

SUSTAINABILITY REPORT 2024



METHODOLOGICAL NOTE

Almar S.p.A. has drawn up its first Sustainability Report with the aim of communicating to its stakeholders the company's environmental, social, and governance performance over recent years, with particular reference to the 2024 financial year.

The document was prepared in accordance with the “with reference to” option of the GRI (Global Reporting Initiative) standards, updated to 2023. With a view to partially aligning with the most recent European Union directive, namely the CSRD (Corporate Sustainability Reporting Directive), and the related ESRS (European Sustainability Reporting Standards), Almar's ESG impact analysis was not limited to identifying the impacts—positive and negative, actual and potential—generated by the company on the world (materiality of impact). In fact, some key financial risks and opportunities were also identified, thus partially addressing the concept of financial materiality. Through materiality analysis (and the subsequent involvement of key internal and external stakeholders), it was possible to define the environmental, social, and governance issues most relevant to Almar. For those issues to which the company makes the greatest contribution, the relevant Sustainable Development Goals promoted by the UN were also associated.

In drafting this document, which was produced with the support of the consulting firm Fedabo S.p.A. SB. of Darfo Boario Terme (BS), the following principles were adopted: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability.

This report refers solely to Almar S.p.A. (based in Nozza di Vestone, in the province of Brescia). The other companies belonging to the Almar Südmetall Group, although mentioned in the company presentation, will not be considered in this sustainability report. The data and information presented in the document refer to the reporting period between January 1 and December 31, 2024. Where relevant, information relating to previous years (2022-2023) is also included.

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LETTER TO STAKEHOLDER

We are pleased to present our Sustainability Report for the year 2024, a tool through which we wish to share our journey towards an increasingly responsible and conscious business model, including in the sector in which we operate: the production of handles and accessories for doors and windows.

In a constantly evolving market, where design, functionality, and quality must coexist with environmental awareness and social responsibility, we have voluntarily chosen to place sustainability at the center of our strategy. Not only as a response to market demands, but as a genuine commitment to people, the local area, and future generations.

Over the last few years, we have taken concrete action on several fronts:

- **Efficiency of production processes**, with investments in technologies that reduce energy consumption and environmental impact.
- **Choice of sustainable materials**, favoring recycled metals and low environmental impact paints, without compromising the performance of our products.
- **Care for the supply chain**, promoting long-lasting relationships with mainly local suppliers and partners, to strengthen ties with the local area and reduce logistics-related emissions.
- **Valuing people**, through continuous training, workplace safety, and attention to individual and collective well-being.
- **Responsible design**, combining aesthetics, functionality, and durability to reduce waste and promote more conscious consumption.
- **Assembly times**, reduced to a minimum thanks to innovative and exclusive solutions.

We believe that even a seemingly “traditional” sector like ours can make a difference. Each handle is not just a functional object: it is the result of production, stylistic, and ethical choices that reflect who we are and where we want to go.

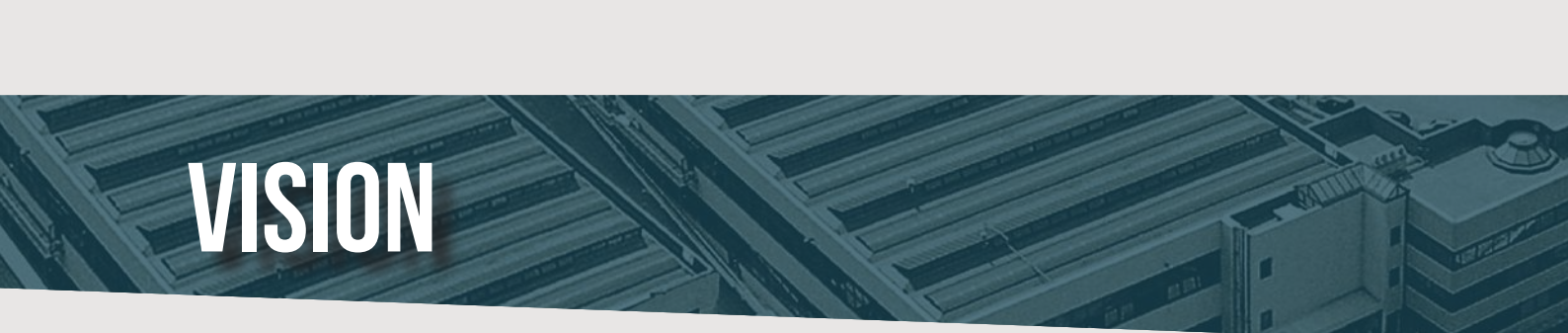
We are aware that the road to a fully sustainable business model is still long. For this reason, we continue to set concrete and measurable goals in line with international standards.

We want to continue to improve, driven by the trust you have always shown us and by a vision that focuses not only on product quality, but also on our impact on the world.

We strongly believe in the value of dialogue with all of you—customers, employees, partners, suppliers, institutions, and local communities—because only through collaboration and mutual listening can we build a better future.

We will continue to work with determination to generate shared and lasting value.

Pierluigi Martinelli
President of Almar S.p.A.



VISION

Being a leader in the market through continuous innovation, boldly embracing change to satisfy people.

Almar's goal in its daily activities and strategic decisions is to continuously innovate while maintaining its characteristics of quality and excellence. In fact, in the company's vision, dynamism and the ability to adapt to new demands are values that allow it to satisfy not only customers in a commercial sense but also the people with whom the company interacts.



MISSION

Almar is a company that pursues customer satisfaction with commitment and passion, listening to customers to understand their vision. Almar's mission is to satisfy customer requests and expectations through new technological and aesthetic solutions, and to be an excellent and unique point of reference, maximizing market advantage.

ALMAR S.P.A.

WHO WE ARE

Almar S.p.A. is a company with roots stretching back **almost 60 years**: from an initial business venture founded by Alberto Martinelli in 1965, it became Almar SNC in 1979, then took on the legal status of a limited liability company (srl) and, finally, in the early 2000s, a joint-stock company (SpA). Today, the company is **one of the most comprehensive manufacturers of handles on the market**, thanks to its ability to manage the entire production cycle internally, from casting to product packaging.

Over the last twenty years, the company has expanded significantly, establishing **various logistics, production, and commercial sites in Italy and abroad** (especially in Germany, which is Almar's main market). The corporate structure distinguishes Almar's original headquarters from the other companies in the group. In fact, **Almar S.p.A. refers only to the company located in Nozza di Vestone**, in the province of Brescia, while the Almar Südmetall Group also includes other Italian and foreign companies.

The company's decade-long success lies in the skilful balance between the **craftsmanship** of its handles and accessories and the use of **highly automated and technologically advanced systems**. Thanks to this competitive advantage and the ability to control the entire process, Almar products boast **excellent quality**, exceeding the rigorous tests of the EN 1906 standard, carried out at certified institutes, by a factor of five.

Another important strength of the company is its ability to efficiently meet the demands of individual markets, both in terms of processing and aesthetic taste, and in terms of the materials used. In fact, although its main area of activity is the processing of brass and zamak, Almar has always guaranteed its partners direct availability of other materials. One example is steel, which is increasingly present in international specifications and projects: Almar has equipped itself with machinery and equipment dedicated to steel processing. In addition, it has set up another production company for aluminum items.

HIGHLIGHTS

Over 50 years of history

€ 12,215,632 in turnover

51 employees

1 certified quality management system UNI EN ISO 9001:2015

100% permanent contracts

57% of the workforce are women

0 work accidents

13.7% of profits distributed to the workforce

66% of suppliers are local (province of Brescia)

€ 32,000 invested in the community

10 locations that make up the group in Italy and abroad

6 patented assembly systems

PRODUCTION PROCESS

Almar S.p.A. is a comprehensive manufacturing company capable of handling all stages of the manufacturing process, from metal casting to shipping the finished product. The foundry is the only facility located slightly away from the other production departments; however, brass production has decreased significantly and therefore the foundry's activity has been scaled back. Almar collaborates with subcontractors specializing in the casting of other materials and mechanical processing. For example, all hot-stamped products are manufactured externally: Almar supplies the raw materials and molds for the production of exclusive items, designed in-house.

Once molded, the handles and accessories are processed to obtain the required finish, through the following consecutive stages: grinding, burnishing, and washing; vibrating; cleaning. Subsequently, the finished pieces are painted and treated according to customer requirements, using a cataphoresis painting process (i.e., immersion in galvanic tanks). For more than 20 years, the company has been a leader in its sector, investing in an electrophoretic painting system capable of guaranteeing its products surface resistance and durability that are significantly superior to those offered by the market. The process itself has a low environmental impact; in fact, electrophoretic paints are water-based and use very small amounts of solvents.

All these processes guarantee the possibility of working with different materials, adapting to individual needs (in particular, in terms of different types of finishes). Vibration and cleaning operations can run throughout the day (24 hours a day) completely autonomously. Finally, the finished products are assembled and packaged using automated procedures, ready for shipment. If the parts are produced to replenish the warehouse and not in response to specific orders, the process stops at the semi-finished stage, and the components are placed in the dedicated area. The semi-finished product warehouse, which covers an area of 2,000 square meters and reaches a usable height of 12 meters, is structured into 4,000 storage cells for Euro Pallets, capable of holding up to 8 million pieces.

**1. DESIGN
DEPARTMENT**



**2. DIE-CASTING
DEPARTMENT**



**3. GRINDING, BRONZE
AND WASHING
DEPARTMENT**



4. VIBRATION



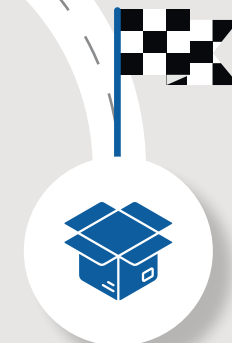
5. POLISHING



**6. HIGH COAT
DEPARTMENT**



**7. ASSEMBLING,
PACKAGING AND CNC**



1. DESIGN DEPARTMENT

- Machines required by the standards to test handles in reference to sector EN standards (UNI EN 1906:2012). These are then tested by external laboratories/certification bodies, particularly by the IFT institute in Rosenheim, Germany
- Machine for DK movement tests on windows in reference to sector EN standards (UNI EN 13126-3:2023)
- 3D printer for the creation of samples and prototypes for approval by customers or presentation of new projects
- Mitutoyo optical measuring machine

2. DIE-CASTING DEPARTMENT

- 3 die-casting machines
- Internal mechanics department for the management and maintenance of moulds
- Departments for raw material quality control and checking for production processes

3. GRINDING, BRONZE AND WASHING DEPARTMENT

- 1,800 sqm, specialized department in manual and robotic grinding
- Realization of bronzed finishing with a fully automated implant
- New-generation vacuum washing system, which uses modified alcohol that has no negative impact on the environment, connected to the company's control and management system

4. VIBRATION

- 2,000 sqm, equipped with 15 vibration machines

5. POLISHING

- 9 robotic islands and 2 rotating tables distributed across a space of 1,500 sqm
- Fully automated department through specialized software

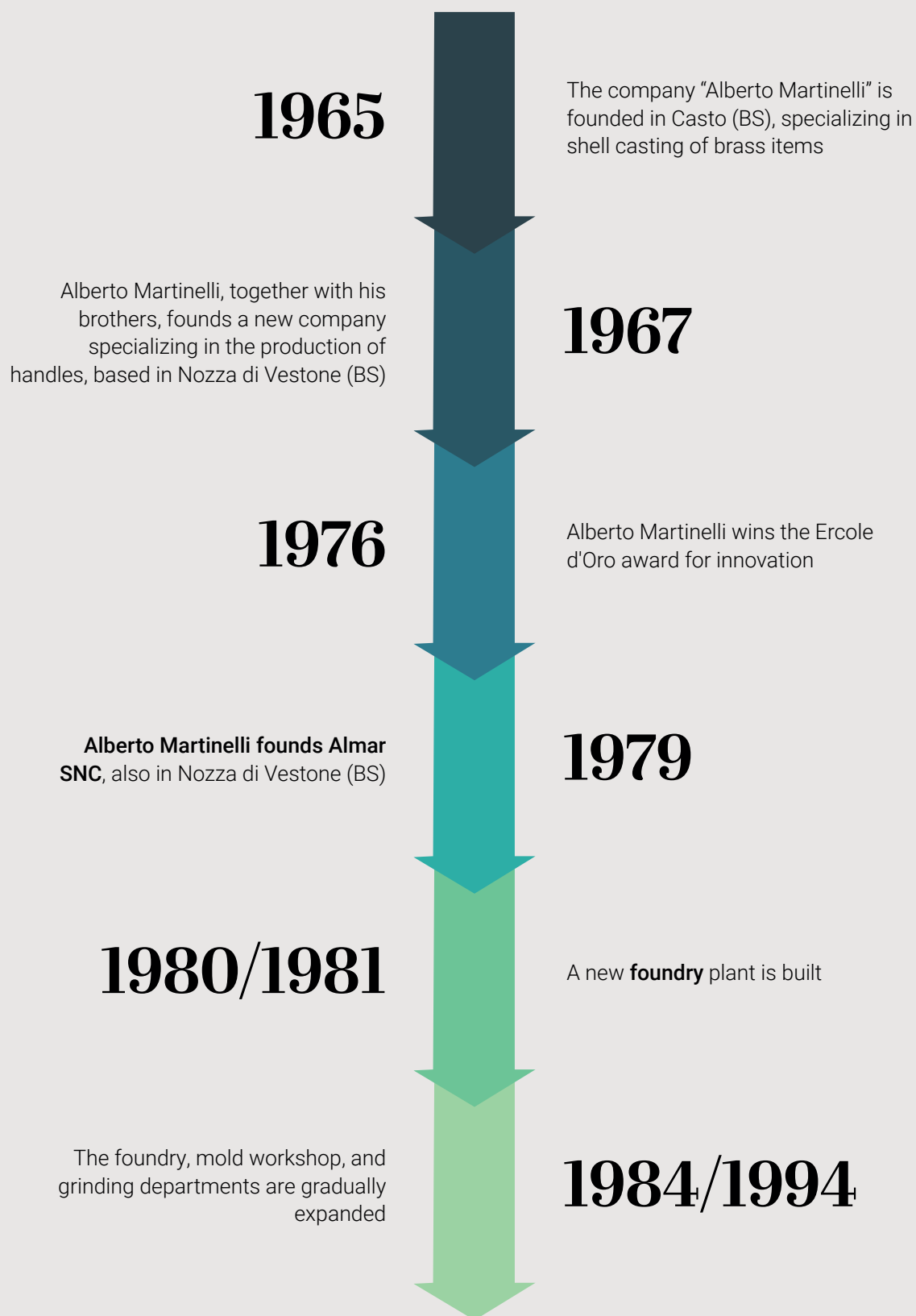
6. HIGH COAT DEPARTMENT

- Fully automated 1,500 sqm department
- Management of galvanizing tanks and cataphoresis coating using new-generation software
- Quality control during the product loading and unloading process
- Polymerization oven, which allows to give technical and aesthetic characteristics of hardness, transparency and brilliant to the coat
- In-house laboratory for treatment analysis and plant monitoring
- Daily measurements of paint hardness, grip, and thickness levels
- Machine for corrosion tests, cass test and salt spray

