANAGEMENT**. Under **GENERAL MANAGEMENT**, there are three main branches: **PRODUCTION**, **PROCESS ENGINEERING AND TECHNOLOGIES**, and an unlabeled branch. The **PRODUCTION** branch includes four departments: **MACHINING DEPARTMENT**, **EQUIPMENT**, **ASSEMBLY DEPARTMENT**, and **MAINTENANCE**. The **PROCESS ENGINEERING AND TECHNOLOGIES** branch includes two departments: **TOOL ROOM** and **TECHNICAL OFFICE**. The unlabeled branch has a placeholder box and a list of 20 empty slots for additional departments.

The Code of Ethics sets out the principles and moral values that should guide the behaviour of all employees and associates of the company, promoting integrity, transparency, and ethics in business. By adopting its own Code of Ethics and Conduct, the company will share the principles of fairness, loyalty, integrity, and transparency and the standards of conduct to which the company and individual collaborators must conform in the way they operate and when entertaining relations, including with third parties under current laws and regulations and the obligations laid down in collective bargaining.



Improvement actions

Over the next three years, the company is committed to further strengthening its governance through targeted actions in the areas of integrity, compliance, and sustainability. In particular, corruption prevention tools will be enhanced by mapping at-risk processes, introducing an anti-corruption policy, and assessing compliance with ISO 37001.

In the course of 2025, adherence to the organisational model pursuant to (It.) Legislative Decree 231/2001 will be formalised and the Supervisory Body envisaged by the legislation will be appointed with verification and control functions. The Company’s Supervisory Body will be composed of a single person (single-member body), identified on the basis of his or her professional skills and personal characteristics, such as a marked capacity for control, independence of judgement, and moral integrity.

The BoD will be expanded to 3 members, including the figure of the General Manager in the control body.

In the area of privacy and IT security, the company will complete technical work on IT systems, will increase internal audits, and will promote training activities for all staff.

Lastly, an ESG governance structure will be formalised, with the creation of a dedicated Sustainability Committee, the active involvement of the Board of Directors, and the integration of ESG criteria into the company’s strategic planning.

5.5

Economic performance

Dall'Era Valerio recognises the creation of economic value in the medium to long term, under risk-aware conditions and in full compliance with shared guiding principles as the fundamental objective of its work. The creation of value, which is based on the pursuit of positive economic-financial results in the short term and economic equilibrium in the medium to long term, implies, among other things, generating adequate profitability to finance growth, adequately satisfying the expectations of shareholders/associates, and guaranteeing independence.

The analysis of the economic value generated and distributed makes it possible, on the one hand, to monitor the economic and financial soundness of the Company and, on the other, to highlight how this value is reinvested for business development.

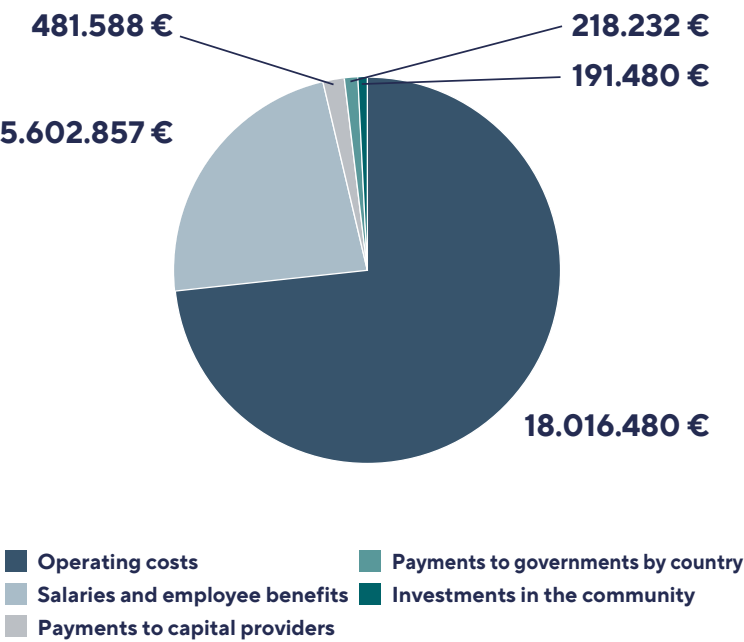
In 2024, the total distributed economic value amounted to EUR 24,510,637, a slight decrease from the previous year. Operating costs stood at EUR 18,016,480, while the share allocated to salaries and benefits increased significantly to EUR 5,602,857, demonstrating a strengthened commitment to the development of human resources. Payments to capital suppliers decreased significantly to EUR 481,588, while contributions to governments halved compared to 2023, totalling EUR 218,232. Lastly, activities benefiting the community received EUR 191,480, continuing to represent a stable component of the company's social contribution.

