

SUSTAINABILITY REPORT

FISCAL YEAR 2024

MEIC
SERVICES

BENEFIT CORPORATION
PEACE ENTERPRISE



1 DEFEAT POVERTY



2 DEFEAT HUNGER



3 HEALTH & WELL BEING



4 INSTRUCTION QUALITY



5 EQUALITY OF GENDER



6 CLEAN WATER AND TOILET FACILITIES
SANITARY WARE



7 CLEAN ENERGY AND ACCESSIBLE



8 DECENT WORK AND GROWTH ECONOMIC



9 BUSINESSES, INNOVATION AND INFRASTRUCTURE



10 REDUCE THE INEQUALITIES



11 CITY AND COMMUNITY SUSTAINABLE



12 CONSUMPTION AND PRODUCTION RESPONSIBLE



13 FIGHT AGAINST THE CHANGE CLIMATIC



14 LIFE UNDERWATER



15 LIFE ON EARTH



16 COUNTRY, JUSTICE AND INSTITUTIONS SOLID



17 PARTNERSHIP FOR THE GOALS



**THINK
IN A WAY
SUSTAINABLE
IT HELPS US TO
ACT IN A MANNER
RESPONSIBLE**

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LETTER TO STAKEHOLDERS

The road to Sustainability is exciting and although it remains the only possible one, it can sometimes be controversial and even tortuous.

Starting from this consideration, it is clear why the market for Benefit Corporations is the only one increasing, with a trend so dynamic that it has reached the number of 4593 benefit companies in Italy as of 31

December 2024. Considering the environment and the community as an extension of the company completely changes the vision of the business and opens up new scenarios.

The first consideration in terms of ESG is that in order to distribute well-being to the community and pursue the aims of Common Benefit, a company must be economically healthy: in the year 2024 Meic Services S.p.A. – Benefit Company has exceeded all records of turnover, profit and number of workers expressed in FTE since it exists and we remember that the company boasts a family entrepreneurial history handed down for over 36 years.

The consolidation of traditional Oil & Gas activities, the commitment in the Aspirations of Natural Gas from distribution networks for the main sector players, the exploit of the Civil and industrial construction branch has allowed a general state of improvement of all company KPIs.

But there are also defects and critical issues and being Sustainable requires awareness of one's areas for improvement: the section Environmental is the one suffering the most due to the drastic reduction of BIOMETHANE, especially in self-consumption, which naturally worsened environmental performances.

Despite this criticality, the company has however found other sustainable business models that can improve its environmental impact, such as the Emptying of Gas Pipelines to Zero Emissions of Gas Harmful in the Atmosphere, the study of Green Building that foresees the use of Hemp in the Construction sector and finally Sicily Eco Farm the Company Agricultural d Meic Services to protect local Biodiversity.

The reduction of water consumption, the production of clean energy thanks to photovoltaics, the commitment to social issues with the improvement of the Palalivatino project and respect for the Safety First mantra have been primary KPIs.

In 2024, the foundations were laid for the construction of the Sustainable Supply Chain and suppliers are beginning to be qualified also thanks to the Esg Surveys.

With this report, we tell you about our footprints of 2024, in the fascinating path of Sustainability.

Sustainability Manager

Dott. Ing. Oscar Coci



Oscar Coci



HIGHLIGHTS

32.8 million

in euro turnover



4

Methane loading stations



3

Service areas



66

Means of transport



10

Certifications



3,488,475 million

EBITDA in euro

897.051,15€

Total bonuses and incentives paid to employees from 2018 to 2024

0

Accidents



15%

Suppliers local



110

People



39h

Average hours of training per employee



-1.958,52

TCO2EQ

Natural gas extraction from distribution networks

+75.834

Kw

The electricity produced by photovoltaics has allowed a saving of -30.37 TCo2 eq

-21,09

TCO2EQ

Reduction of harmful emissions thanks to biomethane sales

-535.000

LT WATER

Savings of -25.5% in water consumption in 2024 compared to 2023

1.137.759€

Total value that Meic Services S.p.A. has allocated to the Community from 2020 to 2024

770.128€

Total value dedicated to Palalivatio for operations of redevelopment, restructuring, reduction of environmental impact, management and modernization from 2020 to 2024.

136.457€

Support for the community in 2024

MEIC
SERVICES

Corporate Reliability Indices

CRIF CRIBIS

Corporate reliability indices, such as those provided by CRIF and CRIBIS, assess a company's risk of bankruptcy and its commercial reliability. These indices, based on financial statement data, payments, and other factors, help companies make informed decisions in commercial relationships and credit management.

Meic Services S.p.A. has a Cribis D&B rating of "1" and belongs to CRIBIS CLASS "A".



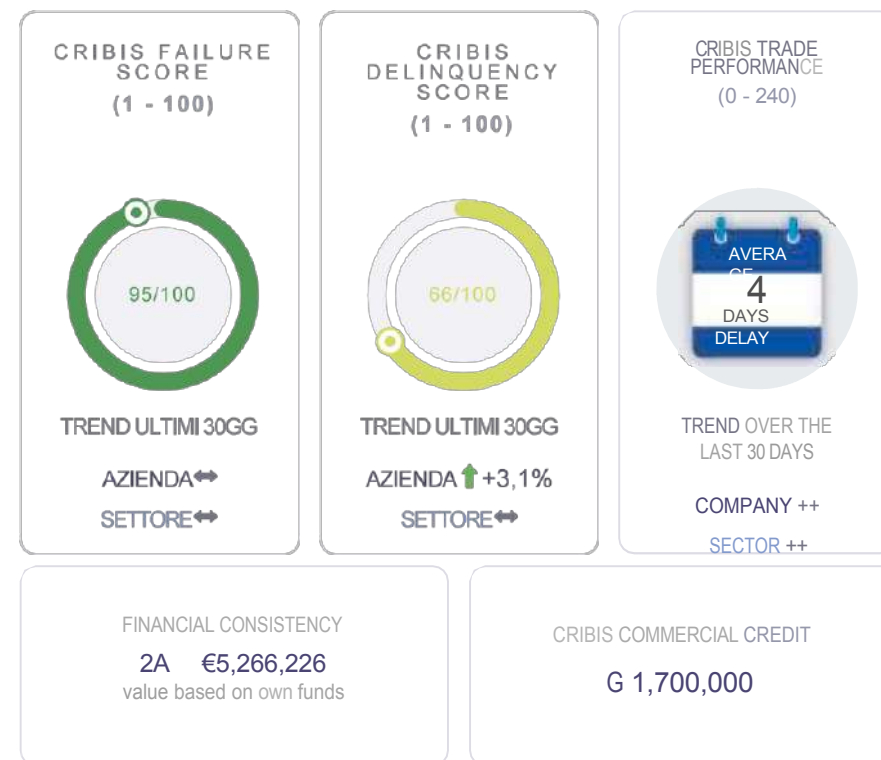
CRIBIS D&B RATING 1	CRIBIS CLASS A	RISK OF TERMINATION MINIMUM
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TURNOVER €33,390,581	SHARE CAPITAL €1,000,000	EMPLOYEES 109
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THE CRIBIS D&B RATING

Indicates the level of risk of a company going bankrupt in the next 12 months.

It is based on two elements: the consistency of own funds and the Risk Indicator, which uses the CRIBIS D&B Failure Score. The Failure Score ranges from 1 to 100, with higher scores indicating a lower risk of bankruptcy.





CHAPTER 1

MEIC SERVICES SPA COMPANY BENEFIT

"A Story Entrepreneurial
of Family that has been
handed down for 36 years"

01



01 MEIC SERVICES SPA BENEFIT CORPORATION

1.1 OUR COMPANY

Founded in 1988 in Sicily, Meic Services SpA is a **leading national provider of continuous, alternative, and emergency supplies of natural gas and biomethane** through tankers and tankers. At the same time, thanks to its commitment to quality, integrated management systems, and the achievement and maintenance of certifications, the company returned to significant investment in the civil and industrial construction sector in 2023 .

In 2024, the new business unit will consolidate and become an integrated and structured part of the organization to the point of overcoming the traditional fuel and energy sector.

In addition to its two **main business units, Oil & Gas and Construction**, the company provides a public service, **the Emergency Methane Service**, which ensures supply even where there is no pipeline, or in extreme or emergency conditions where breakdowns, accidents, breakages, or anomalies have sadly occurred, thus ensuring continuity of service. The company operates nationwide, thanks to a fleet of vehicles among the largest in Italy in the Emergency Methane sector and the location of its offices in Southern Italy, including Sardinia.

The orientation towards corporate social responsibility that has always distinguished the way of doing business led the company to become a Benefit Corporation on 20 October 2020 by ratifying with a notarial deed the new corporate bylaws in accordance with the benefit company regulations pursuant to Law 28 December 2015, no. 208 paragraphs 376/384 (Stability Law 2016).

This process has essentially formalized in a legal manner a modus operandi that the company has always adopted and which has always characterized its way of doing business.



THE STORY

1988 MEIC SERVICES SPA IS BORN

Meic Services SpA has always supplied methane gas to industrial, agricultural, civil and private users.

Founded in Gela based on surveyor Elio Melfa's experience in the construction of natural gas pipelines and industrial plants, the company is located in an area considered a "living land" in need of healthy entrepreneurs. For 35 years, it has been operating in the alternative and emergency supply sector of CNG (Compressed Natural Gas) via tanker trailers and tankers.

1999 MAURIZIO MELFA JOIN THE COMPANY

Dr. Maurizio Melfa, the founder's son, joins the company and begins to assist his father in managing the family business, expanding its activities to include the sale of automotive fuel, the wholesale trade of petroleum products, and the emergency sector.

2003 THE BEGINNING OF THE JOURNEY TO THE FUTURE.

With the entry into force of the Regional Decree of June 12, 2003, authorizing the installation of the first multi-fuel distributor, the company focused its operations on the future. In the years that followed, the retail trade of automotive fuel and the wholesale trade of petroleum products and automotive lubricants and heating fuels grew.

2013 THE SUCCESS OF A GENERATIONAL TRANSFER.

In 2013, Maurizio was appointed sole director of the company and faced a new and decisive transformation: the company expanded and grew continuously and significantly.

2019 MEIC SERVICES SPA

In 2019, Meic became a joint-stock company. An important choice, intended to ensure structured governance with a view to growth not only in size, but also and above all culturally.

2020 MEIC SERVICES BECOME A COMPANY BENEFIT

In 2020, Meic Services SpA became a Benefit Corporation. This formalized a commitment that has lasted over a decade to support large international non-profit organizations, the social fabric, sports, culture, and the Gela community in which it operates. A portion of the profits generated are donated to charitable, social, sports, and cultural activities.

2021 THE PROPERTY BECOME A WOMAN.

In 2021, the company made a new epochal turnaround, completely changing ownership and transforming into a company with a large prevalence of women, in accordance with the guidelines of the UN Agenda 2020. Claudia and Giulia Melfa continue the family entrepreneurial tradition.

The company also opens its share capital to employees and changes the president and governance.

2024 CORE BUSINESS: CIVIL CONSTRUCTION AND INDUSTRIAL

The Civil and Industrial Construction branch becomes the company's first core business, overtaking the traditional fuel and energy sector.



MISSION

Since 1988, the company has sought to combine its expertise with ethical, social, and environmental considerations, thus ensuring fair and sustainable growth for the local community over time.

VISION

The company's vision aims to enhance entrepreneurial efficiency and pursue social solidarity.



MEIC VALUES



VALORIZATION AND SPECIALIZATION OF RESOURCES HUMAN;



ETHICS AND LEGALITY;



SAFETY ON THE WORK;



DIVERSIFICATION;



FINANCIAL STRENGTH;



EXCELLENCE PRODUCTIVE;



SATISFACTION OF THE CLIENT AND OF THE CUSTOMER;



INNOVATION AND TECHNOLOGY;



PRINCIPLE OF ECONOMY, MAXIMIZATION OF THE PROFIT AND GROWTH OF THE MAIN INDICATORS OF BALANCE SHEET;



RESPONSIBILITY SOCIAL.

THE PURPOSES OF COMMON BENEFIT

Six specific objectives of common benefit have been identified in the company statute.

The following summarizes these specific goals and how the company intends to pursue them, with the goal of generating profitability, generating profits, and generating well-being for individuals, the community, and the local area. Aware of the organizational changes that have occurred over the past two years, coupled with the substantial change in the context, the company has initiated, thanks to the expertise of its Sustainability Manager, a process of analyzing its goals. The goal, over the course of 2025, is to rewrite them to streamline Meic's commitment to creating common good.

1. DIFFUSION OF METHANE AND BIOMETHANE

Encourage the use of methane in its various forms (Compressed/CNG and Liquid/LNG) to ensure and guarantee the use and dissemination of virtuous energy, maximizing the sales of biomethane, a circular economy product obtained by transforming agricultural waste into renewable energy;

4. RENOVATION OF THE SPORTS HALL

To redevelop, at its own expense, a public sports hall (called Palalivatino), obtained through a public tender, within a fifteen-year plan, and then return it to the community so that it can benefit the entire community;

5. STAFF, TRAINING AND REWARDS

Enhance human resources by creating privileged relationships based on ethics, fairness, and loyalty, to achieve full convergence of objectives, including through an incentive, training, and specialization system;

2. COMMUNITY SUPPORT THROUGH SPONSORSHIPS AND DONATIONS TO SPORT, SOCIAL AND CULTURE

Combining the ability to generate profits with the desire to allocate part of those profits to investments aimed at ensuring support for the community through the promotion of sport, social activities, culture, and social gatherings;

6. ETHICS AND MORALITY

To raise awareness of behaviors that can be classified as "illegal and ethically immoral" in order to enable the community to become aware of the existence of such situations in the social context and to promote the dissemination of "values" even before "wealth."

3. SUPPORT FOR NON-PROFIT ORGANIZATIONS, CHARITY ORGANIZATIONS AND NON-PROFIT ENTITIES

To consistently promote solidarity and support initiatives for charities and non-profit organizations, allocating portions of the profits generated to them;



THE PRINCIPLES THAT DISTINGUISH MEIC

PASSION: the enthusiasm to act, build and deal with energy, making it clean as well as useful;

RESPECT: keeping your word to your workers and the stakeholder community;

SENSE OF DUTY: caring about everything that surrounds the company, from the environment to the community, which are the same things it is called upon to deal with and in which it lives every day;

TRANSPARENCY: making every production and business process clear and traceable.

ACTIVITIES AND MARKETS

The company operates in the **Civil and Industrial Construction sector**, thanks to its commitment to quality, integrated management systems and certifications.

The company is currently working at the **ENI refinery in Gela** on a scaffolding maintenance contract and on the Argo Cassiopea project, with **Enimed as client**. It also works directly, in temporary consortiums, or as subcontractors with leading national companies such as **Italgas, Snam, 2I Rete Gas, Sicilia Acque, Anas, and the Sigonella military base**. In addition to the activities mentioned, the company also provides insulation.

The operational headquarters is located in Gela and occupies a surface area of approximately 7,000 square meters. The business units on which the company's economics is based focus on the retail and wholesale of traditional fuels and the continuous and emergency supplies of methane. Since 2023, the company has also been involved in the extraction of natural gas from pipelines.

With 66 vehicles, it has one of the largest fleets in its sector. Added to this, the use of highly specialized personnel allows us to guarantee methane gas supplies to municipalities or industrial complexes within hours, in the event of supply interruptions caused by pipeline breakages, maintenance, or expansions, as well as reactivating the civil and industrial construction sector.

The company has made diversification its strong point, ranging across different business areas.



GREEN BUILDING the use of hemp in the construction sector

The company has ongoing construction projects involving hemp, a highly valuable material for reducing environmental impacts. We'll see the benefits in the coming years, but 2024 marked a turning point.



SICILY ECOFARM Agricultural Society at the Service of Biodiversity

Meic Services SpA controls the agricultural company **Sicily Eco Farm**, which won the regional call for proposals called **GAL**, whose aim is to safeguard local biodiversity. The actual benefits will be seen in the coming years, but 2024 marked a turning point and the emergence of new projects.

BUSINESS UNIT



Civil and industrial constructions;



Support for the community;



Emergency supply of CNG;



Extraction of natural gas from distribution networks;



Service areas;



LNG sales for automotive purposes.

Below are details of the activities related to continuous and emergency supply in the Oil & Gas sector:

- through the use of gas cylinder trucks and tankers, **continuous civilian supplies to customers** and network operators who supply municipalities in Italy and the islands, even those not connected to the national transport network.
- **emergency supplies of methane** to the national transport company and to the distribution companies which, during maintenance of a methane pipeline, resort to alternative means.
- **methane for industries and commercial activities** transported via cylinder trucks and tankers and supplied to the customer via a special supply system consisting of a cabin and tank.

A working method that makes the difference:



24/7 availability, with dedicated telephone number;



Staff trained and constantly updated to manage any unexpected events;



Periodic administration of a **customer satisfaction questionnaire**;



Efficient reporting system that **continuously monitors customer needs**.

We also offer engineering services to meet all design, technical and economic needs for the construction of:



Decompression systems;



Storage;



Diet;



Methane gas supply.



THE COMPANY FLEET OF VEHICLES WAS ABLE TO ENSURE A DAILY SUPPLY OF OVER

100,000 SMC

AND IT IS MADE UP OF:

7

ROAD TRACTORS

16

CYLINDER CARTS
(up to 6,813 SMC at 200 bar)

6

CARS

22

REDUCTION CABINS AND COMPRESSION

6

BOXED VEHICLES*
*one of which with a road tractor

4

TANKS FOR THE TRANSPORTATION OF METHANE GAS
(up to 4,350 SMC at 65 bar)

2

TANKS FOR TRANSPORT OF GASOLINE AND DIESEL
(up to 35,000 liters of fuel)

Even where there is no gas pipeline, we are able to supply the area for industrial, civil, and commercial uses.

The efficiency of service delivery is guaranteed by the following structure:

66

Means for transporting fuel.

4

Methane loading stations on tank trailers and tanks (Gela (CL), Paternò (CT), Patti (ME) and Marcellinara (CZ)).

3

Service areas with fuel distribution in Patti (ME) with petrol, methane, diesel and LNG, in Gela (CL) petrol, methane, diesel, in Paternò (CT) methane only, the latter has been strengthened and opened with the supply of diesel and petrol in February 2024.

SERVICE AREAS

Today, Melfa's gas stations are located in Gela, Paternò, and Patti. In addition, for the continuous and emergency supply of compressed natural gas, the company operates a compressor station in the municipality of Marcellinara (CZ).

The common denominator is the daily support provided to customers who frequent our service stations. This commitment is not only financially beneficial, but also strongly focused on environmental issues, with concrete initiatives that encourage loyalty and, at the same time, build widespread awareness of key issues for the future of the region and the company.

PREVENTION OF POLLUTION AND THE REDUCTION OF EMISSIONS: NATURAL GAS EXTRACTION FROM DISTRIBUTION NETWORKS

The company's decision to maintain its commitment to environmental issues can be explained by its **versatility**, given that it has managed to compensate for the loss of its biomethane supply with a new sustainable business strategy.



LNG SERVICE

The opening of the first service area LNG (Liquid Methane) of the whole Sicily

In line with its mission, Meic Services SpA has invested hundreds of thousands of euros to open Sicily's first public LNG (Liquid Methane) service station in September 2023, echoing the success of 1999, when the island's first compressed natural gas station opened in Gela. Bringing LNG to Sicily means filling a gap in the sustainable road transport industry for heavy vehicles and connecting the island to the rest of Italy.

Meic Services SpA has developed a new sustainable business strategy called "Natural Gas Extraction and Recompression from Pipelines with Zero Emissions of Harmful Gases into the Atmosphere," using compressors, gas cylinder trailers, and tank trailers. Thanks to its method, the company is able to enable, through the technique of Natural Gas Extraction from pipelines, maintenance and/or complete replacement of obsolete pipelines with zero release of natural gas into the atmosphere, or the movement of natural gas in pipelines that, due to low withdrawals, are not properly conveying the odorant.

1.2

AWARDS, RECOGNITIONS AND EVENTS

For Meic, awards and recognitions represent an important testament to the company's excellence and value, but at the same time, they inspire continuous improvement.

Below are the awards received during 2024.

2024 NATIONAL CLIMATE-FRIENDLY ENTERPRISE AWARD

The 2024 **Climate-Aware Companies** Award saw Meic Services SpA placed among the most virtuous companies in the island and national panorama. **Corriere della Sera, Pianeta 2030, and Stati-sta** published "Most Climate-Aware Companies," a list of Italian companies that have most significantly reduced the ratio of their CO2 emissions to revenue (Carr = Compound Annual Reduction Rate). **Over 600 companies** operating in Italy were identified for the research. For each company, the Compound Annual Reduction Rate (CARR) was calculated, i.e., **the rate of reduction in emissions intensity between 2020 and 2022**, with implications also for 2023, the years in which Meic Services SpA was widely marketing biomethane, obtained from the transformation of agricultural waste into **renewable energy**.

Overall Ranking

- First place in Sicily
- 76th place in the National Ranking of 600 Italian Companies Analyzed

"Energy, Supply and Raw Materials" Sector Ranking

- First place in Sicily
- Twentieth place in the ranking National

The research was based on CO2 consumption divided into Scope 1 and Scope 2, as a percentage of turnover. According to the quantitative analysis conducted by **Statista**, a company specializing in business rankings and analysis, **Meic Services SpA** **Società Benefit** has obtained a very respectable score, resulting the **first Sicilian company** in terms of impact mitigation and CO2 reduction, both in the absolute ranking and in that relating to the "Energy, procurement and raw materials" sector.



NATIONAL SUSTAINABILITY LEADER AWARD 2024 SOLE 24 ORE – STATISTA

2024 was a good year in terms of Events and Awards and Meic Services SpA The company was among the finalists for the 2024 National Sustainability Leader Award, organized by Statista and Il Sole 24 Ore.

The selection, based on thousands of Italian companies, resulted in the publication of only 240 companies, divided into two categories based on their published sustainability reports and financial statements: 200 large companies and 40 small and medium-sized companies. Once again, the gap between North and South is highlighted, making the work of Meic Services SpA even more virtuous, as it was the southernmost of the companies published on the Il Sole 24 Ore map.



NATIONAL FATHER TO SON AWARD 2024 PIROLA CORPORATE FINANCE

Arese, May 9, 2024: The Alfa Romeo Museum in Arese (MI), a place of excellence for the car brand that made Made in Italy great, hosted the awards ceremony for the 13th edition of the "Di padre in figlio - il gusto di fare impresa" award, an initiative launched in 2008 to analyze and highlight the experiences of family businesses that have successfully navigated and resolved generational transitions.

The Award is organized with the scientific support of LIUC Business School. **Meic Services SpA, a Benefit Company**, with its 36-year family business history spanning three generations, was selected among the finalists of the competition.





NOTICES FOR THE SUSTAINABLE DEVELOPMENT

DOUBLE TRANSITION Announcement DIGITAL AND ECONOMIC Chamber of Commerce of Caltanissetta

Meic Services SpA Società Benefit was among the ten companies that won the tender announced by the Chamber of Commerce, Industry, Crafts and Agriculture of Caltanissetta for the three-year period 2023-2024-2025 on the theme of the **dual transition, Digital and Ecological**, authorized by the Ministry of Business and Made in Italy, **which represents a central element** of the economic and social change underway within the **PNRR**.

The project aims to encourage the launch of a pilot project, involving 10 companies, for the sustainable development of local businesses and will lead, as a natural progression, to the **ISO 14.064 certification on GHG (Green House Gas)**, towards which the company has already identified a long path of awareness and study.

Sustainability reporting is now in its sixth year, and this impact report is the fifth, demonstrating the company's solid track record in measuring its impacts and its **carbon footprint**.



"GAL" CONSERVATION Call OF BIODIVERSITY" Sicily Region

Sicily Eco Farm: agricultural company to protect Biodiversity

Meic Services SpA Società Benefit felt the need to diversify its activities and create a legal entity with the expertise and legal characteristics to address issues specifically related to greening, biodiversity, and improving the community's environmental conditions. Thus, **Sicily Eco Farm was born**, participating in and winning the GAL (Local Action Group) competition launched by the Sicilian Region. Its mission is to protect biodiversity and restore the historic Via Francigena in the Mediterranean scrub of Manfria, a beautiful seaside town near Gela.



COLLABORATIONS FOR THE INTEGRATED SUSTAINABILITY

National Event WE ARE SYNESGY Crif Cribis

Meic Services SpA's history as a virtuous case study at the National Event dedicated to Sustainable Supply Chains. June 2024 perhaps marked the **peak of brand representation** for Meic Services SpA.

Benefit Corporation, on par with the Impresa di Pace award it received in 2023 on the Milan stock exchange. In a growing awareness, Meic Services was invited to sit alongside internationally renowned companies such as **Italgas, Aereoporti di Roma, Beko, and Rina** to discuss its commitment to sustainability and the direction it has taken in vetting suppliers according to ESG criteria, aimed at building a Sustainable Supply Chain—a true challenge for the new way of doing business.

Intensive training campus ESG for SMEs OPEN ES CAMP - KPMG

Open ES is a massive international platform that brings together **25,000 companies operating in 99 countries and across 66 industries**. A true giant at the service of the sustainable economy.