7. ASSEMBLING, PACKAGING AND CNC

- 3,000 sqm of space, equipped with 7 robotic islands for automatic assembly and 10 packaging lines
- Conveyor belt for automatic supply of master cartons to the lines
- Automatic palletizer for completely autonomous management of 12 orders simultaneously
- Various equipment for mechanical processing
- CNC constantly active (24 hours a day) for the creation of prototypes of any material

HISTORY



1997

A new factory is built, consisting of administrative offices and production departments with a technologically advanced and automated production system

Almar becomes a joint-stock company (S.p.A.); the plant is further expanded with an automated warehouse and a new logistics center (Südmittel GmbH) is opened in Ainring, Germany

2001/2003

Numerous other production and/or logistics centers are established abroad: Sofoc (Nozières, France), Südmittel Schweiz GmbH (Reiden, Switzerland), Südmittel Schließsysteme for electronic locks (Leipzig, Germany). In addition, the Almar Südmittel Group (ASG) is founded for sales in Asian markets

2006/2014

The new logo guides the creation and strengthening of the group's image

2015/2017

2018

Opentech is established as a new production center in Italy

ASG Benelux is founded

2020

2023

Sofoc is renamed ASG France

VALUES AND PRINCIPLES

For Almar, the strategy for success is not only to produce the best possible handles, but also to find solutions that improve everyday life, while maintaining the characteristics of Italian-made quality and work ethic.

Almar's philosophy, which stems from the vision of its founder and has been passed down to the third generation, is based on a number of key values:

- **Entrepreneurial spirit and continuous innovation**, which have guided the company's creation and development, as well as its international expansion, allowing it to establish itself and stand out in key markets such as Germany, Austria, Switzerland, the Netherlands, France, and the United States.
- **Product quality and customer satisfaction**, offering the possibility to adapt to specific needs and requests in terms of materials used, models, and finishes. This flexibility is also possible thanks to collaboration with commercial partners, which allows Almar to constantly renew itself in terms of technological production capabilities.
- **Connection to the local area**: despite its presence on international markets, including through bases in Europe and other non-EU regions (North America, Russia, the United Arab Emirates, and Southeast Asia), Almar **maintains strong local roots**, contributing to the consolidation of skills in the area through its network of suppliers.

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) consist of 17 targets, signed in 2015 by 193 member countries of the UN (United Nations), with the aim of forming the basis of a common sustainable development plan, namely Agenda 2030. Since all entities (companies, institutions, governments, organizations, non-profits, and even individual citizens) are invited to actively contribute to the achievement of these goals, the SDGs have become one of the essential references used by companies to identify their commitment to environmental, social, and governance sustainability issues.



Below is a brief summary of the main Sustainable Development Goals to which Almar contributes most through its daily activities and strategic decisions.



In-depth risk analysis using the Risk Assessment Document (DVR), with distinctions made for each job role; clearly defined procedures and responsibilities; zero accidents in 2023 and 2024



Stable company with an international presence and 100% of contracts on a permanent basis



High automation, continuous innovation, focus on cybersecurity



Part of the raw materials and packaging used contain a minimum recycled content; after extending an initial request for information on the subject to its main suppliers, the company plans to monitor this data more closely in the coming years



On the occasion of the Sustainability Report, first calculation of scope 1 and 2 emissions, with a view to monitoring the CO2 produced by company activities; energy efficiency to reduce primary energy consumption and therefore related emissions



THE MATERIAL TOPICS AND IMPACTS OF ALMAR

Although it is not subject to the obligation to comply with the most recent European directive on sustainability reporting (CSRD – Corporate Sustainability Reporting Directive)¹ and the related ESRS² standards, Almar S.p.A. has adopted a materiality analysis methodology aligned with these guidelines, which will become the main reference for the preparation of sustainability reports. In fact, while following the more established GRI (Global Reporting Initiative) standards in its reporting, the company is preparing for the future by integrating certain methodological aspects derived from the latest ESRS.

THE CONCEPT OF MATERIALITY AND THE ASSESSMENT OF IMPACTS

The materiality analysis phase is the step that allows a company to identify which **environmental, social, and governance issues** are relevant (**material**) to its own context. According to the ESRS standards and the guidelines of the CSRD, a given topic can be considered material from two perspectives:

- **Inside-out perspective** (or **impact materiality**), which identifies the effects of the company on the outside, understood as the world, employees, and communities. The impacts generated can be positive or negative and either actual (already verified) or potential (possible to occur).
- **Outside-in perspective** (or **financial materiality**), which identifies financial risks and opportunities connected to ESG topics to which the company is exposed for various internal reasons (impacts generated by the company itself) or external reasons (factors not controllable by the company such as market, regulations, natural events, and/or geopolitical events).

This dual perspective is called **double materiality**; an ESG topic can be considered material according to one or both of these perspectives. Based on the CSRD directive and sustainability due diligence processes, the company must focus its attention on negative impacts and risks in order to evaluate prevention and mitigation actions for undesirable effects.

STAGES OF THE MATERIALITY ANALYSIS

The process that led to the identification of impacts and of the most strategic sustainability issues for Almar followed a path composed of several stages.

¹ CSRD Corporate Sustainability Reporting Directive (2022/2464).

² ESRS European Sustainability Reporting Standard, as contained in the European Commission delegated act dated 31/07/2023.

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



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graph TD; A[Understanding the company context through interviews with strategic figures within the company and analysis of data and documents] --> B[Identification of relevant ESG issues and IROs, through interviews to key roles in the company itself]; B --> C[Assessment of significant impacts, risks and opportunities (IROs) according to CSRD criteria]; C --> D[Prioritisation of IROs through scoring and normalisation]; D --> E[Mapping of relevant stakeholders to be involved to validate IROs]; E --> F[Stakeholder engagement through the administration of questionnaires with relevant questions for each category]; F --> G[Re-prioritisation of impacts through stakeholders' answers];
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Identification of relevant ESG issues and IROs, through interviews to key roles in the company itself

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

Prioritisation of IROs through scoring and normalisation

Mapping of relevant stakeholders to be involved to validate IROs

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

Re-prioritisation of impacts through stakeholders' answers

IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES

The **analysis of the company context**, through direct consultation with key company figures (Administration, Purchasing, Environment and Safety), constituted the starting point for identifying Almar's impacts, risks, and opportunities (IRO). The process was supported and completed by the collection of **quantitative data** relating to the company's environmental, social, economic, and managerial performance, as well as by the **review of documents** (for internal and/or external use) relevant to the organizational structure.

Each **IRO (Impact, Risk, Opportunity)** identified in the initial analysis phase was internally evaluated based on the criteria defined by the CSRD, using numerical values ranging from 1 to 4³.

Actual impacts were assessed exclusively according to their magnitude, which in turn is composed of three values: **scale** (importance of the damage/benefit generated), **scope** (extent), and, for negative effects only, the **irremediable character** of the impact (possibility or impossibility of restoring the previous situation). Potential impacts, instead, received both a **magnitude** score (calculated according to the values listed above) and a score referring to the **likelihood** of occurrence of that specific effect.

Finally, the variables considered to evaluate **risks** and **opportunities** were **potential magnitude** (that is, the possible weight that the economic damage/benefit may have on the company's operations) and the **likelihood** of the financial impacts occurring.

In addition to these numerical values, qualitative categorizations were also assigned in order to better frame the various IROs. For the study of actual and potential impacts, the level of **causality** was traced, distinguishing between impacts directly caused, contributed to cause (if Almar is not the sole cause of the impact), or connected to the activity (therefore related to business relationships within the value chain upstream or downstream, but not attributable to the company's own activities).

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

³ Reporting standards, both in their official version and in the implementation guidelines provided by EFRAG, the entity that drafted the standards, allow companies full freedom regarding the method of materiality assessment. To make the evaluation comparable and objective, a uniform scale was chosen to provide data as objective as possible. According to the scale, the value 4 indicates the maximum weight for each listed value (e.g., very severe/beneficial, very extensive, very difficult to remedy, very likely), while the value 1 indicates the minimum weight of that same value (e.g., minimally severe/beneficial, limited in extent, easy to remedy, unlikely).

CONCLUSION OF THE FIRST STEP OF THE ANALYSIS (PRE-VALIDATION IROS)

The numerical values assigned during the internal evaluation were normalized as percentages in order to provide an effective comparison of the relevance of the various IROs and to prioritize the ESG topics in relation to Almar's activities.

Subsequently, the second phase of the analysis was initiated, submitting the potential impacts, risks, and opportunities for validation by the various categories of internal and external stakeholders. Actual impacts, being already occurred and verified, were not subject to stakeholder consultation.

STAKEHOLDER ENGAGEMENT

The stakeholder engagement phase is a fundamental step in the materiality analysis. In fact, beyond being required by reporting standards and their related implementation guidelines⁴, consulting stakeholders allows a company to understand how the different categories of stakeholders perceive and prioritize the various identified IROs and ESG topics.

Almar collected the opinions of various stakeholders through **dedicated questionnaires**: only aspects relevant to the company and its value chain were surveyed, asking respondents to identify their strategic importance in relation to Almar's activities. Additionally, each category received only the questions pertinent to the interests and expertise of its specific group, in order to ensure informed responses concerning topics of mutual interest between the company and the different stakeholder groups. This approach aligns with what is mentioned in EFRAG⁵'s implementation guidance for materiality analysis; for example, it would be of little significance to ask company suppliers about specific issues related to workforce management or impacts on the community, since they would not have the appropriate tools and knowledge to provide an informed assessment of these topics.

Overall, six categories of stakeholders were identified, namely:

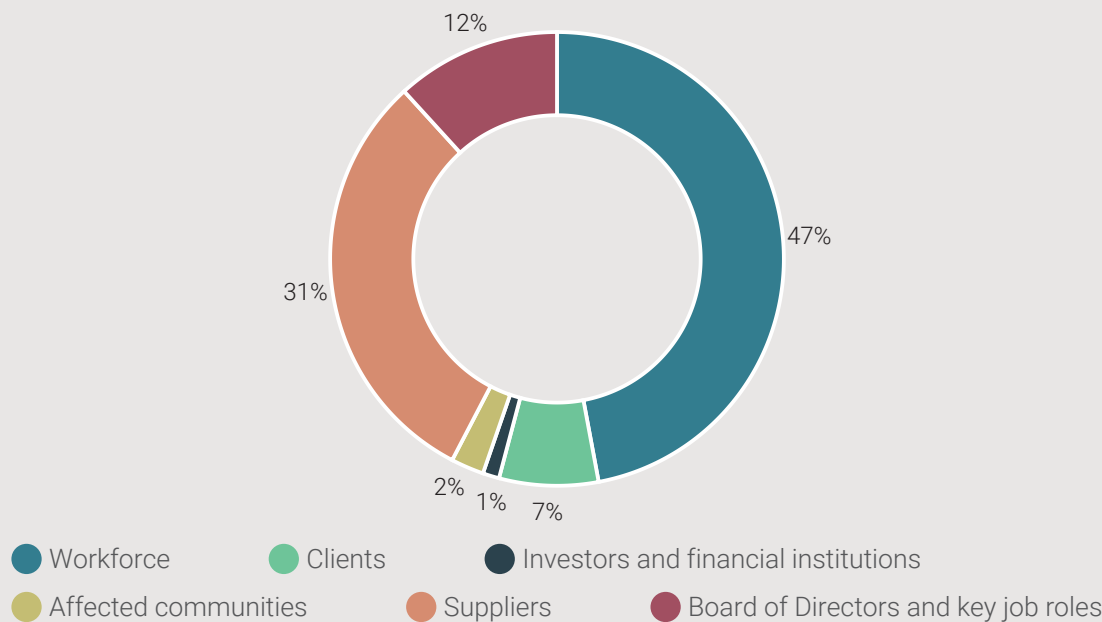
1. Workforce
2. Clients
3. Affected communities (public authorities, schools, universities, research institutions, local associations, other non-institutional bodies)
4. Investors and financial institutions
5. Suppliers
6. Board of Directors and key job roles

⁴ The referenced guidelines were issued during 2024. According to the ESRS standards and the CSRD directive, stakeholders are understood to include both those affected by the company's activities and the "users of sustainability reporting" (such as existing and potential investors, banks, partners, governments, and NGOs).