Economic value generated and distributed

	2023	2024
Economic value generated (revenue)	66.274.000 €	66.615.000 €
Operating costs	18.363.566 €	18.016.480 €
Salaries and employee benefits	4.688.383 €	5.602.857 €
Payments to capital providers	2.566.532 €	481.588 €
Payments to governments by country	446.917 €	218.232 €
Investments in the community	284.665 €	191.480 €
Economic value distributed	26.350.063 €	24.510.637 €
Economic value retained	39.923.937 €	42.104.363 €



Economic value distributed



Improvement actions

The company is committed to implementing a system of economic/financial key performance indicators (KPIs) integrated with sustainability parameters, enabling real-time monitoring not only of the economic value generated and distributed, but also of the sustainability of investments and costs. In addition, Dall’Era Valerio intends to adopt policies to periodically review economic performance with a focus on reinvesting retained value, in order to assess and optimise the allocation of resources towards strategic and sustainable projects, ensuring a balance between profitability and medium- to long-term growth.

5.6

Supporting the local economy

The scope of this commitment concerns the sourcing and selection of local suppliers, with the aim of fostering the socio-economic development of the community in which the company operates. In particular, the company has stipulated that a percentage of its procurement budget be allocated to suppliers that are geographically close to its headquarters. This choice is part of a broader social responsibility and sustainability strategy, aimed at creating added value for the territory through the promotion of local economic activities.

The company's choice to base its stakeholder network on local suppliers and partners has a significant material impact on several levels. Firstly, this decision benefits the local economy by reducing dependence on external suppliers and promoting the strengthening of local businesses. This directly contributes to job creation and economic growth in the community, stimulating the area's dynamism and resilience.

On an environmental level, local procurement results in a significant reduction of CO₂ emissions related to the transport of goods and raw materials, with positive effects on sustainability. Fewer kilometres travelled for the transport of goods means less fuel consumption and a lower overall environmental impact.

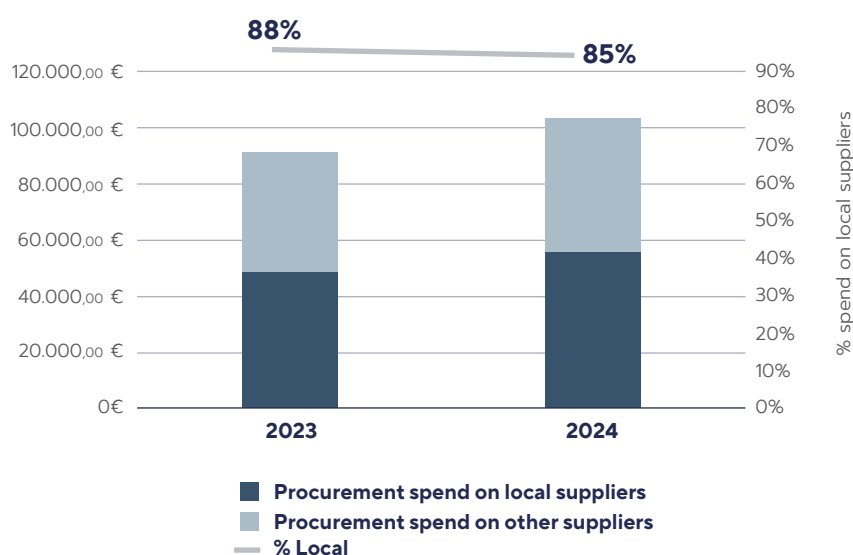




From a social point of view, this choice favours the strengthening of ties between the company and the community, creating a more cohesive and interconnected ecosystem. Furthermore, collaboration with local suppliers allows for greater transparency in business practices and resource management, promoting ethical and responsible behaviour.