In 2024, the platform selected the 50 most virtuous companies, analyzing their ratings and performance recorded on the portal, dividing them into ten working groups of five companies. **Meic Services Spa Società Benefit** was included in this elite group of virtuous companies and received intensive six-month training on sustainability issues. The process concluded with the presentation of a **project work, in which Meic Services assumed a leading role within its group**, at the express request of its partners. In April 2025, the entire OPEN ES CAMP project will be awarded at the BPM Auditorium in Rome, with the final ranking of the ten working groups evaluated based on the ESG process.



1.3

VALUABLE PARTNERS: OUR STAKEHOLDERS

The close relationship established by Meic with its stakeholders guarantees important positive outcomes, allowing for:

- **collaborate** to create lasting value over time;
- **share objectives** to promote sustainable social, economic and environmental growth;
- **transparent relationships** and attention to the role played by each stakeholder in the context in which they operate;
- **openness to discussion** through a close collaborative relationship, in order to enrich each other through an exchange that is not only economic, but also experiential.

In its almost daily interactions with most stakeholders, Meic's constant desire and drive to grow in the various areas of shared expertise are evident. Well-being, reliability, product quality and safety, profitability, reputation, innovation, environmental and social sustainability are the objectives the company strives for through concrete and ongoing mutual collaboration.

The frequency of engagement for the different categories of stakeholders depends on the tools adopted and company strategies, as well as, of course, the need to comply with any legislative requirements. In general, Meic has implemented tools that enable ongoing dialogue with stakeholders (e.g., the company intranet, email inboxes, social networks, customer service), along with engagement methods that can be activated on a regular basis (e.g., supplier audits, satisfaction surveys in single-brand stores), or activated upon the occurrence of specific events (e.g., sharing the Code of Ethics upon initiation of the relationship with human resources, suppliers, and customers, or negotiating meetings on company-related issues with trade unions).

GROUP OF STAKEHOLDER	METHODS OF INVOLVEMENT
COLLABORATORS	Asana / Workflow / Budhoc / Glass FroG – Internal management Newsletter – Mailing Service (LISTS of specialists and super MEIC) Union meetings Workers' assemblies Internal training
CLIENTS	Customer Questionnaire Satisfaction Feedback to the sales network
<small>Board of Directors –</small> PRESIDENT COUNCIL - ODV	Meetings required by law Feedback from the sales network
SUPPLIERS	Purchasing procedure Monitoring ESG Checklist
INSTITUTIONS PREMISES / INSTITUTIONS PUBLIC	Collaborations for activities to support the territory
<small>non-profit organization /</small> ASSOCIATIONS NOT GOVERNMENT / NON-PROFIT ENTITIES	Financial support activities (sponsorships and donations)
ASSOCIATIONS OF CATEGORY	Participation in conferences
BANKING INSTITUTIONS AND INSURANCE	Annual Report
BODIES OF CHECK	Internal monitoring body Audit activities of management systems and budgets
PRESS AND MASS AVERAGE	Involvement in disseminating press releases and purchasing advertising space
ALL THE STAKEHOLDER	ESG questionnaires



THE SYNERGIES FOR A SUSTAINABLE FUTURE

Meic strongly believes that association-wide commitment to promoting sustainable models is essential to disseminating the concept of shared value and the importance of ecological transition. In this sense, the cultural promotion of biomethane guides the company in establishing strategic partnerships to support cutting-edge projects and initiatives, both entrepreneurial and humanitarian.

For this reason, Meic is a member of some of the most important Italian business and sector organizations, including:

- **Confindustria and Sicindustria;**
- **CEI (Italian Emergencies Consortium);**
- **CEM (Energy and Methane);**
- **Federmetano.**



1.4

STRATEGY, POLICIES AND OBJECTIVES FOR A RESPONSIBLE FUTURE

Meic strongly believes that a company's overall performance and the effectiveness of its actions are closely linked to the well-being of the social context in which it operates and its environmental impact. For these reasons, the company has decided to fully integrate the principles of Corporate Social Responsibility and ESG into its business and governance. The aspiration is to progressively integrate sustainability into the daily operations of all corporate activities, in order to achieve consistent operations, in line with the most virtuous and advanced companies in terms of Corporate Social Responsibility and in accordance with ESG criteria. The goal is to communicate sustainable development more broadly, to all stakeholders and in all its forms, so as to be able to create a sustainable supply chain and, more generally, a sustainable value chain in the coming years.

POLICIES FOR THE SUSTAINABILITY

In order to guarantee the correct execution of its orders from a technical, economic, qualitative and ethical point of view, as well as with regards to environmental protection and the health and safety of the workers involved, in compliance with mandatory regulatory compliance, Meic Services SpA has decided to implement within its organizational structure an **integrated management system compliant with the UNI EN ISO 9001 / 14001 / 26000 / 27.001 / 37.001 / 39.001 / 45.001 / 50.001 / SA 8000: / UNI PDR 125/2022 standards.**

The adoption of the **integrated management system for quality / environment / safety / anti-bribery / road safety / social responsibility / worker well-being / inclusion and protection of human rights** represents a strategic choice for Meic Services SpA that aims to best satisfy the needs of the market, the community and workers as well as greater ethical respect between the social parties that determine the company.

To achieve this objective, Meic Services SpA undertakes to:

- **Make available the resources, including financial ones**, necessary for the implementation of the Integrated Management System, believing that actions to improve worker health and safety and environmental performance are essential to significant savings and avoided costs. These benefits are achieved precisely through improved safety performance, so that health and safety aspects are considered essential when defining new activities or reviewing existing ones;
- **Condemn all illegal conduct** that may conflict with dignity or physical and/or moral integrity;
- **Do not use child labor or forced labor**;
- **Respect the freedom of association** and the right to collective bargaining;
- **Counteract any form of discrimination** and unequal treatment (in hiring, pay, access to training, career promotions) based on race, nationality, religion, disability, gender, sexual orientation, trade union membership, political affiliation;
- **Ensure the protection of maternity and paternity**, as well as of disadvantaged people;
- Promote and **improve the safety and physical and mental well-being** of its employees with preventive and corrective actions;
- **Implement safety measures and related maintenance of your vehicles** in DR to ensure greater peace of mind and safeguard the safety of road users and the community;
- **Comply with all applicable legislation**, including those voluntarily decided by the organization, in the fields of quality, environment, safety and social issues, also taking into account international conventions and recommendations, including resolutions of international bodies such as **the ILO** (International Labor Organization) and **the UN** (United Nations Organization);
- **Reduce the number of injuries** serious injuries and accidents in the workplace; prevent injuries and damage to the health of workers, including third-party companies working on their "construction sites", by committing to continuously improving safety and health in the workplace;
- **Promote ethics and social correctness, environmental and safety culture towards its suppliers and subcontractors**;
- **Collaborate with the** relevant bodies, Joint bodies, employers' associations, and supervisory bodies, pursuing the common social objective of ensuring the proper execution of works while respecting the environment and the safety of workers, for example, by stipulating specific memoranda of understanding;
- Work towards the continuous **involvement of staff and the development of skills**, through the organisation of training sessions/

information, pursuing the growth, awareness and sense of responsibility of all collaborators;
- Ensure a high level of **professionalism of human resources**, both at managerial level/
managerial and operational;
- Give preference to **suppliers who act with a view to continuously improving** the safety of the products and services provided and who are committed to social responsibility, complying with all the requirements of the reference standard;
- Continuously monitor, through their designated functions, new sources of knowledge and external information relating to health and safety;
- **Increase purchases of "green products"** and the number of suppliers attentive to environmental protection;
- Operate **by reducing waste production**, consumption of raw materials, preventing pollution and the risk of accidental events and providing for waste disposal in compliance with the legislation

European;
- Plan and implement the **modernization of vehicles** and equipment with technological innovations aimed at low environmental impact and prevention of worker health and safety;
- **Manage rationally and sustainable use of natural and energy resources**, reducing waste from production activities and, where possible, recovering/reusing waste;
- **Periodically review the policy**, objectives, targets and related implementation programs and the Integrated Management System and give them adequate visibility within the company, always verifying the needs and expectations of its stakeholders and using them as input for the development and review of health and safety support strategies and policies, with constant and vigilant attention to any changes;
- **Improve the quality of life of its employees and the community** in which it operates through the application and dissemination of the contents of the standards

SA8000 and ISO 26000 and the continuous improvement of the working conditions of its employees;
- Furthermore, there is the possibility of submitting **reports through an anonymous system**.

Meic Services SpA has decided to make social responsibility and attention to safety and the environment one of its competitive and distinctive features.

The concrete values on which the company's daily actions are based are:

✓ **LEGALITY**

NO to any conditioning of crime, transparency in the safety of workers, through the adoption of an Organization, Management and Control Model and Code of Ethics (ex Legislative Decree 231/01) and the Application of Legality protocols;

✓ **EQUAL OPPORTUNITIES;**

✓ **RESPECT FOR THE ENVIRONMENT**

choose the best technologies and materials with the least impact, reduce energy consumption;

✓ **MERIT AND VALORIZATION OF TALENTS**

decisive factors for supporting the development and competitiveness of companies and the territory;

✓ **ETHICS AND AESTHETICS**

avoid human oppression of the territory, take inspiration from natural and artistic "beauty";

✓ **CULTURE**

enhance the heritage of the territories in which we operate;

✓ **DIGNITY OF MEN**

respect for those who work with the company, but above all for the communities in which it operates, especially if abroad.

Meic has formally joined the White List of the Prefecture of Caltanissetta with the aim of strengthening the safety and legality of economic activities and countering criminal infiltration.

The company's principles are inspired by those of sustainable development, promoting corporate growth that is always subordinated to respect for the environment and the protection of worker health and safety. This ensures that the entire company structure participates, according to its responsibilities and skills, in achieving the assigned objectives, including those relating to health, safety, and environmental management. A specific document is prepared to identify specific corporate indicators that allow monitoring the degree of achievement of short-term objectives.

The results of this monitoring are recorded in specific documents and analyzed during the Integrated System Review by Management, the Integrated Management System Manager, and the Function/Area Managers, in order to assess their ongoing adequacy and improve the company's methods and the Management System itself. Meic Services SpA is therefore committed to continuously improving its business performance, ensuring the Integrated Management System evolves to verify and adapt its compliance with changing needs.

GROWTH GOALS SUSTAINABLE

The Sustainable Development Goals (SDGs), which are part of the 2030 Agenda for Sustainable Development adopted by the 193 member countries of the United Nations, represent the integrated global action plan for achieving sustainable development. Because the SDGs and their associated targets are integrated and indivisible, organizations in the oil and gas sector can contribute to the achievement of all the SDGs by enhancing their positive effects or preventing and mitigating their negative impacts on the economy, environment, and people. Meic has therefore identified a specific plan of sustainability goals for 2024.

At the same time, it has undertaken a path of increasingly close involvement with suppliers and collaborators, with the awareness that sharing sustainability objectives and choices with stakeholders is fundamental to achieving results of common benefit.

The commitment has therefore always been aimed at achieving its objectives:



Maintaining compliance with all applicable and subscribed **laws and regulations**.



Periodic analysis of risks and opportunities related to each business process.



Periodic evaluation of the organization, based on changes and developments within the company, in the interest of all workers.



Selecting medium- to long-term, periodically measurable objectives related to development and responsible growth.

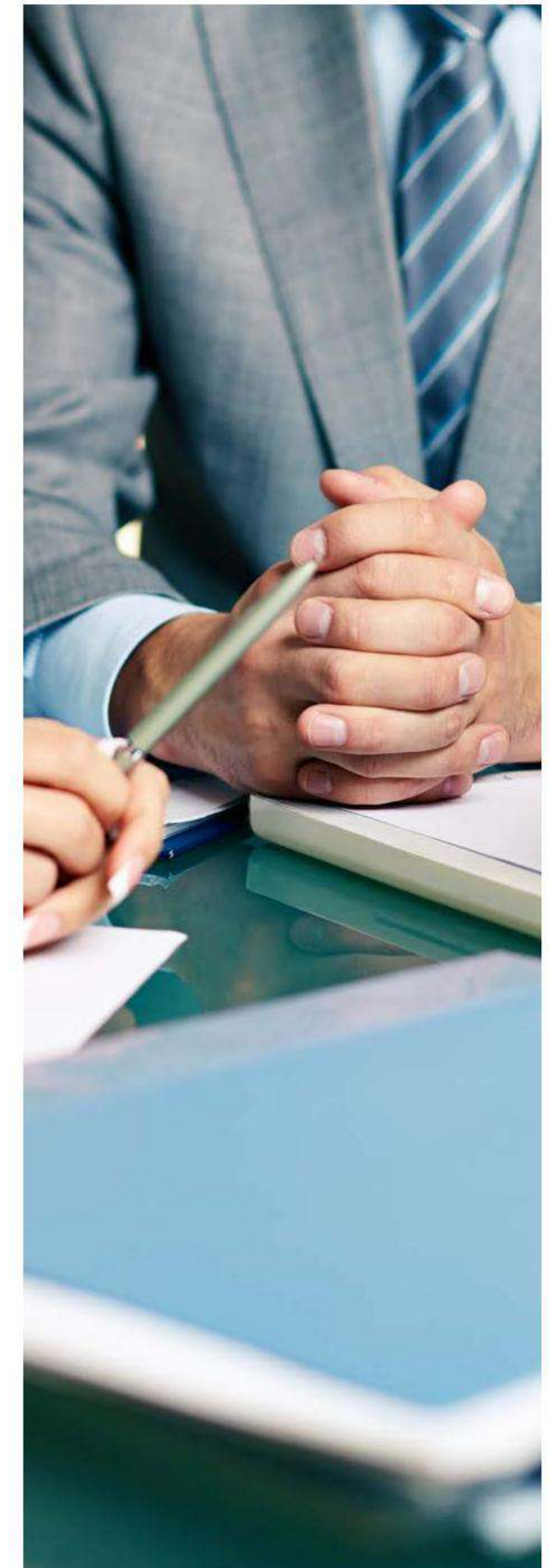


Orientation toward a progressive increase in quality performance, behaviors aimed at protecting the environment, the constant reduction of accident risks in production, and the creation of a welcoming environment that fosters emotional and work-related well-being.



Staff involvement in decisions relating to sustainability issues.

The company is now trying to predict what the future social, economic and political implications might be, to understand how to best pursue all the common benefit goals as a Benefit Corporation by making its contribution to the objectives of the UN 2030 Agenda as reported below.



AF 2024 GOALS AND TARGETS	PURPOSE OF BENEFIT COMMON	KPI % 2024	GOAL	RESULTS
GROWTH ECONOMIC: INCREASE OF SALES	1	+2%		
GROWTH ECONOMIC: INCREASE OF THE PROFIT OF BALANCE SHEET OF EXERCISE	1	+2%		
REDUCTION OF HARMFUL EMISSIONS IN THE ATMOSPHERE	1	-2%		
SUPPORT ECONOMIC TO THE COMMUNITY WITH THE DESTINATION OF SHARE OF THE USEFUL	2	+2%		
SUPPORT ECONOMIC TO THE COMMUNITY WITH THE ALLOCATION OF A SHARE OF PROFITS	3	+2%		
SUPPORT ORGANIZATIONAL TO THE EVENTS ABOUT THE PROJECT PALALIVATINO	4	+0.5%		
MAINTENANCE IT IS POSSIBLE INCREASE IN PLACES OF WORK (ULA)	5	+1%		
MAINTENANCE LEGALITY RATING IT IS POSSIBLE INCREASE IN CERTIFICATIONS	6	+2%		

The Relaunch Policy in the Construction Sector - actions undertaken during the year 2024 have allowed us to successfully launch a new corporate restructuring which has seen expansion - re the business units, increase the number of po - work places and the families connected to them. In 2024, Meic Services SpA **consolidated and guaranteed work for 110 employees** .

In 2023, banking indicators and economic exposure had worsened following investments in the construction sector and the company -

he felt the need to reverse course, to bring the KPIs back to fully physiological conditions.

For this reason, for the fiscal year 2024 the a - company had as its first objective the sta - economic and financial viability, seeking to capitalize on all the efforts and investments made in the construction sector. The Argo Cassiopia projects, the scaffolding sector, and more generally the co - civil and industrial buildings have repaid the choices made almost immediately and the construction branch has had a start-up phase

very fast, managing to qualify itself as a reliable supplier to customers of many primary source such as ENI, Italgas, NATO Base of Sigonella to name a few, thanks to the integrated management system and the Certifications enjoyed by the company Meic Services SpA

In four out of eight targets the results - have been reached and even exceeded: the value of profits and turnover, the number of jobs and the nu - A number of community events held at the sports hall recorded figures higher than the pre-established targets.

Regarding support for the community and non-profit organizations, we must take into account that the objectives were decidedly challenging. The tra - difference requires us to mark a failure to reach the target because it compares - re AF 2023 (Total value of community support: € 194,931.37) with AF 2024 (Va - total value of community support: € 136,457.00) means reporting a decrease - tion, but the company has nevertheless kept faith with its commitments to the community.

And it should also be considered that Meic Services SpA continues to spend sums on maintenance - to operate, modernize, improve, pay utilities and manage the public sports hall, with investments in 2024 equal to €106,172 and a total balance from 2020 to date equal to €770,128 with the aim of bringing positive impact on the community.

Finally, the Target of Reduction of Harmful Emissions into the atmosphere is the one in which the company has suffered the most due to the drastic reduction - BIOMETHANE supply. The supply contract with the agricultural company ASSORO has expired due to the expiry of the terms, with the diversion of biomethane to Northern European markets, mandatory - to offset the impacts associated with reopening - coal-fired power plants, following the war in Ukraine. The risk analysis reveals a vicious cycle triggered by the scenarios in -

international. We only marketed a marginal amount of biomethane (25,602 Smc) which was then sold to AMTS. With regard to self-consumption, there is NO use of biomethane on company vehicles or on groups -

more electric than compressors, which is natural - has actually worsened the performances am - environmental. However, a reduction in harmful emissions of -30.37 TCo2 Eq is reported thanks to the production of electricity from photovoltaic systems (Renewable Energy).

Despite the critical issues, the company has found the - three sustainable business models to improve - the environmental impact, such as the extraction of natural gas from pipelines with zero emissions of harmful gases into the atmosphere, green building with the use of hemp in the construction sector and Sicily Eco Farm, the Meic agricultural company for the protection of biodiversity.

Finally, a reduction is pleasantly reported - reduction of water consumption with a saving of 535,000 litres of water in 2024 compared to 2023, despite the growth in work and turnover, thanks to the use of good conservation practices -

tion of the raw material.



THE GOALS FOR 2025

For 2025, the company's primary objective remains to consolidate its economic growth and 2024 results, ensure the pursuit of ethical and sustainable governance, protect and enhance employee skills, maintain its commitments to the community, and work to systematically evaluate suppliers based on ESG issues, with the aim of disseminating a culture of sustainability through the dissemination of its policies.

The Palalivattino project is moving toward reduced investment and progressive economic and financial autonomy, with a view to its return to the public administration. The goal is for revenues to balance operating costs over the years, making the facility lean and easily manageable.

By 2025, the local football and basketball teams will have full autonomy, which for the first half were still owned and managed by Meic.

Services, only to then be sold in a normal process of achieving social goals, autonomy and self-sufficiency,

To identify new objectives for its sustainable approach to doing business, Meic Service Spa Società Benefit conducted analyses of the sector, its website, governance documents, policies and Code of Ethics, integrated assessments, and international standards relating to customers, suppliers, competitors, trade associations, and credit institutions.

This was integrated with an analysis of the press review and feedback obtained through official social media pages, allowing for a targeted assessment of the main issues of relevance to the sector. This was followed by a detailed dual materiality analysis contextualized to the new reorganization. The analysis was shared with management and internal staff, who were directly involved in the project, to identify the significant issues for the company.

AF 2025 GOALS AND TARGETS	PURPOSE OF BENEFIT COMMON	KPI % 2025
ECONOMIC GROWTH: INCREASE IN TURNOVER	1	+2%
REDUCTION OF THE INTENSITY OF CARBON COMPARED TO TURNOVER TC02 / MLN (SCOPE 1 + SCOPE 2) / (TURN VOLUME)	1	-1%
REDUCTION OF THE INTENSITY OF CARBON COMPARED TO NUMBER OF EMPLOYEES TC02/ ULA (SCOPE 1 + SCOPE 2) / (WORK UNITS (ANNUAL)	1	-1%
INCREASE IN NUMBER OF EVALUATED SUPPLIERS ACCORDING TO ESG CRITERIA AND SUPPLY IMPROVEMENT SUSTAINABLE CHAIN	1	+2%
INCREASE IN NUMBER EVENTS AND INITIATIVES OF SOLIDARITY, SPORT, SOCIAL CULTURE AND AGGREGATION EXTERNAL AND IN BREAST OF THE PROJECT PALALIVATTINO	2/4	+2%
FINANCIAL SUPPORT IN FAVOR OF NON-PROFIT ORGANIZATIONS AND ENTITIES OF CHARITY	3	+1%
INCREASE IN NUMBER OF HOURS OF TRAINING GLOBAL, SPECIALIST AND ON THE SUBJECT OF SAFETY FOR EMPLOYEES	5	+2%
INCREASE IN CERTIFICATIONS AND/OR IMPROVEMENT OF THE SGI	6	+1%

1.5 MATERIAL THEMES

To identify the key themes on which to base its sustainable approach to doing business, this year Meic conducted an analysis of the industry, its website, governance documents, policies, and Code of Ethics, an integrated assessment, and international standards relating to customers, suppliers, competitors, trade associations, and credit institutions. This was complemented by an analysis of press releases and feedback obtained via official social media pages, allowing for a targeted assessment of the key issues of relevance to the sector.

THE ANALYSIS OF THE DUAL MATTER-LITY FOR THE ORGANIZATION AND THE STAKEHOLDER

Meic Services SpA has decided to expand and revise its analysis during 2024, integrating the traditional assessment of its activities' impacts on people and the environment (known as impact materiality) with an assessment of the risks and opportunities associated with specific ESG management practices on the company's financial results. This section is called financial materiality, according to the CSRD parameters.

In essence, a topic is considered material when it meets the criteria established for impact materiality, financial materiality, or both.

Conducting the materiality analysis with the above-mentioned approach allowed Meic to identify the relevant topics and their significant impact on the company's economic, social, and environmental performance. These topics can, at the same time, significantly influence the estimates and decisions of all stakeholders interacting with the company. Through this analysis, Meic has reiterated the analysis conducted for the previous financial statements, reconfirming a series of issues deemed priorities for its growth and which it intends to rely on to pursue its responsible and sustainable development goals.

In this second materiality analysis, all company activities, the main impacts and the interests of internal stakeholders and their expectations were taken into consideration.

For the company, this new analysis was an evolution of the active dialogue established with internal stakeholders who were directly involved through direct and continuous comparison throughout the year.

Through this process, Meic had the opportunity to reconfirm, identify a new nomenclature of the themes and evaluate all those issues that influence the opinion and actions of stakeholders and, consequently, the company's ability to generate shared value in society and in the company.

IMPACT MATERIALITY

This approach, also known as "Inside-out," requires a company to assess materiality by considering the current and potential positive and negative impacts that its business practices related to a specific ESG issue may have on stakeholders and the environment.

FINANCIAL MATERIALITY

In this case, known as "Outside-in," the company considers the risks and opportunities arising from the management (or lack thereof) of an issue and the potential impact these factors could have on the company's financial performance. Broader and more integrated, this approach aims to ensure a better understanding and management of the impacts, risks, and opportunities associated with sustainability issues, enabling the company to make more informed and strategically oriented decisions toward sustainability and long-term success.





IMPACT RELEVANCE AND ENGAGEMENT OF THE STAKEHOLDERS

This year, the process directly involved the company's internal resources. This approach represented a key and strategic tool for fostering dialogue, awareness, and listening within the organization.

Internal collaborators were invited to contribute with their skills and experiences to evaluate the company processes in detail and to evaluate their impacts and to evaluate them with the themes of the previous year.






In detail, the internal analysis allowed us to identify and rename the ten new material themes according to a nomenclature similar to that provided by the ESRS.

The new and validated themes were deemed significant and also confirmed by the company board.

IMPACTS

For the sake of completeness, the following is a high-level mapping of positive and negative impacts, grouped by material theme and resulting from the benchmark analysis and internal assessments described above.

TABLE OF THE MOST SIGNIFICANT ESG TOPICS AND RELATED MATERIALITY OF IMPACT

THEME MATERIAL	IMPACT	TYPE OF THE IMPACT	MANAGEMENT OF THE IMPACT
CHANGES CLIMATE	Increased CO2 concentration in the air due to energy consumption and processes across the organization's entire value chain and the use of fossil fuels.	 REAL DIRECT	Policy: commitment to reducing consumption, promotion of alternative fuels. Current actions: increased sales of alternative fuels, use of renewable energy, extraction of natural gas from pipelines, awareness-raising process among suppliers. Monitoring: GRI 305-1, 305-2; GRI 302-1, 302-2
EFFICIENT-CHIN ENERGETIC	Use of renewable energy sources	 REAL DIRECT	Policy: commitment to reducing domestic consumption. Current actions: use of self-produced energy from the photovoltaic system. Monitoring: GRI 302-1, 302-2
FUELS SUSTAINABLE	Promoting the conscious use of sustainable fuels and internal use of sustainable fuels for the movement of company vehicles	 POTENTIAL DIRECT	Policy: commitment to reducing consumption, promotion of alternative fuels. Current actions: increased sales of alternative fuels, use of renewable energy, extraction of natural gas from pipelines. Monitoring: GRI 301-1, GRI 305-1, 305-2
POLLUTION OF THE SOIL AND OF THE AIR	The company has procedures and policies in place to ensure that hazardous substances are always contained and protected from airborne and soilborne releases.	 POTENTIAL DIRECT	Policy: Commitment to maintaining ISO 14001 certification and control system Current actions: use of self-produced energy from the photovoltaic system. Monitoring: GRI 302-1, 302-2
HEALTH AND SAFETY ON THE PLACE OF WORK	Occupational injuries and illnesses: The company has a health and safety management system that complies with current regulations and is ISO 45001 certified.	 POTENTIAL DIRECT	Policy: adoption of the Risk Assessment Document (RAD) that addresses all risks to worker health and safety; compliance with the requirements for Occupational Health and Safety Management Systems; maintenance of the ISO 45001 Management System. Current actions: compliance with regulatory requirements, compliance with procedures and promotion of a culture of safety at work. Monitoring: GRI 403

CONTINUE >>>

QUALITY OF WORK

Professional growth through the ongoing organization of training projects.