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

The 85 stakeholders who responded to the questionnaire assigned different levels of strategic importance to each topic surveyed within their category, using a scale from 1 to 4. To gather as many insights as possible, space was also provided for ideas and reflections; in total, three comments were received from external stakeholders and about ten from internal figures belonging to the workforce or the Board of Directors.

ANSWERS BY STAKEHOLDER CATEGORY



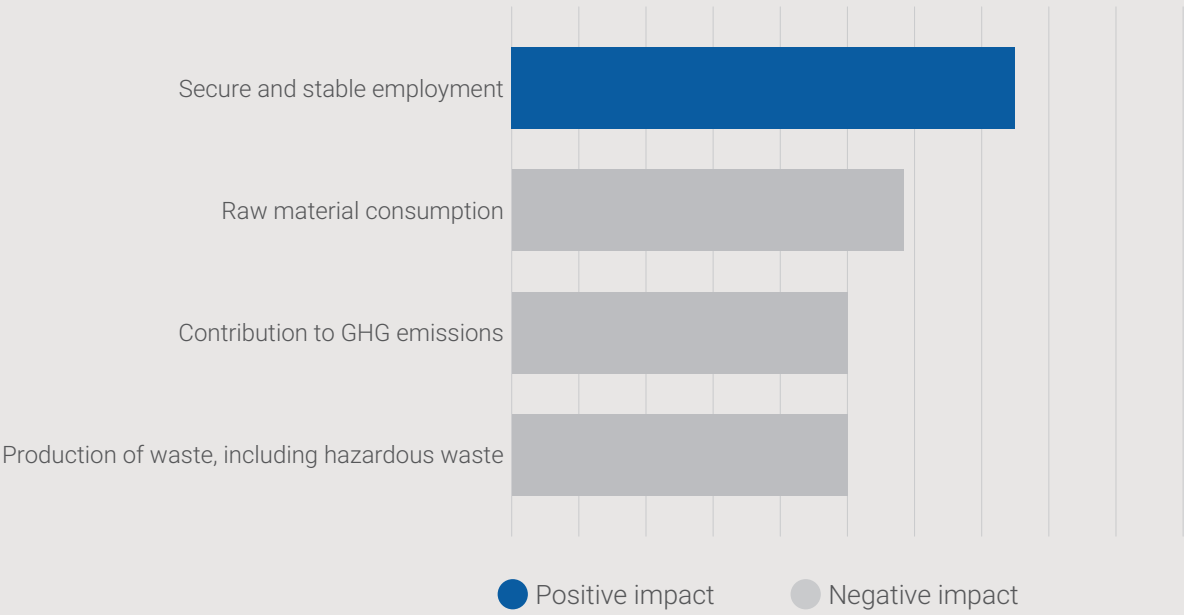
CONCLUSION OF THE SECOND STEP OF THE ANALYSIS (POST-VALIDATION IROS)

The priority of potential impacts, risks, and opportunities was recalibrated based on the questionnaire scores; bar charts were then created to visually represent the strategic ranking of each type of IRO: actual impacts (according to internal evaluation), potential impacts, and risks and opportunities (in their post-validation version). The final results are presented below.

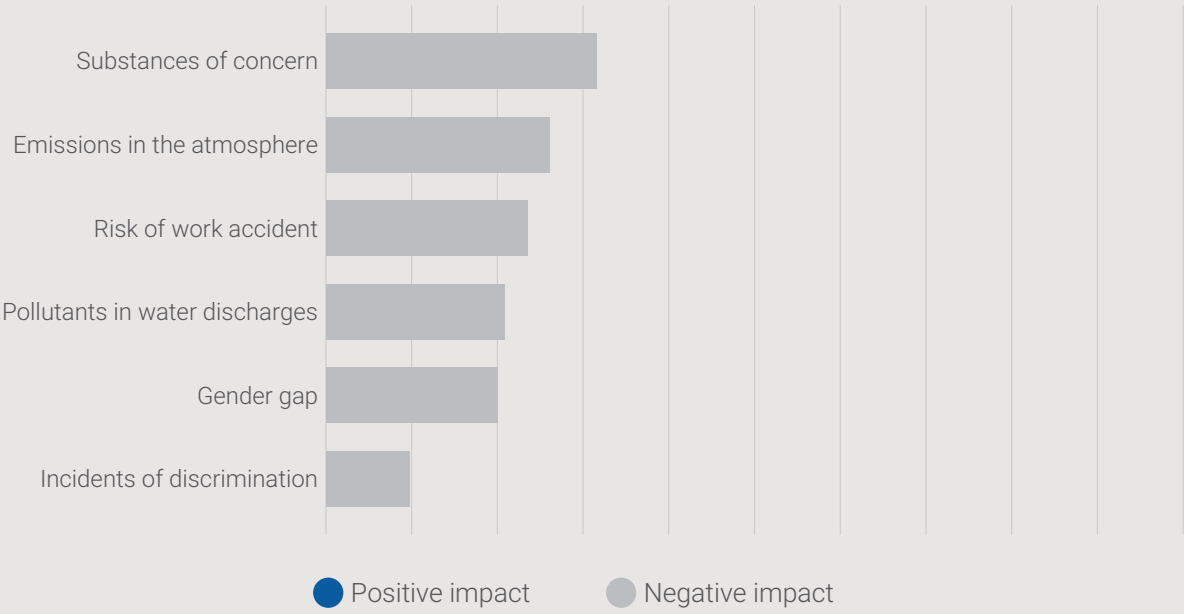
Furthermore, the questionnaires allowed for an internal deepening of the priority gap between the internal perspective applied in the first phase and the stakeholders’ viewpoint, and to assess the position attributed by stakeholders to each ESG topic defined as material (thus also including actual impacts), thanks to the final question posed to all categories.

For details related to each IRO, including the various strategies implemented by the company to mitigate negative effects or enhance benefits, please refer to the following chapters on the relevant environmental, social, and governance topics. A tabular summary of the numerical values assigned is instead provided in the appendix.

ACTUAL IMPACTS



POTENTIAL IMPACTS



RISKS AND OPPORTUNITIES



MATERIAL TOPICS OF ALMAR

Thus, this analysis allowed Almar to identify its material ESG topics, that represent the contents on which this Sustainability Report is focused⁶. Listed below are the different topics and sub-topics (divided in Environmental, Social and Governance spheres) that will then be disclosed in the related chapters.

Environment

- Climate change
- Pollution
- Water resources
- Resource use and circular economy

Social

- Own workforce

Governance

- Business conduct

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



ENVIRONMENT

Almar S.p.A. is aware of the importance of monitoring and mitigating its environmental impacts. Among the issues that the company has identified as relevant for its production activity are energy management and the generation of greenhouse gas emissions (both issues closely related to climate change), as well as the monitoring of pollutants. This second topic is significant in the context of the Single Environmental Authorisation for atmospheric emissions and discharges, but also with reference to the hazardous substances contained in certain chemical products that the company uses. Finally, another crucial issue for Almar is the use of resources, in terms of procurement and consumption of raw materials, management of risks related to outgoing products and tracking of generated waste.

CLIMATE CHANGE

ENERGY

The monitoring of energy consumption and the implementation of energy efficiency measures are essential aspects of Almar's business; over the years, the company has structured a precise and complete management of energy costs and consumption, supported by an external consultant for the energy portfolio management. In this way, in addition to protecting itself from possible financial risks related to increases and fluctuations in energy costs¹, the company ensures control of the environmental impact of its consumption.

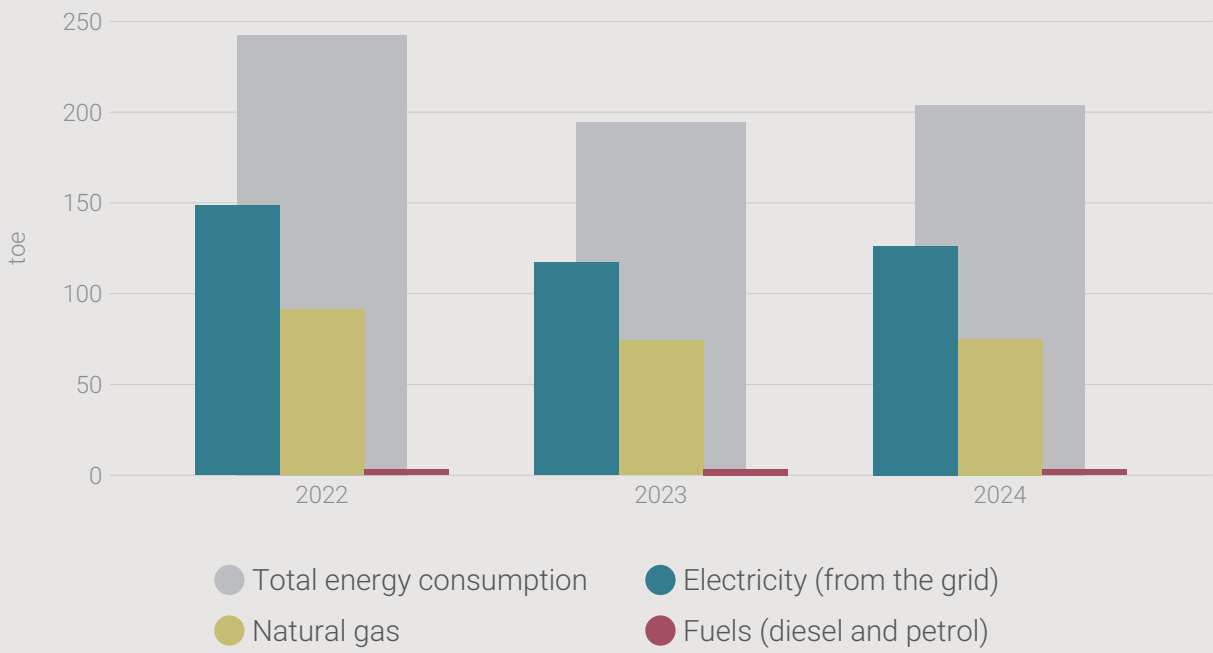
In addition, to further protect itself and mitigate its environmental impact through the self-production and self-consumption of renewable energy, Almar is evaluating the technical and economic feasibility of installing a photovoltaic system at the Merlaro plant. The geographical location, with reduced exposure to sunlight, is currently one of the main obstacles to the realisation of an efficient plant; however, as soon as the best solution is found, the company intends to invest in the implementation of this project.

In 2024, overall consumption appears to be slightly higher than in 2023 (5%), mainly due to an 8% increase in electricity consumption. This growth is purely related to the production activity of the die-casting department (Fornaci site), whose consumption increased by 40% from 2024 to 2023 (in line with an equal increase in melted tonnes of material).

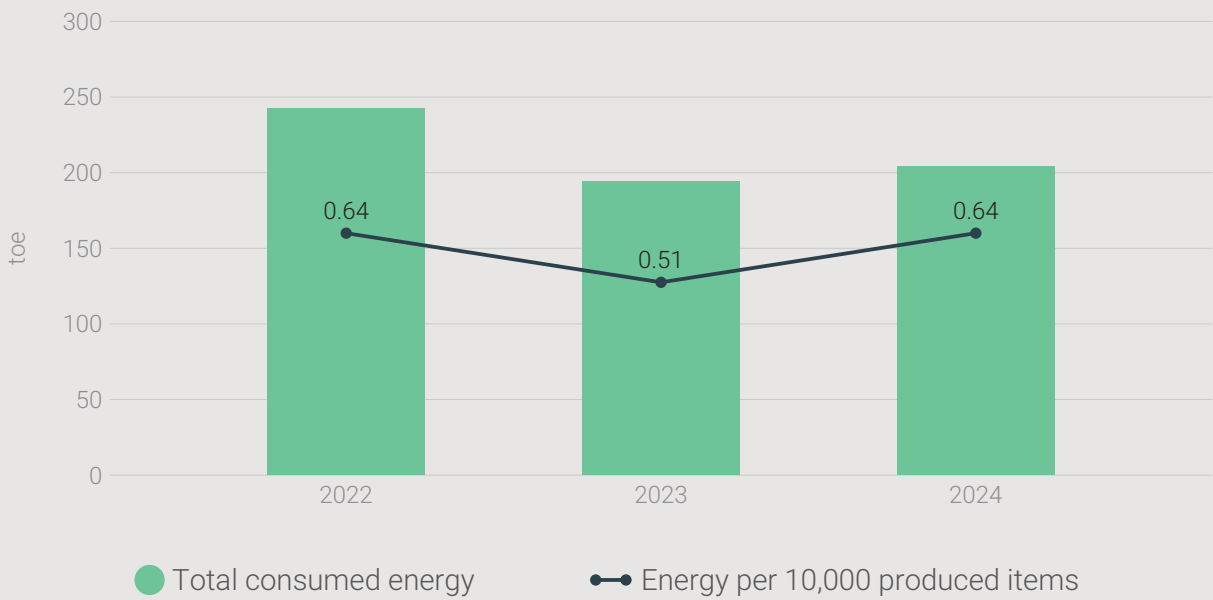
In terms of specific consumption (per 10,000 produced items), the 2024 value appears to be 27% higher than 2023 but in line with 2022.

¹ § Risk: Rise in energy costs.

