

SUSTAINABILITY REPORT 2024



GEO.COIL

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"Change begins with those who choose to act."



LETTER TO STAKEHOLDERS

Dear Stakeholders,

it is with great satisfaction that **GEO.COIL** presents its first Sustainability Report, a document that showcases the company's commitment to build a solid, conscious and future-oriented path in an increasingly challenging and dynamic industrial context.

Since our establishment in 1999, product quality, solution reliability and attention to customer needs have been the pillars on which we have built our development. Today, we complement these dimensions with the themes of sustainability, recognizing it as a strategic lever and an enabling factor for the creation of shared value.

Therefore, this Sustainability Report represents the first output of a structured journey, which has led us to the definition of a strategy for sustainable development and the implementation of initiatives and actions traceable to the three ESG pillars (Environmental, Social, Governance).



Among the most significant achievements in recent years, I would like to mention:

- **The implementation** of some **machinery revamping** to improve operational efficiency and workplace safety;
- **The implementation** of a system of **KPIs**, broken down by organizational area, for evaluating individual performance and the contribution of each employee to the achievement of business results;
- **The introduction** of an employee **welfare plan** to promote, through concrete measures, individual and family well-being.

We understand that sustainability is a dynamic and shared process that requires the active involvement of all corporate stakeholders. For this reason, we consider the contribution of all those who, every day, make possible the growth of **GEO.COIL** and the achievement of the goals we have set to be fundamental: the people who work in the company, our customers, partners, suppliers and the community of the territories in which we operate.

Our thanks go to all of them, renewing our commitment to continue on this path with transparency, a sense of responsibility and a long-term vision.

Ennio Bertolo

Chairman of the Board of Directors

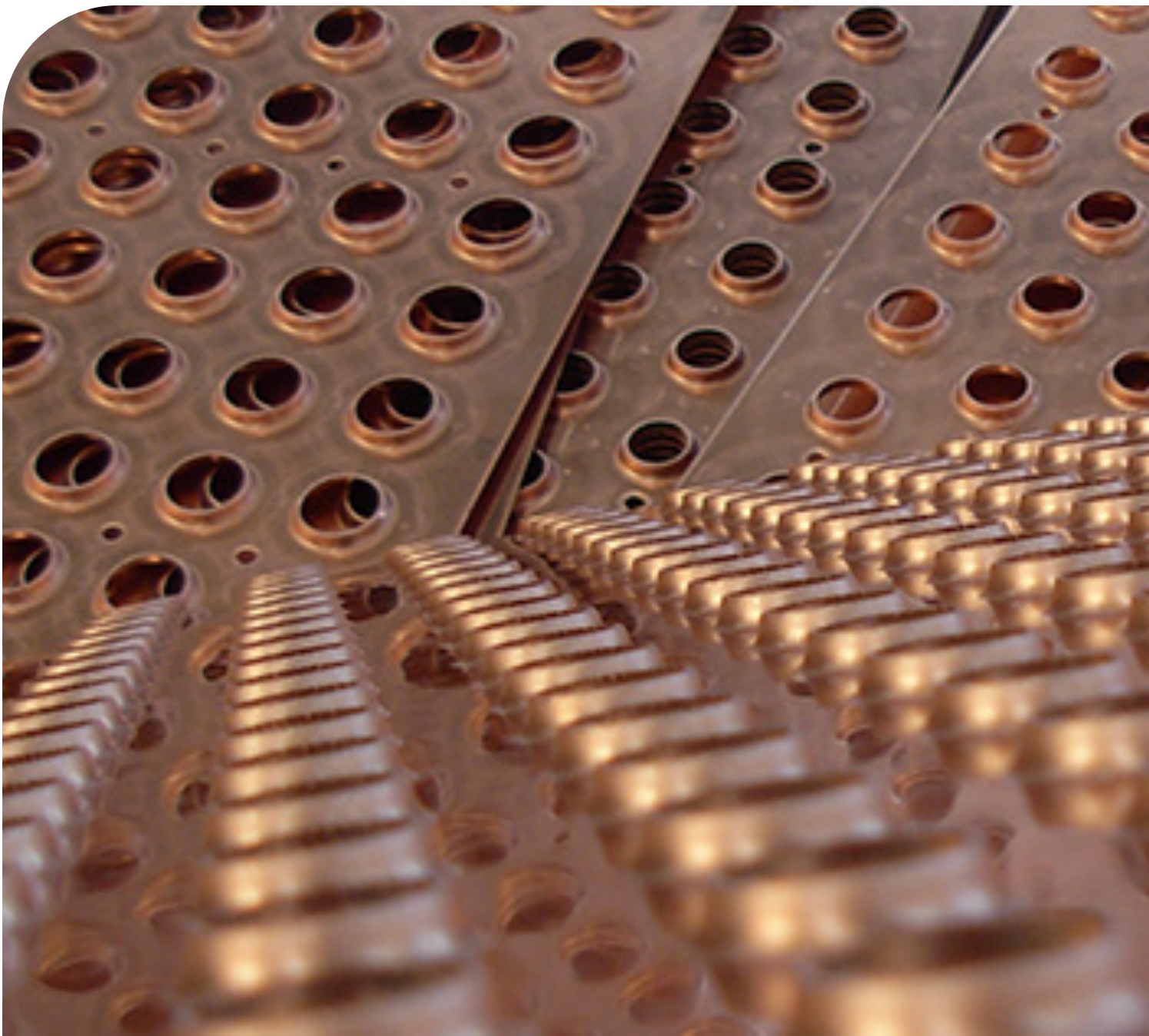


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**GEO.COIL'S PATH TO SUSTAINABLE
VALUE CREATION**

During 2024, **GEO.COIL** has embarked on a path of business process improvement and integration of sustainability principles among the strategic directions guiding the company's development. With the publication of the first Sustainability Report, **GEO.COIL** wants to share its commitments and achievements with all its stakeholders, starting a new phase in which environmental protection, attention to people and ethical and transparent business management are guiding principles. The first step in this process is to analyze the company's "as is" positioning with respect to ESG

(Environmental, Social, Governance) issues and with respect to the relevant industry, with the aim of understanding the starting point, enhancing the initiatives already in place and identifying areas for improvement and development. This process enabled a more informed overview and laid the foundation for the development of the sustainability strategy, aligned with market expectations, regulatory developments and the global goals defined by the United Nations in Agenda 2030.



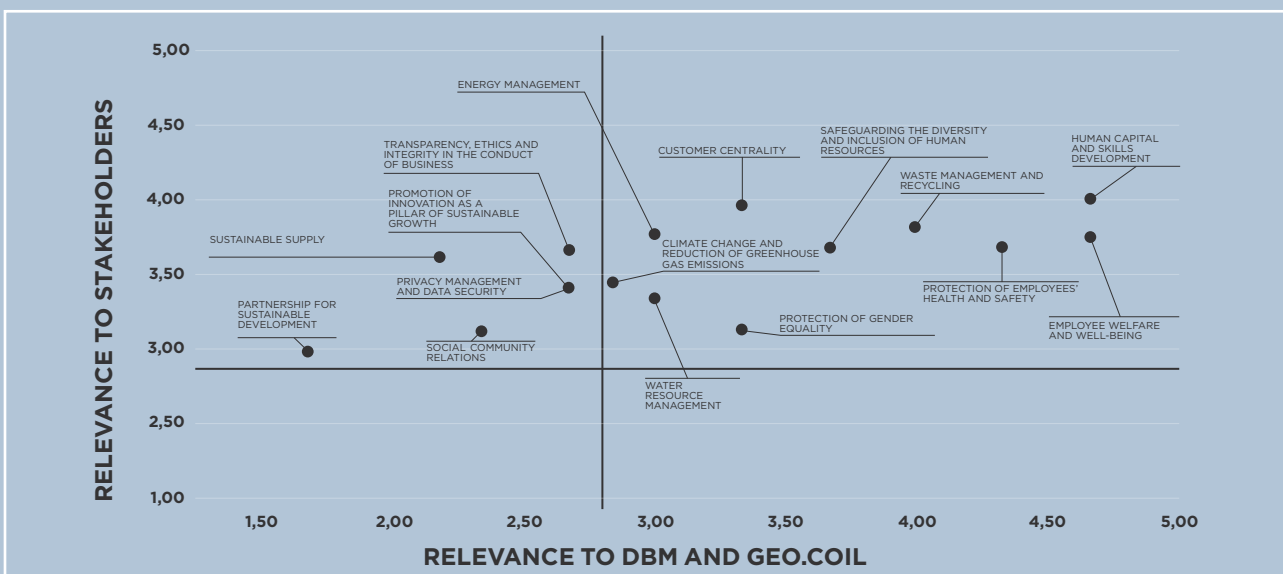
1.1 SHARING THE STRATEGY WITH STAKEHOLDERS

For the first Sustainability Report, **GEO.COIL** has undertaken an impact materiality analysis process, which is a crucial step in identifying the environmental, social and governance sustainability issues most relevant to the company and its key stakeholders. The objective pursued is to gain an in-depth understanding of the impacts generated by the company and its value chain on the environment and people, in the short, medium or long term, according to an "inside-out" logic, so as to guide the ESG strategy and ensure the consistency of the information reported.

To this end, a panel of potentially relevant topics was identified from an analysis of the company, its business processes and relationships, the strategic priorities of its main competitors, and the topics proposed by the most authoritative reporting standards (Universal Standard GRI and ESRS 1, paragraph

AR 16). The relevance of these issues was then assessed by **GEO.COIL**'s Strategic Committee members and its key stakeholders, based on the magnitude and likelihood of manifestation of the impacts the company and its value chain generate on the environment and people. This engagement phase is a crucial time to strengthen the dialogue with key players in the ecosystem.

Stakeholder consultation was conducted through an online questionnaire, provided to employees, customers, suppliers and other qualified parties, including government agencies, lending institutions and trade associations. Based on the analysis of the collected results, **10 material topics** have emerged, which are of primary importance for **GEO.COIL** and, the same time, for its key stakeholders:



The impact materiality matrix graphically represents the results of the stakeholder engagement process. Material issues, i.e., those in the upper right quadrant, are the fundamental pillars of **GEO.COIL**'s sustainability strategy and are reported on in this Sustainability Report.