Improved employee performance and satisfaction through dedicated wellness programs and transparent and equitable mechanisms that enhance everyone's professional capabilities in a fair and transparent manner.



Policy: management procedure for the selection, training and education of human resources, dissemination of a culture of well-being.

Current actions: strengthening of the training plan, maintenance of SA8000 and UNI Pdr125 certifications (continuous training; adoption of the Code of Ethics; Whistleblowing System; attention during the selection phase; timely communication; incentive systems).

Monitoring: GRI 404-1

INCLUSION SOCIAL

Developing relationships with the local community to encourage young workers to join the Meic group. Launching new business activities in the local area.

Contributing to the socioeconomic development of local communities through support for local projects, financial support for non-profit organizations, and the Palalivattino project.



Policy: support the local area and promote collaboration with local schools. Respect for relationships with the local community.

Current actions: strengthening the company's growth plan, financial support for local projects.

Monitoring: GRI 401-1. Donations and sponsorships

SAFETY OF THE CUSTOMER

Activities aimed at quality control and customer satisfaction through understanding their current and future needs.

Building relationships through ongoing dialogue.



Policy: implementation and maintenance of the quality management system (QMS) in accordance with the ISO 9001 standard and current regulations.

Current actions: continuous checks and tests on products and services
UNI EN ISO 9001:2015 quality certification in compliance with current regulations.

Monitoring: GRI 416-2

SUPPLY-NAMENTO SUSTAINABLE

Choosing suppliers whose relationships are consolidated and loyal.

An initial supplier qualification analysis process has been initiated with respect to ESG requirements through documentary due diligence.



Policy: operating instructions for procurement and supplier evaluation by quality control.

Current actions: integrating ESG criteria into the Group's procurement decisions; auditing of international suppliers and customers; and conducting foreign subsidiaries in key commercial areas to monitor and understand the market.

Monitoring: supplier control, choice of local suppliers GRI 204-1

CULTURE BUSINESS

Increased investments in corporate competitiveness and impact mitigation.

Growth in workforce.

Pursuit of the sustainable development goals. Activities aimed at business continuity, internal controls and monitoring to ensure the continuity of company and plant processes, and the austerity policies that have characterized recent years.



Policy: continued technological investments.

Current actions: continuity of the Group's development activities.

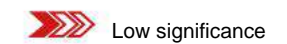
Monitoring: economic and financial performance trends and commitment to pursuing sustainability objectives. GRI 201-1




RISKS AND OPPORTUNITIES


For the sake of completeness, the following is a high-level mapping of risks and opportunities, grouped by material theme and resulting from the benchmark analysis and internal assessments described above.

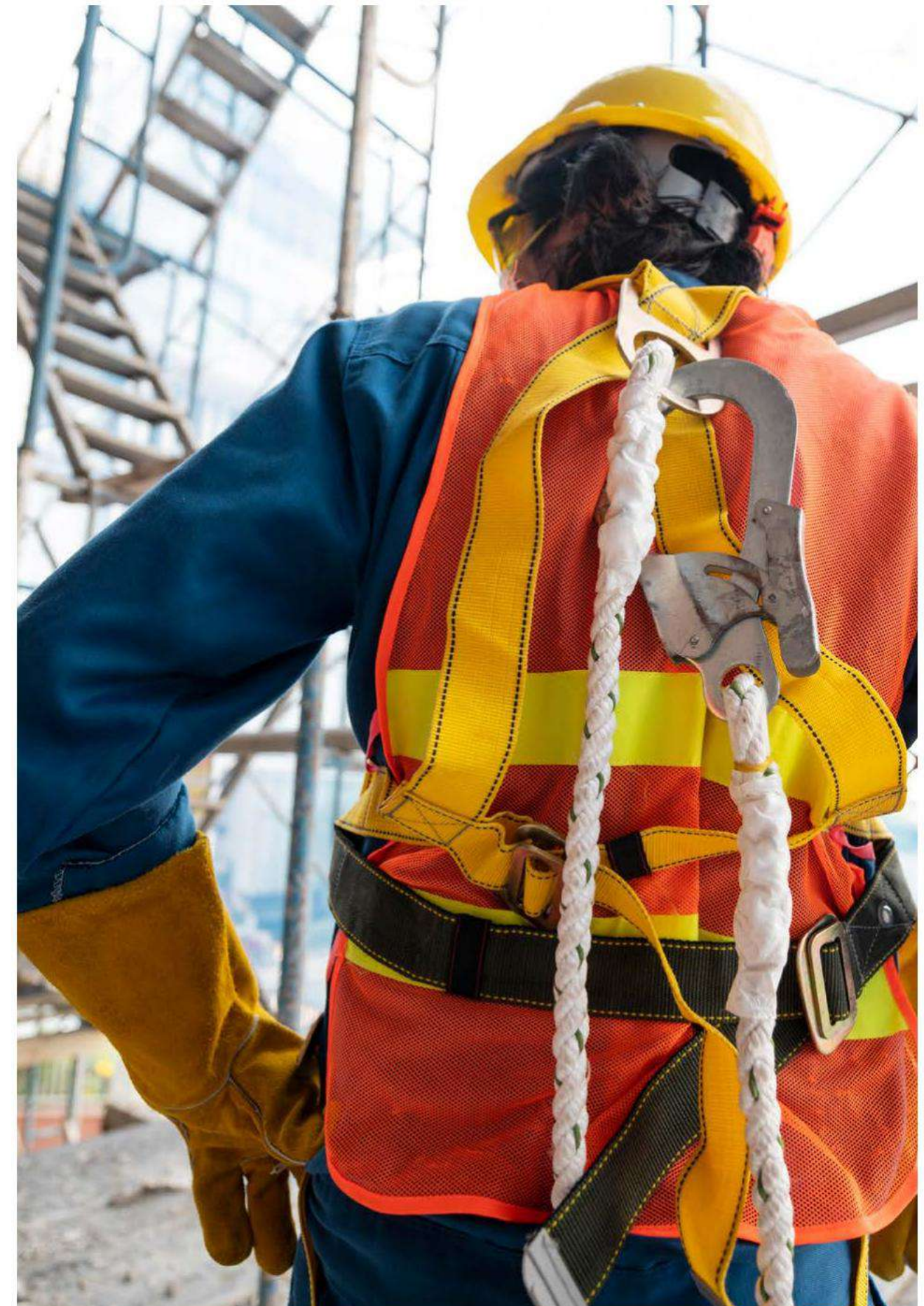
RELEVANT AND THEMES	RISKS	OPPORTUNITY	SIGNIFICANCE OF THE IMPACT	STAKEHOLDER INVOLVED INDIRECTLY	
ENVIRONMENTAL	CHANGES CLIMATE	Increased energy costs and fuel consumption, resulting in higher operating expenses. Increased CO2 emissions and a worsening carbon footprint, contributing to climate change and environmental degradation.	Continuous reduction in CO2 emissions directly produced by the organization.	High risk	Shareholders Financial community Community Environment
		Lack of a certified CFO system and lack of a system for calculating indirect Scope 3 emissions.	Improving environmental performance.		
ENVIRONMENTAL	FUELS SUSTAINABLE	Suspension of production of biomethane	Promotion of the internal use and sale of alternative fuels to fossil fuels	High risk	Shareholders Suppliers Clients Environment
	EFFICIENT-CHIN ENERGETIC	Increase in energy consumption, decrease in the efficiency of renewable energy production.	Improved environmental performance, reduced costs, increased opportunities, improved Sustainability rating and certification scores.	High risk	Shareholders Financial community Community Environment
ENVIRONMENTAL	POLLUTION OF THE AIR AND OF THE SOIL	Possible accidents and fuel leaks from transport and pipelines.	Reputational damage due to possible fines or disputes with customers.	High risk	Shareholders Financial community Clients Community Environment

Legend






RELEVANT THEMES	RISKS	OPPORTUNITY	SIGNIFICANCE OF THE IMPACT	STAKEHOLDER INVOLVED INDIRECTLY
SOCIAL THEMES	HEALTH AND SAFETY ON THE WORK	Increased risk of accidents, increased personnel costs and increased turnover.	Safe systems and reduced risk of accidents.	 risk Shareholders Human Resources
	QUALITY OF WORK	Loss of professional competence, increased demotivation and consequent increase in turnover.	Increased attractiveness, improved reputation and improved corporate climate.	 opportunity Shareholders Human Resources Community
	INCLUSION SOCIAL	Lack of liquidity, lack of support for the local community and worsening of the company's reputation.	Improving relationships with stakeholders who are increasingly attentive to choosing sustainable business models.	 opportunity Shareholders Community Territory Suppliers

RELEVANT THEMES	RISKS	OPPORTUNITY	SIGNIFICANCE OF THE IMPACT	STAKEHOLDER INVOLVED INDIRECTLY
GOVERNANCE THEMES	SAFETY OF THE CUSTOMER	Customer dissatisfaction and loss, decreased end-customer safety with consequent decline in corporate reputation.	Increased customer base, improved rating among established clients and therefore greater loyalty.	 opportunity Clients Shareholders
	SUPPLY-CHAIN SUSTAINABLE	Supply disruption, with negative consequences on delivery times, organizational risks, negative brand reputation and loss of competitiveness.	Greater collaboration and security of suppliers, traceability, transparency, control over flows. Quality assurance of incoming materials and the presence of a sustainability policy. Carbon Footprint Certification.	 risk Shareholders Suppliers
	CULTURE BUSINESS	Overdue payments, failure to grant credit, higher costs and interest rates, lack of liquidity, deteriorating reputation, loss of competitiveness. Activation of austerity policies. Ineffective organization, and loss of credibility.	Effective organization, compliant with legislation and correct management. Development of new business solutions and process, product and service innovation.	 risk Shareholders Financial community



Legend

-  High significance
-  Average significance
-  Low significance



CHAPTER 2

PROTECTION OF THE ENVIRONMENT AND ITS RESOURCES

"There is no more time: preserving the world for our children has become our priority"



02

02 MEIC SERVICES SPA BENEFIT CORPORATION

In order to achieve continuous improvement through appropriate means, structures and management systems - you, in the company policy on the environment, Meic Services SpA establishes the general objectives - goals that it intends to pursue, both in relation to external needs (improvement of the performance of its products/services, customer satisfaction, socio-economic needs) and in relation to internal needs (satisfaction of internal stakeholders, reduction of non-conformities).

For several years, Meic Services' governance has focused on **reducing the impact of its activities on the environment**. To this end, the company intends to operate in compliance with applicable regulations by implementing a series of requirements and best practices to improve its environmental impact.

Environmental pact . Responsibilities for managing the system extend to the entire company organization, from the employer to each employee, each according to their own responsibilities and skills.

TOOLS AND OBJECTIVES OF ENVIRONMENTAL POLICY

To reduce its actual and potential environmental impacts, the organization has identified and defined **objectives** to achieve them in terms of - of tools, methods, resources and anything else necessary to ensure their achievement.

Among the main objectives we should mention the promotion - of awareness-raising and reduction activities - consumption that can, directly or indirectly, guarantee the protection of the environment environment.

Tools **that** affect the entire organization - implementation in an integrated corporate vision and in a correct balance, together with the aspects that contribute to reducing risks and environmental impacts are:

- **environmental training and education** for all company functions at all levels and, in particular, for positions of responsibility;
- **maintenance of management system certifications according to UNI standards EN ISO 14001 and UNI ISO 50001**, reference standards for the organization;
- **involvement of suppliers** and verification that they adopt socially responsible criteria in their corporate environmental management;
- **raising awareness** among stakeholders.
- **maintenance of appropriate "internal environmental audit" procedures**, working to prevent, or in any case promptly remove any risks connected to the environment;

2.1 STRENGTHS



WATER (-25.2%)

535,000 liters of water saved in 2024 compared to 2023.



NATURAL GAS EXTRACTION (-1,958.52 TCO2eq)

Values included in customer sustainability reports



PHOTOVOLTAIC (-30.37 TCO2eq)

En. Renewable Photovoltaic, compared to the grid equivalent.



BIOMETHANE (-21.09 TCO2eq)

Biomethane sales compared to the fossil equivalent.

AREAS FOR IMPROVEMENT



SELF-CONSUMPTION

There are no savings in harmful emissions from company vehicles or generators **due to the lack of the biomethane raw material** .



EMISSIONS (+13.3% TCO2)

"Scope 1 + Scope 2" TCO2 emissions between 2023 and 2024.



CARBON INTENSITY (+6.4%)

Compared to business volumes between 2022 and 2024.

For 2024, it is noted that the Target for the Reduction of Harmful Emissions into the Atmosphere is the one in which the company has suffered the most due to the drastic reduction in BIOMETHANE.

The supply contract with the agricultural company ASSORO has expired due to the expiration of its terms, with the diversion of biomethane to Northern European markets, forced to offset the impacts linked to the reopening of coal-fired power plants, following the war in Ukraine.

The risk analysis reveals the vicious circle triggered by international scenarios. We only marketed a marginal amount of biomethane (25,602 Sm3), which was then sold to AMTS. Regarding self-consumption, we recorded NO use of biomethane on company vehicles or compressor generators, which naturally worsened our environmental performance.

However, a reduction in harmful emissions of -30.37 TCo2 Eq is reported thanks to the production of electricity from photovoltaic systems (Renewable Energy).

Despite the critical issues, the company has found other sustainable business models to improve its environmental impact, such as the extraction of natural gas from pipelines with zero emissions of harmful gases into the atmosphere, green building with the use of hemp in the construction sector and Sicily Eco Farm, Meic's agricultural company for the protection of biodiversity.

Finally, a pleasant reduction in water consumption is reported, with a saving of 535,000 liters of water in 2024 compared to 2023, despite the growth in work and turnover, thanks to the use of good raw material conservation practices.

YEAR 2023	YEAR 2024	CHANGE	DESCRIPTION
531.92	573.38	+7.8%	SCOPE 1 - TCo2eq - Value for year 2023, year 2024 and Percentage Change from 2023 to 2024
21.98	54.39	+145.7%	SCOPE 2 - TCo2eq - Value attributable to Solo Productive Activity year 2023, year 2024 and Percentage Change from 2023 to 2024
553.90	627.77	+13.3%	SCOPE 1 + SCOPE 2 TCo2eq - Value attributable to Production Activity Only for the year 2023, the year 2024 and Percentage Change from 2023 to 2024
33.9	34.8	+2.7%	Total Revenues for 2023, 2024 and Change Percentage from 2023 to 2024 - MLN
178,667	211,694	+18.5%	Electricity Purchased from the Grid - Value for 2023, 2024, and Percentage Change from 2023 to 2024 - kWh
85,678	75,834	-11.5%	Electricity Produced by Photovoltaics - Value for year 2023, year 2024 and Variation Percentage from 2023 to 2024 - kWh
16.96	18.04	+ 6.4%	Carbon Intensity vs. Turnover - year 2023, year 2024 and percentage change from 2023 to 2024 - TCo2eq/MLN -
7.55	6.52	- 13.6%	Carbon intensity versus number of employees - year 2023, year 2024 and percentage change from 2023 to 2024 - TCo2eq/AWU -
2,126	1,591	- 25.2%	Water consumption in 2023, 2024, and total reduction from 2023 to 2024 - Megaliters

2.2 ENVIRONMENTAL IMPACTS AND EMISSIONS OF OUR ACTIVITIES

Meic pays maximum attention to its activities, in order to achieve excellent results in the environmental and energy fields, in the protection of the ecosystem in which it operates and in accordance with the provisions set out in the Code of Ethics, respecting all company policies.

Meic therefore undertakes to:

- pursue a proactive environmental protection policy, including the prevention of pollution risks;
- encourage waste recovery and recycling, as well as efficient energy use;
- conserve natural resources, committing to limiting waste of energy and materials;
- maintain stable or negative atmospheric emission values;
- periodically analyze the environmental aspects related to the activities carried out, assessing the related impacts, taking into account the ecosystem context and requests from interested parties.

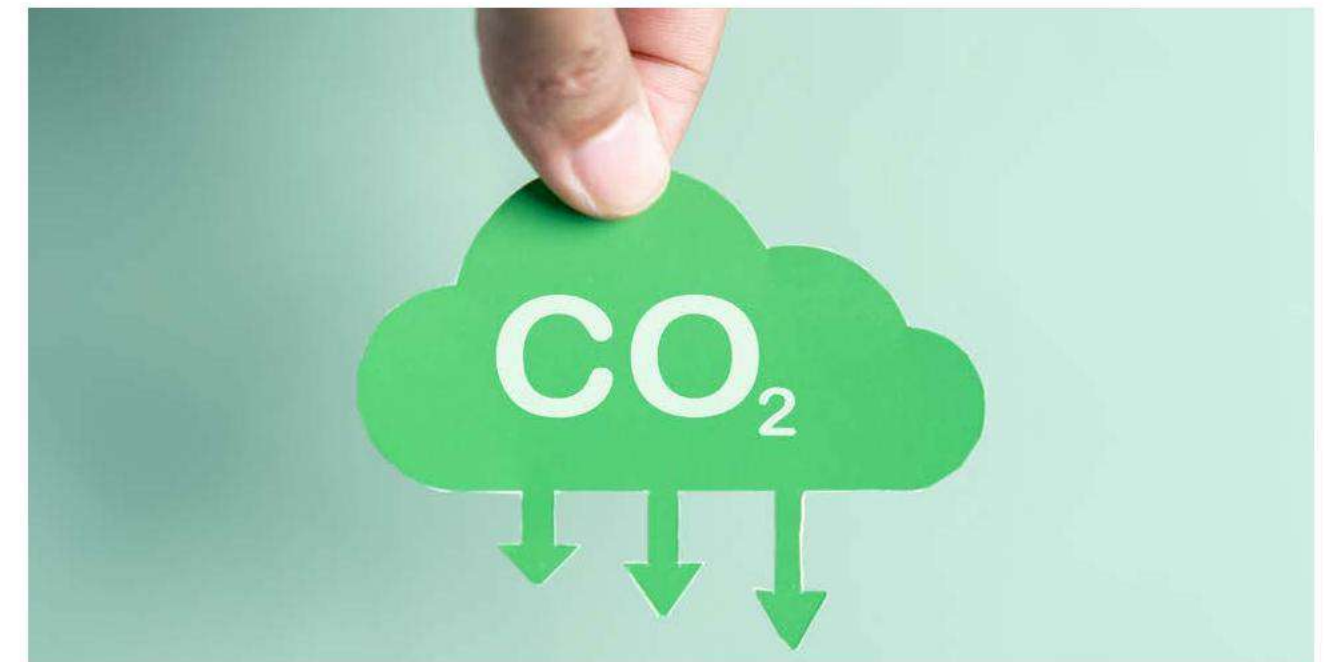
The following consumptions were considered for the year 2024 and compared with 2023:

ELECTRICITY
DIESEL
GAS
NATURAL GAS (METHANE)

From a careful analysis of energy accounting and tax data, the consumption figures indicated in the table below for 2024 are obtained, compared with the values for 2023.

Technical note: to calculate the emissions of the fuels listed above, reference was made to the ISPRA table updated for 2023. The TOE of each energy component were calculated using the FIRE-ENEA spreadsheets attached to this document.

The equivalent CO2 value resulting from the electricity produced by the PV system and fed into the grid has been accounted for as a reduction. To highlight the lower environmental impact of using Bio-Natural Gas (biomethane), I calculate the CO2 value by distinguishing the use of Fossil Natural Gas from Bio-Natural Gas as reported in the following tables, following the criteria set out in the UNI-TS11567 standard.



TCO2 AND TEP RELATING TO SELF-CONSUMPTION (UNI-TS11567)

CONSUMED PRODUCT	YEAR 2023		YEAR 2024	
	TCO2	TEP	TCO2	TEP
Diesel for Company Vehicles	191.28	61.80	128.20	41.42
Diesel generator set	0.00	0.00	0.00	-
Petrol for Company Vehicles	12.79	4.20	24.86	8.15
Fossil Natural Gas Company Vehicles	64.50	26.91	347.80	146.04
Fossil Natural Gas generator set	223.96	93.43	72.52	30.45
Natural Gas Bio Company Vehicles	0.00	0.00	0.00	-
Natural Gas Bio Generator	39.39	27.91	0.00	-
Electricity purchased from the Production Activity Network	42.23	33.41	84.76	39.59
Electricity purchased from the grid PALALIVATINO	26.85	9.25pm	37.83	17.67
PV electricity consumed	-13.92	11.02	-20.96	9.79
PV electricity sold to the grid	-6.33	5.01	-9.41	4.39
TOTAL	580.75	284.91	668.36	297.50

FUELS SOLD, TCO2 AND TOE RELATING TO FUELS SOLD (UNI-TS11567)

PRODUCT SOLD	YEAR 2023		YEAR 2024	
	TCO2	TEP	TCO2	TEP
Diesel	29,506.40	9,532.64	33,086.91	10,689.39
Gas	1,470.13	482.17	2,002.20	656.68
Fossil Natural Gas	9,645.42	4,023.74	12,950.41	5,437.74
Bio Natural Gas	905.00	641.17	30.21	9.40pm
TOTAL	41,526.95	14,679.72	48,154.29	16,805.22



DIFFUSION OF METHANE AND BIOMETHANE

The first objective of Common Benefit is in line with the guidelines of the UN 2030 Agenda, which requires all companies to make a constant commitment to reducing their **Carbon Footprint and GHG (Green House Gases)**, which represent greenhouse gases considered the main culprits of global warming.

The definition of the first Common Benefit purpose of Meic Services SpA has become stringent over the years with respect to its environmental commitments:

Encourage the use of methane in its different formulations (Compressed/CNG use and ^{And} Liquid/LNG) in order to ensure the diffusion of biomethane energy carrier to ensure by economy product, obtained by transforming agricultural waste into renewable energy. increasing

Precisely in line with the common benefit goal, in September 2023 Meic Services SpA invested hundreds of thousands of euros to open the first public LNG (Liquid Methane) service area in Sicily.

GENERATING SETS POWERED BY BIOMETHANE

TCO2eq savings also come from the use of biomethane to power all the company's generators. Below is a summary of TCO2eq savings over the last three years:

	2022	2023	2024
TCO2 savings on Groups Generators in 2023	249.36	27.51	0

CO2 SAVINGS ON THE DOMESTIC CONSUMPTION: THE CHAIN SUSTAINABLE LOGISTICS

Meic operates its fleet using biomethane as its primary fuel source. Thanks to this careful choice and systematic consumption measurement, the company has unfortunately seen a reduction in biomethane supplies over the past two years.

The data relating to the three-year period 2021-2024 are reported below.

	2021	2022	2023	2024
TCO2 savings on company vehicles	164.51	103.64	0	0

COMMITMENT TO REDUCING EMISSIONS

Scope 1 refers to direct CO2 emissions, which include greenhouse gas emissions from sources owned or controlled by the company, such as the use of heating and automotive fuels and refrigerant gases. **Scope 2** refers to indirect CO2 emissions, which include greenhouse gas emissions from the generation of purchased electricity, heating, cooling, and steam consumed by the company.

Compared to 2023, our company recorded a worsening of emissions values with an increase of +13.3% in the sum of "Scope 1 + Scope 2" due to the loss of biomethane supply.

- AF 2023 electricity purchased from the production activity network: 178,667 KWh
- AF 2024 electricity purchased from the production activity network: 211,694 KWh

2023

- In AF 2023 the SCOPE 1 value is equal to 531.92 TCO2eq
- In AF 2023 the SCOPE 2 value is equal to 21.98 TCO2eq
- In AF 2023 "SCOPE 1 + SCOPE 2" is equal to 553.90 TCO2eq 2024

2024

- In AF 2024 the SCOPE 1 value is equal to 573.38 TCO2eq
- In FY 2024 the value of SCOPE 2 is equal to 54.39 TCO2eq
- In AF 2024 "SCOPE 1 + SCOPE 2" is equal to 627.77 TCO2eq.

Please note that the calculation of the above values **only took into account the electricity purchased for production purposes**, excluding the electricity purchased for the Palalivatino sports hall, which the company pays for as an act of support to the community, to allow sports clubs that carry out activities within it, but which are not included in the purely production activity, to play sports.

Biomethane: Reduction – 21.09 TCO2eq on the entire turnover, in 2024

Regarding self-consumption: as already highlighted, there are no savings in harmful emissions from company vehicles or generators due to the lack of the biomethane raw material.