ENERGY CONSUMPTION



TOTAL AND SPECIFIC CONSUMPTION



To contain and reduce its consumption, Almar implemented several energy efficiency measures between 2022 and 2024. Firstly, replacements were carried out to integrate more energy efficient and advanced systems; specifically, the replaced machineries were:

- General drying unit;
- The main compressor with an inverter model to reduce electric current peaks and manage consumption;
- The forklifts (with new and more technologically advanced batteries);
- The entire emergency lighting (with lower consumption LEDs);
- The neon lamps with new LED lamps when needed.

Secondly, to optimise the operating systems in the office building, the recirculation pump of the exchanger for sanitary water and heating, as well as the irrigation system of the flowerbeds at the entrance, were automated. In addition, timers and detectors were added to regulate the switching on and off both of the outdoor lights at night and of the lights on the staircase.

Finally, a monitoring system was integrated to improve the quantification and verification of gas consumption (through the installation of a gas meter in the boiler). These interventions have enabled the company to optimise the monitoring and operation of its systems, to contain energy consumption and costs.

MITIGATION AND ADAPTATION TO CLIMATE CHANGE

Greenhouse gas (GHG) emissions, which include carbon dioxide (CO₂), are the main contributor to climate change.

GHG emissions generated by a company's activities are classified, according to the GHG Protocol standard, into: emissions directly generated by the company (Scope 1), indirect emissions generated by the withdrawal of electricity from the grid (Scope 2) and indirect emissions from product use, transport and the end of life of products (Scope 3).

In preparing its first Sustainability Report, Almar calculated some of its emissions, specifically those related to Scope 1 and 2 categories, knowing that monitoring the generated effects is the first step towards reducing its environmental impact².

The following emission sources fall within Scope 1 and 2 of Almar:

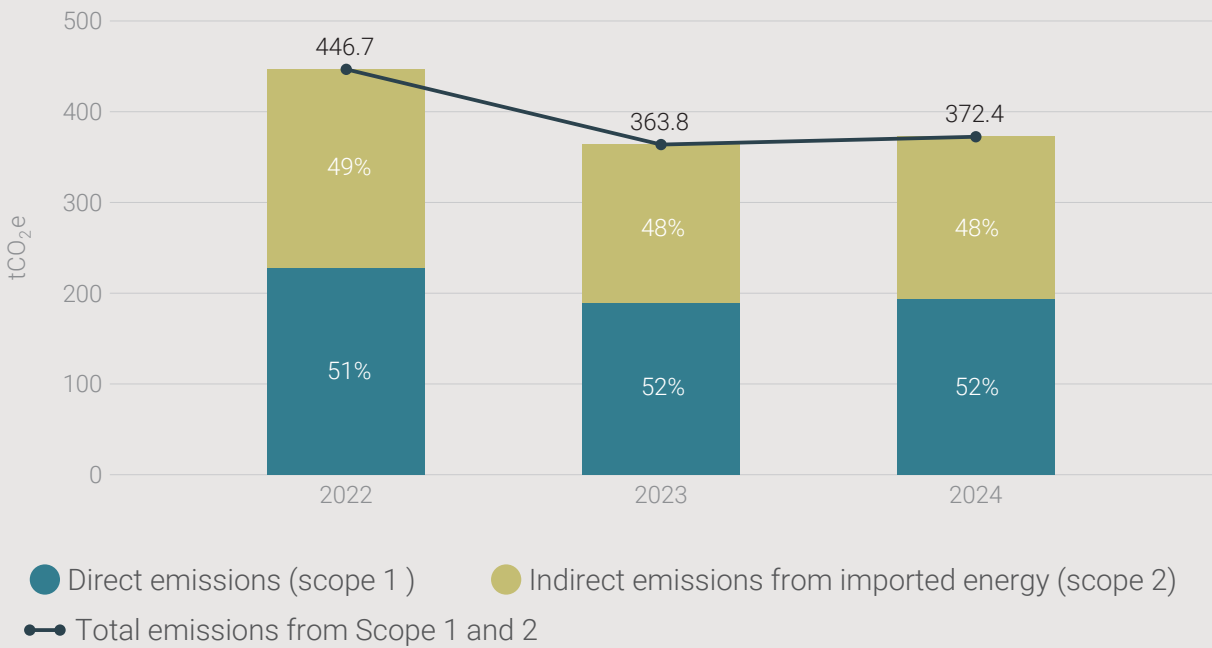
- Scope 1: consumption of natural gas, diesel and petrol
- Scope 2: consumption of grid-supplied electricity

² § Actual Negative Impact: Contribution to GHG emissions.

The total GHG emissions (Scope 1 and 2) generated in 2024 correspond to 372.4 tCO₂e, an increase of 2% compared to 2023 - consistent with the growth in consumption. The distribution of total emissions between Scope 1 and 2 is rather balanced throughout the three-year period, with a distribution close to 50%. In 2024, direct emissions (Scope 1) amounted to 193.6 tCO₂e, while indirect emissions related to imported electricity amounted to 178.8 tCO₂e.

Specific emissions (per 10,000 produced items) also appear to be on the rise compared to 2023: in 2024, 1.17 tCO₂e was emitted every 10,000 produced items, which is about 24% more than in the previous year (0.95 tCO₂e). The 2024 figure, on the other hand, appears to be in line with 2022 (1.18 tCO₂e), reflecting a trend consistent with that recorded for energy consumption.

GHG EMISSIONS (SCOPE 1 AND 2)



In addition to verifying its own impact on the issue of climate change, Almar also deemed it appropriate to assess the possible risks to which the company's business could be exposed as a result of rising global temperatures and related weather events and phenomena. Specifically, according to the World Resources Institute's Water Risk Atlas, the municipality of Vestone (like much of Italy) is exposed to high levels of water stress and drought and medium to high levels of general water risk³. Evaluating the geographical location of its plants, Almar has currently established no t to be significantly exposed to water risks; however, the company is aware of the significant impact that water stress-related phenomena (such as floods or landslides) could have, therefore it aims to keep its exposure monitored in coming years⁴.

³ Source: Water Risk Atlas.
⁴ § Risk: Physical risks due to climate change.

POLLUTION

EMISSIONS IN THE ATMOSPHERE

For the type of activity carried out by Almar, atmospheric emissions of pollutants are a rather relevant issue. In fact, both company sites (at Fornaci and Merlaro) are subject to the Italian Single Environmental Authorisation for emissions and are therefore required to be monitored periodically to ensure compliance with the limits imposed by the Authorisation⁵.

The pollutants that are monitored with annual sampling include: particulate matter including oil mist, metals, COT (total organic carbon), hydrocarbons, hexavalent chromium (already eliminated from all internal Almar production from 2021) and formaldehyde.

Over the period 2022-2024, analyses have consistently found values that were fully within the limits set by the regulations.

SUBSTANCES OF CONCERN

Almar uses various chemical products for its activities, particularly solvents and paints. In 2024, out of the 194,283 kg of chemicals purchased by Almar, approximately 44% (85,889 kg) were classified according to hazard classes. Since the possible dispersion of hazardous substances could generate negative impacts on both the environment and people's health, the company prevents this risk through precise and punctual monitoring of purchased products and their classifications⁶.

For Almar, the use of chemical products entails the application of the REACH Regulation (Registration, Evaluation, Authorisation and restriction of CHemicals). The Regulation, in force in the European Union since 2007, regulates the procedures for the collection and evaluation of information on the properties of chemical substances and the dangers derived from them; all companies that use them, at each stage of the chain (production, import, use), are required to register and communicate the required information, in order to ensure effective tracking and risk management at all levels.

Almar is subject to the obligations of the REACH Regulation both for purchased chemicals (to be used in the production process) and for finished products placed on the market; the company is also required to upload information on substances of very high concern to the SCIP database⁷.

Thanks to the procedures adopted to ensure compliance with the Regulation and its provisions, the company ensures strict management of chemicals, contributing to a significant reduction in the environmental and health risks associated with these products.

⁵ § Potential Negative Impact: Emissions in the atmosphere.

⁶ § Potential Negative Impact: Substances of concern.

⁷ Acronym that stands for "Substances of Concern In articles as such or in complex objects (Products)". SCIP is the database for products that include substances of high concern (SVHC).

WATER RESOURCES

WATER DISCHARGES

The subject of water consumption is not a particularly relevant issue for Almar; in 2024, the total consumption of the two sites was about 3,100 m³. At the Merlaro site (assembly and machining site), water is mainly used for sanitary facilities; a small amount is used in the vibration department, where there is a closed-cycle system with no water discharge, as well as in the high-coat department. Every year, less than 700 cubic metres of water are consumed, which is about 15% of the total consumption. The Fornaci site (die-casting) records higher consumption (2,563 cubic metres withdrawn in 2024, 94% of which from well) but it is still limited and mainly composed of non-drinking water.

However, water resources are relevant for Almar due to the issue of water discharges: the Single Environmental Authorisation relating to the plant where the die-casting department is located, in fact, regulates not only atmospheric emissions but also the possible pollution of water discharges, as a result of the use of water resources in certain production phases⁸.

Water discharges are therefore subject to continuous monitoring; in particular, the concentration of substances such as iron, chromium, nickel, copper, zinc and hydrocarbons is checked annually. In addition, aspects such as pH, acute toxicity testing and chemical oxygen demand per litre are monitored.

Over the three-year period 2022-2024, the results of the samplings have always shown values that comply with the limits set by the regulations in force.

USE OF RESOURCES AND CIRCULAR ECONOMY

RESOURCE INFLOWS

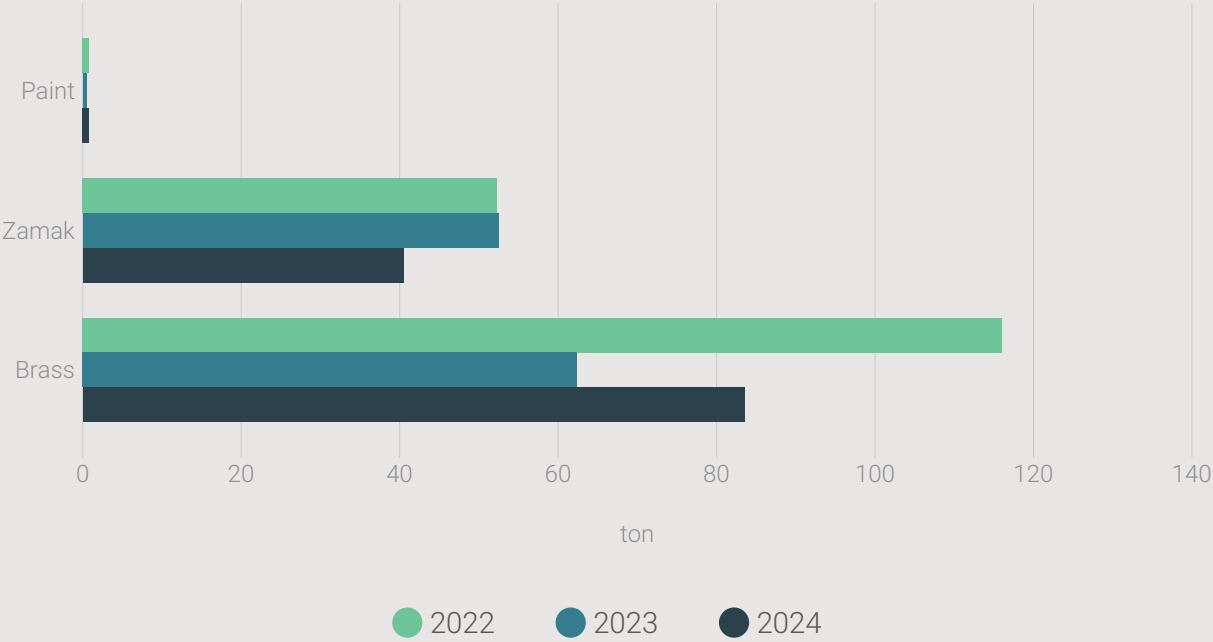
The main raw materials purchased by Almar are metals, in particular brass and zamak, used in the production of handles, plates and accessories. Of the two materials, the most widely used is brass, for which two alloys are mainly and equally used (depending on the type of product to be manufactured). During the reference three-year period, the amount of purchased material varied significantly, depending on production needs and market demands. In 2024, over 40 tonnes of zamak and over 83 tonnes of brass were purchased.

Another relevant material is BTE 110 PLUS paint, which, despite having a much lower weight incidence compared to metals (also due to the different specific weight), is still supplied in significant volumes (750 kg in 2024)⁹.

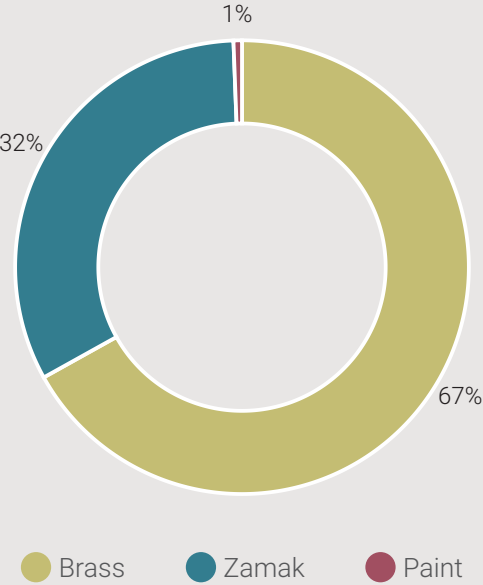
⁸ § Potential Negative Impact: Pollutants in water discharges.

⁹ § Actual Negative Impact: Raw material consumption.