HUMAN CAPITAL AND SKILLS DEVELOPMENT

Recognizing and enhancing people's skills, experiences and potential through performance evaluation processes and incentive programs and through training activities to ensure effective human resource management and to promote the achievement of corporate objectives

CUSTOMER CENTRICITY

Maximizing the value generated for customers by proactively managing their needs, ensuring quality and timeliness of supply, and establishing effective and equitable relationships with them

WASTE MANAGEMENT AND RECYCLING

Optimize the management and recycling of waste generated during processes by adopting practices that promote waste reduction and material recovery, thereby helping to improve operational efficiency and reduce environmental impact

EMPLOYEE WELFARE AND WELL-BEING

Promoting employee well-being through initiatives aimed at improving the quality of work and personal life as a lever for sustainable value creation

ENERGY MANAGEMENT

Promote the adoption of policies, procedures, and certifications for the responsible management of energy needs while adopting energy efficiency solutions

PROTECTION OF EMPLOYEES' HEALTH AND SAFETY

Compliance with regulatory requirements and agreements signed, including at the union level, on safety, prevention, hygiene and health in the workplace and development of a system for identifying and assessing risks

SAFEGUARDING THE DIVERSITY AND INCLUSION OF HUMAN RESOURCES

Spread and strengthen a culture of inclusion, without discrimination and with respect, promoting diversity and equal opportunities in the workplace

WATER RESOURCE MANAGEMENT

Careful water management by adopting sustainable practices to ensure efficient water use and establishing policies for supply and proper delivery

PROTECTION OF GENDER EQUALITY

Promotion of gender, job, treatment, and pay equality in all levels of organization

CLIMATE CHANGE AND REDUCTION OF GREENHOUSE GAS EMISSIONS

Addressing the challenge of climate change mitigation by committing, in line with European and national targets, to the reduction of energy consumption and greenhouse gas emissions, including through the implementation of energy-efficient technologies and the promotion of renewable energy sources



GEO.COIL'S SUSTAINABILITY STRATEGY

During 2024, **GEO.COIL** embarked on a journey to integrate the principles of environmental sustainability, social responsibility, and ethics in governance within the company's strategy. Sharing values, goals and approaches has enabled the structuring of an operating model aligned with industry best practices and fostered synergies in managing resources, monitoring impacts and setting common improvement goals.

GEO.COIL's sustainability strategy is based on three basic guidelines:

- **Environment:** face climate change by monitoring energy consumption and implementing energy efficiency measures, rationalizing the use of natural resources, and promoting responsible management of materials and waste produced;
- **People:** promote initiatives geared toward organizational well-being and the protection of the health and safety of workers and customers, enhance individual and professional skills through growth and training paths, and ensure inclusive work environments based on respect for diversity, equity and gender equality;
- **Governance:** adopt a corporate management model of ethics, legality and transparency and promote the sharing of environmental and social sustainability principles throughout the entire value chain.

The translation of these strategic priorities into a Sustainability Plan and the preparation of the Report represent key steps of this journey and testify to **GEO.COIL's** commitment to declining its sustainable vision within the scope of operations.

2.1 THE SUSTAINABILITY PLAN 2025-2027

In 2024, **GEO.COIL** defined an integrated sustainability strategy designed as a framework for strategic and operational guidance on environmental, social, and governance issues. This process led to the formalization of a multi-year Sustainability Plan, a strategic tool that defines the short- and medium-term goals pursued by the company and the necessary actions to achieve them. The commitments established in the Plan are hinged on the strategic lines identified by

GEO.COIL following the materiality analysis process and a thorough understanding of the impacts generated by its activities.

GEO.COIL's Sustainability Plan is structured around three basic strands-environment, people, and governance-that represent the three fundamental pillars along which the company's commitment is deployed, while being aligned with the Sustainable Development Goals (SDGs).

The plan is organized in 3 pillars, 11 areas of intervention and 32 actions, all submitted for validation by the **GEO.COIL** Strategic Committee.

ENVIRONMENT

- COMBATING CLIMATE CHANGE
- ENERGY MANAGEMENT
- RESOURCES AND MATERIALS CONSUMPTION
- WASTE MANAGEMENT



Outlined objectives include monitoring and mitigating the company's carbon footprint by measuring climate-changing emissions and implementing energy efficiency measures, as well as introducing tools for responsible management of natural resources, materials and waste.

PEOPLE

- ENHANCEMENT AND DEVELOPMENT OF HUMAN CAPITAL
- EMPLOYEES SAFETY AND WELFARE
- LOCAL COMMUNITY
- CUSTOMER CENTRICITY



With regard to the social dimension, **GEO.COIL**'s strategic priorities focus on the well-being and development of human capital through the promotion of training, inclusion, and improvement of the organizational climate; and on strengthening dialogue with the territory and external stakeholders. The goal is to build stable relationships and generate a positive impact on the social and economic context in which the company operates.

GOVERNANCE

- SUSTAINABILITY IN THE SUPPLY CHAIN
- CYBERSECURITY
- ETHICAL GOVERNANCE AND SUSTAINABILITY



Finally, in terms of governance, **GEO.COIL** intends to consolidate practices geared toward transparent and responsible management, promote the dissemination of sustainability principles throughout the supply chain, and safeguard the security and confidentiality of corporate information and personal data. The following table details the company's areas of focus and planned actions.

The following table details the areas of intervention and actions planned by the Group.

ENVIRONMENT

	ACTIONS	DESCRIPTION
COMBATING CLIMATE CHANGE	Adoption of a formalized system for measuring direct and indirect CO ₂ emissions	Determination of emissions (Scope 1 and Scope 2)
	Adoption of a formalized system for measuring indirect CO ₂ emissions - Scope 3	Determination of emissions (Scope 3) at the company and product level
	Preparation of a GHG Policy	Definition of key policy points and approval by the BoD
	Searching for more sustainable logistics partners	Evaluation of impacts result from logistics activities and testing of solutions
ENERGY MANAGEMENT	Implementation of energy efficiency solutions	Implementation of energy efficiency measures
CONSUMPTION OF RESOURCES AND MATERIALS	Starting a procedure for tracking the consumption of natural resources	Formalization and implementation of the procedure for consumptive accounting of natural resource consumption
	Adoption of a formalized procedure (policy) for the selection and control of raw materials	Definition of key policy points and approval by the BoD
	Adoption of a formalized system for measurement and reporting related to packaging consumption	Definition of KPIs and formalization of the reporting procedure
	Survey of water resource consumption	Formalization and implementation of the procedure for consumptive accounting of water resource consumption
MANAGEMENT OF WASTE AND PROCESSING RESIDUES	Recovery and recycling of waste materials	Optimization of processing to minimize waste, reuse production waste, and implement advanced technologies for materials processing and regeneration

PEOPLE



ACTIONS

DESCRIPTION

ENHANCEMENT AND DEVELOPMENT OF HUMAN CAPITAL

Definition of a training plan for employees to develop soft skills (team building, leadership,...), technical skills and sustainability competences

Preparing the plan, setting the course schedule, identifying the lecturer

Recruitment policy

Preparation of a formalized document indicating the guidelines, procedures and principles adopted by Geo.Coil-DBM Group to guide the process of hiring and recruiting new employees

Introduction of employee performance evaluation forms

Definition of objectives, KPIs, and monitoring system

Diversity&Inclusion Policy

Formalization through an internal document (approved by the BoD) of Geo.Coil-DBM Group's values, goals and actions for safeguarding diversity and promoting inclusion

Definition of a training project on D&I issues.

Preparation of a training plan for employees on the topic of D&I

Appointment of a targeted professional figure in D&I.

Appointment of an internal figure/committee to promote diversity and inclusion

EMPLOYEES SAFETY AND WELFARE

Defining a policy for occupational health and safety

Map existing objectives and activities, highlight strengths and weaknesses, and identify possible improvement actions

Occupational health and safety training

Establishment of a training plan for employees on health and safety (exceeding the regulatory obligations under Leg. 81/2008)

Establishment of a formalized welfare plan

Identification of platform, definition of service offering, communication to employees of welfare program
Definition of service offering and communication to employees of
Identification of platform, definition of service offering, communication to employees of welfare program

Work-life balance policy

Preparation of a formalized document stating the guidelines, procedures and principles adopted by Geo.Coil-DBM Group to promote employees' work-life balance

Business climate analysis

Analysis of internal business climate through an employee survey

Business climate and welfare

Creation of a relaxation area and/or spaces for employees to socialize

Organization of team building activities (company dinners, family days, ...)

Organizing in-company events involving all employees and/or their families to promote socialization, engagement and attachment to the company

PEOPLE



ACTIONS

DESCRIPTION

LOCAL COMMUNITY

Support for projects of local associations/organizations

Identification of projects to be supported through charitable donations or sponsorship at the local level

CUSTOMER CENTRICITY

Collection of customer feedback

Creation of a tool for collecting customer feedback

GOVERNANCE



ACTIONS

DESCRIPTION

SUSTAINABILITY IN THE SUPPLY CHAIN

ESG assessment of suppliers

Supply chain mapping by administering a questionnaire on ESG issues to suppliers

Preparation of a Responsible Sourcing Policy

Definition of key policy points and approval by the BoD

CYBERSECURITY

Information security protection policy

Formalization through an internal document (approved by the BoD) of Geo.Coil-DBM Group procedures to ensure data and information security

Internal cybersecurity training

Delivery of training courses to employees on information security

Information security assessment

Information security analysis (penetration testing)

ETHICAL GOVERNANCE AND SUSTAINABILITY

Development of a fraud prevention system

Analysis of potential risks, definition of fraud prevention actions and procedures, and monitoring systems

Appointment of a sustainability manager

Appointment by the BoD of an internal figure or body responsible for sustainability and execution of the sustainability plan



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CORPORATE IDENTITY

3.1 THE COMPANY

GEO.COIL is a company active in the production of finned pack heat exchangers

The company is specialized in the design of heat exchangers, condensers, dry coolers, evaporators, ventilation units, helical and centrifugal fans, filtration systems and related accessories that find application in multiple industries.

Founded in 1999 in Artegna, in the province of Udine, the company has gradually evolved from a small business to a solid and recognized industrial structure, which now has more than 130 employees. The company caters to a diversified customer base of small and large companies active in the air conditioning and air treatment industry, operating in both domestic and international markets. **GEO.COIL** products find application in a wide range of contexts and sectors, such as the food and chemical industries, hospitals, hotel facilities, oil platforms, theaters, shopping malls and cruise ships, confirming the versatility and reliability of the proposed solutions globally. With more than 70% of sales destined to exports, the company serves many countries in Europe and outside Europe, including Germany, the United Kingdom, Scandinavian countries, the Mediterranean area, Eastern Europe, North America and Southeast Asia.

GEO.COIL is distinguished by:

- technical expertise and innovation in the production of high-efficiency heat exchangers;
- flexibility and customization of products based on customer needs;
- commitment to sustainability, with initiatives to reduce environmental impact and optimize processes.

The quality and production efficiency are also highlighted by the results achieved in 2024: 26.462 heat exchangers, unique pieces designed to meet specific customer needs. In addition, confirming its commitment to quality in the management of its production processes, **GEO.COIL** has obtained UNI EN ISO 9001:2015 certification, issued by TÜV Italia S.r.l.

GEO.COIL WITH PEOPLE AND TERRITORY

OPEN FACTORIES



GEO.COIL participated in the Open Factories initiative promoted by Confindustria Udine. This initiative offered students and teachers in Udine area the opportunity to learn more about the corporate world through a guided tour of the company's plant.

VALUE EXCHANGERS



GEO.COIL and its employees participated in the Telethon 2024 Relay Race through the streets of Udine, organized with the aim of raising funds for scientific research against rare genetic diseases.