Regarding sales: although the marketing and sale of biomethane obtained from the recycling of agricultural waste was modest, it still totalled 25,602 Smc, which resulted in a saving of – 21.09 TCO2eq

Changes in the Carbon Intensity Index between 2023 and 2024

It is defined as: "**Carbon Intensity**", the ratio between (Scope 1 + Scope 2), direct emissions that the company produces to survive, divided by the turnover, not considering the use of carbon credits or offsets (unit of measurement: TCO2 / MLN).

Our company has decided to introduce a new parameter that measures the variation in emissions as the number of workers varies, expressed in **AWU** (annual work units). Essentially, from 2023 to 2024, there was a **reduction in the carbon intensity index in relation to the number of workers**.

In fiscal year 2023, the company recorded a turnover of **€31,542,733**, with total revenues of **€32,642,061**, "scope 1 + scope 2" equal to **553.90 TCO2eq** and ULA equal to **73.35**

In fiscal year 2024, the company recorded a turnover of **€32,794,115** with total revenues of **€34,785,126**, "scope 1 + scope 2" is equal to **627.77 TCO2eq** and ULA is equal to **96.20**

- **Carbon Intensity** Index compared to turnover AF 2023: **16.96 TCO2eq / MLN**.
- **Carbon Intensity** Index compared to AF 2024 **turnover : 18.04 TCO2eq /MLN**

Comparing Total Carbon Intensity

of the fiscal year 2023 with 2024 **there is an increase of +6.4%** on total production activities (without Palalivatino) due to the lack of Biomethane.

- Carbon Intensity Index **compared to the Workforce AF** 2023: **7.55 TCO2eq /AWU**.
- Carbon Intensity Index **with respect to the Workforce** AF 2024: **6.52 TCO2eq /AWU**

Comparing **the Total Carbon Intensity based on the workforce** in fiscal year 2023 with 2024, **there is a 13.6% reduction** in total production activities (excluding Palalivatino), which is a very respectable figure. Essentially, emissions per individual worker are reduced.

2.3

DRAWING OF NATURAL GAS FROM DISTRIBUTION NETWORKS

Sustainability is an inalienable parameter for anyone wanting to do business. The energy sector, and specifically the Oil & Gas sector, is called upon to pay the utmost attention and demonstrate an unprecedented sense of responsibility. The European Union has defined progressive and binding measures for reducing climate-altering emissions, setting the target for full decarbonization at 2050.

With reference to the natural gas transmission network segment, on June 15, 2021, ARERA designated methods and solutions useful for reducing fugitive gas emissions from networks as a testing category. In its DCO 250/2021/R/Gas, with a subsequent resolution of November 21, 2023, 532/2023/R/GAS defined the application criteria of the cost-benefit analysis methodology to be used for the purposes of evaluating natural gas transmission network development interventions with the recognition of contributions following interventions carried out to reduce gas emissions into the atmosphere as a result of a replacement or modernization of the transmission infrastructure. With its method, Meic is able to enable, through the technique of extracting natural gas from the distribution networks, the achievement of maintenance interventions with "Zero release of natural gas into the atmosphere".

Since November 2020, Meic has begun carrying out natural gas extraction activities from Zero Natural Gas Release networks, equipping itself with equipment that can be used in all networks from the first to the seventh species.

To do this, Meic has:

-  **8** 65 BAR TANKS
-  **22** REDUCTION CABINS AND COMPRESSION
-  **4** COMPRESSORS OF ASPIRATIONS

TOTAL ASPIRATED GAS IN 2024

Natural gas released into the atmosphere, as indicated in ISPRA report 374-2022, produces atmospheric emissions equal to approximately 25 times those released by combustion.

In 2024, the volume of natural gas extracted, avoiding its dispersion into the atmosphere, was equal to 40,721.0 Smc.

The extracted gas, after being stored in a special tank to allow for necessary work on the pipeline, was released into the grid. Taking into account atmospheric emissions after final use (combustion), the avoided increase in atmospheric emissions will be equal to that produced by 25 times the extracted volume, as shown in the following table.

NATURAL GAS ASPIRATED FOSSIL		
Suction volume Smc	40,721	
ISPRA Factor	25	
Equivalent volume Smc	1.018025	
MITIGATION OF THE IMPACTS YEAR 2024		
	TCO2	TEP
Natural gas equivalent aspirated	2.055,39	851.07
Actual aspirated natural gas	82.22	34,043
TCO2 EQ SAVINGS.	1,973.18	

Therefore, with respect to the aspirated natural gas, the value of avoided emissions is equal to: **1,973.18 TCO2 Eq**.

2.4 RESPONSIBLE MANAGEMENT OF CONSUMPTION AND WASTE

ELECTRICITY FROM RENEWABLE SOURCES

Energy consumption can be traced back to the machinery used in production activities, to the heating and air conditioning of environments, and to the fuel used for company mobility, including vehicles and forklifts.

The company has always invested in renewable energy sources and its photovoltaic system, thanks to the large number of daylight hours in the city of Gela, produces virtuous results both in absolute terms and in comparison between years.

Thanks to the use of photovoltaics, virtually negative CO2 values are obtained on Scope 2 because the electrical energy produced by the photovoltaic system (sum of that used + that sold to the grid) is greater than the electrical energy purchased from the grid.

In 2024, the photovoltaic system produced a total of **75,834 kWh** of energy, resulting in a **reduction in harmful emissions of -30.37 TCO2eq** compared to what would have been generated by purchasing it from the grid. The details:

- 52,343 kwh PV production used for **internal purposes**.
Savings equal to -20.96 TCO2eq
- 23,491 kwh PV production **sold to net**.
Savings equal to -9.41 TCO2eq

ENERGY CONSUMPTION AF 2024	
Total energy consumption (in gigajoules) during the last 12 months	762.10 GJ
Total energy used from renewable sources (gigajoules) in the last 12 months	188.44 GJ
Percentage of energy consumption that comes from renewable sources	19.82%
TOTAL ENERGY PRODUCED FROM RENEWABLE SOURCES IN THE LAST 12 MONTHS	273.01 GJ

Below is the data regarding the photovoltaic system (52 kW of power) over the last four years

	2021	2022	2023	2024
PV electricity consumed	44,288 kWh	64,601 kWh	58,906 kWh	52,343 kWh
PV electricity sold to the grid	21,417 kWh	28,280 kWh	26,766 kWh	23,491 kWh

Below are details of total and site-specific energy consumption for 2024.

ELECTRICITY IN KWH - AF 2024	AMOUNT	UM
Electricity purchased from the grid - Production activity	211694	kWh
Electricity purchased from the grid - Benefit and Palalivatino Section	94490	kWh
Total PV electricity	75834	kWh
PV electricity sold to the grid	23491	kWh
Self-consumed PV electricity	52343	kWh

ELECTRICITY IN KWH - AF 2024	AMOUNT	UM
Gela - Electricity purchased from the grid	64897	kWh
Paternò - Electricity purchased from the grid	95342	kWh
Patti - Electricity purchased from the grid	48571	kWh
Monza - Electricity purchased from the grid	1983	kWh
Mogliano Veneto - Electricity purchased from the grid	296	kWh
Marcellinara - Electricity purchased from the grid	605	kWh
Palalivatino - Electricity purchased from the grid	94490	kWh

WATERFALL

Water consumption mainly concerns civil uses and the washing of tanks and gas cylinder trucks, while Meic's production activities do not require any particular consumption of process water.

Comparing water consumption in fiscal year 2023 (2,126 megaliters) with that in fiscal year 2024 (1,591 megaliters), a 25.2% reduction in total water consumption is recorded, the result of the company's best practices. In absolute terms, the savings are 0.535 megaliters, or 535,000 liters of water.

Below is the water consumption for the four-year period 2021-2024

UM	2021	2022	2023	2024
MI (Megalitres)	6,927	2,904	2,126	1,591

RECYCLING AND DISPOSAL OF WASTE

Believing that great results can be achieved even with small efforts, Meic staff is constantly involved in proper waste management and sorting, aiming to recycle as much waste as possible. The main hazardous waste produced by the company consists of used toner and cartridges, paper, and office waste, mostly similar to municipal waste sorting.

The graph on the side relating to the special waste produced is shown:

Below is the water consumption for the four-year period 2021-2024

UM	UM 2021	UM 2022	UM 2023	UM 2024
Special waste NOT dangerous	Ton	0.02	0.02	1.54
Hazardous special waste	Ton	0.06	0.00	0.16



CHAPTER 3

VALORIZATION OF THE PEOPLE

"Sustainability
revolves around People"

03



03 VALORIZATION OF THE PEOPLE

3.1 THE PEOPLE

At Meic, people have always been a precious resource. This is why attention to employee well-being and engagement are the cornerstones of our company policies.

Putting people first is a strategic component in pursuing growth and improvement goals. For Meic, growing as a company means first and foremost developing its people and developing their skills.

The company is also fully aware that teamwork and the valorization of staff, without ever underestimating the uniqueness of each individual, are a fundamental strategic component in pursuing the goal of excellence.

POLICY AND OBJECTIVES FOR THE DIGNITY AND RESPECT FOR PEOPLE

To achieve this objective, Meic Services SpA undertakes to:

- condemn all illegal conduct that may conflict with dignity or physical and/or moral integrity;
- do not use child labor or forced labor;
- respect freedom of association and the right to collective bargaining;
- combat all forms of discrimination and unequal treatment (in hiring, in wages, in access to training, in career promotions) based on issues of race, nationality, religion, handicap, sex,

sexual preferences, trade union membership, political affiliation;

- ensure the protection of maternity and paternity, as well as of disadvantaged people;
- promote and improve the safety and physical and mental well-being of its collaborators with preventive and corrective actions;
- implement safety measures and related maintenance of their vehicles in DR to guarantee the road user and the community;
- comply with all applicable legislation, including standards voluntarily decided by the organization, in the fields of quality, environment, safety and social issues, including international conventions and recommendations, taking into account the resolutions of international bodies such as the ILO and the UN;
- reduce the number of serious injuries and accidents in the workplace, while preventing accidents and damage to the health of workers, including third-party companies working on their "construction sites", by committing to the continuous improvement of safety and health in the workplace;
- improve the quality of life of its employees and the community in which it operates through the application and dissemination of the contents of the SA8000 and ISO 26000 standards and the continuous improvement of its employees' working conditions; furthermore, there is the possibility of submitting reports relating to Social Responsibility.

PRESERVING JOBS AS THE FIRST OBJECTIVE

In 2024, Meic Services SpA increased the number of employees with a permanent contract, as can be seen from the increase in ULA

In terms of employment, fiscal year 2024 **was very positive for the company**, with the workforce increasing from 73.35 to 96.20 units, calculated in terms of Annual Workforce (AWU). The quantitative metrics used are based on the "Positive Employee Turnover Rate," calculated as the percentage ratio of new hires in 2024 divided by the headcount at the beginning of the year *100.

Analyzing the number of families that benefited from the staff expansion, the results are even more positive, considering that the employment involved a **total of 110 workers**, including part-time and full-time, with permanent and fixed-term contracts.

	2021	2022	2023	2024
MEN	41	38	144	100
WOMEN	2	7*	11	10
TOTAL	43	44	155	110
ULA	38.8	39.6	73.3	96.2

*Including two temporary workers and two interns

This increase is attributable to the consolidation of the **civil and industrial construction business unit**.

TYPE AND ROLE OF COLLABORATORS

	2021		2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
	MANAGERS	0	0	0	0	0	0	1
PAINTINGS	7	1	6	1	7	1	4	1
EMPLOYEES	3	1	1	5	14	11	10	11
WORKERS	31	0	31	0	122	0	81	0

The following table shows the distribution of people working at Meic by contract type.

HIRING / TERMINATIONS

	2020	2021	2022	2023	2024
INDET.	6	8	6	82	89
DET.	29	28	30	17	21

In this regard, the company is committed to encouraging permanent hiring, to ensure its employees stability and security. For these reasons, as evidenced by the data, Meic Services SpA believes it is always important to meet the needs of its staff regarding working hours and contact information, whether full-time or part-time.



2024

WORKERS WITH FIXED-TERM CONTRACTS

WORKERS WITH PERMANENT CONTRACTS



REMUNERATION POLICIES

In managing its personnel, to build trust and invest effectively in professional growth, Meic always favors permanent contracts. This approach also helps the company maintain a peaceful environment where every worker has equal opportunities and rights.

Meic maintains historic industrial relations thanks to the following rules and contracts:

- Collective agreement for commerce Anpit/ Cidec/Confimprenditori/Unica-Cisal Tertiary sector of 12/28/2016 (renewed on 12/17/2019 with effect from 1/1/2020 - 12/31/2022);
- Second level contract dated 10/10/2018;
- Proximity contract of 06/28/2019.

The ANPIT-CISAL TERTIARY Commerce National Collective Bargaining Agreement (CCNL) provides for the establishment of a Confederal Bilateral Body (En.Bi.C.) for employees. This body pursues various objectives for employees and is funded by monthly contributions paid by the company (via Form F24). Employees access an online portal by name to access the requested benefits.

The main performances are:

- health (supplementary to the SSL);
- safety protection;
- insurance.

Part-time / Full-time	2021 2022 2023 2024			
	PART TIME	30	33	11
FULL TIME	13	11	144	102

HIRING / TERMINATIONS	2021 2022 2023 2024			
	HIRING	12	15	93
TERMINATIONS	7	12	42	64

For 2024, personnel costs will increase in terms of both gross and net compensation, as well as hours worked. Employee compensation amounts for 2024 are calculated from official pay slip data and take into account wages and taxes of any kind (INPS, INAIL, IRPEF, reimbursements, etc.).

STAFF REMUNERATION					
FISCAL YEAR	2020	2021	2022	2023	2024
REMUNERATION GROSS	€1,550,706.88	€2,006,008.62	€2,105,485.19	€3,233,516.59	€3,483,098.66
REMUNERATION NET	€982,505.20	€1,212,101.13	€1,396,378.78	€2,075,593.41	€2,770,545.57

NUMBER OF HOURS WORKED						
	2019	2020	2021	2022	2023	2024
	41,205	44,366	68,097	70,465	136,535	170,250.45

3.2

PROTECTION OF DIVERSITY, EQUAL OPPORTUNITIES AND WELL-BEING

CERTIFICATION FOR GENDER EQUALITY

Meic Services SpA transparently declares the organization's commitment to pursuing gender equality, enhancing diversity, and supporting female empowerment. Meic Services SpA intends to ensure gender equality in the presence and professional growth of women within the organization. To this end, the company intends to promote diversity in its roles and maintain processes that foster female empowerment in business activities.

The goal is to ensure that all qualified individuals, regardless of gender, are offered equal opportunities and that the organization best represents its customers, suppliers, and society.

For this reason, Meic Services SpA is committed to:



- promote a stimulating, creative and non-discriminatory workplace for all employees and external business partners;

- prohibit any conduct that may negatively affect a person's dignity;
- have zero tolerance for harassment and all forms of discrimination on grounds such as sex, gender identity, age, origin, religion, gender orientation, physical appearance, health, disability, trade union activity, nationality, family situation;
- support equal opportunities for every employee or candidate in terms of hiring, access to training, compensation, welfare, internal mobility, and professional development. The only factors the company takes into consideration are ability, experience, and professional aptitude;
- promote diversity, so that the differences between the identities of Meic people and external partners are a strength and a fundamental ingredient of corporate success.

All Meic Services SpA employees are treated fairly and with respect. When the organization selects candidates for hiring, promotion, training, or any other benefits, it does so solely on the basis of their aptitude and abilities. Furthermore, the company guarantees all employees support and encouragement to fully develop their potential and talents.

The organization intends to ensure gender equality through concrete actions that, in addition to complying with the requirements/ indicators established in the individual areas indicated in the UNI/ PdR 125:2002 practice, are genuinely and concretely appreciated by the women present in the company, who are the real recipients of the results that the management system produces.

Meic, with the desire to reintroduce attention to this satisfaction at any time and in any circumstance of a woman's working life within the organization, looks at this "life cycle" through the following aspects:

-  SELECTION AND RECRUITMENT;
-  CAREER MANAGEMENT;
-  WAGE EQUITY;
-  PARENTING AND CARE;
-  PREVENTION OF ABUSE AND HARASSMENT.

For each of these aspects, the organization has established specific standards, listed below, which are subject to periodic analysis and review, including for the purpose of reviewing related procedures. For each area that embodies the principles that inspire Meic, the company has associated specific and measurable equality objectives, outlined in the strategic plan.

In relation to the analysis of its business processes, the organization has understood and established the principles to be respected in reference to each of the above-mentioned areas. These principles constitute the guiding criteria for the processes aimed at addressing:

- the existing gaps in reference to the indicators indicated by the **UNI/PdR 125:2022 practice**, removing any biases (prejudices);
- the needs of women present in organization, understood as the main parties interested in the concrete results of the system.




 SELECTION AND ASSUMPTION

Recruiting practices are adopted to ensure that all candidates are evaluated based on their skills and competencies. A pool of candidates is identified that is predominantly gender-balanced, so much so that Meic Services' Inclusive Job guidelines require that job postings be public, using simplified, gender-neutral language to ensure uniform attractiveness. Meritocracy is considered fundamental in the selection process, and the company is committed to ensuring that those involved in the hiring process receive adequate training on **gender equality**.

 MANAGEMENT OF THE CAREER

It ensures that professional growth and development opportunities are equally distributed among employees of both genders. The performance evaluation system encourages ongoing dialogue between managers and employees, strengthening everyone's commitment to the company's goals and challenges. The process also promotes the creation of development plans without any gender discrimination, fostering constructive dialogue aimed at empowering employees through the use of intensive feedback as a means of continuous improvement. Meic also provides training sessions for all employees, aimed at raising awareness within the organization on the issues of **valuing diversity, gender equality, inclusion, and business impact**. Specifically, all resource managers are raised on issues related to the ability to listen and communicate inclusively. Meic Services SpA is committed to involving both women and men equally in all initiatives and training programs, participating in at least one training course per year.

 EQUITY SALARY

Meic Services SpA aims to adopt fair compensation practices to ensure that employees of both genders receive a fair wage for their work. Company policy contributes to the realization of the mission, values, and strategies by promoting actions and behaviors consistent with the company's culture, in compliance with the principles of plurality, equal opportunities, valorization of people's knowledge and professionalism, equity, and non-discrimination set forth in the Code of Ethics. The company is committed to informing employees of its compensation policies, including benefits, bonuses, and welfare programs, which, by corporate culture, consider the needs of people of all genders. One of the key moments is the staff self-assessment and the performance dialogue with the relevant manager, followed by the definition of priorities.

 PARENTHOOD AND CARE

It is intended to ensure that employees of both genders have access to parental leave and childcare and caregiver options. Our organization intends to avoid creating any barriers to parenthood, supporting motherhood and fatherhood through activities designed to meet the needs of those who, due to their parental status, must balance their commitments between work and new needs that arise.

The organization supports this intention in light of the following principles:

1. Motherhood and fatherhood are so-supported by training, information and reintegration programmes;
2. Maternity is supported before, during and after birth;
3. Paternity leave is promoted so that all potential beneficiaries can take advantage of it for the entire period provided by law;
4. Returns from leave are supported by specific reorientation initiatives;
5. Support for fathers and mothers is expanded through the offer of parental leave.

 PREVENTION OF ABUSE AND HARASSMENT

Meic Services SpA is committed to preventing sexual harassment in the workplace through a dedicated harassment awareness program that raises awareness and guides daily behavior. Any form of violence or harassment in the workplace is not tolerated as it violates the company's values and Code of Ethics.

WORK-LIFE BALANCE

With a focus on work-life balance, Meic aims to ensure that both male and female employees have the opportunity to balance their work and family responsibilities by implementing flexible work organization rules. Meic Services SpA thus intends to provide its staff with the ability to manage their time between work and life through a balance that takes into account both the company's business objectives and the employee's psychological and physical well-being, resulting from greater freedom of self-determination. The principles underlying work-life balance are the following:

- work-life balance measures are aimed at all staff, regardless of gender;
- the organization adopts part-time, flexible working hours and smart working;
- the organization adopts a plan Comprehensive welfare system, attentive to the management of maternity/paternity and personal care;
- the organization allows telematic connection with all personnel working from outside, for work operations and participation in meetings;
- the organization guarantees access to smart working, provided that it is compatible with the organizational needs of efficiency and functionality of the department and respects the 42 hours per week established by the contract.

The governance demonstrates its commitment to developing and improving the gender equality management system by adopting the relevant policy, identifying objectives, and periodically reviewing the management system's performance through reviews conducted in conjunction with the steering committee and the gender equality policy coordinator. These reviews identify corrective and preventive measures and improve its effectiveness, while ensuring the availability of the necessary resources. Annual training plans are implemented to foster and promote female empowerment and leadership.

including individual ones, to meet the training needs of each employee, and a system for evaluating the effectiveness of training interventions has been established.

Meic promotes integration among its diverse staff members and the professional development of each employee. To this end, the company protects and encourages the dissemination of values such as meritocracy, loyalty, professionalism, dedication, and a spirit of collaboration, valuing individual diversity.

The company is required to act with integrity and responsibility by applying the following standards in order to promote diversity and social inclusion while avoiding any form of discrimination.

- Principles of Certification SA8000 on social responsibility;
- Code of Ethics;
- Principles of politics Whistleblowing;
- Company regulations;
- Various procedures (manual Ferrari, individual procedures of the Integrated Management System).

THE ENHANCEMENT OF DIVERSITY

Likewise, Meic respects employees' freedom to express their ideas and promotes involvement and sharing so that they can grow and improve the organization.

Below is the origin of people by nationality:

ORIGIN OF PEOPLE - NATIONALITY				
	2021	2022	2023	2024
FOREIGNERS	1	1	2	11
ITALIANS	42	43	153	99

Regarding **age groups**, the company showed sensitivity in supporting the two least privileged categories: those under 30 and those over 50, who together represented 52% of the workforce.

The search was conducted for new resources willing to learn, as well as for mature professionals with proven experience in the construction and natural gas sectors. Hiring in the civil and industrial construction sectors has had a significant impact on the number of workers over 50.

AGE GROUPS						
AGE	2019	2020	2021	2022	2023	2024
< 30	20%	11%	13%	18%	13%	18.52%
30-50	62%	57%	77%	48%	57%	48.15%
> 50	18%	32%	10%	34%	30%	33.33%

3.3 REWARDS AND WELFARE

CERTIFICATION FOR GENDER EQUALITY

The company has maintained its high commitment to its employees, despite the nationwide shutdown of hundreds of construction companies and service stations, resulting in workforce and employment losses due to soaring fuel prices, which, we recall, represent the company's core business. Meic Services SpA's resilience policy has allowed it to safeguard all jobs, increase employment levels, pay salaries regularly, and distribute bonuses, incentives, and bonuses to all employees at year-end, totaling €125,174.15, in the belief that a satisfied employee is a productive and motivated employee. It is worth noting that the company began distributing employee bonuses in 2018, two years before becoming a Benefit Corporation.

YEAR 2018

Awards, bonuses and incentives for employees: €90,000.00

YEAR 2019

Awards, bonuses and incentives for employees: €200,000.00

YEAR 2020

Awards, bonuses and incentives for employees: €120,000.00

YEAR 2021

Awards, bonuses and incentives for employees: €100,000.00

YEAR 2022

Awards, bonuses and incentives for employees: €134,623.00

YEAR 2023

Awards, bonuses and incentives for employees: €127,254.00

YEAR 2024

Awards, bonuses and incentives for employees: €125,174.15



TOTAL EMPLOYEE BONUSES FROM 2018 TO 2024

€897,051.15

WELFARE

In recent years, Meic has tried to support people and has done so through contractual and voluntary welfare initiatives:

CONTRACTUAL WELFARE

By signing a second-level welfare contract, workers can access the services covered by the contract.

Access is via the Well-Work.it and Sodexo platforms.

VOLUNTARY WELFARE.

Additional benefits for employees include:

- birthday bonus;
- employee of the year award;
- meal vouchers;
- career award;
- safety award.

3.4 TRAINING AND SKILLS DEVELOPMENT

Staff training aims to strengthen the culture of performance evaluation and develop people's potential.

Indeed, professional development and skill development are strategic factors that ensure a company's competitiveness in the market. In this regard, in addition to mandatory health and safety training, Meic's annual training programs include programs covering basic skills, technical and specialized skills, and new hire training. Ad hoc training programs are also organized, tailored to the specific needs of individual employees.

Regarding training, the figures are clearly growing, thanks to the company's strong focus on skills development. Each employee receives an average of 39 hours of training annually, as shown below:

- 33 average hours of training individual dedicated to safety;
- 50 hours of training on average collective (one-to-one training, monthly plenary and Super Meic, individual training on specific and transversal topics, courses).

STAFF TRAINING

2021 2022 2023 2024

	2021	2022	2023	2024
HOURS OF TRAINING GLOBAL	1055	392	4380	5328.5
HOURS OF TRAINING SAFETY	1007	216	1790	3603

TOTAL TRAINING HOURS BY GENDER

AF 2024

CATEGORIES PROFESSOR-SIGNAL	N. HOURS MEN	N. HOURS WOMEN	TOTAL HOURS
MANAGERS	65	0	65
PAINTINGS	412.5	57	429.5
EMPLOYEES	720	895	1615
WORKERS	3179	0	3179
TOTAL	4311.5	952	5328.5

*The calculation of total training hours is given by the sum of the hours of general monthly training carried out in the company, the hours of individual training provided to the Employee through mentoring, the hours of training carried out upon hiring on company procedures and the organizational model, participation in webinars or training events and participation in professional courses and master's degrees.