Lastly, the creation of a network of local stakeholders can also generate a positive economic impact for the company itself. By supporting and investing in local businesses, the company can obtain more favourable conditions and greater flexibility in its operations, as well as build a solid reputation as a responsible actor committed to the welfare of the region.

Spend for suppliers



Dall'Era monitors its purchases from suppliers, distinguishing spend on suppliers located in the province of Brescia. The figures in the graph show the volume of total purchases and the share allocated to local suppliers (understood as operating within the borders of the province), for two consecutive years.

In 2023, total procurement spend amounted to EUR 48,448,789, of which as much as EUR 42,420,533 was spent with local suppliers, accounting for 88% of the total.

In 2024, there is an overall increase in purchases to EUR 55,497,747, with EUR 47,422,562 going to local suppliers. Despite the increase in absolute value, the percentage of local purchases drops slightly to 85%.

These figures confirm the organisation's desire to boost the local economy, contributing to the development and sustainability of the community in which it operates.

In addition, Dall'Era Valerio is committed to funding local associations and initiatives. Special attention is given to driving courses for people with disabilities organised by the ALTA Valsabbia Sport Hand

association. It is not just a project that focuses on learning driving skills, but an opportunity to promote the autonomy, confidence, and social integration of people with motor disabilities, enabling them to live full and fulfilling lives. At the same time, the company also supports the Trophy of the Italian Association for Organ, Tissue and Cell Donation (AIDO), contributing to raising awareness and spreading the ideals of organ donation.

Alongside these main activities, the company also participates in other sporting and cultural events in the area, including the Kart Valsabbia, the JennyNoStop ASD tournament, the Mille Miglia, as well as initiatives promoted by the Unione Sportiva Sabbio, which later became Pianeta Giovani ASD, and ABCF Comero with the Nasego Trophy.

Improvement actions

The company is committed to increasing investment in projects and activities that promote the development and welfare of the local community. This commitment translates into concrete support for initiatives ranging from education and vocational training to the promotion of social, cultural, and environmental projects. Through a targeted investment strategy, the company aims to strengthen the social fabric of the region, improving the quality of life of its inhabitants and promoting inclusion and equality. Investments not only stimulate the local economy, but also help to create an environment conducive to sustainable growth and foster a culture of responsibility and solidarity within the community.

5.7

Management of relations with suppliers

As stated in the Code of Ethics and Conduct, before a contractual relationship is established and throughout the duration of the contract, it is necessary to check that suppliers meet the requirements of reliability, respectability, and ethical behaviour. Suppliers are required to conduct themselves ethically and transparently, consistently with the provisions of the Code of Ethics; specifically:

- not practise or tolerate any form of corruption;
- operate in a fair manner towards their competitors;
- ensure the protection of the privacy and intellectual property of employees and business partners;
- ensure working conditions based on respect for fundamental rights.

Payment practices

To avoid unfair payment practices, the payment terms for our suppliers are defined in our General Terms and Conditions.

During the two-year period 2023-2024, Dall'Era Valerio's average payment terms were 88 days from the date of purchase or service.

The payment terms of the company's suppliers vary according to the specific business relationship, the negotiation and the country.







Appendix



6

Reference data and tables

The following tables systematically bring together the quantitative data used in the preparation of this sustainability report to support the transparency and verifiability of the information presented.