3.2 GOVERNANCE AND ORGANIZATIONAL STRUCTURE

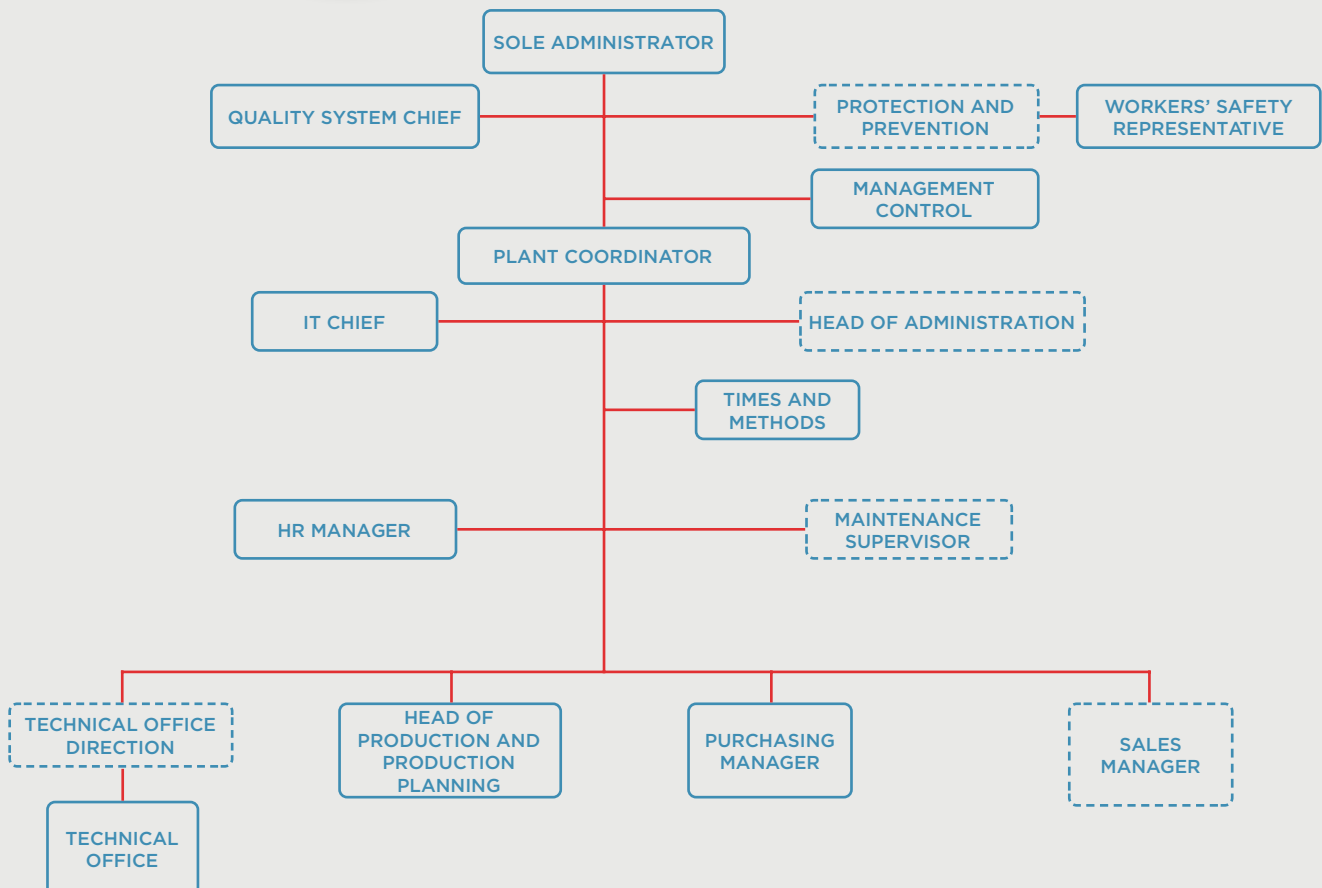
GEO.COIL S.r.l. single-member is an Italian company specialized in the design and manufacture of heat exchangers. In recent years, the company has consolidated its position in the market, becoming a reference in the design and manufacture of heat exchangers, thanks to its efficient resource

management, continuous improvement of production processes, and the ability to respond effectively to customer demands. The registered office is located at Via Buja 6, 33011 Artegna (UD), Italy. The fully paid-up share capital of 10.000 euros is held by:

ASTREA S.r.l.

SHARE CAPITAL
100%

The Chairman of the Board of Directors is Ennio Bertolo, and the Vice Chairman is Fabio Bertolo. The Board of Statutory Auditors consists of a Chairman, Gabriele Pecile, two regular auditors and two alternate auditors.



3.3 OUR COMMITMENT TO ETHICAL GOVERNANCE

GEO.COIL recognizes the central role of governance in promoting an organizational model geared toward integrity, transparency and long-term sustainability.

In accordance with the provisions of Leg. 24/2023, which transposes and implements the Directive (EU) 2019/1937 on whistleblowing, **GEO.COIL** has established an internal channel dedicated to the reporting of unlawful conduct, risks, crimes or irregularities, whether performed or attempted, that may harm the public interest, the Public Administration or the company itself. The system adopted makes it possible to ensure the confidentiality of the reporter's identity and the content of the report, as well as protection from any form of retaliation. In addition to the written reporting mode, reports may also be submitted orally to the Whistleblowing Committee, the body responsible for receiving and handling communications. The company has a Procedure, which regulates in a timely manner the stages of receipt, analysis and processing of reports, in compliance with current regulations

and the principles of impartiality, transparency and protection of the reporter. During 2024, no reports were received.

Aiming at further strengthening its system of ethical corporate governance, **GEO.COIL** has set itself the goal, in early 2025, of preparing a Code of Ethics, a document that represents a formal and substantive reference for defining the principles, values and rules of conduct to be followed by all those who operate, directly or indirectly, in the interests of the company. In addition, **GEO.COIL** plans to adopt Internal Regulations.

3.4 CREATING AND SHARING SUSTAINABLE VALUE

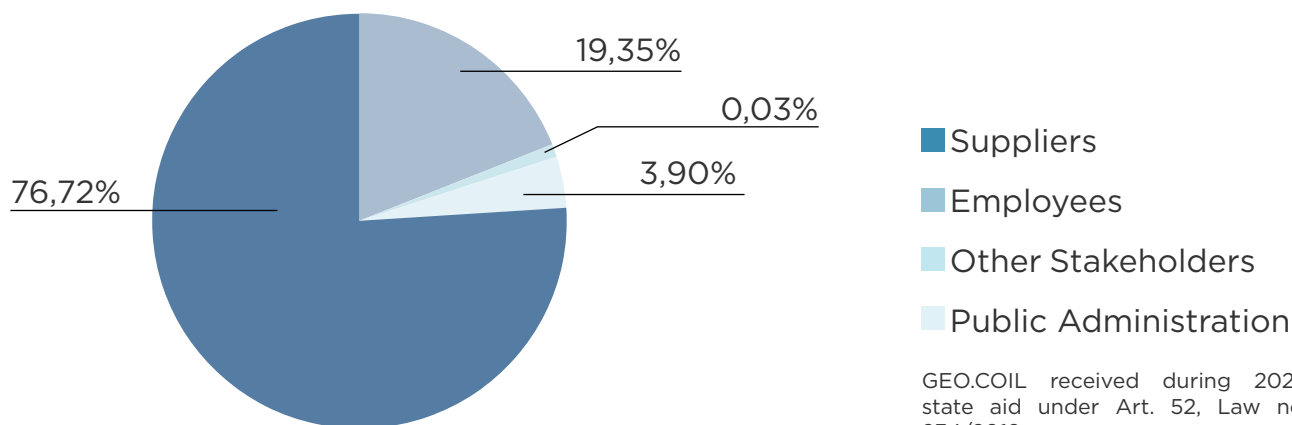
As part of the path taken toward sustainability-oriented growth, **GEO.COIL**, monitors and reports on the economic value generated, as an expression of the company's ability to create and share value with its stakeholders.

In 2024, **GEO.COIL** generated an economic value of 33.628.093

euros, of which 29.938.868 euros were distributed to stakeholders. 22.969.605 euros were shared with suppliers of goods and services (77%), while 5.792.626 euros was the amount generated for employees (20%). 3.689.225 euros were retained by the company to support the sustainable growth path.

2024

	TOTAL
Economic value generated by GEO.COIL	33.628.093
Sales revenue	30.406.128
Changes in inventories of work in progress, semi-finished and finished goods	2.354.967
Increases in fixed assets for internal work	-
Other revenue and income	775.535
Financial income	91.463
Impairment of receivables and equity investments	-
Economic value distributed by GEO.COIL	29.938.868
Suppliers	22.969.605
Employees	5.792.626
Debt capital	10.577
Public Administration	1.166.436
Differences from change	- 376
Economic value retained by GEO.COIL	3.689.225
Depreciation	422.732
Undistributed profit	3.266.493



GEO.COIL received during 2024 state aid under Art. 52, Law no. 234/2012

3.5 OUR PEOPLE

Human capital is a strategic resource for **GEO.COIL** to support the company's growth and ensure the excellence and quality of its products. Therefore, the company is committed to fostering an inclusive, dynamic work environment geared toward skill development, valuing diversity, merit, and individual participation, and condemns any discrimination based on gender, age,

disability, sexual orientation, union or political party membership, or any other personal factor.

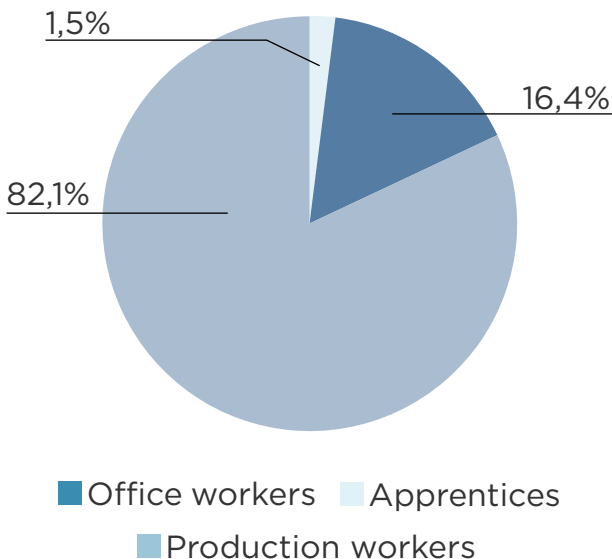
The following table presents the composition of **GEO.COIL**'s workforce, updated as of December 31, 2024. Data are broken down by occupational qualification (office workers, production workers, and apprentice) and by gender.