USE OF MAIN RAW MATERIALS

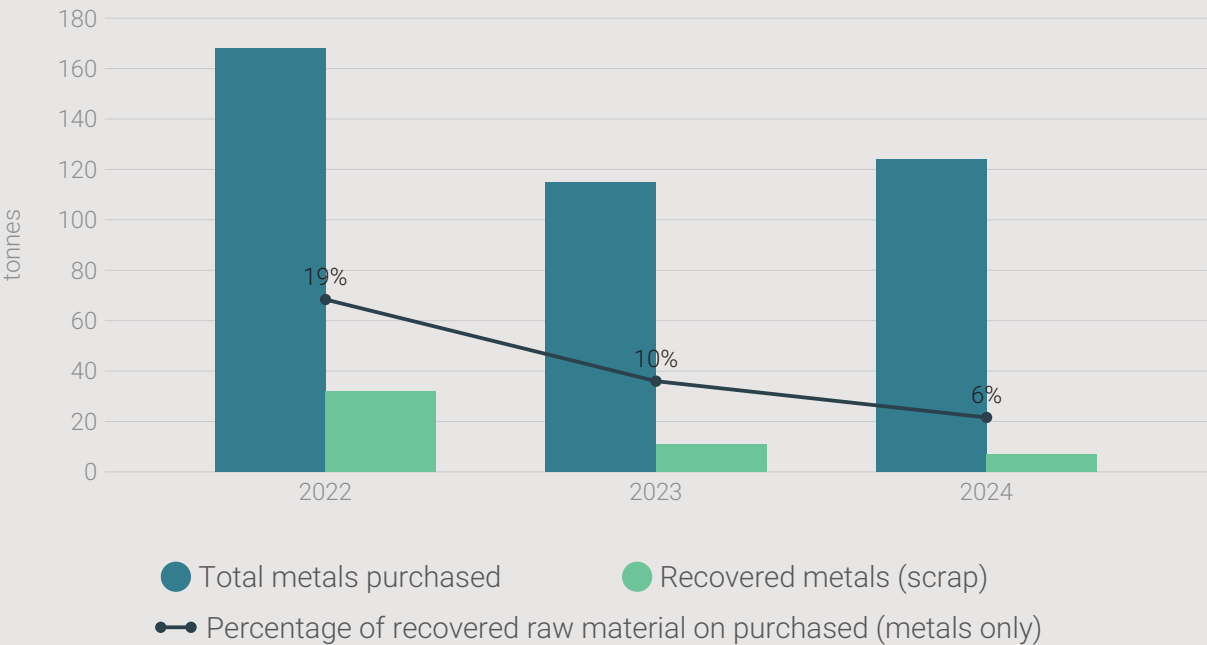


MAIN RAW MATERIALS (2024)



Therefore, 99% (in terms of weight) of the mainly purchased raw material consists in metals whose scraps can be recovered by remelting: in 2024, Almar allowed the recovery of a total of about 7 tonnes of material, or 6% of the total purchased (124 tonnes).

RECOVERED RAW MATERIAL



In recent years, Almar has identified several risks related to the procurement of its main raw materials¹⁰. In fact, compared to the past, it is more difficult to find materials such as zamak and brass, especially with high quality levels; this criticality results in both an increase in purchasing costs and potential delays in receiving materials, aggravated by the risk of non-compliance. The geopolitical instability and international tensions that the world has been experiencing in recent years further fuel these issues. To mitigate these risks, Almar maintains a constant dialogue with its suppliers, with the aim of guaranteeing uniform quality standards and anticipating orders, thus reducing the risk of supply delays.

As far as packaging is concerned, there is no uniform tracking of what is purchased: some types of packaging are tracked in kg while others are tracked in items or other units of measurement. For this reason, it is not currently possible to accurately estimate the percentages of use of the various materials; Almar aims at refining its monitoring in the coming years, to ensure greater awareness in terms of the environmental impact of the packaging used.

¹⁰ § Risk: Supply issues.

The main products purchased for packaging purposes, into which individual components are packed, are boxes, cartons and separators made of paper and cardboard (more than 786,800 items in 2024) and plastic bags and bubble sheets (more than 674,400 items in 2024). Wooden pallets on which orders are transported and stretch film used to wrap pallets (1,472 kg purchased in 2024) are also used to ship finished products. In 2024, 280 pallets were purchased; the reuse of this packaging among trading partners allows the company to purchase new ones only to a limited extent.

Finally, other types of plastic packaging are purchased, such as shrink reels and air bubble reels. Almar has recently been evaluating alternatives to the use of plastic bags and foils/air bubble reels; at the moment it seems complicated due to the greater protection to the product that plastic packaging provides, but the company intends to look for viable alternatives that can reduce the environmental impact without affecting product safety.

RESOURCE OUTFLOWS

Regarding outflows of resources, i.e. products and materials leaving organisational boundaries, Almar has to comply with the REACH and SCIP regulations for certain products¹¹. This implies following the regulation requirements, a constant monitoring of any updates of the subject product lists but also making the required communications along the supply chain. In fact, any non-compliance could lead to fines or penalties issued by national supervisory bodies, as well as possible requests of compensation and claims for damages from customers.

Therefore, Almar pays close attention to full compliance with the Regulations and the registration in the SCIP database of all articles that fall under the Candidate Lists (lists of substances of very high concern). Moreover, the company promptly informs its customers about which of the sold components contain substances that are on the Candidate Lists.

Constant attention to regulatory compliance and transparency towards customers enables the company to significantly reduce the financial risks associated with the regulations that affect its products.

WASTE

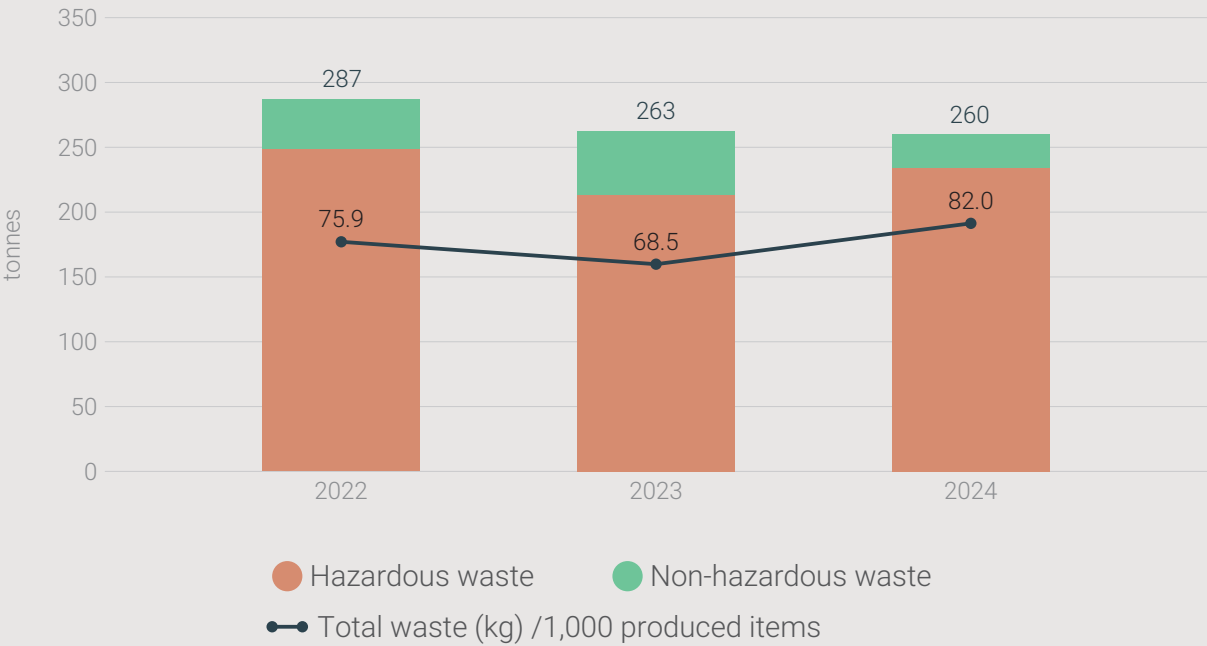
A final environmental aspect on which all production activities generate impacts is the production of waste; in particular, Almar recorded high percentages of hazardous waste each year (over 80%), mainly due to the use of chemicals classified as hazardous. This characteristic makes it more complex to send them for recovery: annually, between 80% and 90% of waste is in fact sent for disposal¹².

¹¹ § Risk: Products covered by the REACH Regulation.

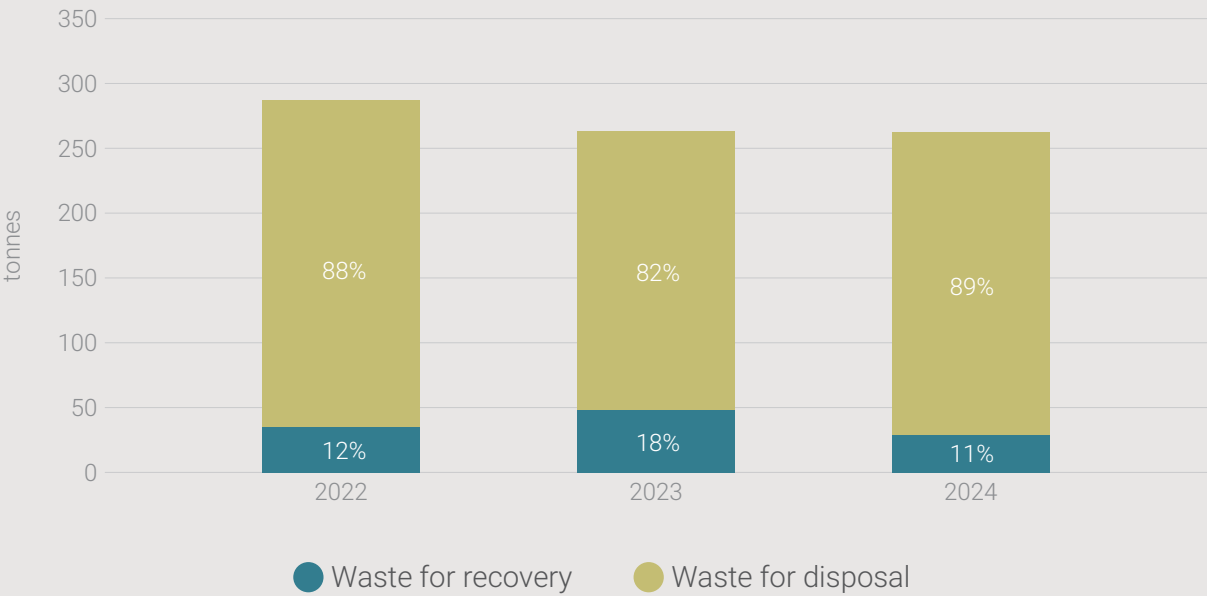
¹² § Actual Negative Impact: Production of waste, including hazardous waste.

Waste generation appears to be fairly constant over the three-year period; in 2024 the percentage of hazardous waste increased to 90% (compared to 81% in 2023 and 87% in 2022), but the total amount decreased slightly to about 260 tonnes. The specific production index appears higher than in the previous two-year period: approximately 82 kg of waste was generated for every 1,000 items produced.

HAZARDOUS AND NON-HAZARDOUS WASTE



DESTINATION OF WASTE





SOCIAL

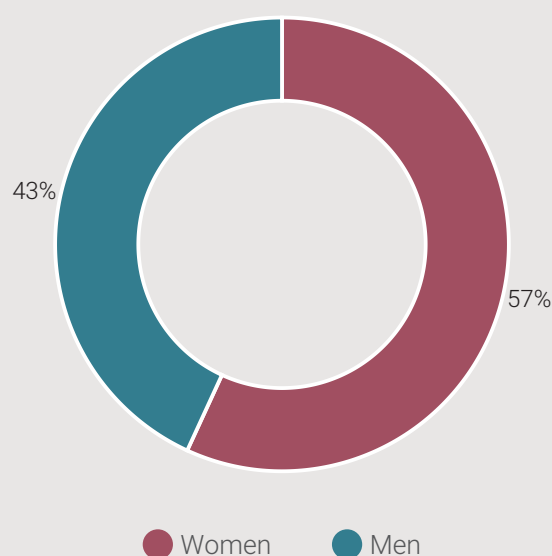
People are one of the pillars on which Almar's long-term success is based. Aware of the importance of human resources to its day-to-day business, the company supports its workers by offering employment security, welfare and rewards beyond legal obligations and a safe working environment in which to operate. It is also committed to supporting the local community with donations and sponsorships, creating value beyond industrial activity in the area in which it operates and in which its employees reside.

OWN WORKFORCE

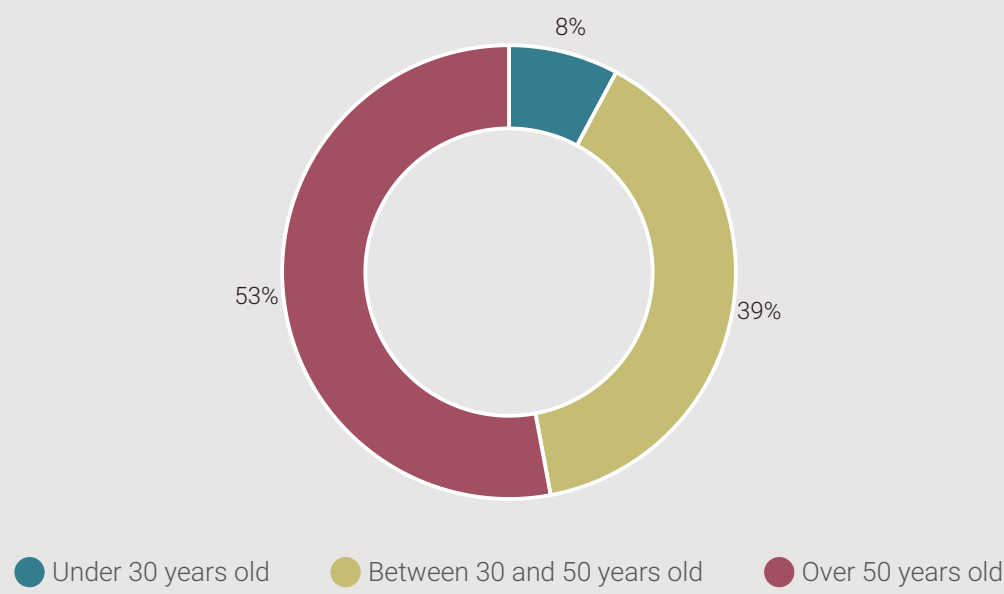
EMPLOYEE MANAGEMENT AND CORPORATE WELL-BEING

As of December 31st, 2024, Almar's workforce accounted for a total of 51 employees, fairly equally distributed between men (22) and women (29). The number of female resources was thus over 50% of the total workforce, not only in 2024 but also in previous years (54% in 2022 and 55% in 2023). The breakdown by age group was stable in the three-year period as well: in 2024, 53% of the workforce was over 50 years old, 39% was in the 30-50 age bracket, and only 8% (or 4 employees) was under 30.