AVERAGE HOURS OF TRAINING PER EMPLOYEE AF 2024

CATEGORIES PROFESSOR-SIGNAL	N. HOURS MEDIUM MEN	N. HOURS MEDIUM WOMEN	N. HOURS MEDIUM TOTALS
MANAGERS	65	0	65
PAINTINGS	82.5	57	69.75
EMPLOYEES	60	89.5	74.75
WORKERS	39.24	0	39.24



3.5 WORKER HEALTH AND SAFETY

At Meic, attention to safety is a fundamental value to ensure the safety and peace of mind of our workers. For this reason, all operating procedures are constantly updated and specific regulations are applied with the utmost scrupulousness.

Meic is particularly committed to developing the continuous improvement of safety, understood as the prevention of accidents and major incidents, but also hygiene and occupational medicine, environmental protection, product, plant and process safety.

Over the years, the company has dedicated time and resources to protecting the health and safety of its people, aware that daily activities deserve particular attention.

With this prevention perspective, Meic has always focused on improving the technologies present in the company, investing in innovation and a culture of prevention.

The health and safety management system is subject to INAIL guidelines and follows the Consolidated Law on Health and Safety at Work (Legislative Decree 81/2008). Furthermore, the

transition process to the UNI EN ISO 45001 standard, whose management system is subject to external auditing

The company has grown progressively with the activation of the civil and industrial construction sector, together with the improvement of safety standards in the workplace.

The culture of prevention and protection is rapidly growing in corporate dynamics, thanks to the desire to put safety first: safety first, spreading the culture of safety in every company activity.

Accidents are monitored using specific forms and surveys. The goal is to identify causes, consequences, and improvement actions. To increase the effectiveness of this system, Meic also uses analyses of events, such as injuries and accidents, or near-misses.

With regard to **safety**, the table below shows with satisfaction that no accidents or injuries were recorded.

One of Meic's most important achievements this year was having finished 2024 injury-free.

YEAR 2024

ILLNESSES PROFESSOR-SIGNAL	No. INJURIES TOTALS	WORK NO.-RATORS	SUM OF THE DAYS- NI OF PRO-GNOSIS	WORK NO.-RATORS INJURY-BORN	% WORK-RATORS INJURY-BORN	BADGER D'INCI-DENZA	INDEX OF FREQUENCY-ZA	INDEX OF SEVERITY
0	0	107	0	0	0	0.00	0.00	0.00

INJURY INDEXES OF THE LAST FOUR YEARS

	No. INJURIES TOTALS	(OF WHICH IN (ITINERARY)	No. WORKERS (ULA)	SUM OF THE DAYS OF PROGNOSIS	BADGER OF INCIDENCE	INDEX OF FREQUENCY	INDEX OF SEVERITY
2021	0	0	43	0	0	0	0
2022	0	0	44	0	0	0	0
2023	0	0	73.35	0	0	0	0
2024	0	0	96.20	0	0	0	0

It is noted that even in 2024 no occupational diseases were reported.

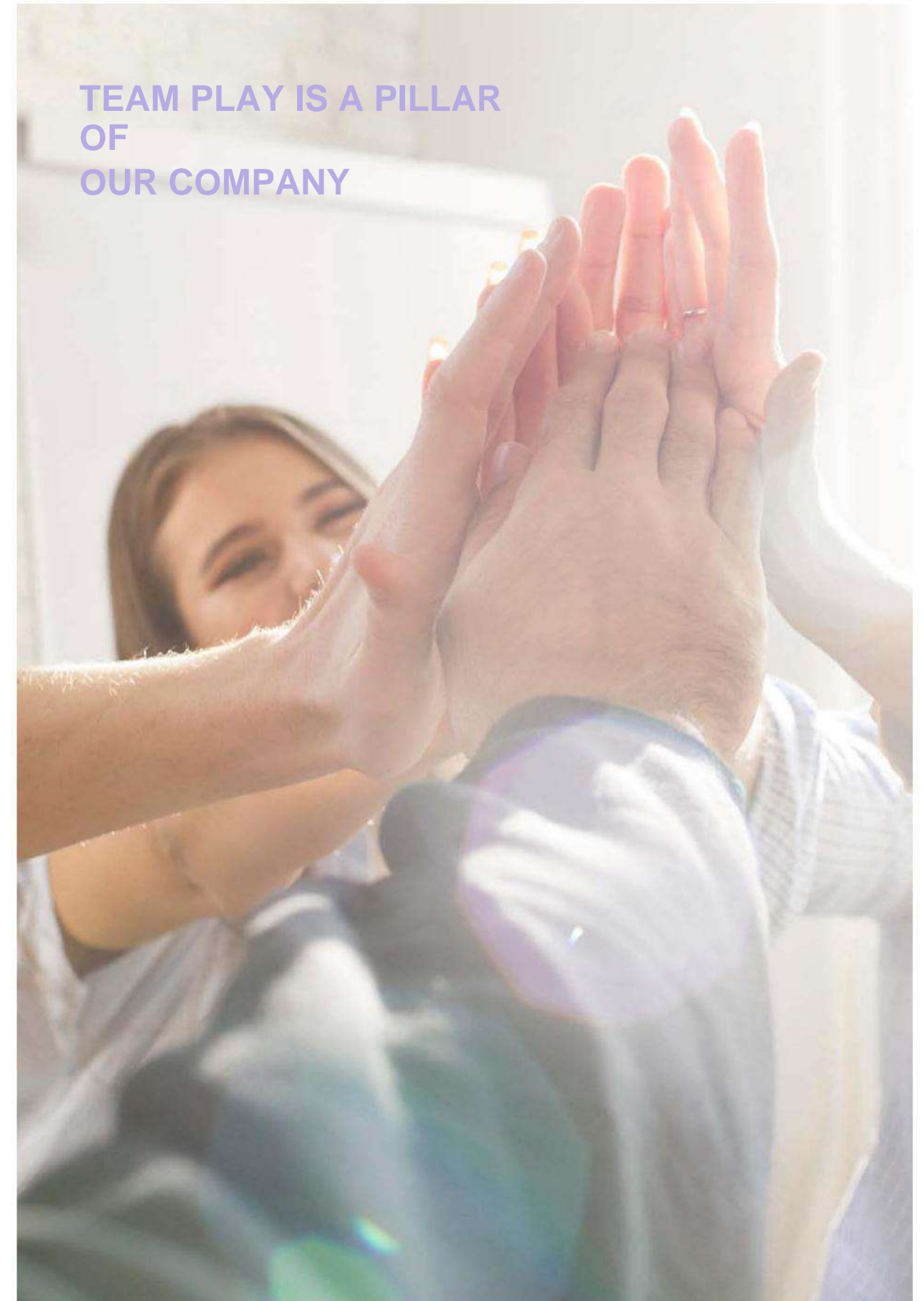
OCCUPATIONAL DISEASES

2021	2022	2023	2024
0	0	0	0

Safety is also a top priority for the civil construction division of the company: Meic has therefore ensured constant surveillance on construction sites, with inspection visits by the Head of the external prevention and protection service, as well as by the safety manager of Meic Services SpA. Both on civil construction sites and in Meic's service areas, the company is committed to ensuring continued improvement in safety standards.

One of the next objectives that Meic has set itself to achieve in the future is the activation of an HSE (Health, Safety and Environment) service, so that all aspects relating to health and safety, together with the environment, can be coordinated.

A substantial innovation aimed at improving monitoring and control was the inclusion of the internal HSE figure, who is responsible for the quarterly review of the performance of HSE parameters.





CHAPTER 4

POSITIVE IMPACT ON TERRITORY AND COMMUNITY

"Our mission is
to give back value to the community
and to the territory that hosts us"



04

04 POSITIVE IMPACT ON TERRITORY AND COMMUNITY

Creating and delivering value to communities and stakeholders is a fundamental principle for Meic, as it is committed to a model of sustainability and social responsibility. This process involves identifying stakeholders' needs and expectations, as well as implementing activities that generate shared internal and external benefits.

4.1 CREATION AND DISTRIBUTION OF VALUE TOWARDS THE COMMUNITY AND STAKEHOLDERS

Today, the role of a company cannot be limited to maximizing its own profits, but must aim to do the same in terms of benefit for its stakeholders, starting with the community that hosts it.

Never before has the theory of shared value become more relevant than in this historical period, which translates into addressing society's needs and challenges through the company itself.

In this sense, the generation of economic value and its distribution provide a basic indication of how Meic has embraced this theory, creating shared wealth for stakeholders.



ADDED VALUE CREATED					
	2020	2021	2022	2023	2024
SALES REVENUE AND PERFORMANCES	€10,109,843.00	€15,419,243.29	€27,976,066	€31,542,733	€33,365,581
TOTAL OTHER REVENUES AND PROCEEDS	€695,168.00	€1,324,844.03	€ 996,083	€ 1,081,328	€ 1,058,311
TOTAL VALUE OF THE PRODUCTION	€10,805,011	€16,744,087.32	€27,976,066	€32,624,061	€34,448,892

DISTRIBUTED ECONOMIC VALUE					
	2020	2021	2022	2023	2024
REMUNERATION SUPPLIERS	€10,109,843.00	€15,419,243.29	€21,272,657.30	€25,447,950.00	€ 25,791,433
WAGES AND COMPENSATIONS TO COLLABORATORS	€695,168.00	€1,324,844.03	€2,105,485.19	€3,245,770.68	€4,589,721
COMPENSATION, MEMBERS, DIRECTORS AND MAYORS	€10,805,011.00	€16,744,087.32	€339,812.57	€356,836.00	€70,286
SPONSORSHIPS AND COMMUNITY SUPPORT	€204,500.42	€ 93,933.03	€79,983.77	€ 194,931.37	€ 136,457
TAXES AND FEES PAID	€1,233,263.00	€432,735	€609,847	€1,847,987.59	€ 2,082,095
TOTAL VALUE ECONOMIC DISTRIBUTED	€10,364,165.77	€13,239,830.86	€24,407,785.83	€31,093,475.27	€32,669,992

RETAINED ECONOMIC VALUE					
	2020	2021	2022	2023	2024
TOTAL DEPRECIATION AND DEVALUATIONS	€297,791.00	€397,599.33	€463,509	€705,585	€789,094
DEPRECIATION OF CREDITS CURRENT ASSETS AND LIQUID AVAILABILITY	€103,526.00	€60,757.52	€101,090	€31,302	€ 102,277
TOTAL INCOME AND FINANCIAL CHARGES	€102,469.00	€145,733.24	€ 288,549	€563,797	€826,134
TOTAL VALUE CREATED LESS DISTRIBUTED	€503,786.00	€604,090.09	€853,148	€1,300,684	€1,778,900

NON-CAPITALIZED INVESTMENTS					
	2020	2021	2022	2023	2024
EQUIPMENT PURCHASES AND MEANS OF WORK	€673,430.40	€650,473.25	€448,184.08	€558,386.22	€326,253
PLANTS AND MACHINERY	€871,247.72	€1,266,801.75	€2,300,026.50	€3,661,607.63	€1,263,353
OTHER INVESTMENTS					20,000
CORPORATE TRANSACTIONS AND REAL ESTATE					1,295,866
TOTAL INVESTMENTS	€1,544,678.12	€1,917,275.00	€2,748,218.58	€4,219,993.85	€2,905,473
TOTAL LEASING	€115,000.00	€646,027.26	€ 2,919,077	€2,143,371	€1,953,613

4.2 SUPPORT AND PROXIMITY TO COMMUNITIES

Meic recognizes that a company's value is also shaped by intangible actions within its internal economy. These actions, while perhaps less visible, actively contribute to the company's ability to successfully pursue its organizational goals over time.

For this reason, the company has always pursued these distinctive behaviors as strategic, with the aim of creating knowledge, organizational culture, a sense of belonging, and the ability to build relationships with the local area and the ecosystem surrounding Meic, promoting positive actions with a social and environmental impact.

The company is also substantially committed to supporting the community that hosts it. This support has taken shape for about a decade through sponsorships and donations to support initiatives, sports, culture, and the local community. Despite the objective challenges of recent years, Meic has chosen to continue this commitment, maintaining its high level of commitment to the community. Details of the amounts provided in the form of sponsorships, donations, and renovation and modernization projects at the Palalivattino are provided below.

The **second** purpose of Common Benefit is related to "Social", an area in which Meic Services SpA has been very committed to supporting the community, with sponsorships and donations in favor of initiatives, sports, culture and the territory for about a decade.

In fiscal year 2024, despite investments in the construction sector, the company remained faithful to its commitments and disbursed sums of **€136,457 to the community**.

Regarding community and nonprofit support, we must take into account that the objectives were decidedly challenging. Transparency requires us to report a failure to achieve the target because comparing FY 2023 (Total value of community support: €194,931.37) with FY 2024 (Total value of community support: €136,457.00) means reporting a decrease, but the company has nevertheless lived up to its commitments to the community.

And it must also be considered that Meic Services SpA continues to spend sums to maintain, modernise, improve, pay utilities and manage the public sports hall, with



investments in 2024 equal to €106,172 and an overall balance from 2020 to today equal to €770,128 with the aim of bringing positive impact on the community.

Below are details of the sums paid out in the form of sponsorships, free donations, and redevelopment, renovation, utilities, management, and modernization of the Palalivattino sports hall.

Local sports teams have received a major economic and organizational boost, thanks to the support of the Benefit Society.

Meic's support through sport represents not only an opportunity to achieve significant visibility in the local area, but also the opportunity to pursue its goals and implement the company's sustainable vision, actively working on the local community. Sport is, in fact, a key lever we can count on to convey to new generations the importance of participating in physical activity and the values it brings in all its forms.

COMMUNITY SUPPORT AF 2024

Renovation Sponsorships and Donations to Associations, Institutions, Institutes, Non-profit Organizations, No Profit	AMOUNT	BENEFICIARIES AND RULES
LIBERAL DONATIONS IN FAVOR OF NON-PROFIT ORGANIZATIONS	€2,350.00	Save the Children, UNHCR, UNICEF
SPONSORSHIP NON-PROFIT ENTITY SOCCER	€30,000.00	Team of Soccer
SPONSORSHIP NON-PROFIT ENTITY FUTSAL	€5,000.00	Team of Futsal
SPONSORSHIP NON-PROFIT ENTITY BASKETBALL	€20,000.00	Team of Basketball
COSTS RELATED TO THE PALALIVATTINO	€106,107.00	Sports Hall
TOTAL VALUE OF SUPPORT TO THE COMMUNITY	€ 136,457.00	

TOTAL VALUE OF COMMUNITY SUPPORT

2021	2022	2023	2024
€325,727.00	€249,143.60	€194,931.37	€136,457.00



SUPPORT FOR NON-PROFIT ORGANIZATIONS, CHARITY ORGANIZATIONS AND NON-PROFIT ENTITIES

Beneficio Comune's third goal involves donations and sponsorships to nonprofit organizations, charities, nonprofits, and local sports clubs, which, being nonprofit, represent a niche even more in need of support. Meic Services SpA has maintained its past commitments to international nonprofit organizations such as Save the Children, UNHCR, and UNICEF. For years, the company has supported five children growing up in disadvantaged areas of the world through Save the Children.

Every year Meic receives photographic reports that testify to the peaceful growth of the little ones, within the heart of their families in their native land.



The final value paid is obtained from the sum of the donations made to local sports teams (€55,000.00) + the donations made to non-profit organizations (€2,350.00).

- 2024 - Support for non-profit organizations and non-profits: **€57,350.00**
- 2023 - Support for non-profit organizations and non-profits: **€111,800.00**
- 2022 - Support for non-profit organizations: **€79,983.77**
- 2021 - Support for non-profit organizations: **€93,933.00**
- 2020 - Support for non-profit organizations: **€38,138.08**
- 2024 - Non-profit organization support: **€2,350.00**

- 2023 - Non-profit organization support: **€3,350.00**
- 2022 - Non-profit organization support: **€5,600.00**
- 2021 - Non-profit organization support: **€9,100.00**
- 2020 - Non-profit organization support: **€7,071.00**
- 2024 – Sponsorships of local sports clubs: **€55,000.00**

In the summer of 2024 Meic Services SpA **sold the local sports teams believing it had achieved its intended social objectives**

and to have brought these non-profit organizations to a level of organization and awareness that is now well-established, **allowing them to continue their journey with full autonomy**. The Palalivatinò has naturally remained a facility available to local sports teams, in keeping with its vocation.

RENOVATION OF THE SPORTS HALL: THE PALALIVATINO

The **third** purpose of Beneficio Comune concerns donations and sponsorships to non-profit organizations, charities, non-profit entities, and local sports clubs, which, having non-profit purposes, represent a niche even more in need of support. Meic Services SpA has maintained the

The **fourth** Common Benefit purpose concerns the management of the sports hall called Palalivatinò (in memory of the Judge killed by the mafia), obtained on a fifteen-year lease, with Management Decision no. 606 of 09/14/2020 of the Free Municipal Consortium of Caltanissetta and for which Meic Services SpA has undertaken to cover renovation and modernization costs of at least €250,000.00. To date, Meic Services SpA has already significantly exceeded the initial threshold of €250,000.00 agreed with the public administration, recording in the **2024 fiscal year**, an increase in further investments for amounts equal to **€106,172.00**, which are added to the investments made in the past also thanks to the methods provided for by the Sport Bonus Fiscal Measure L.234/2021), to reach a total balance of **€770,128.00**.

The company has already made a voluntary additional expenditure of **€520,128.00**, or 208% more than originally planned, for the redevelopment, renovation, modernization, management, and reduction of the facility's environmental impact. Essentially, it has tripled its investments.

These works brought the Palalivatinò back to its original operational state, ready to host sports championships and events of any kind.

After 15 years, the company will return the Palasport to the community, bringing positive impacts and benefits to the entire community.

- Year 2020 - Amount allocated to the Palalivatinò: **€156,890.00**
- Year 2021 - Amount allocated to the Palalivatinò: **€258,594.91**
- Year 2022 - Amount allocated to the Palalivatinò: **€166,750.00**
- Year 2023 - Amount allocated to the Palalivatinò: **€81,721.53**
- Year 2024 - Amount allocated to the Palalivatinò: **€106,172.00**
- Five-year period 2020/2024 - Amount destined for the Palalivatinò: **€770,128.00**
- Extra expenditure as of 12/31/2024, compared to the commitment undertaken **+ €520,128.00**
- Extra expenditure as of 12/31/2024, percentage compared to the commitment undertaken **+208%**

In the summer of 2024 Meic Services SpA **sold the local sports teams believing it had achieved its intended social objectives**

and to have brought these non-profit organizations to a level of organization and awareness that is now well-established, **allowing them to continue their journey with full autonomy**. The Palalivatinò has naturally remained a facility available to local sports teams, in keeping with its vocation.

Please note that the costs related to the Palalivatinò include renovation, modernization, redevelopment, management and utility costs.

4.3 TRANSPARENCY AND SHARING

INTERNAL DIFFUSION AND EXTERNAL OF CULTURE FOR THE SUSTAINABILITY

For Meic, the culture of sustainability has always been an important topic, not only for its ethical and social implications, but also for the concrete economic benefits it can bring.

For Meic, creating a culture of sustainability means integrating the principles of environmental, social and governance (ESG) sustainability into every aspect of the company, promoting it through training and opportunities for discussion aimed at raising awareness among all employees on the following issues:

- **IMPROVEMENT OF ECONOMIC PERFORMANCE**
Create an efficient and profitable company by reducing waste and optimizing resources;

- **IMPACT REDUCTION ENVIRONMENTAL**
Sustainable practices have always been at the centre of Meic's choices, which pays attention to its greenhouse gas emissions and consumption;

- **IMPROVEMENT OF THE EMPLOYEE WELL-BEING**
For Meic, employees must work in a motivated environment;

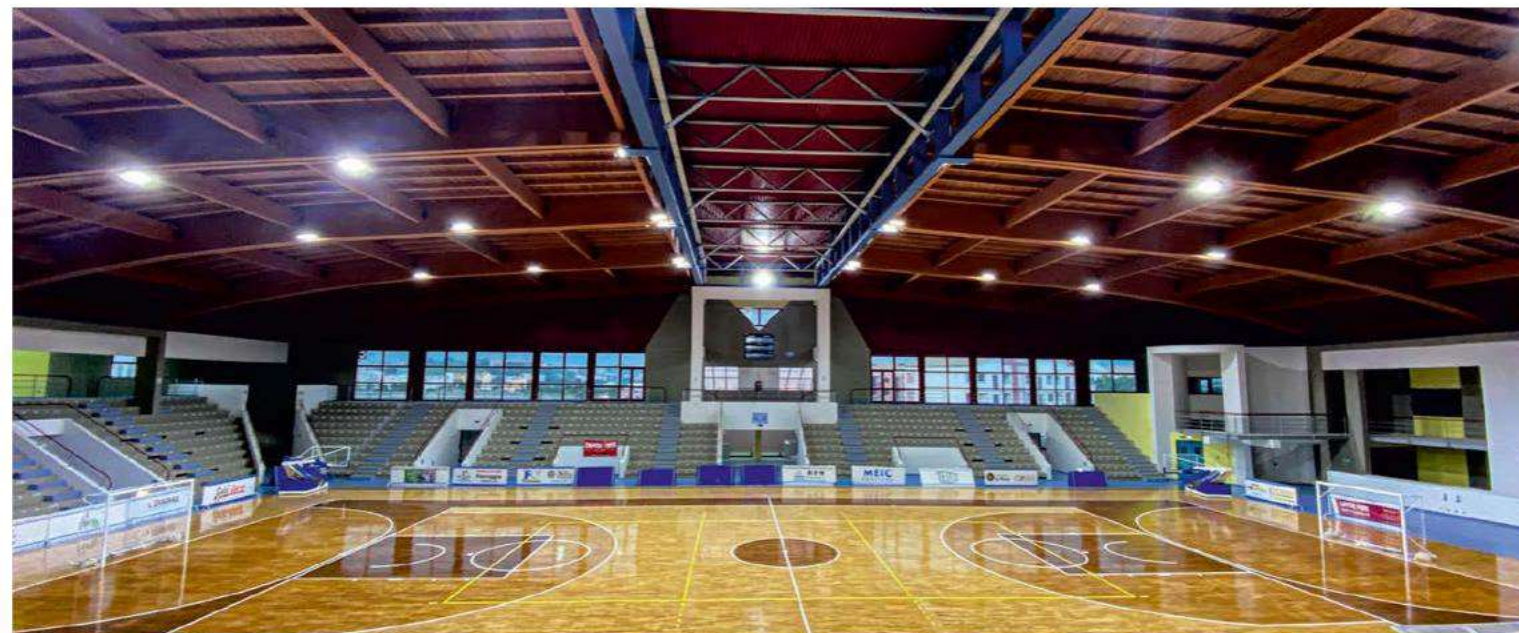
- **STRENGTHENING OF THE CORPORATE REPUTATION**
Meic is certain that consumers and investors are increasingly attentive to sustainability issues and choose to support the company also for its commitment in this regard.

sense;

INVESTMENTS ON PALAZZETTO DELL' SPORT "PALALIVATINO"

€770,128

Amount that Meic Services SpA has allocated to the Palalivatinò for redevelopment, renovation, environmental impact reduction, management, and modernization operations from 2020 to 2024.



The **culture of sustainability** in Meic is implemented through:



CLEAR VISION AND OBJECTIVES

Company leadership must clearly define their sustainability vision and set measurable goals;



INVOLVEMENT OF EMPLOYEES

It is essential to involve employees in all phases of the process, from training to communication, up to involvement in concrete initiatives;



MEASUREMENT AND MONITORING OF PROGRESS

monitoring progress towards sustainability goals is important to evaluate the effectiveness of the actions taken;



COMMUNICATION OF RESULTS

Communicating the results achieved is essential to increase awareness and commitment among all stakeholders.

For Meic, transparency represents one of the main pillars that guide its business model.

In every situation and activity, Meic therefore favors transparent communication, which is certainly not easy, nor always convenient, but which allows the company to rediscover its strength over the long term. In this sense, Meic believes it has found the right balance between accuracy and simplification, without losing the authenticity of the message, keeping in mind that it is always necessary to demonstrate and justify what has been done, while respecting the relationships maintained with all stakeholders.

For Meic, sustainable communication must embrace the following value modalities:

- Concreteness, supporting every statement with demonstrable indicators and data;
- Transparency, communicating even the less positive performances and thus making even the positive results more credible;
- Transversality, embracing environmental, social and economic-organizational issues;

- Continuity and coherence, activating a development strategy that involves the company at all levels;

- Elegance and a sense of proportion, avoiding self-referential claims and slogans typical of advertising language which, in this context, risk being out of place and may appear misleading;

- Balance, presenting numbers and data in an interesting and pleasant way, with the right balance between emotion and technicality, also with respect to the target audience;

- Emotion and involvement, conveying the themes with creativity, passion, and openness to discussion, because today's consumer experiences sustainability joyfully and actively.

THE IMPORTANCE OF COMMUNICATION SUSTAINABILITY IN A WAY CLEAR AND CONSCIENTIOUS

Meic places the theme of sustainability at the center of its communication campaigns, in order to communicate it effectively and clearly through current and future activities, projects, and objectives.