EMPLOYEES BY GENDER AND PROFESSIONAL CATEGORY - 2024

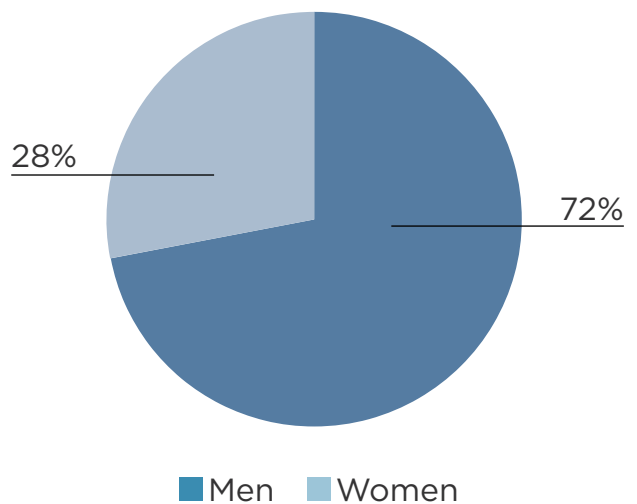
	CATEGORY	MEN	WOMEN	TOTAL
2024	Office workers	14	8	22
	Production Workers	82	28	110
	Apprentices	1	1	2
	TOTAL	97	37	134

Women make up a significant component of the workforce, with representation exceeding 27% of total employees. Most workers are employed in operational roles (110), while clerical staff account for about 16,4% of the total.

EMPLOYEES BY PROFESSIONAL CATEGORY - 2024



EMPLOYEES BY GENDER - 2024



The table below shows the distribution of **GEO.COIL**'s workforce in 2024 by age group. This representation makes it possible to identify the age composition of the workforce, providing an overview of the prevailing age groups within the company.

EMPLOYEES BY GENDER AND AGE GROUP - 2024

	MEN	WOMEN	TOTAL
2024 < 30 years old	15	5	20
30-50 years old	44	17	61
> 50 years old	38	15	53
TOTAL	97	37	134

The most represented age group is between 30 and 50 years old, followed by the over-50 age group. Employees under 30 account for about 15% of the total.

EMPLOYEES BY COMPANY SENIORITY AND GENDER - 2024

	MEN	WOMEN	TOTAL
2024 < 5 years old	48	20	68
5-10 years old	26	7	33
> 10 years	23	10	33
TOTAL	97	37	134

Most employees have been with the company for less than 5 years (about 51% of the total).

EMPLOYEES BY CONTRACT TYPE AND GENDER - 2024

	MEN	WOMEN	TOTAL
2024 Permanent contracts	90	37	127
Temporary contracts	7	0	7
TOTAL	97	37	134

GEO.COIL's workforce is predominantly composed of employees hired on permanent contracts (about 95% of the total).

During 2024, **GEO.COIL** also made use of the services of 9 agency workers and one coordinated and continuous collaborator (co.co.co.).



4

METHODOLOGY

The voluntary publication of this Sustainability Report is a first step for GEO.COIL toward transparent communication of its environmental, social and governance performance.

The Report is prepared in accordance with GRI Standards, in the latest available versions, published by the Global Reporting Initiative, and with ESRS (European Sustainability Reporting Standards), issued by the European Commission under the CSRD Directive (Corporate Sustainability Reporting Directive - 2022/2464/EU). In addition, principles set by other standard setters were referenced, including the Sustainability Accounting Standards Board (SASB), the International Business Council (IBC) of the World Economic Forum, and the OECD Guidelines for Multinational Enterprises, as well as best practices in sustainability reporting at the national and international level.

The issues covered in this Report are those identified as material following the impact materiality analysis process, which involved **GEO.COIL**'s Strategic Committee and its key stakeholders. The information and data contained refer to fiscal year 2024 and regards Geo.coil S.r.l..

Data and documentation were shared and managed through an IT platform, which ensured traceability, confidentiality and a structured organization of content, validated internally by the relevant contact persons.



ENVIRONMENTAL SUSTAINABILITY

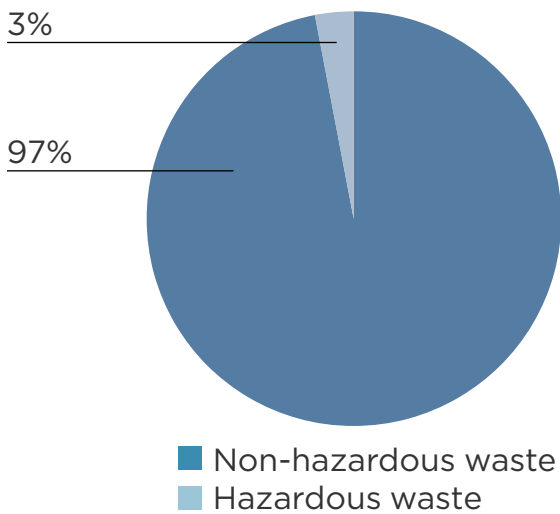
5.1 WASTE MANAGEMENT AND RECYCLING

GEO.COIL's approach to waste management is geared toward reducing environmental impact through the recovery, recycling and proper management of waste materials generated in the production cycle, consistent with its commitment to environmental sustainability and compliance with current regulations. To this end, the company adopts strict management practices that involve

separating waste and delivering it to authorized companies for treatment and disposal to ensure the materials' recovering wherever possible.

During 2024, a total of 235.085 kg of waste was generated, divided into hazardous and non-hazardous as shown in the table below:

DESCRIPTION	UNIT OF MEASUREMENT	QUANTITY
Non-hazardous waste	kg	228.645
Hazardous waste	kg	6.440
Total	kg	235.085



As the graph shows, more than 97% of the total waste delivered in 2024 was non-hazardous waste. The latter are composed mainly of dust and particulate matter of nonferrous (aluminum and copper) and ferrous (iron and stainless steel) materials.

The focus on responsible waste management is part of a broader vision of optimizing the entire cycle of resource use, in which reduced consumption, recovery and efficient use of materials are key elements in

contributing to the transition to sustainable production models. In 2024, the materials predominantly used by **GEO.COIL** are nonferrous metals, especially copper and aluminum, purchased in different configurations (pipes, strips, rods, and sheets), flanked by steel, galvanized sheet, and packaging materials such as cardboard and wooden cages. The cardboard used is made of 100% recycled material.

TYPE OF MATERIAL	UNIT OF MEASUREMENT	QUANTITY
Steel	kg	320.493
Aluminum	kg	841.561
Copper	kg	1.129.856
Cardboard	kg	13.097
	No.	2.480
Wood	No.	8.663

As part of its production activities as well as for general plant services, the company makes use of technical gases. **GEO.COIL** also extends the monitoring of materials used to office activities, including paper consumption, which, for 2024, is 710 reams.

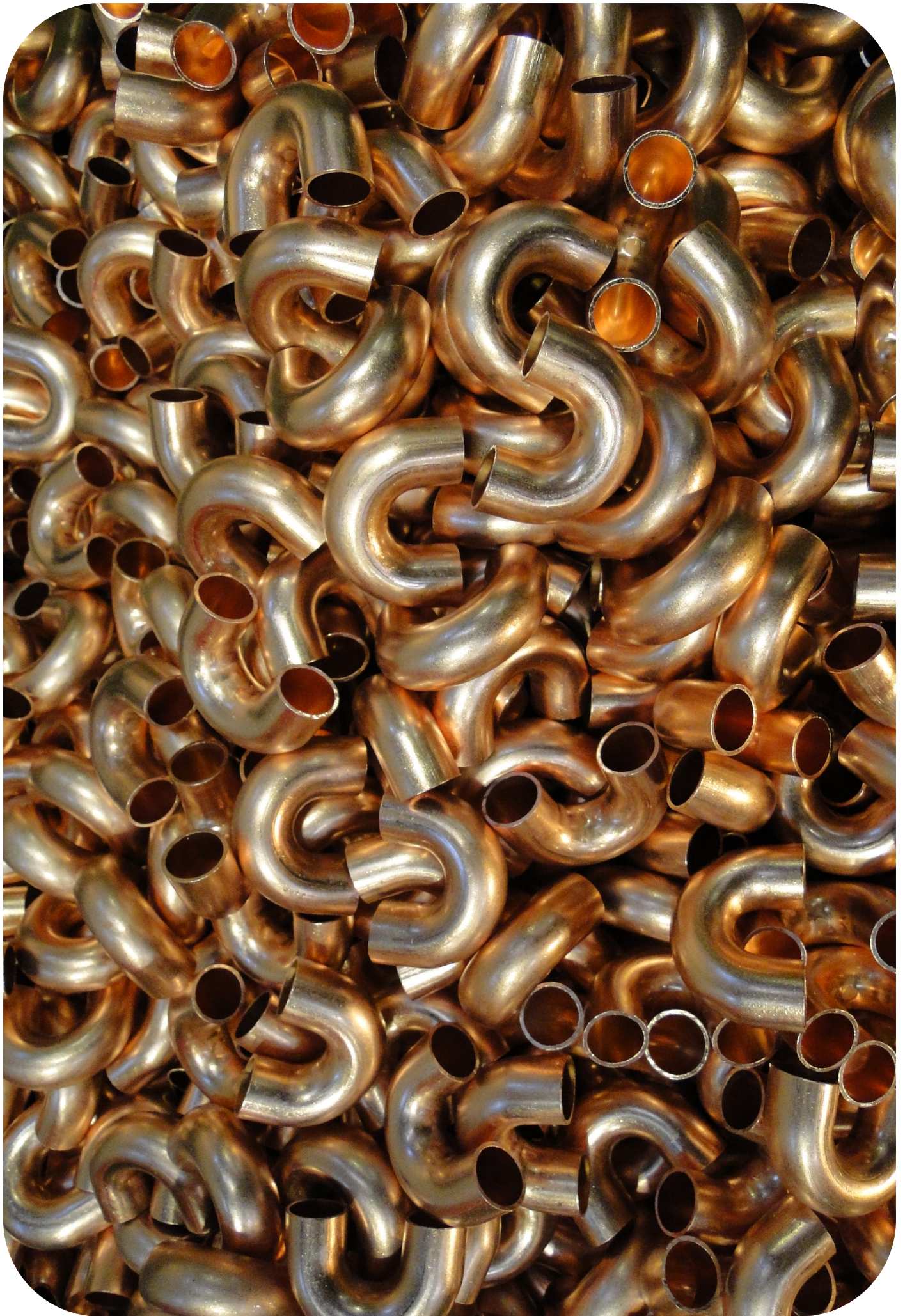
In order to strengthen its commitment to the efficient

management of resources and waste generated, **GEO.COIL** intends to continue to monitor material consumption within production cycles, minimize waste through optimization of processing, and implement advanced technologies for the treatment and regeneration of materials.

WASTE MANAGEMENT AND RECYCLING. ACTIONS, GOALS, AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Waste management and recycling	Optimize the management and recycling of waste generated during processes by adopting practices that promote waste reduction, thereby helping to improve operational efficiency and reduce environmental impact	<ul style="list-style-type: none"> - Measurement and monitoring of waste generation - Monitoring paper consumption 	<ul style="list-style-type: none"> - Continue to monitor material consumption and engage in waste reduction and efficiency improvement of production processes - Adopt a formalized system for measuring and reporting packaging consumption

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Waste	Total amount of waste generated	kg	235.085
Hazardous waste	Total amount of hazardous waste generated	kg	6.440
Non-hazardous waste	Total amount of non-hazardous waste generated	kg	228.645



5.2 ENERGY MANAGEMENT

Energy efficiency is one of the priority areas focused on by **GEO.COIL** as part of the sustainable development path undertaken. The aim is to reach a continuous improvement in environmental performance and production processes. The monitoring of the consumption of the energy carriers used is an essential technical and informational prerequisite on which **GEO.COIL** intends to base future efficiency measures and actions aimed at the progressive reduction of the organization's environmental footprint. Energy sources used by the company include: electricity and LPG.