WORKFORCE BY GENDER - 2024

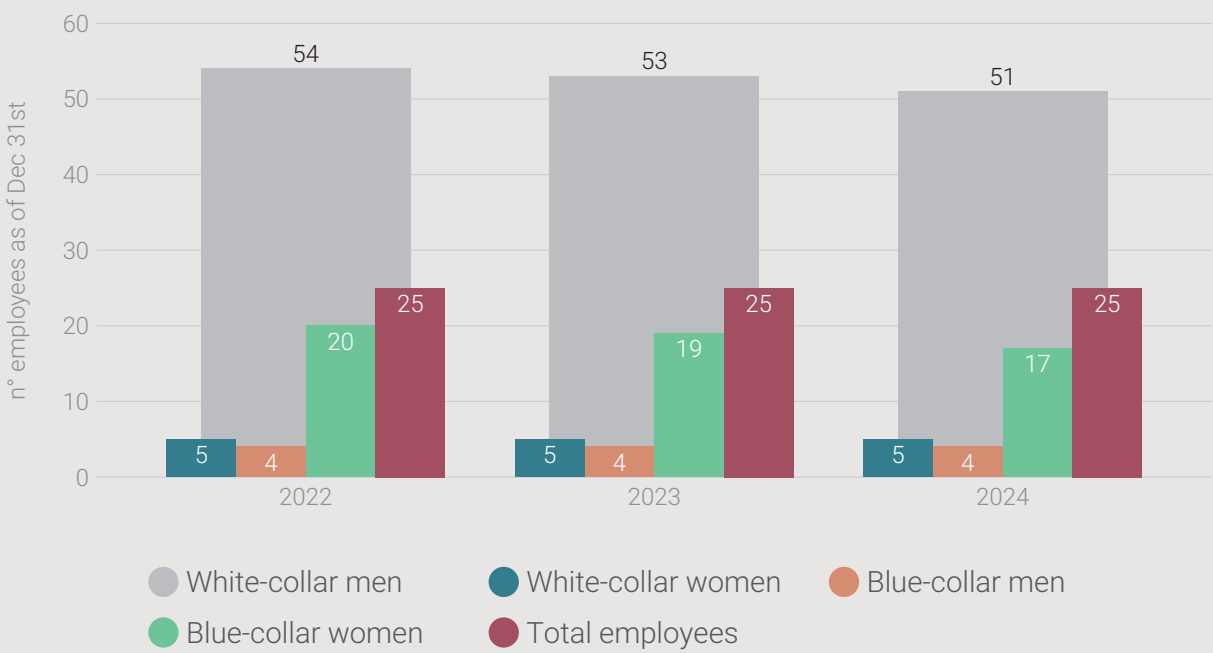


EMPLOYEES BY AGE- 2024



Regarding the distribution of resources by job description, about 82% of the personnel (42 people in 2024) is employed as manual workers, with a predominance of women in the category. The other 9 figures are instead classified as white-collar workers, with a slightly higher presence of men. As can be seen from the graph below, Almar's workforce remained quite stable over the three-year period (2022-2024), with slight variations recorded only in the number of blue-collar workers, especially men.

WORKFORCE BY JOB ROLE



To ensure wellbeing and mutual respect in the workplace, Almar condemns any discriminatory attitude related to ethnicity, gender, age, religion, political opinions, disability, sexual orientation or other characteristics of a person. However, the absence of formalised tools, procedures and policies aimed at preventing and countering possible incidents of discrimination represents a limitation to the monitoring and resolution of potential episodes¹.

The issue appears even more relevant with reference to the specific situation of gender equality, given the significant presence of women in the workforce². In the context of this sustainability report, Almar calculated for the first time the Gender Pay Gap. By comparing the average (gross hourly) remuneration of female resources to that of their male colleagues, it was found that, for the year 2024, women received 76% of the remuneration of male workers. This figure deliberately does not take into account differences linked to role, responsibility and seniority of service, as it is intended to provide a generic picture of the company (including the different gender concentration in roles of responsibility and therefore more remunerated)³.

However, Almar is careful to meet the needs of its female workers, as is also shown by the high number of women working part-time: 48% of the female population (15 out of 29 women), in fact, works part-time. Male colleagues, on the other hand work mainly full-time, except for 1 worker.

The possibility of working part-time allows employees, especially mothers, to better manage their work-life balance. All those who were entitled to and took parental leave (exclusively women, 2 in 2022 and 3 in 2023) returned to work after the maternity period, with a rate of 100% for the entire three-year period⁴.

In addition to its commitment to creating a respectful environment, Almar supports the well-being of its workers through the provision of economic contributions beyond legal obligations. In fact, in addition to the €200 in shopping vouchers in compliance with the National Collective Contractual Agreement for the metal-mechanical industry, Almar grants each employee an additional annual contribution of €300, through vouchers issued at Christmas time. In addition, it provides production bonuses based, for example, on the productivity indicator and absenteeism rate, and, occasionally, extraordinary contributions to support employees in times of particular economic hardship, such as in 2023, in response to rising energy costs. In 2024, Almar distributed a total of €73,625, or 13.7% of net revenue, to its 51 workers.

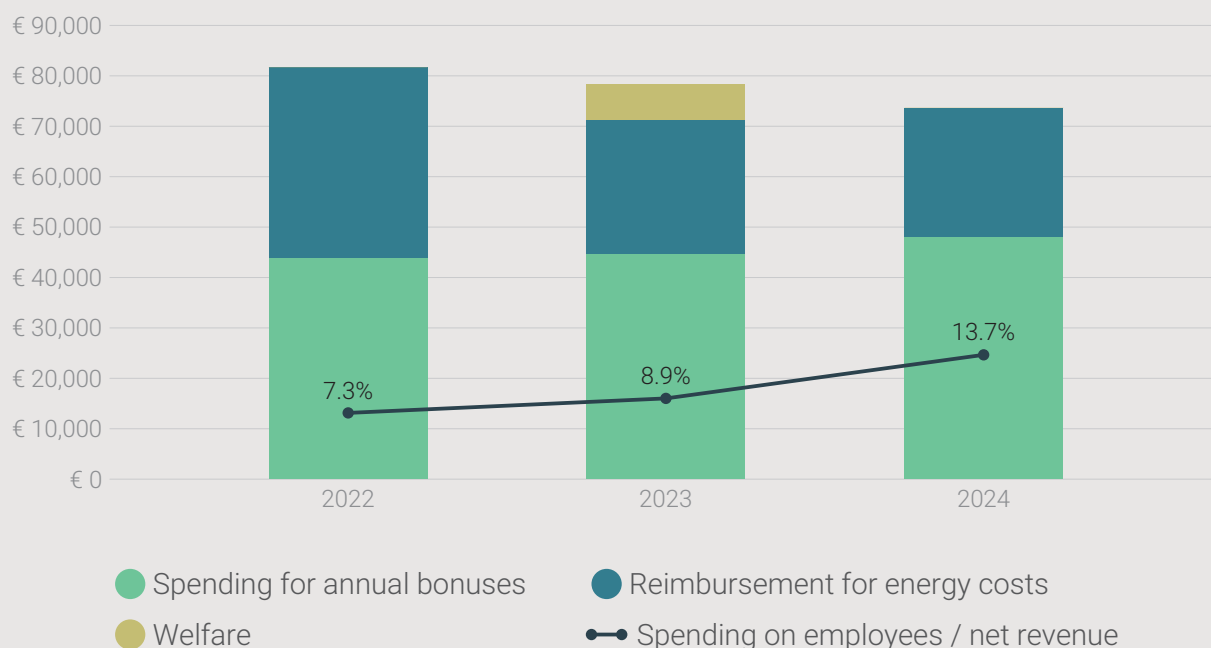
¹ § Potential Negative Impact: Episodes of discrimination.

² § Potential Negative Impact: Gender gap.

³ This calculation methodology reflects that suggested by various ratings and standards, including the new ESRS standards.

⁴ One of the returns took place in between two years, with the maternal leave starting in 2023 and return to work happening in 2024.

SPENDING ON EMPLOYEES



SECURE EMPLOYMENT

For Almar, it is crucial to create stable, lasting and trusting relationships with its employees; to foster such relationships, the company is committed to ensuring contractual stability for all workers. In fact, in both 2023 and 2024, 100% of the workforce was employed on permanent contracts (in 2022 only one employee was on a fixed-term contract)⁵. As a demonstration of the long-term relationship of loyalty and trust between Almar and its workers, the average length of service in 2024 corresponded to approximately 19 years of employment with the company.

Low employee turnover is also reflected in turnover rates⁶: In 2024, the overall turnover rate was 1.9% (with 0 entries and 1 exit during the year). The trend declined over the three-year period 2022-2024. A similar trend is also observed in exit turnover: in 2024 the only exit recorded was due to a retirement, whereas in previous years, in addition to retirements, voluntary exits had also been recorded (3 in 2022 and 1 in 2023). The overall turnover rate is lower than the national industry benchmark of 25.7% in 2023 for the entire three-year period considered⁷.

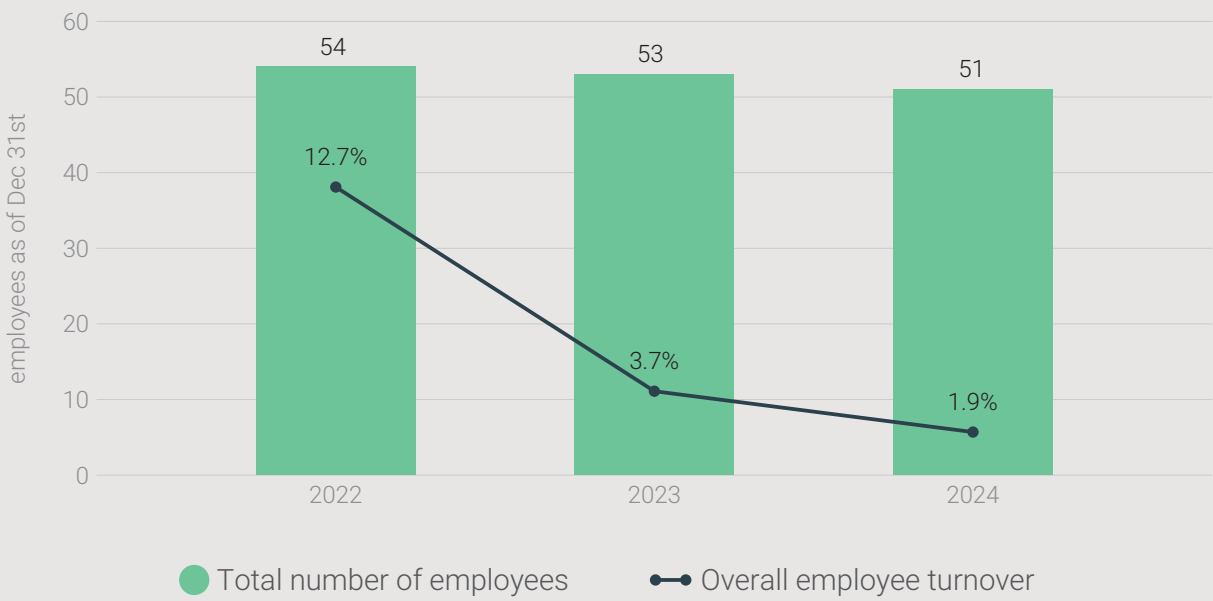
In both 2023 and 2024, no new resources were recruited (while 3 were integrated in 2022). The growth rate, calculated as the difference between entries and exits compared to employees at 31/12 of the previous year, was negative in the reference years (-1.9% in 2024). This trend reflects, in part, the challenges the sector is experiencing as a result of the economic situation in Germany, Almar's main market.

⁵ § Actual Positive Impact: Secure and stable employment.