To this end, the company has developed an editorial plan to ensure ongoing dialogue with all stakeholders through social media, its website, and its newsletter—increasingly strategic communication channels to enhance visibility and support shared growth with stakeholders.

Social communication: managing the social media of sports clubs

GELA FOOTBALL CLUB (first half of 2024)

Facebook: 19,408 followers

Instagram: 3,261 followers

MELFA'S GELA BASKET (first half of 2024)

Facebook: 5,346 followers

Instagram: 1,899 followers

FUTSAL GELA (first half of 2024)

Facebook: 1,413 followers

Instagram: 794 followers

PALALIVATINO

Facebook: 981 followers

Instagram: 526 followers



MEIC SUSTAINABLE COMMUNICATION



FACEBOOK

In 2024, growth trends similar to previous years were recorded on social media;



LINKEDIN

In 2024, growth trends similar to previous years were recorded on social media;



INSTAGRAM

In 2024, growth trends similar to previous years were recorded on social media;



WEBSITE

From 01/01/2024 to 31/12/2024 , **2,749 users** registered and **2,770 returning users**.

The **views** were **8,149** with an average engagement duration of **1m 11s** .



05

CHAPTER 5

EXCELLENCE ALONG THE VALUE CHAIN

"Customer satisfaction and supplier loyalty
at the heart of our strategies"



05 EXCELLENCE ALL THROUGHOUT THE VALUE CHAIN

5.1 THE VALUE CHAIN

The value chain refers to the operational activities performed by a company during the process of transforming raw materials into finished products. This process takes into account the ways in which goods and services are delivered to customers and how value accumulates along the series of events that reach that end customer: value is

added at each stage. The value chain involves a series of actors who work together to meet market demands for specific products or services. The value stream is the sequence of activities required to design products and deliver a good or service to the market.

5.2 CUSTOMER LOYALTY

Meic places customer satisfaction among its primary objectives. This is not only because it is a source of pride, but above all because it proves to be a useful indicator for monitoring the effectiveness of the actions and policies adopted by the company every day. Meic's offices are, in fact, in constant contact with

customers to gather useful insights and observations to improve services and methods.

In 2024, a total of 951 customers were registered, divided by type into: distributors, continuous and emergency supplies, and civil and industrial construction.

TYPE – NUMBER OF CUSTOMERS					
	2020	2021	2022	2023	2024
DISTRIBUTORS CUSTOMERS CONVENTIONAL	350	454	1,434	794	915
FUEL WHOLESALE	0	0	4	0	12
SUPPLIES EMERGENCY	12	10	17	11	8
SUPPLIES CONTINUOUS	13	12	13	9	10
CIVIL CONSTRUCTION AND INDUSTRIAL	0	0	0	0	6
TOTAL CUSTOMERS	375	476	1,468	814	951

CUSTOMER ECONOMIC VALUE % COMPARED TO ECONOMIC VALUE GENERATED (SALES)

	2024 - % 2024 - €	
DISTRIBUTORS	47.53%	16,409,781
WHOLESALE FUELS	10%	3,447,715
SUPPLIES EMERGENCY	6.76%	2,334,135
SUPPLIES TALENT EMPTYING CONDUCT	20.26%	6,995,190
SUPPLIES CONTINUOUS	11.53%	3,981,715
OTHER REVENUES	3.5%	1,193,025
CIVIL CONSTRUCTION AND INDUSTRIAL	0.5%	166,516
TOTAL CUSTOMERS	100%	34,528,078

GEOGRAPHICAL DISTRIBUTION DISTRIBUTORS

	2024 - %
SICILY	97%
REST OF ITALY	3%
EU	0%

GEOGRAPHICAL DISTRIBUTION CONTINUOUS SUPPLIES

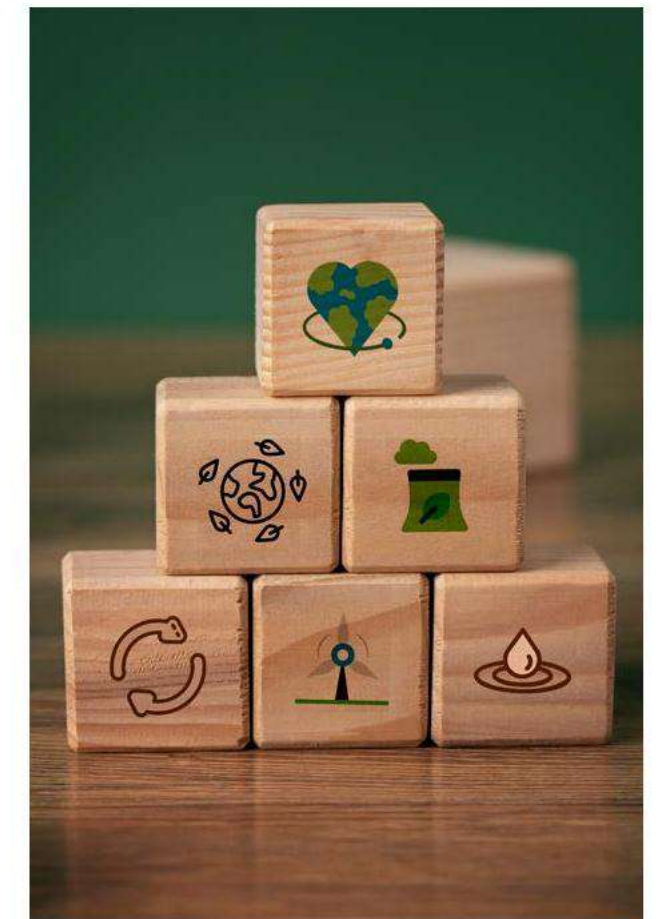
	2024 - %
SICILY	100%
REST OF ITALY	0%
EU	0%

GEOGRAPHICAL DISTRIBUTION EMERGENCY SUPPLIES

	2024 - %
SICILY	55%
REST OF ITALY	45%
EU	0%

To ensure an effective and consistent process for acquiring new customers, it is important to follow a series of structured steps.

1. Acquisition of company information;
2. The sales manager submits the commercial proposal to a financial reliability check;
3. Transmission of the contractual proposal;
4. Issuance of "Melfa's Cards" specific for each vehicle, to allow autonomous management 24/7 support provided by companies and their staff;
5. All documentation
The contractual document produced is incorporated into a single folder and archived in Blu D'Hoc, with a shared folder, allowing the operation to be traced.



5.3 THE APPROACH TO INNOVATION

THE INTANGIBLES AND THE RESULTS OBTAINED

Intangible assets, also called intangibles, are non-physical resources that have value to a company. Unlike tangible assets such as machinery or buildings, intangibles do not have a physical form, but are still essential to a business's success.

Characteristics of intangible assets:

- They do not have a physical form, they do not that is, they can be touched or seen, but they are still valuable resources for the company;
- They can be identified and separated from the company. For example, patents, trademarks, and goodwill can be sold or licensed to other companies;
- They can also be inseparable from the company. In this case, their value is tied to the company's reputation, its know-how, or its customer base.

Examples of intangible assets:

- Intellectual property (patents, copyrights, trademarks, trade secrets);
- Brand (brand name, reputation, brand loyalty);
- Goodwill (customers, supplier relationships);
- Customer lists (customer information);
- Data (valuable information owned by the company);
- Software (computer programs and applications);
- Licenses (permits to operate or use certain technologies).

NON-CAPITALIZED INVESTMENTS					
	2020	2021	2022	2023	2024
EQUIPMENT PURCHASES AND MEANS OF WORK	€673,430.40	€650,473.25	€448,184.08	€558,386.22	€326,253
PLANTS AND MACHINERY	€871,247.72	€1,266,801.75	€2,300,026.50	€3,661,607.63	€1,263,353
OTHER INVESTMENTS					20,000
CORPORATE TRANSACTIONS AND REAL ESTATE					1,295,866
TOTAL INVESTMENTS	€1,544,678.12	€1,917,275.00	€2,748,218.58	€4,219,993.85	€2,905,473
TOTAL LEASING	€115,000.00	€646,027.26	€2,919,077	€2,143,371	€1,953,613

INNOVATION: TECHNOLOGIES 4.0

Meic believes it's important for the entire transportation chain to be sustainable. For this reason, it purchases and reuses methane-powered cars and tractors and promotes this initiative among all stakeholders.

To this end, the company has provided a solution that consists of two fundamental elements:

- **OBU – ON BOARD UNIT:** equipped with GPS for vehicle localization and interface for reading CANBUS data and digital tachograph chronographs;
- **TIM YOUR WAY MONITORING CENTRE, IN ICLOUD.**

The geolocation of semi-trailers allows Meic not only to identify individual vehicles and check tire pressures in real time, but above all to monitor the trailer's pressures to determine their capacity and possible depletion. This last function allows Meic to ensure that individual customers are not left without a product and to respond promptly. For road tractors, the WAY system helps monitor all black box data (mileage, tire pressure, battery level, routes traveled, average speed).

OBU	
MODEL	MTS02/E
TYPE	MTS2044
DEVICE DIMENSIONS	92 x 68.5 x 28mm
WEIGHT	91g
GSM/GPRS TRANSMISSION	2G "Dual-band" GSM/GPRS, frequencies: 900/1800 MHz
GPS POSITIONING	33 Channel GPS Receiver
DIGITAL INPUTS	3 input
DIGITAL OUTPUTS	2 input
ANALOG INPUTS	1 input 4+ 20 mA
EXTERNAL SENSORS	Vibration sensor; Internal temperature sensor; Tamper
ACCELEROMETER	3 axes, range -8g ÷ +8g (400 Hz)
CONNECTIONS	1 RS-232 port
DIET	12+24 V dc
BACKUP BATTERY	Lithium 200 mAh

This system has certifications / approvals such as:

- CE marking in reference to the RED 2014/53/EU directive;
- automotive approval according to UN / ECE regulation 10 with number E3 10R-05;
- 2595 Certified as "System Black-box" according to the CEI 79-56 standard.

TIM YOUR WAY

Main features:

- Consultation of data on cartography
- Real-time localization
- View routes and historical data
- Management of Notable Points and Areas on map
- Vehicle and fleet management
- User and role management
- Acquisition and management of operating data
- Alarm and Report Management
- Reporting
- Data storage

The on-board device integrates a CAN interface capable of retrieving technical parameters from the control units of almost all vehicles. A wealth of information is available for each vehicle, including fuel consumption and any anomalies.

INTERFACING WITH VDO SOLUTION: TIS-WEB And TIS-WEB CONNECT

PIS-WEB, with its Data Management (DMM) service, is VDO's solution for archiving and evaluating data from driver cards and digital tachographs, in compliance with current legislation. The TIS-WEB software is constantly innovated and updated to best meet customer needs, guaranteeing the following advantages:

- Safely save data on VDO server and evaluation of driver and vehicle data;
- Access to data anytime, anywhere via Internet connection with credentials;
- The software is always updated automatically and free of charge;
- Compliance with legal obligations regarding the archiving and evaluation of tachograph data.

With TIS-WEB it is possible to generate various reports relating to information coming from "Driver Cards" and digital tachographs, for example, the daily or monthly activity report, speed details and information on violations calculated according to EC Regulation 561/2006 and EC Directive 2002/15.

TIS-WEB Connect allows automatic import of data downloaded via WAY's telematics solutions into the TIS-WEB system. This way, data is archived without the need for duplication.

The advantages include automatic and fast data transfer and a secure authentication process.

PROJECTS IN PROGRESS

OIL & GAS - TECHNICAL AREA / RESEARCH AND DEVELOPMENT

ACTIVE PROJECTS	DESCRIPTION RELATING TO WHAT WE DID IN 2021	PROGRESS STATE OF THE PROJECT – YEAR 2024
ENHANCEMENT PLANT LOCATED IN AGREEMENTS (ME) WITH LNG	Strengthening of the existing methane distribution plant for motor vehicles and loading station for wagons with the addition of other fuels (diesel, petrol and LNG) with the possibility of receiving biomethane and BioLNG.	Obtaining all the necessary authorizations for the expansion, including the decree, is the only one of its kind in Italy (LNG, gasoline, diesel, wagon loading station, biomethane unloading for automotive traction and fueling internal combustion engines, methane recovery from LNG boil-off for internal consumption). Furthermore, it is the first LNG plant in Sicily open to the public.
ENHANCEMENT PLANT LOCATED IN PATERNÒ (CT)	Upgrade the existing methane distribution system for motor vehicles and truck loading center with the addition of other fuels (diesel and gasoline) with the option of receiving biomethane.	Meic has obtained all the necessary authorizations for the upgrade: <ol style="list-style-type: none"> 1. Renovation of the methane station completed with biomethane discharge line and installation of a new compressor, a new methane or biomethane generator and reduction cabin preheating and measurement of biomethane. 2. Installation of system more efficient gas cooling.
UPDATE AND RENOVATION POWER PLANT LOADING OF GELA (CL)	Upgrade and renovation of existing wagon loading center to accommodate biomethane, optimization and efficiency enhancement with installation of meters to reduce excise duties on methane consumption.	Meic has obtained all the necessary authorizations for the upgrade: <ol style="list-style-type: none"> 1. Renovation of the methane station completed with biomethane discharge line and installation of a new compressor, a new methane or biomethane generator and a biomethane preheating and measurement reduction cabin.
NEW PLANT OF LNG ON GELA (CL)	Construction of a new LNG distribution plant on the Catania-Gela highway.	Following strategic economic business assessments, Meic has decided to suspend construction of the plant.

CIVIL AND INDUSTRIAL CONSTRUCTION TECHNICAL AREA / RESEARCH AND DEVELOPMENT

Meic Services SpA – Società Benefit is a company strongly committed to the construction sector, which is notoriously a sector subject to attention in terms of environmental impact.

Thanks to her commitment to sustainability, her attention to reducing impacts, certifications and her expertise in the field, she was called to carry out part of the works in the "Ibleo Offshore Project – Argo and Cassiopea Gas Fields", presented in 2010 by the company **Eni SpA Exploration & Production Division**, now **Eni SpA Upstream & Technical Services** and passed to ENIMED Eni Mediterranea Idrocarburi SpA, on behalf of which Meic Services SpA carried out the civil works relating to the construction of the plant for the marketing of methane gas extracted at sea from the wells already authorised under the existing mining title; Specifically, the new plant is dedicated to the treatment, compression, fiscal metering and export to the Snam Rete Gas network of gas extracted from offshore fields and is connected to the gas receiving station (trap area) via a 16" multi-phase production line passing inside the Eni Multi-Company Site in Gela on existing tracks owned by the Gela Refinery, while it has been connected to the delivery point to the Snam Rete Gas network via a dedicated 12" underground pipeline.

The gas treatment plant occupies an area of approximately 32,500 m2 and is located in the eastern portion of the Gela Refinery in the areas identified as Isola 27+30, and registered in the New Urban Building Registry (NCEU) of the Municipality of Gela on Sheet 216, parcel no. 299, and on Sheet 193, parcels no. 1029, 1031, 1032, 1034 and 1035.



We report the main items produced by Meic Service SpA at the Gela Refinery in the areas identified as Island 27+30:

- Construction of Pipe Rack Foundations 001 / 002 / 003 / 004 / 005
- Creation of the Foundation for ITEM 705400TH001 (atmospheric drainage collection tank for kerb areas) and 705400TH002 (street atmospheric drainage collection tank);
- Creation of the ITEM Foundation 705600VH-001 (gas separator);
- Construction of a sleeper-way;
- Creation of the Foundation for the ITEM 701990VN001/002 (liquid trap separator);
- Foundations for ITEMS 701990CL001/002 (sand filters);
- Foundations for ITEMS 702300VN001/002 (low/high pressure vents);
- Foundation ITEM 703100VJ001 (dehydration column);
- Glycol Skid Foundations;
- Air and Nitrogen Skid Foundations;
- ITEM Fiscal Meter Foundation 70300XX001/002;
- Foundation ITEM 704600VA001 (compressed air accumulator);
- Foundations ITEM 704600VA002A/B (instrument air accumulator);
- Foundation ITEM 704600VA001 (nitrogen accumulator);
- Construction of drilled piles and subsequent ITEM 702300XX01 Stand (torch);
- Foundation ITEM 707300TA001 (fire tank);
- Foundation ITEM 705300VA001 (service water tank);

- Construction of electrical conduit/ Instrumentation/Telephone with attached connection wells in reinforced concrete and cable;
- Construction of underground lines for the collection of open drainage circuits (Open Drain) with attached connection wells in reinforced concrete and cable;
- Construction of underground lines for closed drainage circuit collection (Closed Drain) with attached reinforced concrete and cable connection wells;
- Construction of underground lines for the collection of drainage circuits in paved areas and squares with attached connection wells in reinforced concrete and reinforced concrete;
- Line Circuit Construction
Underground fire prevention system with attached reinforced concrete connection wells;
- Construction of underground line street water collection with attached connection wells in reinforced concrete;
- Construction of pipe supports outside Earth;
- Construction of reinforced concrete flooring;
- Construction of lighthouse tower foundations;
- Construction of fence foundations perimeter;
- Construction of bases for perimeter gates;
- Construction of sidewalks and Road kerbs;
- Installation of lighting pole plinths road;
- Creation of maintenance areas by laying white gravel.



ENERGY EFFICIENCY

Varese – Como – Monza Brianza – Busto Arsizio
sizio, located in Monza, Via Baradello 6-12. - stable -
owned by Aler CIG: 929959086F CUP: G59J21012640002

In keeping with environmental concerns, Meic Services SpA – Società Benefit has always embraced the philosophy of restructuring, redevelopment, and energy efficiency improvements, rather than the development of new areas. A regenerative, rather than extractive, business model.

According to ENEA (the National Agency for New Technologies, Energy and Eco-Development - (sustainable) the insulation of external walls with thermal insulation allows for an annual energy saving of 20% in terms of

read, thanks to the reduced use of fuels - to heat and use the air conditioner to cool.

Sustainable, or green, concrete represents an ecological alternative to traditional concrete - nal, reducing the environmental impact of production and use. This is achieved through - I know the use of low-impact materials, such as fly ash, blast furnace slag, and low-clinker cement. In addition, there are techno-

innovative technologies that capture and reuse CO2. All of this, therefore, in full compliance with the cir - cular economy and more generally of the environment that hosts us.

The type of external insulation coating applied is shown below.



The project intention is first of all that - to go and create an energy efficiency - through the addition of a coat that also allows for increased internal comfort. The opaque facade surfaces are entirely covered with a traditional 10cm EPS coat system applied -

to the existing facade. This allows for an improvement in the thermal characteristics of the building which is then prepared for the al- finishing by adding a bonding mortar and mineral reinforcement reinforced by a fibreglass reinforcing mesh.

the thermal coat is a solution that for - allows you to live in a comfortable home, supports - sustainable and energy efficient - co. is a thermal insulation technique for buildings that can be considered sustainable, especially when materials are used -

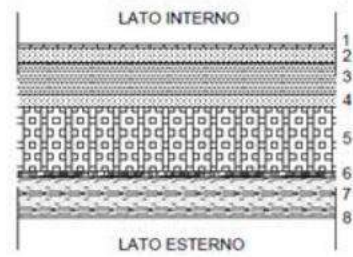
natural and recycled materials.

External insulation is the most effective intervention for creating new low-energy buildings. energy consumption and is ideal for improving the energy efficiency of properties undergoing renovation. In fact, thanks to its application, comfortable environments are achieved -

flights, promoting the reduction of the use of re - heating in the winter and air conditioning in the summer. Whoever has spe - remarked the difference between the living situation - before and after the application of the external insulation system, has certainly noted how some obvious problems, such as the presence of mould and condensation on the internal walls, are -

no eliminated thanks to the new thermal equilibrium reached by the perimeter walls after the ap - application of the insulation. Its **application**, however, requires a preparation of the building - building that must accommodate it and provides for a modification - structural integrity of the house, which must be evaluated especially in view of a change - volumetric in the future. The intervention must therefore be evaluated in its entirety, considering the optimal result as the main objective and not planning an intervention beyond the pro -

availability or choosing a technology that is too advanced for the housing unit in question - chin. The coat is not, for example, made - applicable in all condominiums, since it is not a homogeneous structure and has some fac - very large ciates, it is practically impossible - it is possible to cover it in a single solution and without investing a significant sum of money in the construction of the scaffolding necessary for the mo - ability of the company that is to carry out the work.



ISOLAMENTO CON FINITURA A CAPPOTTO - STATO DI PROGETTO

- 1 PIASTRELLE IN CERAMICA 1,00 CM
- 2 MASSETTO 5,00 CM
- 3 CALCESTRUZZO ALLEGGERITO 10,00 CM
- 4 CAPPALATA IN LATEROCEMENTO 2,00 CM
- 5 PIGNATTE LATEROCEMENTO 20,00 CM
- 6 INTONACO DI CEMENTO PER ESTERNO 2,0 CM
- 7 POLISTIRENE ESPANSO ESTRUSO 12,0 CM
- 8 MALTA RASANTE PER CAPPOTTO 1,0 CM

Synthetic materials remain the most common and widely used, including expanded or extruded polystyrene (ESP and XPS), and PVC. Their greater use compared to natural materials is due to their significantly lower cost.

The “**thermal coat**” or “coat insulation” is a technique for **limiting heat loss** in homes with the help of insulating panels installed on the external surface of the building's perimeter walls.

The main benefit is the reduction in heating requirements in winter and cooling requirements in summer, as **the thermal insulation acts as a barrier** between the living spaces and the heat or cold of the outside environment. But the presence of this barrier doesn't just impact thermal comfort: the insulation also **improves living comfort** by reducing the passage of humidity and noise from the outside to the inside. Ultimately, the thermal insulation improves **the building's energy efficiency class**, enhances the aesthetic appearance of the wall on which it is installed, and consequently increases the property's value.

The process involves **applying the insulation panels to the walls with glue and dowels**. The panels must be positioned slightly apart, like tiles, and then joined with expanded foam. The surface is then smoothed and the cladding is installed.

MULTIDIRECTIONAL SCAFFOLDING ENI BIOREFINERY IN GELA

Meic Services SpA Società Benefit boasts another very important arrow in its archer, namely the Scaffolding Section, thanks to which it has been able to carry out important building works, in full compliance with safety regulations.

quality.

The following is a case study of the work commissioned by Eni Bioraffinerie di Gela, which involved the use of metal elements that offer high adaptability to different configurations, ensuring safety and rapid assembly, thanks to the quick-connect system. These multidirectional scaffolding systems are made of high-quality materials and feature fire resistance, ensuring maximum safety. They can be adapted to meet the needs of any type of construction site, from residential to industrial, and are constructed of hot-dip galvanized steel, offering exceptional corrosion resistance and long-lasting durability.

In short, **multidirectional scaffolding** represents a strategic choice for anyone working in the construction industry. Offering versatility, safety, efficiency, and durability, these modular systems are key to meeting the challenges of the modern construction site.

The scaffolding industry is undergoing a major transformation, with innovations ranging from lightweight materials to digital systems, including a greater focus on sustainability and safety. These developments are not only improving efficiency and safety on construction sites, but also paving the way for a more sustainable and technologically advanced future.



CIVIL CONSTRUCTION AND SUPER BONUS 110%

1. PURPOSE

The Project was completed in 2023, in accordance with current regulations, but the effects in terms of impact mitigation began to be felt in 2024.

These interventions were carried out on four condominium buildings as part of the tax breaks provided by the 110% Superbonus (Article 119 of Legislative Decree 34/2020), including key works for energy efficiency (Ecobonus) and for improving seismic safety (Sismabonus).

2. METHODOLOGY

The construction was based on estimated bills of quantities, reports pursuant to Law 10, pre- and post-construction Energy Performance Certificates (EPCs), energy diagnoses, and design documentation. The materials and technologies employed, as well as the results achieved in terms of energy and structural performance, were evaluated in accordance with the Minimum Environmental Criteria (CAM).

3. CONCLUSIONS

The interventions have significantly improved the buildings' energy and seismic performance, leading to improvements in energy efficiency (up to A4) and reduced emissions and energy requirements. The materials used are CAM-compliant and guarantee durability, safety, and sustainability. Post-intervention performance is documented in updated APES, validating the quality and effectiveness of the interventions.

5.4 RESPONSIBLE SOURCING AND ENHANCEMENT OF THE SUPPLY CHAIN

Meic's sustainable development-oriented mindset finds fertile ground in internal operations, even while being aware of the need to improve the performance of the supply chain.

The geographic location of suppliers is an important selection criterion for the company, with significant repercussions on procurement logistics. This is why Meic prioritizes selecting local suppliers.

The company interacts with more than 900 suppliers.

Business supplies can be divided into the following categories:

SUPPLIER CATEGORY	
CONSULTANTS	23
SERVICE PROVIDERS	748
SARDINIA	2%

The supplies are geographically distributed as follows:

SUPPLIES: GEOGRAPHICAL LOCATION	
CENTRAL ITALY	51
NORTHERN ITALY	47
SOUTHERN ITALY	1
ABROAD	1

The table shows how the primary preference is for Italian suppliers, particularly those from Southern Italy. The growing importance of supplies for the company's business has also led to a consolidation of the purchasing policy development plan.

SUPPLIER DATA

Below is the table showing the economic value of suppliers and the percentage they represent with respect to the total economic value distributed to the suppliers themselves.