Electricity is mainly used for the operation of production facilities and for lighting the business premises. LPG is used both in production processes and for heating plants.

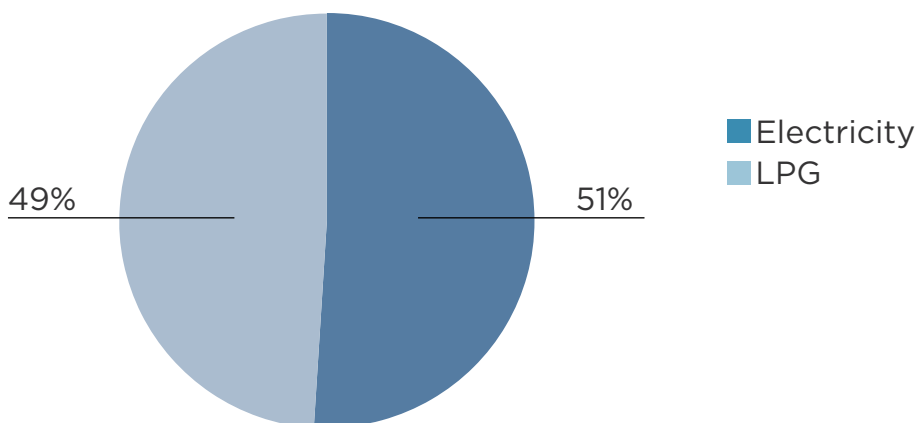
The estimated total energy consumption of **GEO.COIL** is summarized in the table below.

110.232,00*
LITERS
LPG

784.753,00
KWH
ELECTRICITY
PURCHASED
FROM THE
GRID

* The figure for LPG consumption used for production processes in December is subject to estimation.

The graph represents the energy mix (in GJ**), expressed in percentage terms, used by **GEO.COIL** during 2024.



** The conversion factors used are taken from the document "UK Government GHG Conversion Factors for Company Reporting - Fuel properties" from DEFRA 2024.

GEO.COIL also calculates and monitors the energy intensity ratio, an indicator calculated as the ratio of total energy consumption to annual turnover (expressed in euros). This parameter is a useful metric for measuring energy efficiency, and for identifying any room for improvement. In 2024, this ratio is 181,01 GJ/mln euros.

During 2024 and the previous fiscal year, **GEO.COIL** made a number of investments geared toward strengthening operational efficiency, reducing the environmental impact of its processes, and improving the safety conditions of employees in the workplace. At the end of 2023, revamping work on a press was completed, with the aim of optimizing its performance while reducing the health risk related to noise exposure. By 2025, the company

plans to install two new presses, and to evaluate further investments on ancillary machinery and auxiliary equipment. These interventions are part of a broader path of sustainable technological transformation aimed at ensuring continuity in industrial growth, reducing inefficiencies and optimizing the use of resources.

In addition, **GEO.COIL** will introduce the Manufacturing Execution System (MES), a computer system customized on the base of the company's operational needs. The MES will monitor, control and manage production activities in real time.

The goal that **GEO.COIL** has set for the future is to continue on the traced path, committing itself to reduce its environmental footprint through the implementation energy efficiency interventions.

ENERGY MANAGEMENT. ACTIONS, GOALS, AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Energy management	Promote the adoption of policies, procedures, and certifications for the responsible management of energy needs while adopting energy efficiency solutions	<ul style="list-style-type: none"> - Implementation of investments geared toward strengthening operational efficiency - Energy consumption measurement and monitoring 	<ul style="list-style-type: none"> - Make additional investments for the purchase of new machinery

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Electricity	Total electricity consumption	kWh	784.753
LPG	Total annual LPG consumption	Lt	110.232*
Energy consumption	Total energy consumption	GJ	5.503,75
Energy intensity ratio	Total annual energy consumption/turnover	GJ/mln euro	181,01

* The figure for LPG consumption used for production processes in December is subject to estimation.

5.3 CLIMATE CHANGE AND GREENHOUSE GAS EMISSION REDUCTION

In response to the growing urgency to mitigate environmental impacts from industrial activities, **GEO.COIL** has embarked on a journey to measure and monitor its greenhouse gas emissions, with the aim of identifying the main emission sources and the solutions to reduce the company's carbon footprint.

The following tables detail **GEO.COIL's** estimated energy consumption and direct (Scope 1) and indirect (Scope 2) CO₂ emissions, calculated using the location-based method, for fiscal year 2024. The location-based method considers the average emission factor of the power grid used by **GEO.COIL** to purchase power.

VARIABLE	DESCRIPTION	UNIT OF MEASUREMENT	2024
LPG	LPG consumed	liters	110.232*
Refrigerant gases	Leaks from air conditioning equipment.	kg	0
Electricity from non-renewable sources	Purchased electricity from non-renewable sources	kWh	784.753

* The figure for LPG consumption used for production processes in December is subject to estimation.

VARIABLE	UNIT OF MEASUREMENT	2024
Direct emissions from LPG consumption	tCO ₂	171,65
Direct emissions from refrigerant gas leaks.	tCO ₂	0
Direct Emissions (Scope 1)	tCO₂	171,65
Indirect emissions from electricity consumption	tCO ₂	200,11
Indirect Emissions (Scope 2)	tCO₂	200,11

For the next fiscal year, **GEO.COIL** has set a goal to expand the scope of its GHG emissions reporting to include those from activities not directly controlled but related to the life cycle of products (Scope 3).

The emission factors used to calculate CO₂ emissions (Scope 1 and Scope 2) are shown below.

ENERGY SOURCE	EMISSION UNIT/ STARTING UNIT	2024	SOURCE
LPG	kgCO ₂ /liters	1,55713	DEFRA (Department for Environmental, Food & Rural Affairs) 2024
Electricity (Location-based method)	kgCO ₂ /kWh	0,255	Institute for Environmental Protection and Research (ISPRA) 2023

GEO.COIL determines its climate-altering emissions not only in absolute terms, but in terms of intensity by calculating the CO₂ emission intensity ratio (Scope 1 and 2), which relates total emissions to corporate revenue. For 2024, this ratio is 12,23 tCO₂/mln euros.

This approach allows for a more accurate assessment of the environmental efficiency of the enterprise, taking into account the dynamics of business growth.

Determining the CO₂ emissions

generated is a key first step in guiding the design of corporate carbon footprint mitigation strategies. Therefore, **GEO.COIL** intends to continue, in the coming fiscal years, to monitor the emissions of climate-altering gases related to the company's activities. Furthermore, the company plans to formalize the commitments made and actions to be taken within a GHG Policy that will be developed during the next fiscal year.

OTHER EMISSIONS

For each of its plant's emission points, **GEO.COIL** conducts periodic checks, relying on accredited laboratories, of all substances released into the atmosphere, to ensure compliance with the prescribed limits. During 2024, emission sampling activities were carried out, certifying compliance with the limits set by current regulations.

CLIMATE CHANGE AND REDUCTION OF GREENHOUSE GAS EMISSIONS. ACTIONS, GOALS, AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Climate change and reduction of greenhouse gas emissions	Addressing the challenge of climate change mitigation by committing, in line with European and national targets, to the reduction of energy consumption and greenhouse gas emissions, including through the implementation of energy-efficient technologies and the promotion of renewable energy sources	-Measurement and monitoring of direct (Scope 1) and indirect (Scope 2) CO ₂ emissions.	<ul style="list-style-type: none"> - Continue to monitor direct and indirect CO₂ emissions. - Determine indirect emissions (Scope 3) - Prepare a GHG Policy

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Emissions	Direct greenhouse gas emissions (Scope 1)	tons of CO ₂	171,65
Emissions	Indirect greenhouse gas emissions (Scope 2 location-based method).	tons of CO ₂	200,11
Emission intensity	Report of emission intensity (Scope 1 and Scope 2) of CO ₂	tons of CO ₂ /mln euro	12,23

5.4 WATER RESOURCE MANAGEMENT

Water represents an essential, limited commodity that is increasingly exposed to pressures from human activities and climate change.

GEO.COIL monitors its water consumption annually, with the aim of ensuring efficient use of the resource and of identifying any critical issues in processes. The following are the water consumption figures recorded by the company for the past three fiscal years:



Over the three-year period considered, **GEO.COIL**'s water consumption remained relatively stable, with a slight decrease between 2022 and 2023, followed by a partial increase in 2024. Specifically, consumption decreased from 2.681 m³ in 2022 to 2.181 m³ in 2023 (-18.6%), and then to 2.375 m³

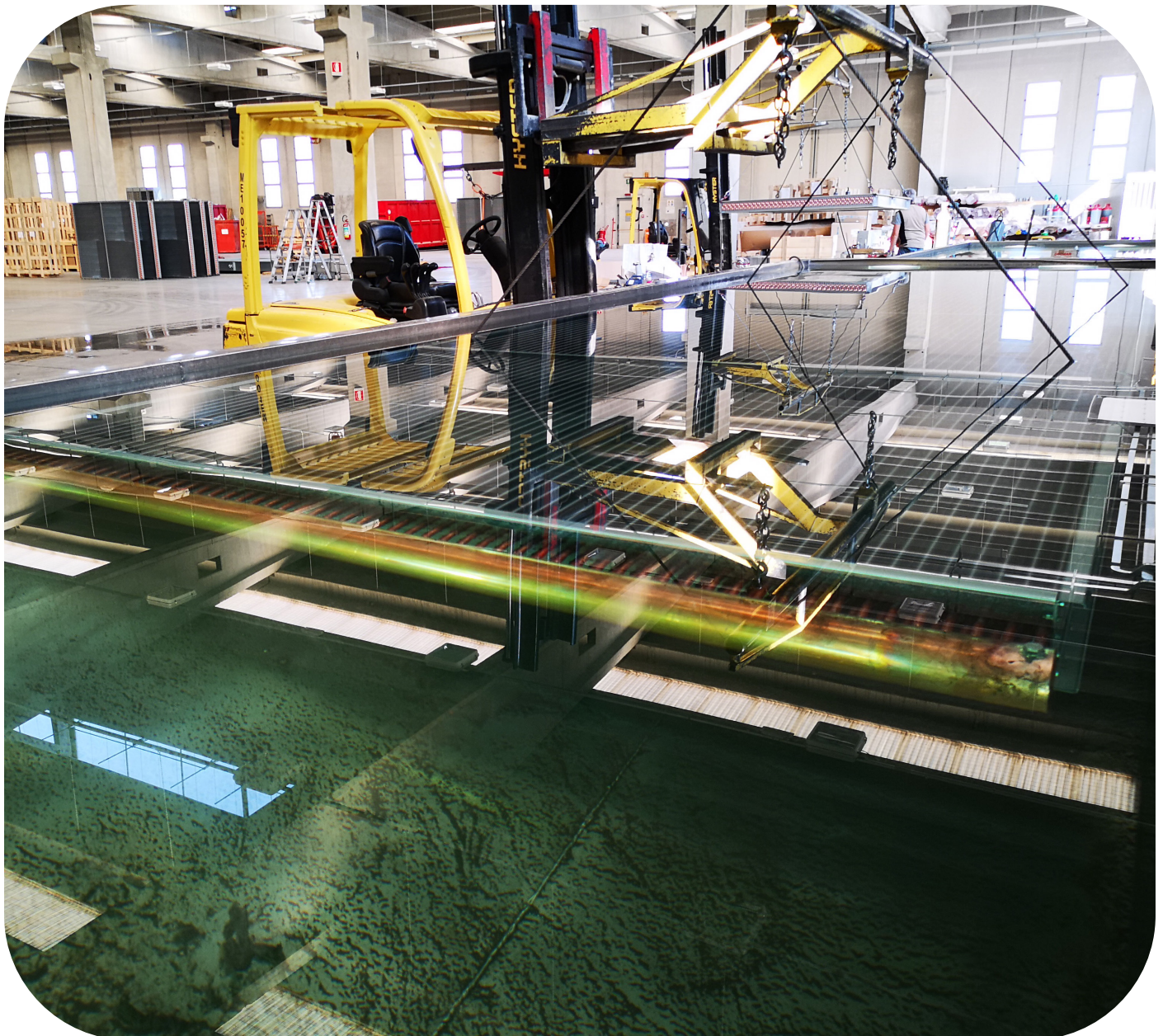
in 2024, marking an increase of 8.9% from the previous year.