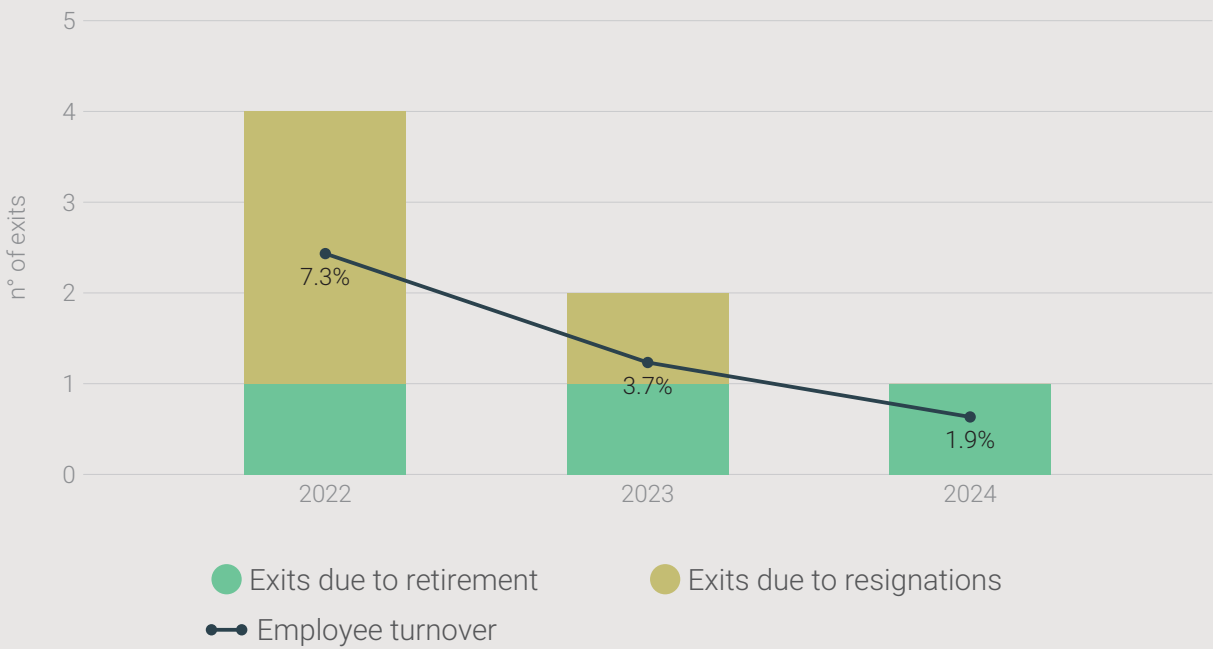
⁶ The overall turnover rate is calculated as: (number of entries in the year + number of exits in the year)/employees at 31.12 of the previous year. Exit turnover, on the other hand, considers only the number of exits as the numerator.

⁷ The source is the 2024 Survey on Labour by the Italian trade association Confindustria, updated to 2023 data: www.confindustria.it/pubblicazioni/indagine-confindustria-sul-lavoro-del-2024.

EMPLOYEES AND OVERALL TURNOVER



EXITS AND EMPLOYEE TURNOVER



In order to ensure operational continuity, especially in a phase of generational transition characterised by constant retirements in recent years and a workforce predominantly over 50, both among personnel and at management level, Almar has recently begun to evaluate strategies aimed at countering the possible risks associated with the employment and turnover of resources. The company therefore intends to develop a more articulated and structured training programme, favouring the transfer of know-how from the most experienced figures to new recruits and colleagues with less specialisation. The main challenge concerns the phase of recruiting new resources, especially with regard to strategic figures to be included in the technical department or as logistics manager⁸.

HEALTH AND SAFETY

Work safety is a topic of primary importance for Almar, which daily strives to ensure high safety standards in its departments, with the aim of minimising the risk of work injuries among the staff⁹. In addition to a careful risk analysis, detailed by job role within the Risk Assessment Document (DVR), Almar is committed to implementing the required procedures to the best of its ability, concerning:

- personnel information and training, with specific modules for crane and overhead crane operators;
- ordinary and extraordinary maintenance of machinery;
- rules for the correct loading and unloading of goods and their handling;
- use of Personal Protective Equipment (such as gloves, helmet and safety shoes).

Furthermore, the company is committed to a clear and precise definition of tasks, functions and responsibilities, to prevent possible misunderstandings and errors that could generate dangerous situations. The strategies adopted have contributed to the excellent results achieved by Almar in this area: in both 2023 and 2024, in fact, no work injuries related to company operations were recorded. The only accident reported in 2023, which occurred during commuting, was not considered for sustainability reporting purposes¹⁰.

TRAINING AND SKILLS DEVELOPMENT

Investing in skill development means believing in the potential of people and in their continuous growth. Training is not just a duty, but an opportunity to enhance talent, increase employee satisfaction and strengthen the effectiveness of day-to-day work. When it is limited only to regulatory obligations, it runs the risk of not fully grasping the real needs of those who every day contribute to the company's growth. For this reason, promoting targeted and stimulating training courses becomes a way to build a more solid and shared future¹¹.

Almar recognises the importance of training as a strategic lever for the growth of people and of the company itself; it is therefore committed to promoting paths that favour the development of skills at all levels.

⁸ § Risk: Difficulties regarding employment.

⁹ § Potential Negative Impact: Risk of work accident.

¹⁰ The reference standard specifying this exclusion is GRI 403-9.

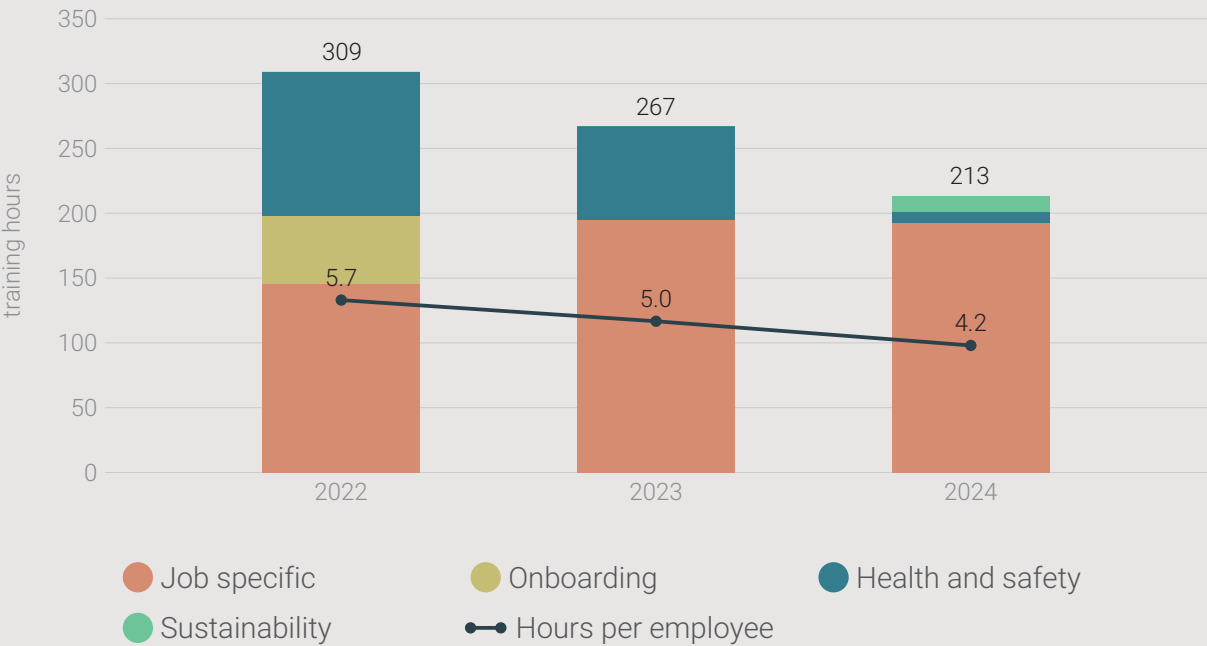
¹¹ § Risk: Competencies of workers.

However, the partial lack of training monitoring - especially of the hours dedicated internally to the transmission of know-how to new hires or other colleagues - currently makes it difficult to have a complete picture of the hours of training actually provided in the company. In the coming years, Almar intends to monitor skills development more closely and to strengthen internal training; specifically, a relevant area of training will regard the updating and expanding of technological knowledge on the machinery in use and, if necessary, on newly installed machinery.

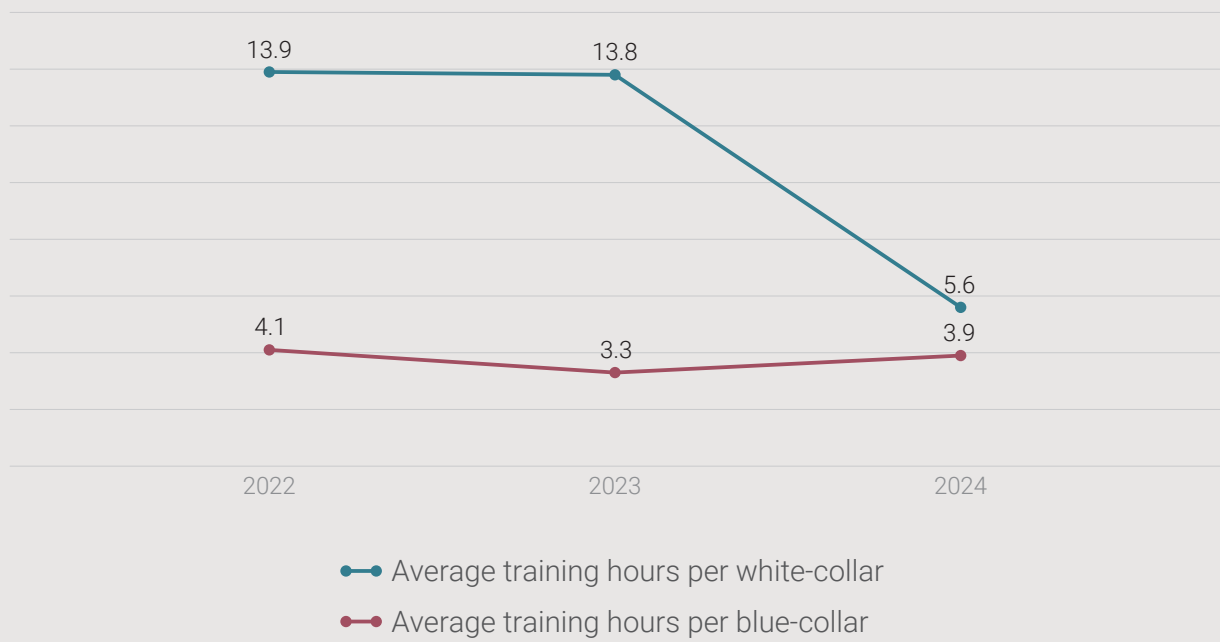
In 2024, the total number of training hours amounted to 213, or approximately 4.2 hours per employee. Both the absolute and the specific figure appear to have fallen over the three-year period. The situation is rather different according to the job description: the training hours for blue-collar workers appear to be low but constant over the three-year period, whereas in the case of white-collar workers, who on average attend more courses, the amount per employee dropped in 2024 compared to the previous two-year period.

The main topics covered by training were health and safety and job specific matters. In 2024, some employees attended a short course on sustainability, aimed at understanding its relevance and at starting a corporate sustainability journey, which led to the publication of this report.

HOURS OF TRAINING BY TOPIC



AVERAGE TRAINING HOURS BY JOB ROLE



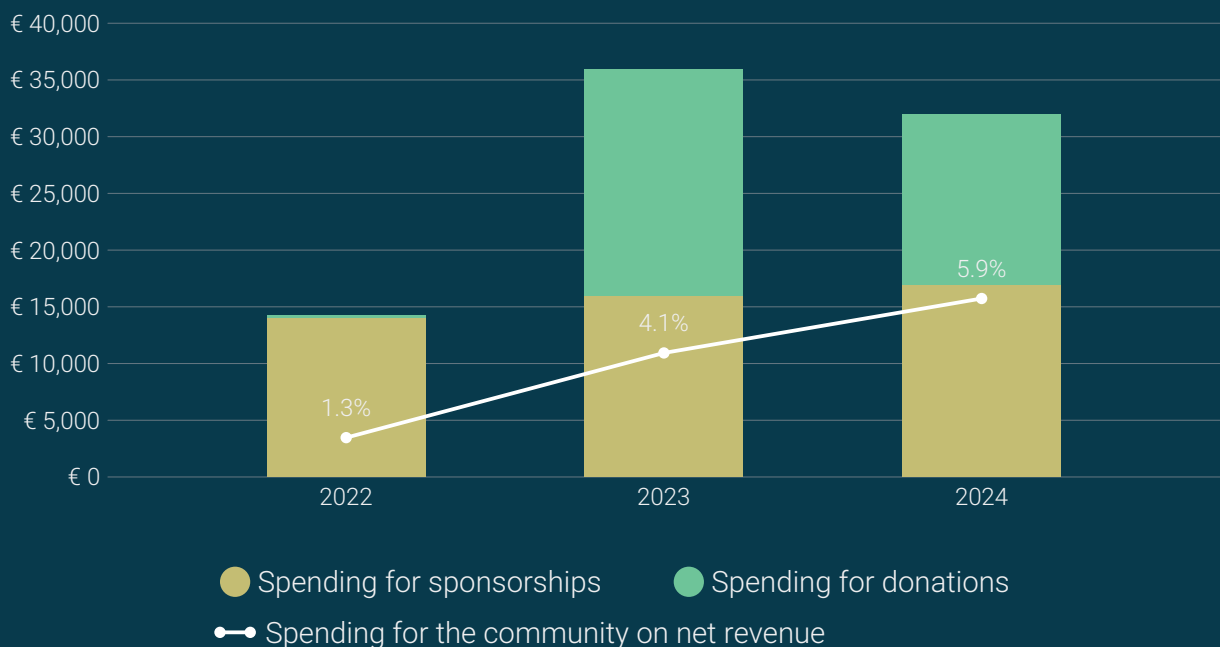
SPENDING FOR THE COMMUNITY

Deeply rooted in the area in which it is located, Almar has always been eager to support the local community, through donations to associations and to the local parish, and through sponsorship of local sports clubs, such as a group of local fishermen, a bicycle ASD (R-X Team) and ASD Barghe (an amateur sports association in a municipality near Nozza di Vestone).