Reclaimed products and their packaging materials

	2023 (KG)	2024 (KG)
Materials recovered within the production process	3.338.077	3.414.789
Finished products	4.314.997	5.750.685
Percentage of recovered or reclaimed products	77,36%	59,38%

Energy consumed within the organisation

ENERGY CONSUMPTION	2023 (GJ)	2024 (GJ)
Natural gas consumed	758	1.596
Diesel consumed for production	0	0
Car diesel	516	676
Petrol consumed for production	0	0
Car petrol	43	65
LPG consumed for production	0	0
LPG consumed for corporate fleet	0	0
Electricity taken from the grid *	10.111	12.023
Self-generated electricity from photovoltaic systems - consumed	2.597	2.434
Self-generated electricity from photovoltaic systems - fed into the grid	1.261	1.029
Self-generated electricity from photovoltaic systems - TOTAL	3.857	3.462
TOTAL ENERGY CONSUMPTION	14.025	16.794
of which from renewable sources	6.334	2.434
	45%	14,49%



Energy intensity

	2023	2024
Total energy consumption (GJ)	14.025	16.794
Finished products (t)	4.315	5.751
Energy intensity (GJ/t)	3,25	2,92

Direct (Scope 1) GHG emissions

ENERGY CONSUMPTION	2023 (tCO _{2eq})	2024 (tCO _{2eq})
Natural gas consumed	40	83
Diesel consumed for production	0	0
Car diesel	39	50
Petrol consumed for production	0	0
Car petrol	4	5
Refrigerant gas leaks	0	0
TOTAL SCOPE 1 EMISSIONS	83	138

Energy indirect (Scope 2) GHG emissions

ENERGY CONSUMPTION	2023 (tCO _{2eq})	2024 (tCO _{2eq})
Purchased electricity - Location-based method	753	896
Purchased electricity - Market-based method	887	871

Scope 1 + Scope 2 GHG emissions

ENERGY CONSUMPTION	2023 (tCO _{2eq})	2024 (tCO _{2eq})
SCOPE 1	83	138
SCOPE 2 Location-based method	753	896
SCOPE 2 Market-based method	887	871
TOTAL SCOPE 1 and 2 EMISSIONS		
Location-based method	836	1.034
Market-based method	970	1.009



GHG emissions intensity

	2023	2024
GHG emissions - Scope 1 and Scope 2 Market-Based - (tCO ₂ eq)	970	1.009
Finished products (t)	4.315	5.751
GHG emissions intensity (tCO₂eq/t)	0,22	0,18

Water intensity

	2023	2024
Total water withdrawal (m ³) (*)	4.466	4.235
Finished products (t)	4.315	5.751
Water intensity (m³/t)	1,03	0,74

Wastewater indicator

	2023 (M ³)	2024 (M ³)
Wastewater (Ml)	0,83	1.588
Finished products (t)	4.315	5.751
Wastewater indicator	1,92%	2,76%

Hazardous wastes

Type	2023 (KG)	2024 (KG)
sent to other recovery operations	4.090	6.780
sent to other disposal operations	951.830	1.027.295
TOTAL	955.920	1.034.075

Waste indicator

Type	2023 (M ³)	2024 (M ³)
Waste generated (t)	1.031	1.092
Finished products (t)	4.315	5.751
Waste indicator	0,24	0,19

Employees by contract type and gender as at 31/12

CONTRACT TYPE	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total workforce	60	29	89	63	32	95
Open-ended	56	29	85	59	32	91
Fixed-term	4	0	4	4	0	4
Full time	59	27	86	62	30	92
Part time	1	2	3	1	2	3

Employees by contract type and age group as at 31/12

CONTRACT TYPE	2023			2024		
	< 30 yo	30 - 50 yo	> 50 yo	< 30 yo	30 - 50 yo	> 50 yo
Total	17	47	25	23	47	25
Open-ended	15	45	25	19	47	25
Fixed-term	2	2	0	4	0	0
Full time	17	46	23	23	46	23
Part time	0	1	2	0	1	2