Looking to the future, **GEO.COIL** intends to confirm its commitment to the responsible water use by promoting the continuous monitoring of consumption and the adoption of practices geared toward reducing wastage.

WATER RESOURCE MANAGEMENT. ACTIONS, GOALS, AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Water resource management	Careful management of the water resource by adopting sustainable practices to ensure efficient water use and establishing policies for supply and proper delivery	- Measurement and monitoring of water consumption	- Continue to monitor water consumption

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Water	Total annual water consumption	m ³	2.375





PEOPLE CENTRALITY






6

The "Social" pillar of **GEO.COIL**'s sustainability strategy is developed through an articulated set of initiatives geared toward enhancing human resources, promoting a safe and inclusive work environment, and building strong and transparent relationships with all corporate stakeholders.

6.1 HUMAN CAPITAL AND SKILLS DEVELOPMENT

GEO.COIL takes an integrated approach to human resource management, including skill enhancement, professional development, and promotion of an inclusive work environment.

During 2024, **GEO.COIL** consolidated its commitment to the enhancement of human capital through a structured, multidisciplinary training plan geared toward the acquisition of technical, transversal and managerial skills. Training activities focused on the following subject areas:

-  Digital and technical skills: enhancement of digital and technical skills, with the aim of adopting advanced tools for data processing, technical modeling and optimization of business information flows;
-  Regulatory compliance and security: knowledge and application of privacy, data protection and cybersecurity regulations;
-  administration, finance and management control: strengthening economic-administrative skills, with emphasis on budget analysis, taxation and financial planning;
-  soft skills and personal development: development of cross-cutting skills such as leadership, behavioral analysis, and organizational management;
-  Language skills: development of communication skills in Italian and English.

A total of 2.411,5 hours of training were provided to employees during this fiscal year. In continuity with its commitment to promote personal and professional growth of its employees, **GEO.COIL** intends to continue to invest in employee training by establishing a structured training program.

As part of initiatives to effectively structure the organization, rethink the division of labor and enhance internal competencies, in 2024, **GEO.COIL** designed a system of Key Performance Indicators (KPIs). The KPIs are broken down by organizational area, and are aimed at evaluating the employee's performance and contribution to the achievement of business results. The measurement phase is planned for fiscal year 2025.

This initiative is part of a broader organizational development project aimed at promoting meritocracy, transparency and the enhancement of skills as strategic levers for sustainable business growth.

HUMAN CAPITAL AND SKILLS DEVELOPMENT. ACTIONS, GOALS, AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Human capital and skills development	Recognizing and enhancing people's skills, experiences and potential through performance evaluation processes and incentive programs and through training activities to ensure effective human resource management and to promote the achievement of corporate objectives	<ul style="list-style-type: none"> - Delivery of numerous training courses to employees - Introduction of a KPI system for employee performance mapping 	<ul style="list-style-type: none"> - Develop a training plan for employees - Initiate the process of measuring and evaluating individual performance - Implementation of communication with employees and enhancement of corporate vision

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Employee training	Total training hours provided to employees	Hours	2.411,5
Employee training	Average number of training hours provided to employees	Hours	18



6.2 EMPLOYEE WELFARE AND WELL-BEING

Organizational well-being constitutes a strategic area of growing importance for **GEO.COIL** as it is a cross-cutting dimension that directly affects the quality of work, employees motivation, workforce retention and overall company performance.

During 2024, the company introduced, on a trial basis, a welfare plan aimed at employees who have accrued at least two years of seniority, which provides a welfare credit that can be used to access services to support family life management.

As part of the measures to support work-life balance, in accordance with the provisions of the collective agreement applied, **GEO.COIL** guarantees employees the possibility of access to forms of short-time work (part-time), with particular attention to the needs of new mothers. This opportunity is extended to all levels of the organization, including production departments, reflecting the company's focus on the well-being of its employees regardless of their roles.

As part of the sustainability path undertaken, **GEO.COIL** intends to consolidate its commitment on this front through the formalization of a Work-Life Balance Policy and the promotion of initiatives aimed at fostering socialization among employees, strengthening the sense of belonging to the company and collaboration among human resources.

EMPLOYEE WELFARE AND WELL-BEING. ACTIONS AND GOALS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Employee welfare and well-being	Promoting employee well-being through initiatives aimed at improving the quality of work and personal life as a lever for sustainable value creation	- Establishment of an employee welfare plan	<ul style="list-style-type: none"> - Preparation a Work-Life Balance Policy - Conducting a business climate analysis - Promoting socialization and team building

6.3 PROTECTION OF EMPLOYEES' HEALTH AND SAFETY

Protecting the health and safety of workers is a priority commitment for **GEO.COIL**. The company takes a preventive approach geared toward eliminating risks wherever possible, or reducing them by replacing hazardous substances, equipment or processes with less harmful alternatives, implementing collective protective measures, and constantly aligning with technological advances and evolving safety knowledge.

GEO.COIL requires all operators to scrupulously apply the provisions of Leg. 81/2008, "Occupational Health and Safety Consolidation Act," as amended, and the company's occupational health and safety procedures. Pursuant to the aforementioned Decree, the company has equipped itself with a Risk Assessment Document (DVR), where the health and safety risks to which workers are exposed are identified, analyzed and evaluated according to the specific task. Moreover, the preventive and protective measures, as well as the conducts to comply with current regulations, are here defined.

GEO.COIL recognizes training as a strategic prevention oversight aimed at strengthening workers' awareness, spreading the culture of safety and consolidating behaviors consistent with the principles of protection of psycho-physical integrity. During 2024, a total of 417 hours of health

and safety training were provided to employees.

GEO.COIL ensures the distribution to employees and the maintenance of Personal Protective Equipment (PPE), selected according to the specificity of the risks and the tasks performed, and ensures the provision of suitable work clothing. All workers are trained in the proper use of PPE, with the goal of promoting conscious and responsible behavior within the work environment.

During 2024, no occupational accidents occurred. In the period between September 2023 and April 2024, there was a prolonged absence from work due to an injury that occurred in 2023. In addition, in this fiscal year, as in the previous one, there were no deaths as a result of work-related injuries.

GEO.COIL intends to further consolidate its commitment to occupational health and safety through the continuation of training activities for employees and the through definition of a structured company policy that will systematize principles, objectives and operational measures to prevent risks and promote organizational well-being.

PROTECTION OF EMPLOYEES' HEALTH AND SAFETY ACTIONS, GOALS, AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Protection of employees' health and safety	Compliance with regulatory requirements and agreements signed, including at the union level, on safety, prevention, hygiene and health in the workplace and development of a system for identifying and assessing risks	- Delivery of training courses to employees on occupational health and safety	- Continue to provide training to employees on occupational health and safety - Prepare an occupational health and safety policy

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Risk assessment	Presence of a system/ procedure for assessing hazards and risks in the workplace	Yes/No	Yes
Medical prevention in the workplace	Presence of a guarding system that contributes to the identification and elimination of hazards and risks in the workplace	Yes/No	Yes
Occupational health and safety training for employees	Total training hours provided to employees	Hours	417
Occupational accidents	Total accidents at work	No.	0
Hours worked	Total hours worked by employees	Hours	233.494
Occupational accidents	Occupational injury rate (frequency of injuries).	No.	0
Occupational accidents	Occupational injury death rate	No.	0
Occupational accidents	Number of deaths as a result of work-related injuries and illnesses	No.	0

6.4 SAFEGUARDING DIVERSITY AND INCLUSION OF HUMAN RESOURCES

GEO.COIL recognizes diversity as a strategic value and the promotion of employee inclusion as a guiding principle for building a fair, positive and people-oriented work environment. Therefore, the company is committed to ensuring the dissemination of an organizational culture based on respect for the individual, fairness and inclusion, and to oppose all forms of discrimination, direct or indirect, related to race, ethnic origin, color, gender, sexual orientation, religion, nationality, age, political opinion, marital and socioeconomic status, and union affiliation.

At all stages of the employment relationship - from selection to induction, from training to evaluation - **GEO.COIL** guarantees the application of transparency criteria, impartiality and respect for individual dignity, ensuring that each

person is evaluated solely on the basis of skills, merit and professional contribution.

In 2024, there were no incidents of discrimination in human resource relations management and no complaints were filed with respect to the issues of human rights, child labor, and forced labor.

In line with the principles of the 2030 Agenda and what is defined in the 2025-2027 Sustainability Plan, **GEO.COIL** intends to continue consolidating its commitment to diversity & inclusion protection, integrating these principles in an increasingly systemic way into business processes, through the formalization of guiding principles, the realization of awareness and training initiatives, and the strengthening of internal governance.

SAFEGUARDING DIVERSITY AND INCLUSION OF HUMAN RESOURCES. ACTIONS, GOALS, AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Safeguarding the diversity and inclusion of human resources	Spread and strengthen a culture of inclusion, without discrimination and with respect, promoting diversity and equal opportunities in the workplace	- Safeguarding diversity and promoting the inclusion of its human resources	- Initiate a structured pathway for the promotion of diversity and inclusion

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Discrimination	Incidents of discrimination that have occurred	No.	0
Child labor	Presence of activities carried out internally or externally at risk on child labor issues	Yes/No	No
Forced labor	Presence of activities carried out internally or externally at risk of incidents of forced labor	Yes/No	No

6.5 PROTECTION OF GENDER EQUALITY

GEO.COIL recognizes gender equality as an indispensable prerequisite for promoting sustainable business growth. In line with Goal 5 of the Sustainable Development Goals - Gender Equality - the company is committed to foster a fair and inclusive work environment based on respect for equal opportunity, valuing differences, and rejecting

all forms of discrimination based on sex, gender identity, or any other personal condition.