STEPS TOWARDS CONSTRUCTION OF THE SUSTAINABLE SUPPLY CHAIN		
	2024 - %	2024 - €
CONSULTANTS	1	€313,274.92
SUPPLIERS OF SERVICES	85	€31,556,308.50
SUPPLIERS OF GOODS	15	€5,375,843.96

STEPS TOWARDS CONSTRUCTION OF THE SUSTAINABLE SUPPLY CHAIN

In line with the improvement objectives planned for the coming years, Meic Services SpA must also absolutely address its weaknesses. The Rating clearly shows how the company demonstrates modest values in Environmental and Social Assessment of the Supply Chain.

To make its supply chain increasingly sustainable, Meic has dedicated a dedicated team to supplier management and selection, implementing cost center analysis with a dedicated office connected to the Finance and Administration department. This is complemented by a series of measures and best practices that increase transparency and maintain high corporate sustainability standards throughout the entire supply chain.

In this sense:

- Each specialist has the right to issue purchase orders according to your sector and related skills;

- For all orders over 500 euros, a traceability process is initiated which involves requesting three offers and related discounts, so as to be able to start a comparison for cost optimisation;

- Once the supplier has been selected, the relevant specialist issues an ODA (purchase order) in which the payment methods and terms are specified, which must coincide with the payment date indicated on the invoice, so that the PAYDEX is as high as possible.

Meic is fully aware of its next goal: to structure a specific evaluation process that takes into account ESG criteria, from the qualification to the loyalty of our suppliers.

Taking its relationships with its suppliers to heart, the company is always committed to maintaining the trust and transparency that underpin any solid business relationship. The values it upholds in its interactions with its suppliers are, therefore,:

- Reliability;
- Competence;
- Flexibility.

An ESG analysis of suppliers was produced, the results of which are shown in the following table:

ESG ASSESSMENT – SUPPLIERS		
Number of suppliers subjected to specific assessments		
	2024 - NR.	2024 - % ON TOTAL
CONSULTANTS	0	0
SUPPLIERS OF SERVICES	5	0.52
SUPPLIERS OF GOODS	3	0.31





CHAPTER 6

GOVERNANCE

"MEIC Services S.p.A. Peace Company"

The company was awarded in the Milan Stock Exchange as a Peace Company within the Sustainability Award. It also boasts a three-star Legality rating, an Integrated Management System, ten Certifications, a mog. pursuant to Legislative Decree 231, and a Certified Balance Sheet.



06 GOVERNANCE

6.1 THE 2024 GOVERNANCE STRUCTURE

The corporate governance model adopted by Meic Services SpA is of a traditional type and is composed of a Board of Directors, which is entrusted with all the powers for managing the company, a President, an Attorney, an Auditing Firm and a Board of Statutory Auditors, which is responsible for monitoring compliance with the law and the bylaws, respect for the principles of good administration and, in particular, the adequacy of the internal control system.


A central role in corporate governance processes is played by the **Supervisory Body (ODV)**, which has independent powers of initiative and control. Its task is to oversee the functioning and compliance with the Organization, Management and Control Model of Meic Services SpA pursuant to Legislative Decree 231/2001, as well as to ensure its updating.

Thanks to an appropriate generational transition, Meic's governance maintains the family values that have characterized it over the years. The industrial approach is geared toward value creation, with a method that allows the management team to plan medium- and long-term actions to continue growing significantly as a leading player in the sector.


Today, the new governance effectively supports an industrial approach oriented towards creating value in both the short and long term, which allows it to continue to grow significantly as one of the main players in the sector.

OUR BOARD OF DIRECTORS


In the first half of 2024, 33.3% of the shareholding structure was female, with the female president representing the third generation of the family in the company.



DR. ROSARIO PALMERI
Chairman of the Board of Directors



DR. GIULIA MELFA
Councillor



DR. LUIGI CIPOLLA
Councillor

BOARD OF DIRECTORS MEMBERS BY AGE GROUP AND GENDER AF 2024							
Professional Categories	<30		30-50		>50		TOTAL
	Men	Women	Men	Women	Men	Women	
PRESIDENT MEMBER	0	1	0	0	0	0	1
MEMBER	0	0	0	0	1	0	1
MEMBER	0	0	1	0	0	0	1
MEMBER	0	0	0	0	0	0	0
MEMBER	0	0	0	0	0	0	0
TOTAL	0	1	1	0	1	0	3

Through its work, the Board of Directors ensures a **coherent and transparent business system**, guided by a clear vision of the role of each employee and a commitment to spreading a culture of legality and fairness as essential elements in daily life and in doing business.

The **Board of Directors** is entrusted with the central role of strategic direction and decision-making for the Group, with the ultimate goal of pursuing its sustainable success. With this objective in mind, the Board of Directors carries out all appropriate and/or necessary actions, with the exception of those reserved for the Shareholders' Meeting. Specifically, it reviews and approves strategic, industrial, and financial plans, defines the nature and level of risk consistent with strategic objectives, assesses the adequacy of the internal control and risk management system, and resolves on transactions of the Group and its subsidiaries deemed significantly relevant.

The Board of Directors is informed of any critical issues identified. In compliance with the provisions, it annually identifies qualitative and quantitative criteria for assessing directors' independence. Furthermore, in compliance with the Code of Ethics, the Board of Directors verifies independence requirements by providing all directors with documentation and information certifying their fulfillment of the independence requirements. No conflicts of interest occurred during 2023.

The **Board of Statutory Auditors** is responsible for overseeing compliance with the law, the bylaws, and the articles of incorporation, adherence to the principles of sound management, the adequacy and functioning of both the internal control system and the administrative-accounting system, the accuracy of the financial reporting process, internal auditing and risk management, and the independence of the independent auditors. Furthermore, the Board of Statutory Auditors is responsible for overseeing the preparation of this consolidated non-financial report.

Constant dialogue with company management, which provides fundamental support for the actions carried out by the Board of Directors, combined with a proper flow of information from the CEO on management progress and the exercise of his powers, has allowed for a collaborative and optimal climate for achieving the corporate objectives set for each company.

Corporate regulatory compliance is a fundamental aspect of any business. It is the set of actions and procedures a company implements to ensure compliance with the laws, regulations, and standards applicable to its sector of activity.

Over the last year, no incidents of environmental, social, or governance non-compliance have been detected.

RELATIONS WITH THE BODIES OF SUPERVISION

When interfacing with the Supervisory Bodies, the subjects involved are required to show **maximum transparency, clarity, diligence, professionalism and correctness**, in order to establish a collaborative relationship, **promptly and promptly carrying out the requirements and any required obligations** and providing in a clear, exhaustive and objective manner all the information necessary to satisfy the request.

is arriving.

Recipients of the Code are prohibited from promising, offering, or paying, directly or through intermediaries, sums of money or other benefits to persons falling within the definition of Public Administration and Supervisory Bodies, in order to influence them in the performance of their duties and/or obtain undue advantage.

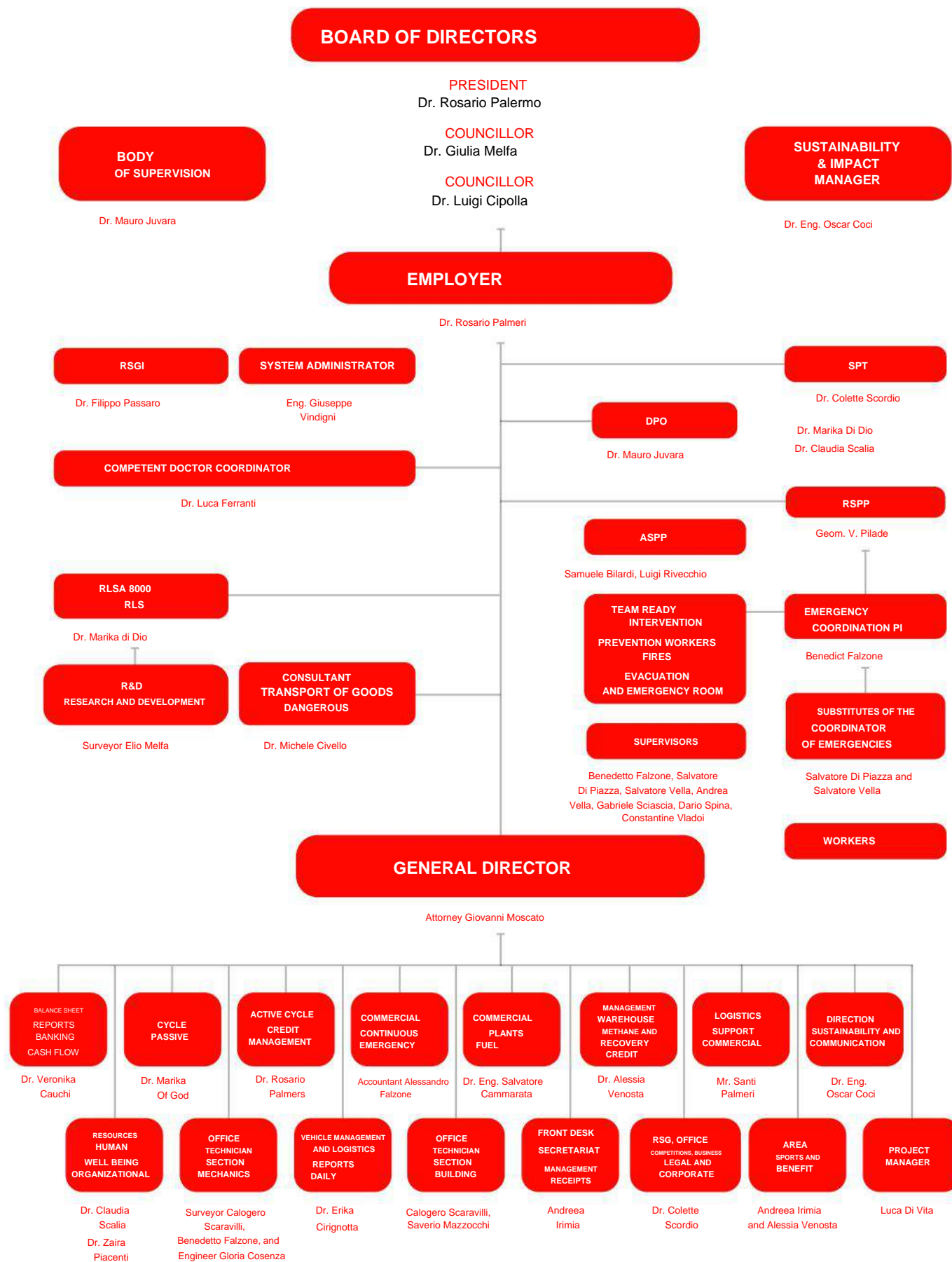
Gifts, courtesy, and hospitality are not permitted toward individuals falling within the definition of Public Administration and Supervisory Bodies, or toward consultants/intermediaries responsible for liaising with such individuals, unless explicitly authorized by the Directors.

To monitor and measure the risk of corruption and the initiatives undertaken to combat it, **the company has equipped itself with dedicated tools, bodies, and processes**, which receive periodic information flows and carry out specific audits.

As evidence of Meic's strong sense of legality and commitment to compliance with the rules and laws in force in the countries in which it operates, in 2024 **there were no confirmed cases of corruption (GRI 205-3), legal actions for anti-competitive behavior, antitrust and monopolistic practices (GRI 206-1).**

During the course of 2024, fines totaling €45,776 were received and duly paid.

THE COMPANY'S ORGANIZATIONAL STRUCTURE IN 2024



Thanks to the hard work of all its employees, their unity and team spirit, the organization has been able to firmly uphold the entrepreneurial values that have always characterized its growth.

RESPONSIBILITY AND AUTHORITY FOR SUSTAINABILITY

Meic Services SpA has identified engineer Oscar Coci as its Sustainability & Impact Manager, responsible for sustainability and drafting the report for the organization's stakeholders.

Meic's sustainability governance represents a fundamental pillar in guiding corporate activities toward sustainable practices. By establishing a Sustainability Responsibility Center, the company monitors and seeks to leverage its positive influence throughout its value chain.

3. ETHICS AND REGULATORY COMPLIANCE

Meic promotes ethical and responsible behavior in all its activities and operations.

Regulatory compliance is ensured through continuous monitoring of sustainability laws, regulations, and standards. A whistleblowing channel is also active.

4. RISK MANAGEMENT

Meic integrates sustainability risk management into its decision-making processes and daily operations.

A periodic analysis of environmental, social, and governance risks is conducted to promptly identify and manage any critical issues.

5. INVOLVEMENT OF THE STAKEHOLDERS

The company maintains relationships with its stakeholders, including employees, customers, suppliers, local communities, and non-governmental organizations, to discuss impacts and determine the material topics for which the organization sets its ESG objectives.

1. GOVERNANCE STRUCTURES

Through its internal functions, Meic's Board of Directors oversees all sustainability performance.

The company representatives responsible for overseeing sustainability issues meet regularly to evaluate the company's policies, strategies, and performance in relation to sustainability objectives.

2. TRANSPARENCY AND DISCLOSURE

Meic adopts transparency and disclosure practices to effectively communicate its sustainability initiatives and performance to stakeholders.

Sustainability information is made accessible through annual reports such as this Sustainability Report, the company website, and other communication channels such as social media pages.

This approach to governance for sustainability highlights Meic's commitment to ensuring the effective integration of environmental, social and governance considerations into its operations and strategic decisions.

THE LEGALITY RATING

Our corporate compliance policy promotes the dissemination of a culture of legality as a fundamental element. We reject all forms of corruption, adopting a zero-tolerance approach to it and conducting our activities in accordance with the highest professional and ethical standards. To better define the principles adopted in the fight against active and passive corruption, we have adopted documents such as the Employee Code of Conduct, the Code of Ethics, and the Supplier Code of Conduct.

The culture of legality is a mantra for the company, confirmed by the achievement of the **"Three-Star Legality Rating."** The company perseveres in maintaining an internal management system for the prevention of corruption, through **UNI ISO 37.001** certification.

as a concrete commitment to combat corruption.

The company is committed to informing all its stakeholders, particularly its employees, of any behavior that may be classified as **"illegal and ethically immoral."** In a land as tormented for centuries as Sicily, avoiding contact with mafia or criminal organizations and avoiding attitudes or behaviors that may be associated with blackmail, extortion, bribery, corruption, and tax evasion is a corporate objective.

It is worth noting that Meic Services SpA is among the top companies in the entire province of Caltanissetta in terms of **taxes paid**, despite having a much smaller turnover than the large groups operating in the province of Caltanissetta.

External stakeholders, such as the local amateur basketball and soccer clubs of Gela, supported by Meic Services SpA, have also benefited from the dissemination of a culture of legality and good administrative, organizational, and legal practices until June 2024. Among the collaborators, athletes, and registered athletes of these clubs are people from disadvantaged **and chronically unemployed areas such as Africa and Eastern Europe, deliberately included in an inclusion and integration project.**

ETHICS AND MORALITY

Today, Meic plays a significant role on the market, operating in a variety of institutional, economic, political, social and cultural contexts, aware and attentive.

In this sense, through the Code of Ethics, the company is committed to clearly and transparently identifying the set of values on which its business is based, for the purpose of achieving current and future success and development.

A central role in corporate governance processes is played by the Supervisory Body (SB), which has independent powers of initiative and control. Its mandate is to oversee the functioning and compliance with the Organization, Management, and Control Model of Meic Services SpA pursuant to Legislative Decree 231/2001, as well as ensure its updating. In accordance with Legislative Decree 231/2001, and in the belief that business activity must be linked to ethics and compliance with the law, the Code of Ethics and the "Organization, Management, and Control Model" were adopted in 2018.

The benefits of adopting the Model is an effective tool for:

- prevent the commission of crimes;
- safeguard production continuity;
- protect the company's image;
- improve the management of the internal control system;
- promote the full consolidation of a corporate culture based on the values of transparency, fairness, ethics, respect for the rules and correctness.

Main elements of the Organization Model:

- Code of Ethics;
- System of delegations and powers of attorney;
- Procedural system (manuals, operating instructions, communications).

Responsibility for the internal control system lies with the Board of Directors, which establishes guidelines and conducts periodic reviews to ensure that the main corporate risks are identified and managed correctly. The Board of Statutory Auditors is responsible for monitoring the effectiveness of the control system, gathering information from department heads and through meetings with the Independent Auditor.

In this corporate architecture, the contribution of the new Supervisory Body (OdV) is fundamental, equipped with autonomous powers of initiative and control and with the task of monitoring the functioning and compliance with the Code of Ethics and the Business Model.

Thanks to the 231 Organizational Model, Meic protects its workers with measures related to the management of reports, which also include violations related to discrimination and violence, as well as guaranteeing the confidentiality and protection of the whistleblower.

WHISTLEBLOWING

In 2023, as expected and required by regulatory provisions, a whistleblowing procedure was implemented and an online reporting platform was introduced. This important step was taken to foster a corporate culture based on transparency, integrity, and compliance with regulations. No reports of any critical issues were detected during 2024.

Meic Services SpA is aware that managing anonymous reports is an essential duty for transparency, the fight against corruption, and the prevention of crimes under Legislative Decree 231/2001. Likewise, the company recognizes as an essential duty the importance of protecting individuals who report violations of national or European Union regulations that harm the public interest or the integrity of public administration or private entities, of which they have become aware in a public or private work context.

Therefore, in carrying out its activities, Meic is committed to fully complying with the principles of the Whistleblowing Management Guideline adopted by the Board of Directors, pursuant to Legislative Decree no. 24 of March 10, 2023, which, together with the Organizational Model (MOG) 231/2001, constitutes the cornerstones of its anti-corruption management system. Meic Services SpA – Società Benefit has adopted an internal system for reporting violations, with the aim of preserving the confidentiality of the whistleblower's identity and protecting him or her from possible retaliation, in accordance with European and national legislation on whistleblowing, including Legislative Decree no. 24 of March 15, 2023, which transposes Directive (EU) 2019/1937 into Italian law.

In accordance with the Procedure, Meic has established a dedicated channel, managed by autonomous and independent entities. This channel allows whistleblowers to report behaviors, acts, or omissions, including reasonable suspicions, that may constitute violations of the rules governing the company's activities. To ensure confidentiality, an IT platform is used, accessible from the company website. Furthermore, for all types of reports, the person entrusted with managing the reporting channel is the company's Supervisory Body, appointed pursuant to Legislative Decree 231/2001.

ANTI-CORRUPTION

The Governance of Meic Services SpA firmly believes that its commitment to preventing corruption can influence its contractual relationships, thus ensuring a progressive diffusion of ethical principles and values to an ever-widening sphere of stakeholders.

Meic is aware that behaviors inspired by the principles of legality, loyalty, honesty, correctness, and transparency constitute an important driver of economic and social development.

ISO 37001 certification allows the company to manage the risk of corruption and maintain customer trust in its services by implementing internationally recognized best practices for anti-corruption controls.

Meic Services SpA formally undertakes to:

- Comply with all requirements of the UNI-EN-ISO 37001 standard;
- Prohibit all forms of corruption, adopting a zero tolerance approach towards it;
- Observe national laws, other applicable anti-corruption laws and requirements;
- Implement and maintain the "Anti-Bribery" System updated in order to ensure continuous improvement of its performance;
- Monitor the application of the Internal Code of Ethics regarding the regulation of business conduct;
- Make this Policy public and accessible at all company levels by posting it on notice boards, publishing it on the website and providing suitable training;
- Encourage reporting of suspicions in good faith, or on the basis of reasonable and confidential belief, without fear of retaliation;
- Adapt, with a view to continuous improvement, this Policy to the regulatory developments in the sector and to the needs arising from the requirements defined in the Anti-Bribery management system.

To achieve its anti-corruption objectives, Meic Services SpA expresses its willingness to involve and share commitments for a widespread Anti-Bribery policy with all stakeholders (employees, collaborators, business partners, partners, suppliers).

The objectives of the anti-corruption policy are the following:

Be aware of your own responsibilities, and those of those who work for Meic Services SpA, maintaining an irreproachable attitude towards corruption;

Provide information and assistance to those who work for Meic Services SpA on how to recognize and manage aspects and behaviors that may lead to corruption.

This policy applies to all individuals working at or on behalf of Meic Services SpA, in the broadest sense of the term: employees at all levels, managers, directors, officers, seconded personnel, volunteers, interns, contractors, external consultants, representatives of third parties and business partners, sponsors, business associates or any other individual associated with Meic Services SpA.



RESPECT FOR PRIVACY

Meic is committed to respecting the processing of personal data in accordance with the new European Union DPGR regulation, effective May 25, 2018, pursuant to Legislative Decree 196/2003, art. 13, by providing regular information declaring that data is collected and processed in full compliance with the Privacy Code. The company's commitment to these issues is reflected in the company's Code of Ethics.

The data managed within Meic's operations concern three types of stakeholders:

- Customer commercial and administrative information;

- Commercial and administrative information of suppliers;
- Personal and sensitive information of staff.

In accordance with the provisions of the GDPR, the company uses procedures to obtain consent for data processing and ensure proper management of the data. Furthermore, all internal IT systems have been adapted to prevent any data leakage or, should this occur, to immediately report the incident and promptly address it. No reports or violations of this type were recorded in the years reported.

6.2 THE INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT

To reduce waste and operate more efficiently and sustainably, Meic conducts an assessment of corporate risks and opportunities, taking into consideration internal and external factors, the needs and expectations of all stakeholders and the Management System, as well as the environmental aspects of the various aspects of its organization, the dangers and risks to the health and safety of workers and those for the organization, always keeping in mind the obligations and compliances to which it is called to respond.

- Market;
- Access to credit;
- Environment and territory;
- Human resources;
- Corporate integrity (Code of Ethics).

Starting from this shared approach and vision, Meic applies the **precautionary principle** with even greater attention **also towards ESG risks**, identifying and monitoring them taking into account all sustainability aspects, this assessment was compared with the double materiality analysis during 2024.

With a view to continuous improvement, analysis allows us to identify risks and opportunities, thus increasing and directing investments, plans, actions, and assessments toward achieving desired outcomes, while preventing and reducing undesirable ones, including those arising from environmental and external conditions that can directly or indirectly impact the organization. Likewise, the analysis process and the measures taken to pursue and optimize it aim to prevent, avert, and prepare the company for potential emergency situations that could generate environmental impacts or health and safety risks.

In a comprehensive vision, which takes into account the strong identity of cohesion and collaboration that distinguishes the company, the risk assessment takes into account the expectations of all interested parties, is contextualized so that each possible threat corresponds to a precise level of risk and, above all, a possible corrective action and/or improvement plan is attributed.

In the area of **business risks**, the main risk factors identified, monitored and actively managed by Meic are:

- General economic trend;
- Need for financial resources;
- Fluctuations in exchange and interest rates;

BUSINESS CONTINUITY

Presso la sede di Meic, l'azienda integra un completo processo interno, valorizzando sempre di più le competenze interne utili a valutare ogni aspetto peculiare delle proprie attività. Unito al controllo costante delle prestazioni impiantistiche e agli strumenti IT utili al monitoraggio, il continuativo processo di valutazione delle prestazioni aziendali garantisce un sistema predittivo volto a limitare i rischi di eventuali fermi di produzione. Nel corso del periodo rendicontato non si rilevano fermi ed interruzioni delle attività.



CYBER SECURITY

La cybersecurity per Meic è fondamentale per proteggere le risorse digitali, i dati sensibili e la continuità operativa. Ecco alcuni aspetti chiave che sono stati messi in atto per rafforzare la sicurezza informatica in un'azienda:

1. Valutazione dei Rischi: Identificate le vulnerabilità e le minacce specifiche del settore e dell'azienda.
2. Politiche di Sicurezza: Implementare policy chiare riguardo all'uso di dispositivi, password,
3. Accessi e gestione dei dati.
4. Formazione del Personale: Sensibilizzazione dei dipendenti sui rischi informatici, come phishing e malware, e sulle buone pratiche di sicurezza.
5. Soluzioni Tecnologiche:
 - Antivirus e antimalware aggiornati
 - Crittografia dei dati sensibili
 - Backup regolari e piani di disaster recovery
6. Aggiornamenti: sistemi e software sempre aggiornati per correggere vulnerabilità note.
7. Monitoraggio e Risposta agli Incidenti: implementazione di sistemi di monitoraggio continuo e
8. Piani di risposta rapida in caso di attacco.

Siamo consapevoli che investire nella cybersecurity è essenziale per tutelare l'azienda da attacchi informatici, che possono comportare perdite economiche, danni alla reputazione e sanzioni legali.

6.3 LA CONDOTTA AZIENDALE

APPROCCIO ALLA FISCALITÀ: TRASPARENZA FISCALE

La trasparenza costituisce uno dei principi cardine di Meic, che orienta ogni sua attività sulla base di criteri di massima chiarezza e affidabilità. Per trasparenza si intende la necessità di mantenere relazioni uniformi, complete e tempestive, garantendo a tutti gli interessati la possibilità di prendere decisioni informate mediante una valutazione accurata delle alternative e delle conseguenze rilevanti.

Seguendo il principio di trasparenza delle informazioni societarie incluso nel Codice Etico, la Società afferma che "ogni azione e transazione deve essere correttamente eseguita, registrata, autorizzata, verificabile, legittima, coerente e congrua". Ciò implica che ogni operazione del Gruppo debba essere registrata adeguatamente nel sistema di contabilità, seguendo i criteri indicati dalla legge e i principi contabili applicabili. Inoltre, al fine di garantire la veridicità, la completezza e la trasparenza dei dati, è essenziale il supporto di documentazione idonea.