Temporary workers by contract type and gender as at 31/12

CONTRACT TYPE	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total workforce	2	12	14	3	22	25
Open-ended	1	8	9	2	9	11
Fixed-term	1	4	5	1	13	14
Full time	2	12	14	3	22	25
Part time	0	0	0	0	0	0

Temporary workers by contract type and age group as at 31/12

CONTRACT TYPE	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total	6	6	2	15	9	1
Open-ended	5	3	1	6	4	1
Fixed-term	1	3	1	9	5	0
Full time	6	6	2	15	9	0
Part time	0	0	0	0	0	1

Temporary workers by contract type and age group as of December 31

Turnover rate (%) - 2023		Turnover rate (%) - 2024	
Number of direct employees	89	Number of direct employees	95
Number of (direct) employees leaving	14	Number of (direct) employees leaving	10
New hire rate (%)	16,85%	New hire rate (%)	16,84%
Turnover rate (%)	15,73%	Turnover rate (%)	10,53%

Labour force by professional category and gender as at 31/12

	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Middle managers	0	0	0	1	0	1
White-collar workers	7	5	12	7	5	12
Blue-collar workers	54	36	90	57	49	106
Total	62	41	103	66	54	120

Employees by professional category and age group as at 31/12

CONTRACT TYPE	2023				2024			
	< 30 yo	30 - 50 yo	> 50 yo	TOT	< 30 yo	30 - 50 yo	> 50 yo	TOT
Executives	0	1	0	1	0	1	0	1
Middle managers	0	0	0	0	0	1	0	1
White-collar workers	1	7	4	12	2	6	4	12
Blue-collar workers	22	45	23	90	36	48	22	106
Total	23	53	27	103	38	56	26	120



Hours of training by gender - 2023

Men	Women	Total
741	689	1430

Hours of training by gender - 2023

Men	Women	Total
1086	702	1788

Training hours per task

Type	2023	2024
Executives	0	0
Middle managers	0	4
White-collar workers	24	75
Blue-collar workers	1406	1709
Total	1430	1788

Work-related injuries (employees and associates)

Number of accidents	2023	2024
Total no. of deaths due to work-related injuries	0	0
Total no. of serious work-related injuries (excluding deaths)	0	0
Number of work-related injuries	2	3
Hours worked	169.302	200.637
Work-related injury frequency index	11,81	14,95
Work-related injury severity index	0,18	0,18
Days of absence due to work-related injury	31	36

Gender pay gap by professional category

	2023	2024
Basic salary male white-collar workers	3.337,72	3.577,21
Basic salary female white-collar workers	2.251,42	2.723,60
Basic wage men blue-collar workers	2.233,78	2.330,26
Basic wage women blue-collar workers	1.942,71	2.063,28
Gender pay gap - white-collar workers (%)	32,55%	23,86%
Gender pay gap - blue-collar workers (%)	13,03%	11,46%

Composition of the Board of Directors by gender and age group as at 31 December 2023

	<30 yo	30 - 50 yo	>50 yo	Total
men	0	1	1	2
women	0	0	0	0

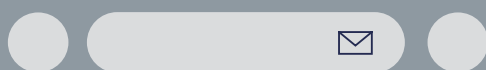
Composition of the Board of Directors by gender and age group as at 31 December 2024

	<30 yo	30 - 50 yo	>50 yo	Total
men	0	1	1	2
women	0	0	0	0

Distribution of economic value generated, distributed and retained

	2023	2024
Economic value generated (revenue)	66.274.000 €	66.615.000 €
Operating costs	18.363.566 €	18.016.480 €
Salaries and employee benefits	4.688.383 €	5.602.857 €
Payments to capital providers	2.566.532 €	481.588 €
Payments to governments by country	446.917 €	218.232 €
Investments in the community	284.665 €	191.480 €
Economic value distributed	26.350.063 €	24.510.637 €
Economic value retained	39.923.937 €	42.104.363 €







7

Content Index

7

CONTENT INDEX

GRI Content Index

Statement of use	Dall'Era Valerio drew up a report in accordance with the GRI Standards for the period 01/01/2024 - 31/12/2024
GRI 1 used	GRI 1: Foundation 2021
GRI Sector Standard	Not applicable