There are 134 employees employed by the company as of December 31, 2024, including 37 women and 97 men. The table below shows the breakdown of personnel on the basis of gender.

EMPLOYEES BY GENDER - 2024



In line with the industry in which **GEO.COIL** operates, which is still characterized by the presence of a male-dominated workforce, employed women account for about 28% of the total company population.

GEO.COIL has started monitoring the gender-disaggregated pay data to assess any deviations and ensure transparent and fair management of pay policies. In 2024, on average, there is a higher gross annual salary level for men (about +6,78%) than for women.

VARIABLE	DESCRIPTION	UNIT OF MEASUREMENT	2024
Employees' gender pay gap	Percentage change between the average pay of men and women	%	6,78%

The approach taken is not limited to compliance with regulatory obligations, but aims to generate value through a collaborative corporate culture that respects gender diversity, seen as an enabler for innovation, competitiveness and long-term sustainability. In line with the commitments defined in the Sustainability Plan 2025-2027, the company plans to continue to monitor the gender balance and strengthen equity within corporate processes through the formalization of a Recruitment Policy. The policy will be based on criteria of transparency, impartiality and merit, as an essential tool to prevent all forms of discrimination from the selection phase and ensure equal access to employment positions.

PROTECTION OF GENDER EQUALITY. ACTIONS, GOALS, AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Protection of gender equality	Promotion of gender, job, treatment, and pay equality in all levels of organization	<ul style="list-style-type: none"> - Monitoring gender diversity - Monitoring the gender pay gap 	<ul style="list-style-type: none"> - Continue to monitor gender balance and safeguard equal treatment of its human resources - Formalizing a Recruitment Policy

VARIABLE	KPI	UNIT OF MEASUREMENT	2024		
			GENRE		TOTAL
			MEN	WOMEN	
Characteristics of the workforce	Number of employees, broken down by gender	No.	97	37	134
Gender diversity	Female presence in total employees	%			28%
Gender pay gap employees	Percentage change between average pay for women and men	%			6,78%
Discrimination	Incidents of gender-based discrimination that have occurred	No.			0

6.6 CUSTOMER CENTRICITY

Customer satisfaction is a key priority and the beacon that guides every project and activity of **GEO.COIL**. The company takes a customer-oriented approach, placing the customer at the center of its decision-making and operational processes, aiming to offer targeted technical solutions consistent with the application needs and the specific contexts of use. This is made possible also through the adoption, within the production lines, of some of the most modern and efficient machinery available on the market. This approach makes it possible to minimize errors and imperfections in all industrial processes and reduce lead time to delivery.

GEO.COIL caters to a wide range of clients, from small businesses to large industrial entities, operating in major European and non-European markets—from Germany to the United Kingdom, from Scandinavian countries to the Mediterranean, from Eastern Europe to North America and Southeast Asia—and consolidating a global presence based on reliability, expertise and operational flexibility. As an acknowledgement of its focus on customer satisfaction, process quality and continuous improvement

orientation, **GEO.COIL** has obtained certification of its quality management system according to UNI EN ISO 9001:2015.

In 2024, the company activated a system for monitoring and reporting on reports (claims) received from customers, with the aim of ensuring traceability, transparency and continuous improvement of the quality of the products offered. During 2024, 110 claims were received, down from 142 recorded in 2023 and 157 in 2022. The reduction in the number of reports is accompanied by a reduction in the costs associated with their management (down about 55% from 2023).

From the point of view of product quality, in 2024 the average monthly defectiveness index remained consistently below the set target (1%), with values gradually improving from the previous year.

By 2025, **GEO.COIL** has set the goal to adopt structured tools to systematically collect feedback from customers to strengthen the dialogue, improve customer satisfaction, and constantly increase the quality of products and services offered.

CUSTOMER CENTRICITY. ACTIONS, GOALS, AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Customer centricity	Maximizing the value generated for customers by proactively managing their needs, ensuring quality and timeliness of supply, and establishing effective and equitable relationships with them	<ul style="list-style-type: none"> - Monitoring of claims received and associated costs - Defect index monitoring 	<ul style="list-style-type: none"> - Adopt a structured system for collecting customer feedback

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
Claim	Number of reports received from customers	No.	110
Defects	Monthly defect index (December)	No.	0,60





APPENDIX

GEO.COIL'S ACTIONS AND GOALS FOR SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL SUSTAINABILITY

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Waste management and recycling	Optimize the management and recycling of waste generated during processes by adopting practices that promote waste reduction and material recovery, thereby helping to improve operational efficiency and reduce environmental impact	<ul style="list-style-type: none"> - Measurement and monitoring of waste generation - Monitoring paper consumption 	<ul style="list-style-type: none"> - Continue to monitor material consumption and engage in waste reduction and efficiency improvement of production processes - Adopt a formalized system for measuring and reporting packaging consumption
Energy management	Promote the adoption of policies, procedures, and certifications for the responsible management of energy needs while adopting energy efficiency solutions	<ul style="list-style-type: none"> - Implementation of investments geared toward strengthening operational efficiency - Energy consumption measurement and monitoring 	<ul style="list-style-type: none"> - Make additional investments for the purchase of new machinery
Climate change and reduction of greenhouse gas emissions	Addressing the challenge of climate change mitigation by committing, in line with European and national targets, to the reduction of energy consumption and greenhouse gas emissions, including through the implementation of energy-efficient technologies and the promotion of renewable energy sources	<ul style="list-style-type: none"> - Measurement and monitoring of direct (Scope 1) and indirect (Scope 2) CO₂ emissions. 	<ul style="list-style-type: none"> - Continue to monitor direct and indirect CO₂ emissions. - Prepare a GHG Policy
Water resource management	Careful management of the water resource by adopting sustainable practices to ensure efficient water use and establishing policies for supply and proper delivery	<ul style="list-style-type: none"> - Measurement and monitoring of water consumption 	<ul style="list-style-type: none"> - Continue to monitor water consumption

KPI FOR SUSTAINABLE VALUE CREATION

ENVIRONMENTAL SUSTAINABILITY

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
WASTE MANAGEMENT AND RECYCLING			
Waste	Total amount of waste generated	kg	235.085
Hazardous waste	Total amount of hazardous waste generated	kg	6.440
Non-hazardous waste	Total amount of non-hazardous waste generated	kg	228.645
ENERGY MANAGEMENT			
Electricity	Total electricity consumption	kWh	784.753
LPG	Total annual LPG consumption	Lt	110.232*
Energy consumption	Total energy consumption	GJ	5.503,75
Energy intensity ratio	Total annual energy consumption/turnover	GJ/mln euro	181,01
CLIMATE CHANGE AND REDUCTION OF GREENHOUSE GAS EMISSIONS			
Emissions	Direct greenhouse gas emissions (Scope 1)	tons of CO ₂	171,65
Emissions	Indirect greenhouse gas emissions (Scope 2 location-based method).	tons of CO ₂	200,11
Emission intensity	Report of emission intensity (Scope 1 and Scope 2) of CO ₂	tons of CO ₂ /mln euro	12,23
WATER RESOURCE MANAGEMENT			
Water	Total annual water consumption	m ³	2.375

* The figure for LPG consumption used for production processes in December is subject to estimation.

PEOPLE CENTRALITY

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Human capital and skills development	Recognizing and enhancing people's skills, experiences and potential through performance evaluation processes and incentive programs and through training activities to ensure effective human resource management and to promote the achievement of corporate objectives	<ul style="list-style-type: none"> - Delivery of numerous training courses to employees - Introduction of a KPI system for employee performance mapping 	<ul style="list-style-type: none"> - Develop a training plan for employees - Initiate a process for measuring and evaluating individual performance
Employee welfare and well-being	Promoting employee well-being through initiatives aimed at improving the quality of work and personal life as a lever for sustainable value creation	<ul style="list-style-type: none"> - Establishment of an employee welfare plan 	<ul style="list-style-type: none"> - Preparation a Work-Life Balance Policy - Conducting a business climate analysis - Promoting socialization and team building
Protection of employees' health and safety	Compliance with regulatory requirements and agreements signed, including at the union level, on safety, prevention, hygiene and health in the workplace and development of a system for identifying and assessing risks	<ul style="list-style-type: none"> - Delivery of training courses to employees on occupational health and safety 	<ul style="list-style-type: none"> - Continue to provide training to employees on occupational health and safety - Prepare an occupational health and safety policy
Safeguarding the diversity and inclusion of human resources	Spread and strengthen a culture of inclusion, without discrimination and with respect, promoting diversity and equal opportunities in the workplace	<ul style="list-style-type: none"> - Safeguarding diversity and promoting the inclusion of its human resources 	<ul style="list-style-type: none"> - Initiate a structured pathway for the promotion of diversity and inclusion
Protection of gender equality	Promotion of gender, job, treatment, and pay equality in all levels of organization	<ul style="list-style-type: none"> - Monitoring gender diversity - Monitoring the gender pay gap 	<ul style="list-style-type: none"> - Continue to monitor gender balance and safeguard equal treatment of its human resources - Formalizing a Recruitment Policy
Customer centricity	Maximizing the value generated for customers by proactively managing their needs, ensuring quality and timeliness of supply, and establishing effective and equitable relationships with them	<ul style="list-style-type: none"> - Monitoring of claims received and associated costs - Defect index monitoring 	<ul style="list-style-type: none"> - Adoption of a structured system for collecting customer feedback