Meic opera in conformità con i valori e i principi del proprio Codice Etico, che costituisce la base della gestione responsabile delle attività fiscali e tributarie. Il contributo derivante dalle imposte versate rappresenta, per l'azienda, un importante canale attraverso il quale contribuire allo sviluppo sociale ed economico del Paese.

FINANZA SOSTENIBILE

La finanza sostenibile sta diventando sempre più importante per le aziende. Si tratta di un approccio che integra i criteri Ambientali, Sociali e di Governance (ESG) nei processi decisionali finanziari.

La Sostenibilità è, oggi più mai, un parametro inalienabile per chiunque voglia fare impresa. Il settore dell'energia, e nello specifico quello dell'Oil & Gas, è richiamato a una attenzione massima e a un senso di responsabilità senza precedenti.

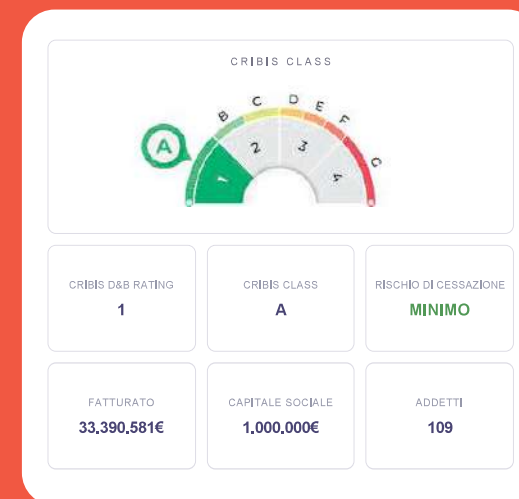
L'area Finance e Amministrazione, per Meic Services S.p.A. rappresenta un punto di forza. Nel 2020, UniCredit ha sottoscritto un mini Bond "sostenibile" da 3,5 milioni di euro emesso da Meic Services S.p.A. Tale finanziamento, tra i primi in Italia, rientra a tutti gli effetti tra gli strumenti di finanza sostenibile in qualità di Sustainability-Linked Bond.



RATING CRIBIS

CRIBIS D&B, società leader nel settore delle business information a livello internazionale, ha riconosciuto a Meic la grande affidabilità economico-finanziaria, assegnandole il "rischio di cessazione" minimo.

Il rating di CRIBIS costituisce un importante parametro di valutazione dell'affidabilità di un'organizzazione ed è rilasciata ad aziende che mantengono costantemente un'elevata credibilità economico-finanziaria, rivelandosi al contempo virtuose nei pagamenti verso i fornitori.



6.4 MEASURING SUSTAINABILITY PERFORMANCE

In a globalized world where competition is fierce and technological development tends to blur differences, Meic's success on the market is determined by the attention paid to the expectations of partners and customers, always respecting the environment and the territory.

This approach to "Responsible Quality" not only promotes substantial integration between quality, environmental, and occupational health and safety management systems for sustainability, but, in accordance with the principle of "Risk Based Thinking," whereby organizations make decisions and take actions based on an assessment of the possible positive or negative consequences of their choices, requires companies to use these management systems as prevention tools.

From a social sustainability perspective, in order to ensure the achievement of the intended results, it is essential to eliminate or minimize negative or undesirable impacts on operations arising from internal or external situations. At the same time, it is essential to be able to seize every possible opportunity for improvement.

The Organization must, therefore, take into consideration the context in which it operates and the expectations of its stakeholders, but also define the environmental, social, cultural, legal and economic factors linked to internal or external conditions that influence the context in which it intends to achieve its objectives.

INTERNAL CONTROL SYSTEMS AND IMPROVEMENT

The company firmly pursues a policy of specialization, legality, and excellence, in compliance with its specific purpose of common benefit, "Ethics and Morality." The following certifications, which have been achieved and maintained over the years, are a key tool for corporate growth and the monitoring of KPIs used to measure impact.

CERTIFICATIONS AND SYSTEMS OF MANAGEMENT



UNI EN ISO 9001: 2015
Management System for the
Quality



UNI EN ISO 14001: 2015
Environmental Management System



UNI EN ISO 26000: 2010
Declaration of Verification of Integration
Responsibility
Social on Corporate Policies



UNI CEI EN ISO/IEC 27001: 2017
Management system of the
Information Security



UNI EN ISO 37001: 2016
Management System
Anti-corruption



UNI ISO 39001: 2016
Management Systems
Road Safety



UNI EN ISO 45001: 2018
Management System
Health and
Safety in the Workplace



UNI EN ISO 50001: 2018
Energy Management System



SA 8000: 2014
Social Responsibility
Management System



UNI/PdR 125:2022
Gender Equality Management System



KPIs AND ENVIRONMENTAL PERFORMANCE, SOCIAL AND GOVERNANCE

Measuring impacts

For Meic, the importance of external third-party evaluation of ESG (Environmental, Social, Governance) performance has increasingly become an added value characterized by a growing focus on sustainability and social responsibility as well as a tool for evaluating improvement actions.

Here are some key reasons why the evaluation process plays a crucial role for Meic:



TRANSPARENCY AND CREDIBILITY

An external assessment adds greater transparency to ESG reporting, offering an impartial and independent assessment of company performance. This helps reduce the risk of greenwashing and increases the credibility of corporate claims.



OBJECTIVE EVALUATION

Third parties use internationally recognized methodologies and standards, ensuring a more objective and comparable valuation across companies in different sectors or countries.



RISK MANAGEMENT

An external ESG assessment can help companies identify areas for improvement and hidden risks, supporting more effective and sustainable management strategies over the long term.



ATTRACTIVENESS FOR INVESTORS AND STAKEHOLDERS

Institutional investors and other stakeholders are increasingly oriented towards companies with high ESG performance. A positive external assessment can enhance a company's reputation and facilitate access to capital.



COMPLIANCE WITH REGULATIONS

ESG reporting requirements have increased in many jurisdictions. Third-party assessments can help companies ensure compliance with international regulations and standards, such as those of ESG rating agencies or European regulations.



CONTINUOUS IMPROVEMENT

External assessments provide useful feedback and benchmarking against industry best practices, encouraging companies to continuously improve their ESG performance.

In summary, third-party external evaluation represents a fundamental tool for strengthening the transparency, credibility, and effectiveness of corporate sustainability strategies, helping to create a more responsible and sustainable business environment.

To ensure greater objectivity and authoritativeness in its measurements, Meic Services SpA, in compliance with current legislation regarding its status as a Benefit Corporation, has completed, for the fourth consecutive year, the **BIA (Benefit Impact Assessment)**, published by B CORP, the world's leading organization in the sector, thus measuring its environmental, economic and social impact, the details of which are reported below, as required by current legislation.

Furthermore, the company boasts **sustainability ratings on the main ESG platforms operating in the Italian market, such as Open Es and Synesgy**, as well as bank ratings from leading credit institutions, which testify to the company's solvency and low risk rate, indicators of the company's overall good health.

In compliance with the SB, Benefit legislation, Meic Services SpA, for each of the fiscal years 2020, 2021, 2022, 2023 and 2024, completed the BIA (Benefit Impact Assessment), a questionnaire published by B CORP, the world's leading organization in the sector, measuring its environmental, economic and social impact.

BIA: METRIC OF MEASUREMENT AND COMPARISON

Business Impact Assessment - portal international B-CORP

174.4 pt

SCORE BIA FISCAL YEAR 2024.

BIA: Five-year comparative analysis 2020 / 2021 / 2022 / 2023 / 2024



2020 – BIA SCORE



2022 – BIA SCORE



2024 – BIA SCORE



2021 – BIA SCORE



2023 – BIA SCORE



MEIC SERVICES SPA HAS OBTAINED A BIA SCORE OF 174.4 PT. FOR FISCAL YEAR 2024, A VALUE THAT PLACES IT IN A TOP-LEVEL POSITION AMONG THE THOUSANDS OF COMPANIES AROUND THE WORLD THAT MEASURE THEIR SUSTAINABILITY PARAMETERS USING THE BIA METRICS

Although remaining very high, the final overall score for fiscal year 2024 is down compared to 2023 due to the loss of BIOMETHANE, which led to a drastic reduction in **environmental performance**.

Workers are increasing due to the acquisition of the construction business and the overall growth in their KPIs. **Community** is slightly down compared to 2023, due to lower investments in the community, though still significant. **Governance** has remained constant and at top-notch levels. **Customers have** seen a slight decline, which we suspect is due to a lack of action along the value chain, a key objective, along with a sustainable supply chain, for the coming years.

TOTAL BIA SCORE

	2020	2021	2022	2023	2024
MEIC SERVICES SPA	129.6 pt.	169.4 pt.	183.2 pt.	189.0 pt.	174.4 pt.
INCREASE COMPARED TO THE AVERAGE VALUE OF 51 PT. OF THE 200,000 COMPANIES IN THE WORLD THAT USE BIA	+ 154.1%	+ 232.2%	+ 259.2%	+ 270.6%	+ 242.6%
INCREASE FROM THE MIN. VALUE 80 Points to Become a B Corp	+ 62.0%	+ 111.8%	+ 129.0%	+ 136.3%	+ 118.0%
ANNUAL VARIATION	***	+ 30.7%	+ 8.1%	+ 3.2%	- 7.7%
PROGRESSIVE VARIATION	***	+ 30.7%	+ 41.4%	+ 45.8%	+ 34.6%

GOVERNANCE SECTION SCORE – G

	2020	2021	2022	2023	2024
MEIC SERVICES SPA	16.7 pt.	17.0 pt.	19.8 pt.	18.9 pt.	18.9 pt.
ANNUAL TREND	***	+ 1.8%	+ 16.5%	- 4.5%	0%

WORKERS SECTION SCORE – S

	2020	2021	2022	2023	2024
MEIC SERVICES SPA	27.1 pt.	34.5 pt.	30.8 pt.	38.4 pt.	53.8 pt.
ANNUAL TREND	***	+ 27.3%	- 10.7%	+ 24.7%	+ 40.1%

COMMUNITY SECTION SCORE – S

	2020	2021	2022	2023	2024
MEIC SERVICES SPA	28.8 pt.	48.0 pt.	49.2 pt.	55.7 pt.	49.5 pt.
ANNUAL TREND	***	+ 66.7%	+ 2.5%	+ 13.0%	-11.1%

ENVIRONMENT SECTION SCORE – E

	2020	2021	2022	2023	2024
MEIC SERVICES SPA	47.3 pt.	58.1 pt.	67.0 pt.	60.6 pt.	37.4 pt.
ANNUAL TREND	***	+ 28.8%	+ 15.3%	- 9.6%	- 38.3%

CUSTOMER SECTION SCORE - S / G

	2020	2021	2022	2023	2024
MEIC SERVICES SPA	9.6 pt.	11.6 pt.	16.3 pt.	15.2 pt.	14.6 pt.
ANNUAL TREND	***	+ 20.8%	+ 40.5%	- 6.7%	- 3.9%

ESG RATING ON THE OPEN ES INTERNATIONAL PLATFORM

Ratings issued by third-party bodies are a fundamental tool for measuring corporate performance. The company boasts sustainability ratings from the main ESG platforms operating in the Italian market, as well as bank ratings from leading credit institutions, which demonstrate the company's solvency and low risk profile, indicative of its overall good health.

Open ES is a huge international platform that brings together 34,000 companies operating in 99 countries and across 66 industry sectors.

Meic Services SpA completes the ESG questionnaire every fiscal year, reporting its prior impacts and earning the Open Es Card certification. **The latest Sustainability score reports a value of 91/100.**



ESG RATING ON PLATFORM INTERNATIONAL SYNESGY

Synesgy is the first global network dedicated to ESG issues for large corporations and SMEs, aiming to increase awareness and transparency in supply chain processes. Meic Services SpA is a supplier to leading national ESG players and also leads its own supply chain. The company's ESG score is A, defined as **Excellent Level of Sustainability**.

In this case, the completion of the questionnaire was coupled with an **audit** requested by the customer **Italgas** and carried out by the **Intertek Certification Body**, aimed at verifying the veracity of the contents.



The ESG score ("Score") is calculated on the basis of a methodology owned by CRIF SpA and is based on the information disclosed by the entity to which the score is given, referred to ("Rated Entity"). The above information is provided voluntarily under the sole responsibility of the Rated Entity and is not verified by CRIF SpA and/or the Companies belonging to the CRIF Group possibly involved, in any capacity, in the provision of the Score ("Companies"). The Score refers to the date of completion of the questionnaire (it is not monitored in continuously over time). The Score is not a certification or a specific evaluation, it has the sole purpose of grouping the individual entities evaluated into reference classes solely with informational purposes only. The Score is not subject to any guarantee of accuracy, completeness, or reliability of the data. CRIF SpA and the Companies are not responsible for any use by third parties of the Score and the QR Code inserted therein. CRIF SpA and the Companies are not responsible for any decisions based on the Score taken by the Rated Entity or any third party. The methodology used for the rating platform is derived from CRIF Ratings Srl. CRIF S.A. uses the GRI standards under license from GRI, which has verified the accuracy of the GRI standards in Sines. However, GRI makes no representations or implied warranties.

CHAPTER 7

NOTE METHODOLOGY & CONTENT INDEX

07



07 METHODOLOGICAL NOTE

Meic's Sustainability Report is aimed at all stakeholders and aims to offer a balanced and reasonable representation of the Group's approach to sustainability, taking into account both the positive and negative impacts generated by the management of this company.

This Sustainability Report is the result of an internal data collection process shared across various company functions. It was prepared with the support of an internal team, in collaboration with an external consultancy group specializing in sustainability matters, and was supervised and approved by the Board of Directors.

The document will be distributed both internally and externally to inform employees and stakeholders of initiatives aimed at achieving greater efficiency and sustainability goals. With regard to economic, social, and environmental data and information, the reporting scope is specified below for each GRI indicator, broken down by sector.

REPORTING CRITERIA, STANDARDS AND OBJECTIVES

To ensure the reliability of the data, the use of estimates has been limited as much as possible. If present, these are appropriately reported and based on the best available methodologies.

This Report has been prepared on the basis of the Sustainability Reporting Standards published in 2016 by the Global Reporting Initiative (GRI), taking into account the new GRI 1, 2, and 3 which came into force on January 1, 2023. All the GRI indicators reported refer to this version, with the exception of indicators 303 and 403, which refer to the 2018 version, and indicator 306, which refers to the 2020 version.

Meic's Sustainability Report, in accordance with the GRI and taking into account the "With Reference" option, was drawn up with the aim of pursuing continuous improvements over time and was approved by the Board of Directors, also taking into account the GRI Sector Standard.

This Report represents the tool used to report on Meic Services SpA's commitment to ESG (Environmental, Social and Governance) criteria. The data reported herein is updated as of December 31, 2024 and is correlated and compared with previous years. Please note that there have been no revisions to the information reported in the previous Report.

GRI CONTENT INDEX

Meic has reported the information cited in the following GRI content index for the period 1 January 2024 – 31 December 2024 with reference to the GRI standards.

STATEMENT OF USE

Meic Services SpA has submitted a report in accordance with the GRI Standards for the period 01.01.2023 - 31.12.2023.

GRI 1 USED

GRI 1 - Core Principles - 2021 version.

SECTOR RELEVANT GRI STANDARDS

GRI 11: Oil and Gas Sector 2021



GRI STANDARD	INFORMATION	LOCATION	OMISSION		NOTE	GRI REFERENCE NO. INDUSTRY STANDARDS
			REQUIREMENT OMITTED	REASON EXPLANATION		
GENERAL INFORMATION						
GRI 2 - Information Generals 2021 Version	2-1 Organizational details	1 MEIC SERVICES SPA BENEFIT CORPORATION				
	2-2 Entities included in sustainability reporting	1 MEIC SERVICES SPA BENEFIT CORPORATION				
	of the organization					
	2-3 Reporting period, frequency and point of contact	8 NOTE METHODOLOGY				
	2-4 Reviewing Information	8 NOTE METHODOLOGY				
	2-5 External Assurance	N/A				
	2-6 Activities, value chain and other business relationships	5 EXCELLENCE LONG THE WHOLE VALUE CHAIN				
	2-7 Employees	3 VALORIZATION OF THE PEOPLE				
	2-8 Non-employee workers	N/A				
	2-9 Structure and composition of governance	6 GOVERNANCE				
	2-10 Appointment and selection of the highest governing body	6 GOVERNANCE			The criteria and procedures regarding the appointment and selection of the highest governing body and its committees are provided for in the Statute.	
	2-11 President of the highest governing body	6 GOVERNANCE			The Chairman of the highest governing body is not a senior official of the organization.	
	2-12 Role of the maximum governing body in the control of impact management	6 GOVERNANCE				
	2-13 Delegation of responsibility for impact management	6 GOVERNANCE				
	2-14 Role of the highest governance body in sustainability reporting	6 GOVERNANCE				
	2-15 Conflicts of interest	6 GOVERNANCE				
	2-16 Communication of critical issues	6 GOVERNANCE			No requests were received by the Board of Directors in 2023 through the reporting mechanisms.	
	2-17 Collective knowledge of the highest governing body	6 GOVERNANCE				
	2-18 Performance evaluation of the highest governing body	N/A			There are no procedures for evaluating the performance of the highest governing body in monitoring the management of impacts on the economy, the environment, and people.	
	2-19 Rules concerning remuneration	N/A			There is no regulation regarding the remuneration of members of the highest governing body and senior managers.	
	2-20 Procedure for determining remuneration	Not accounted for				
	2-21 Annual Total Compensation Report	Not accounted for				
	2-22 Statement on the sustainable development strategy	LETTER TO THE STAKEHOLDERS				
	2-23 Policy commitment	1 MEIC SERVICES SPA BENEFIT CORPORATION				
	2-24 Integration of policy commitments	1 MEIC SERVICES SPA BENEFIT CORPORATION				

GRI STANDARD	INFORMATION	LOCATION	OMISSION		NOTE	No. of references - MENTO GRI INDUSTRY STANDARDS
			REQUIREMENT OMITTED	REASON EXPLANATION		
	2-25 Processes aimed at remedying negative impacts	1 MEIC SERVICES SPA BENEFIT CORPORATION			The procedures and policies in place to address the main negative impacts are illustrated in the individual chapters relating to the management of environmental and social impacts.	
	2-26 Mechanisms for requesting clarification and raising concerns	6 GOVERNANCE				
	2-27 Compliance with laws and regulations	6 GOVERNANCE				
	2-28 Membership in associations	6 GOVERNANCE				
	2-29 Approach to Stakeholder Engagement	6 GOVERNANCE				
	2-30 Collective agreements	6 GOVERNANCE				
MATERIAL THEMES						
GRI 3 - Themes materials - 2021 version	3-1 Process of determining material themes	1 MEIC SERVICES SPA BENEFIT CORPORATION				
	3-2 List of material themes	1 MEIC SERVICES SPA BENEFIT CORPORATION				
MATERIAL THEME: CORPORATE CULTURE						
GRI 3 - Themes materials - 2021 version	3 Management of material issues	4 POSITIVE IMPACT ON THE TERRITORY AND ABOUT THE COMMUNITY				
GRI 201: Performance economic not at all	201-1 Direct Economic Value Generated and Distributed	4 POSITIVE IMPACT ON THE TERRITORY AND ABOUT THE COMMUNITY				
GRI 206: Competition anticompetitive	206-1 Legal actions relating to anti-competitive behavior - titivo, trust activities and monopolistic practices	6 GOVERNANCE				
MATERIAL THEME: RESPONSIBLE SOURCING						
GRI 3 - Material Themes - 2021 Version	3-3 Management of material issues	5 EXCELLENCE LONG THE WHOLE VALUE CHAIN				
GRI 204: Practice of approve-watch chain	204-1 Proportion of expenditure made to local suppliers	5 EXCELLENCE LONG THE WHOLE VALUE CHAIN				
MATERIAL THEME: CLIMATE CHANGE AND ENERGY EFFICIENCY, AIR POLLUTION						
GRI 3 - Material Themes - 2021 Version	3-3 Management of material issues	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.1.1
GRI 302: Energy	302-1 Energy consumed within the organization	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.1.2
GRI 305: Emissions	305-1 Direct GHG emissions (Scope 1)	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.1.5
GRI 305: Emissions	305-2 Indirect emissions of GHG from energy consumption (Scope 2)	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.1.6
MATERIAL THEME: WATER CONSUMPTION						
GRI 3 - Material Themes - 2021 Version	3-3 Management of material issues	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.6.1

GRI STANDARD	INFORMATION	LOCATION	OMISSION		NOTE	No. of references - MENTO GRI INDUSTRY STANDARDS
			REQUIREMENT OMITTED	REASON EXPLANATION		
GRI 303: Water and effluents	303-1 Interaction with water as a shared resource	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.6.2
	303-5 Water consumption	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.6.4
MATERIAL THEME: SOIL POLLUTION						
GRI 3 - Material Themes - 2021 Version	3-3 Management of material issues	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.5.1
	306-3 Waste produced	2 PROTECTION OF THE ENVIRONMENT AND OF ITS RESOURCES				11.5.4
MATERIAL THEME: SOCIAL INCLUSION						
GRI 3 - Themes materials - 2021 version	3-3 Management of material issues	3 VALORIZATION OF THE PEOPLE				
GRI 401: Occupancy	401-1 New Hires and Turnover	3 VALORIZATION OF THE PEOPLE				
MATERIAL THEME: WORKER HEALTH AND SAFETY						
GRI 3 - Themes materials - 2021 version	3-3 Management of material issues	3 VALORIZATION OF THE PEOPLE				
GRI 403: Health and safety at work	403-1 Management system of - health and safety at work	3 VALORIZATION OF THE PEOPLE				
	403-2 Hazard identification, risk assessment and accident investigation	3 VALORIZATION OF THE PEOPLE				
	403-3 Occupational health services	3 VALORIZATION OF THE PEOPLE				
	403-4 Worker participation, consultation and communication in matters of health and safety at work	3 VALORIZATION OF THE PEOPLE				
	403-5 Training of workers - health and safety at work regulators	3 VALORIZATION OF THE PEOPLE				
	403-6 Promotion of workers' health	3 VALORIZATION OF THE PEOPLE				
	403-7 Prevention and mitigation - assessment of health and safety impacts at work within business relationships	3 VALORIZATION OF THE PEOPLE				
	403-8 Workers covered by an occupational health and safety management system	3 VALORIZATION OF THE PEOPLE				
	403-9 Accidents at work	3 VALORIZATION OF THE PEOPLE				
	403-10 Occupational diseases	3 VALORIZATION OF THE PEOPLE				
MATERIAL THEME: QUALITY OF WORK						
GRI 3 - Themes materials - 2021 version	3-3 Management of material issues	3 VALORIZATION OF THE PEOPLE				
GRI 404: Shape and Instruction	404-1 Average hours of fitness - annual compensation per employee, broken down by worker category and gender	3 VALORIZATION OF THE PEOPLE				

GRI STANDARD	INFORMATION	LOCATION	OMISSION		NOTE	GRI REFERENCE NO. INDUSTRY STANDARDS
			REQUIREMENT OMITTED	REASON EXPLANATION		
GRI 405: Diversity and Equal opportunities	405-1 Diversity in governance bodies and among employees	3 VALORIZATION OF THE PEOPLE				
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective measures taken	3 VALORIZATION OF THE PEOPLE				
MATERIAL THEME: CUSTOMER SAFETY						
GRI 3 - Themes materials - 2021 version	3-3 Management of material issues	5 EXCELLENCE LONG THE WHOLE VALUE CHAIN				
GRI 416 - Health and safety of products and services	416-2 Incidents of non-compliance related to health and safety impacts of products and services	5 EXCELLENCE LONG THE WHOLE VALUE CHAIN				
GRI 418 Privacy	418 -1 Episodes of violation of privacy	5 EXCELLENCE LONG THE WHOLE VALUE CHAIN				
MATERIAL THEME KPI EXTRA GRI						
SOCIAL INCLUSION						
GRI 3 - Themes materials - 2021 version	Support for communities and the territory	4 POSITIVE IMPACT ON THE TERRITORY AND ABOUT THE COMMUNITY				
Extra KPIs GRI	Financial donations	4 POSITIVE IMPACT ON THE TERRITORY AND ABOUT THE COMMUNITY				
CORPORATE CULTURE						
GRI 3 - Themes materials - 2021 version	Innovation and research	4 POSITIVE IMPACT ON THE TERRITORY AND ABOUT THE COMMUNITY				
Extra KPIs GRI	Investments in R&D Infrastructure investments	4 POSITIVE IMPACT ON THE TERRITORY AND ABOUT THE COMMUNITY				



This year too, in keeping with its commitment to achieving sustainability goals, Meic has chosen to use FSC® certified paper for this publication.

This Sustainability Report was prepared with the contribution of the Sustainability function and the Area representatives directly involved in the topics covered.

We thank our colleagues, specialists, consultants and partners who have participated in the production of our seventh Sustainability Report, direct and transparent communication tool with our stakeholders.

Sustainability & Impact Manager
Dr. Eng. Oscar Coci

Methodological, Technical and Textual Support



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For any comments, requests, or suggestions for improvements to the content presented, please send an email to info@meicservices.it

This 2024 Sustainability Report was prepared with the contribution of the Sustainability function and the Area representatives directly involved in the topics reported.

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BENEFIT CORPORATION

PEACE ENTERPRISE

Meic Services SpA

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