GRI STANDARD	DISCLOSURE	PARAGRAPH	OMISSION		
			REQUIREMEN OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: General disclosures 2021	2-1 Organisational details	13	omissions not applicable		
	2-2 Entities included in the organisation’s sustainability reporting	13			
	2-3 Reporting period, frequency and contact point	13			
	2-4 Restatements of Information	13			
	2-5 External assurance	13			
	2-6 Activities, value chain and other business relationships	14			
	2-7 95 employees	4.5			
	2-8 Workers who are not employees	4.5			
	2-9 Governance structure and composition	5.4			
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	2-11 Chair of the highest governance body	5.4			
	2-12 Role of the highest governance body in overseeing the management of impacts	5.4			
	2-13 Delegation of responsibility for managing impacts	5.4			
	2-14 Role of the highest governance body in sustainability reporting	5.4			
	2-15 Conflicts of Interest	5.4			

GRI 2: General disclosures 2021	2-16 Communication of critical concerns	5.4	
	2-17 Collective knowledge of the highest governance body	5.4	
	2-18 Evaluation of the performance of the highest governance body	This evaluation is not currently implemented by the company	
	2-19 Remuneration policies	4.9	
	2-20 Process to determine remuneration	4.9	
	2-21 Annual total compensation ratio	4.9	
	2-22 Statement on sustainable development strategy	Letter to the Stakeholders	
	2-23 Policy commitments	5.4	
	2-24 Embedding policy commitments	5.4	
	2-25 Processes to remediate negative impacts	5.4	
	2-26 Mechanisms for seeking advice and raising concerns	5.4	
	2-27 Compliance with laws and regulations	5.4	
	2-28 Membership of associations	5.6	
	2-29 Approach to stakeholder engagement	2.3	
	2-30 Collective bargaining agreements	4.5	
MATERIAL TOPICS			
GRI 3: Material topics 2021	3-1 Process to determine material topics	2.2	omissions not applicable
	3-2 List of material topics	2.5	
	3-3 Management of material topics	2.4	
CREATION OF CORPORATE VALUE			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	5.5	
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	5.5	
	203-2 Significant indirect economic impacts	5.5	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	5.6	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	5.4	
	205-2 Communication and training about anti-corruption policies and procedures	5.4	
	205-3 Confirmed incidents of corruption and actions taken	5.4	

STAFF WELLBEING AND RETENTION		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4.5
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.8
	401-3 Parental leave	4.8
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	4.6
	404-2 Programs for upgrading employee skills and transition assistance programs	4.6
	404-3 Percentage of employees receiving regular performance and career development reviews	4.6
DIVERSITY AND INCLUSIVENESS		
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	4.9
	405-2 Ratio of basic salary and remuneration of women to men	4.9
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	403-4 Worker participation, consultation, and communication on occupational health and safety	4.7
	403-5 Worker training on occupational health and safety	4.7
	403-6 Promotion of worker health	4.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.7
	403-8 Workers covered by an occupational health and safety management system	4.7
	403-9 Work-related injuries	4.7
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	301-3 Reclaimed products and their packaging materials	3.4.1
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	3.5.3

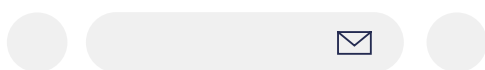
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3.7
	306-2 Management of significant waste-related impacts	3.7
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	306-4 Waste diverted from disposal	3.7
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GRI 308: Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	3.5.1
	308-2 Negative environmental impacts in the supply chain and actions taken	3.5.1
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	5.6
	413-2 Operations with significant actual and potential negative impacts on local communities	5.6
GRI 414: Supplier social assessment	414-1 New suppliers that were screened using social criteria	4.9
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GRI 416: Customer health and safety	416-1 Assessment of the health and safety impacts of product and service categories	3.4.1
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Developed in collaboration with Pianeta ESG



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