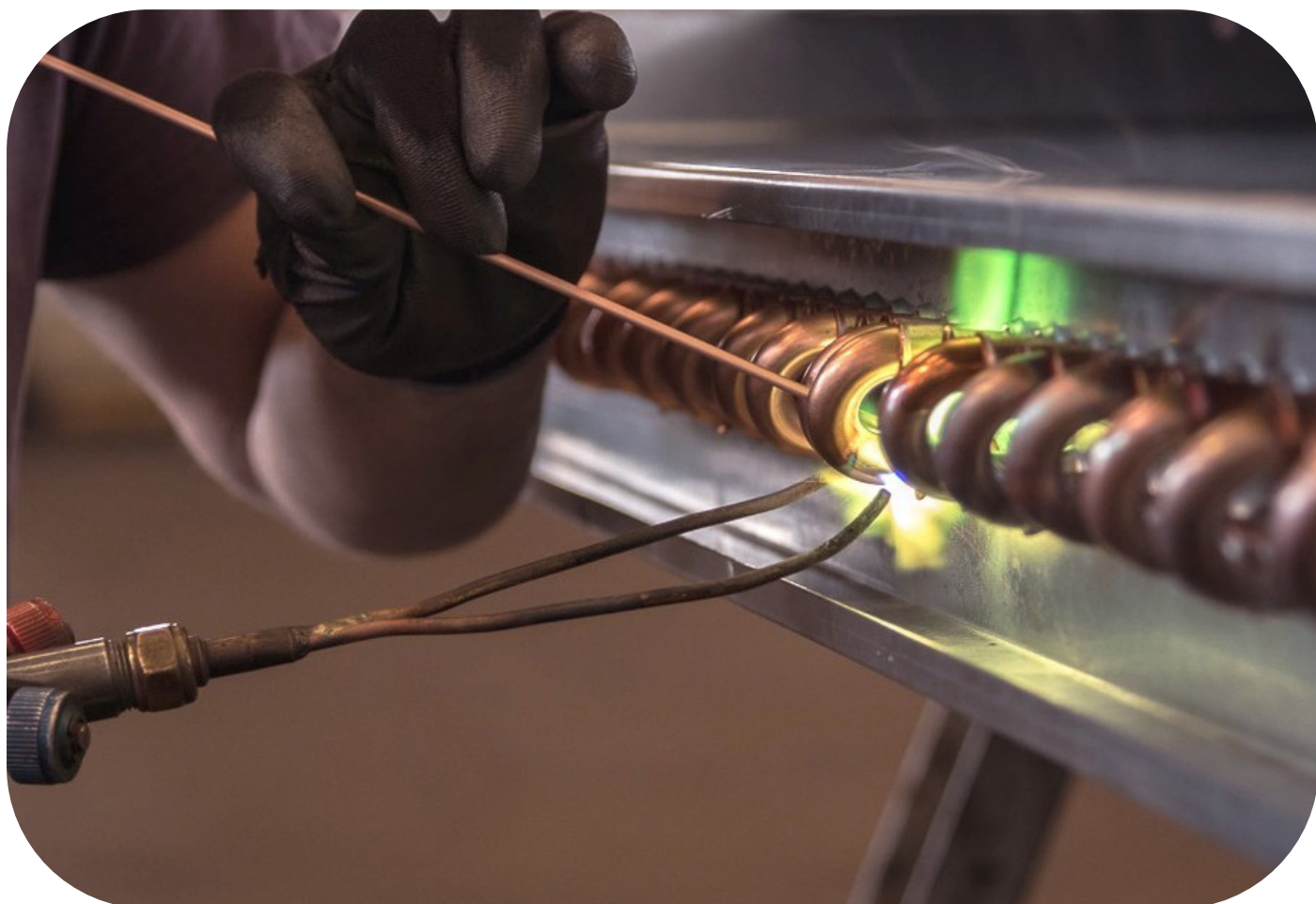
KPI FOR SUSTAINABLE VALUE CREATION

PEOPLE CENTRALITY

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
HUMAN CAPITAL AND SKILLS DEVELOPMENT			
Employee training	Total training hours provided to employees	Hours	2.411,5
Employee training	Average number of training hours provided to employees	Hours	18
Employee training	Total training hours provided to employees	Hours	2.411,5
PROTECTION OF EMPLOYEES' HEALTH AND SAFETY			
Risk assessment	Presence of a system/ procedure for assessing hazards and risks in the workplace	Yes/No	Yes
Medical prevention in the workplace	Presence of a system of Garrison that contributes to the identification and elimination of hazards and risks in the workplace	Yes/No	Yes
Occupational health and safety training for employees	Total training hours provided to employees	Hours	417
Occupational accidents	Total accidents at work	No.	0
Hours worked	Total hours worked by employees	Hours	233.494
Occupational accidents	Occupational injury rate (frequency of injuries).	No.	0
Occupational accidents	Occupational injury death rate	No.	0
Occupational accidents	Number of deaths as a result of work-related injuries and illnesses	No.	0
SAFEGUARDING THE DIVERSITY AND INCLUSION OF HUMAN RESOURCES			
Discrimination	Incidents of discrimination that have occurred	No.	0
Child labor	Presence of activities carried out internally or externally at risk on child labor issues	Yes/No	No
Forced labor	Presence of activities carried out internally or externally at risk of incidents of forced labor	Yes/No	No

VARIABLE	KPI	UNIT OF MEASUREMENT	2024		
			GENRE		TOTAL
			MEN	WOMEN	
PROTECTION OF GENDER EQUALITY					
Characteristics of the workforce	Number of employees, broken down by gender	No.	97	37	134
Gender diversity	Female presence in total employees	%			28%
Gender pay gap employees	Percentage change between average pay for women and men	%			6,78%
Discrimination	Incidents of gender-based discrimination that have occurred	No.			0

VARIABLE	KPI	UNIT OF MEASUREMENT	2024
CUSTOMER CENTRICITY			
Claim	Number of reports received from customers	No.	110
Defects	Monthly defect index (December)	No.	0,60



GRI-ESRS CONTENT INDEX

This Sustainability Report is prepared in accordance with ESRS and GRI principles. The table below is intended to facilitate the connection between these principles and the contents of the Report.

	GRI STANDARD	ESRS	REFERENCE IN THE REPORT
GRI 2. GENERAL DISCLOSURE			
GENERAL DISCLOSURE	1. The organization and its reporting practices.	ESRS 2, specific paragraphs	17-18, 25
GENERAL DISCLOSURE	2. Activities and workers	ESRS 2, specific paragraphs	17, 21-23, 44-47
GENERAL DISCLOSURE	3. Governance	ESRS 2, specific paragraphs	19
GENERAL DISCLOSURE	4. Strategy, policies and practices	ESRS 2, specific paragraphs	Letter to Stakeholders, 8-9, 11-15, 20, 27, 30, 32, 34, 37, 40, 42, 44
GENERAL DISCLOSURE	5. Approach to stakeholder engagement	ESRS 2, specific paragraphs	5, 8
GRI 3. MATERIAL THEMES.			
Material themes.	3-1. Process of determining material themes	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii through (b) iv	8-9
Material themes.	3-2. List of material themes	ESRS 2 SBM-3 §48 (a) and (g)	8-9
Material themes.	3-3. Management of material issues	ESRS 2 SBM-1§ 40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P, MDR-A, MDR-M, and MDR-T; ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) and (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) and (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) and (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, and §AR 33 (a); S4- 5 §41 (b) and (c)	12-15

GRI STANDARD		ESRS	REFERENCE IN THE REPORT
TOPIC STANDARDS			
201. Economic performance	201-1. Directly generated and distributed economic value	-	21
201. Economic performance	201-4. Financial assistance received from the government	-	21
301. Materials	301-1. Materials used by weight or volume	ESRS E5 E5-4 §31 (a)	28
302. Energy	302-1. Internal energy consumption within the organization	ESRS E1 E1-5 §37; §38; §AR 32 (a), (c), (e) and (f)	30-31
302. Energy	302-3. Energy intensity	ESRS E1 E1-5 §40 - §42	31
303. Water and effluents	303-5. Water consumption	ESRS E3 E3-4 §28 (a), (b), (d) and (e)	34
305. Emissions	305-1. Direct greenhouse gas (GHG) emissions (Scope 1)	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) - (d); §AR 40; AR §43 (c) - (d)	32-33
305. Emissions	305-2. Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) - (d); §AR 40; §AR 45 (a), (c), (d), and (f)	32-33
306. Waste	306-1. Waste generation and significant waste-related impacts	ESRS 2 SBM-3 §48 (a), (c) ii and iv; ESRS E5 E5-4 §30	27-29
306. Waste	306-3. Waste generated	ESRS E5 E5-5 §37 (a), §38 - §40	27-29
403. Occupational health and safety	403-1. Occupational health and safety management system	ESRS S1 S1-1 §23	40-41
403. Occupational health and safety	403-2. Hazard identification, risk assessment, and accident investigation	ESRS S1 S1-3 §32 (b) and §33	40-41
403. Occupational health and safety	403-3. Occupational health services	ESRS 1 §AR 16	40-41
403. Occupational health and safety	403-5. Worker training on occupational health and safety	ESRS 1 §AR 16	40-41
403. Occupational health and safety	403-6. Promotion of workers' health	ESRS 1 §AR 16	40-43
403. Occupational health and safety	403-7. Prevention and mitigation of occupational health and safety impacts directly related by business relationships	ESRS S2 S2-4 §32 (a)	40-41
403. Occupational health and safety	403-9. Occupational accidents	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82	41

GRI STANDARD	ESRS	REFERENCE IN THE REPORT	
403. Occupational health and safety	403-10. Occupational disease	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (d); §89; §AR 82	40
405. Diversity and equal opportunity	405-1. Diversity in the organs of governance and among the employees	ESRS S1 §14 (g); S1-1 §22 ESRS S2 §11 (b); S2-1 §18	21-23, 43-44
406. Non-discrimination	406-1. Incidents of discrimination and corrective measures taken	ESRS S1 S1-17 §97, §103 (a), §AR 103	42
408. Child labor	408-1. Activities and suppliers that present a risk significant incidents of child labor	ESRS S1 §24 (a)	42
416. Customer health and safety	416-2. Incidents of noncompliance regarding health and safety impacts of products and services	ESRS S4 S4-4 §35	39

MATERIAL TOPICS AND SDGs CORRELATION

This Report is a tool to take stock of **GEO.COIL**'s contribution to the pursuit of the Sustainable Development Goals (SDGs) of the 2030 Agenda.

MATERIAL TOPIC	DESCRIPTION	SDGs
Waste management and recycling	Optimize the management and recycling of waste generated during processes by adopting practices that promote waste reduction and material recovery, thereby helping to improve operational efficiency and reduce environmental impact	
Energy management	Promote the adoption of policies, procedures, and certifications for the responsible management of energy needs while adopting energy efficiency solutions	 
Climate change and reduction of greenhouse gas emissions	Addressing the challenge of climate change mitigation by committing, in line with European and national targets, to the reduction of energy consumption and greenhouse gas emissions, including through the implementation of energy-efficient technologies and the promotion of renewable energy sources	  
Water resource management	Careful management of the water resource by adopting sustainable practices to ensure efficient water use and establishing policies for supply and proper delivery	 
Human capital and skills development	Recognizing and enhancing people's skills, experiences and potential through performance evaluation processes and incentive programs and through training activities to ensure effective human resource management and to promote the achievement of corporate objectives	  
Employee welfare and well-being	Promoting employee well-being through initiatives aimed at improving the quality of work and personal life as a lever for sustainable value creation	 
Employees health and safety protection	Compliance with regulatory requirements and agreements signed, including at the union level, on safety, prevention, hygiene and health in the workplace and development of a system for identifying and assessing risks	 
Safeguarding the diversity and inclusion of human resources	Spread and strengthen a culture of inclusion, without discrimination and with respect, promoting diversity and equal opportunities in the workplace	  
Protection of gender equality	Promotion of gender, job, treatment, and pay equality in all levels of organization	
Customer centricity	Maximizing the value generated for customers by proactively managing their needs, ensuring quality and timeliness of supply, and establishing effective and equitable relationships with them	



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