In 2023, in support of the emergency posed by the Russian Ukrainian conflict, Almar also contributed to the purchase of an ambulance to be used to help the wounded in war zones.

In 2024, about €32,000 was invested for the community, which is almost 6% of the company's net revenue.

SPENDING FOR THE COMMUNITY





GOVERNANCE

Almar's attention to its environmental and social impact is part of a company management that has always been focused on quality and innovation, aiming at the international market while remaining rooted in its own local territory. These principles also guide Almar's actions towards all its stakeholders.

BUSINESS CONDUCT

GOVERNANCE STRUCTURE AND ECONOMIC PERFORMANCE

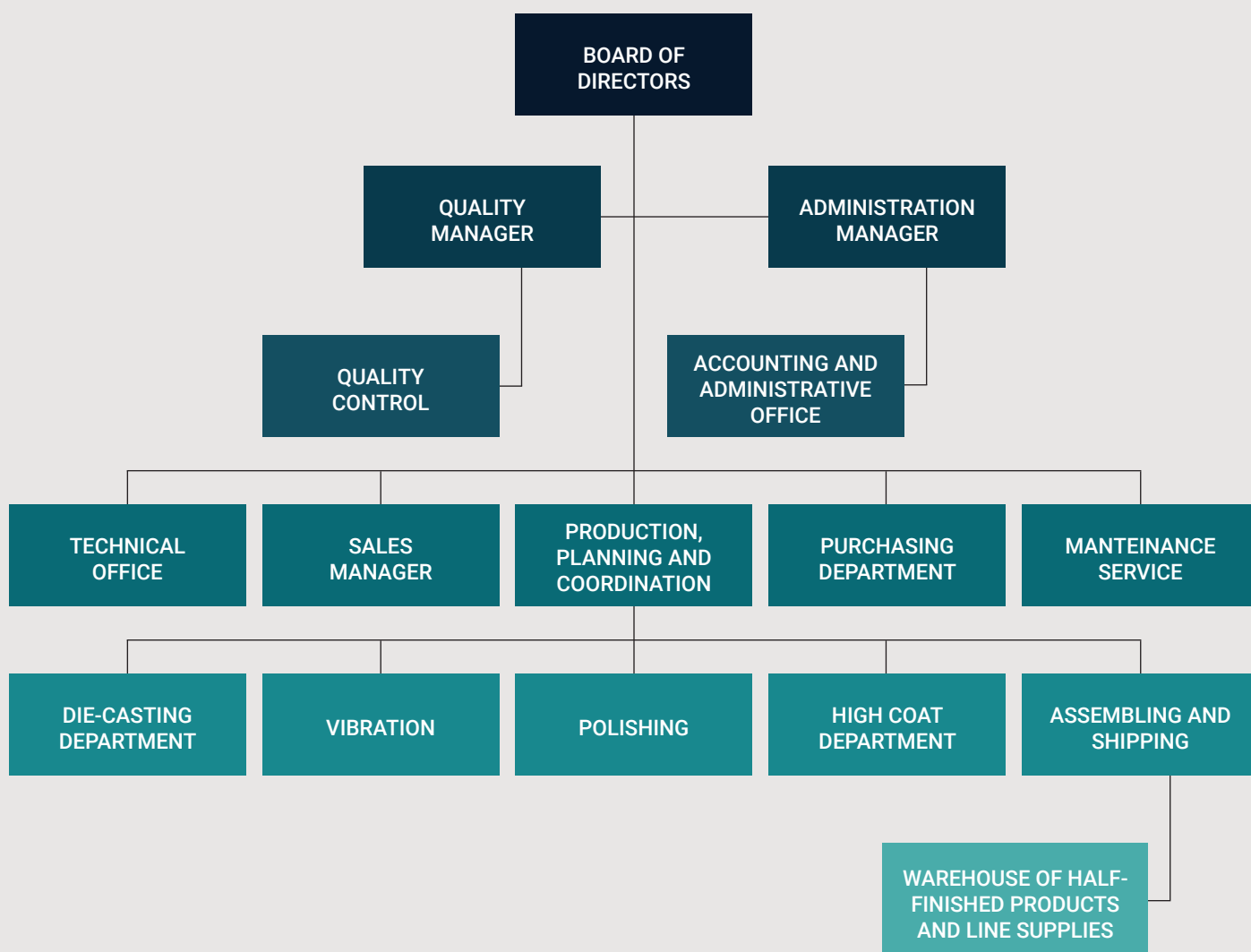
As of today, Almar is led by the company founder's three sons, who carry on the management as members of the Board of Directors. The board is therefore composed of 100% men over 50 years old. Although there are no employees classified as managers, the company organigram consists of several levels and establishes various degrees of responsibility.

During the reference years (2022-2024), Almar has never received reports either for environmental or social issues (from the community or competent authorities) or for critical issues related to corruption, anti-competitive behaviour or privacy. Moreover, risks related to corruption – which, according to the ESRS, includes all practices involving the abuse of power for personal gain – appear rather limited for Almar¹.

Data security, as well as the protection of the privacy of employees and business partners², instead, are topics of much greater importance for Almar. In fact, any cyber-attacks or data losses could have considerable economic and reputational consequences for the company. Although such events have never occurred to date, in 2024 the company has chosen to further strengthen its protection measures by adopting an immutable backup system. This tool allows all crucial information to be safeguarded, guaranteeing its recovery in case of need and ensuring business continuity.

¹ § Risk: Risk of corruption.

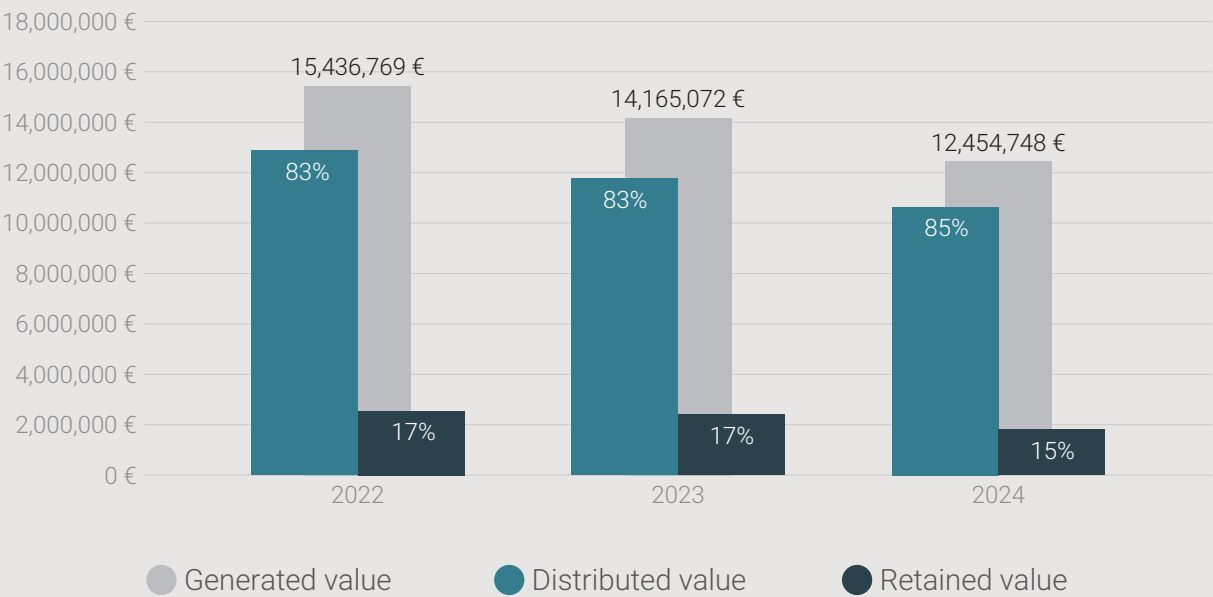
² § Risk: Data breach.



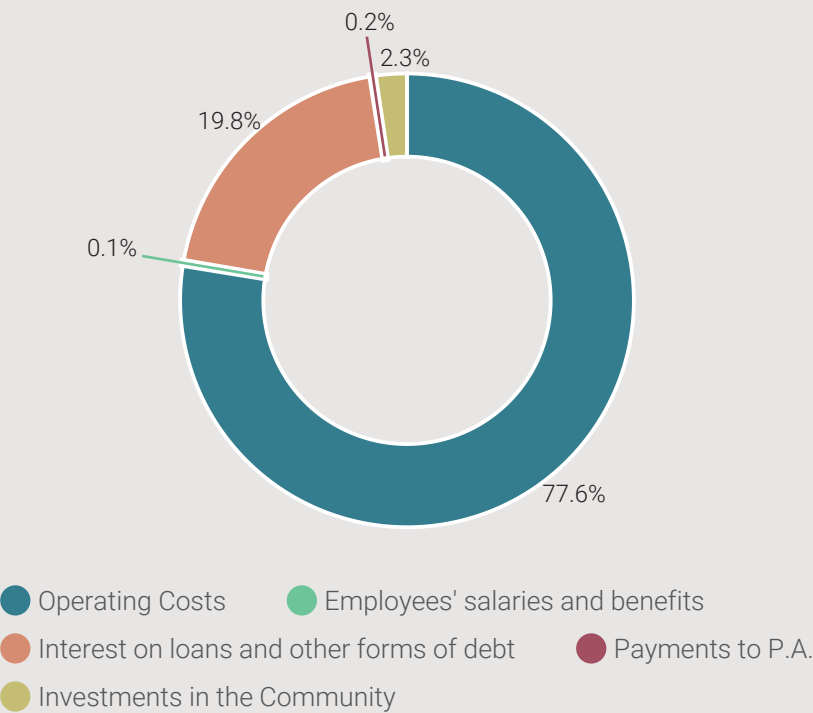
Economic performance

With reference to the company's economic performance, in 2024 Almar recorded a generated value of more than €12,454,000, about 12% less than in 2023. More than 80% of such value was redistributed, mainly to operating costs (77.6%) and to employees' salaries and benefits (19.8%); the other costs were interest expenses, payments to the public administration and community investments. Approximately €15,000, which represents 0.14% of the distributed value, was given as donations to the community.

GENERATED, RETAINED AND DISTRIBUTED VALUE



CLASSIFICATION OF DISTRIBUTED VALUE - 2024



CORPORATE CULTURE

Ever since the company's institution by Alberto Martinelli, quality has been a guiding and indispensable value for Almar, inspiring every aspect of its daily activities and nurturing its path of growth and consolidation. This value takes shape first and foremost in the processing of products and in the relationship with customers, almost exclusively composed of international companies. In fact, Almar's main market is Germany, followed by other countries such as France, Holland, Austria, Switzerland and Canada. The company's ability to adapt to the specific preferences and needs of each market is one of the main distinguishing features of its products.

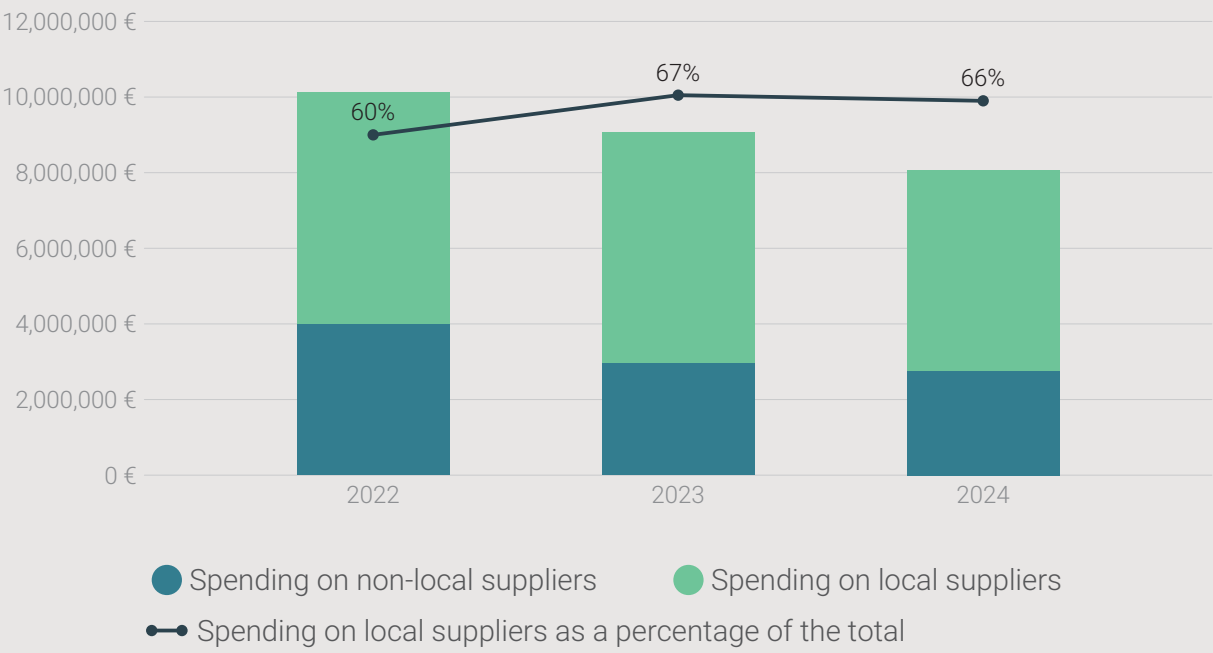
The quality management system, certified according to ISO 9001, is supported by a careful monitoring of complaints. The complaints index - calculated as the incidence of related costs on the total turnover - has always been below 0.05% in the three-year period 2022-2024, with a resolution rate of 100%. These tools allow Almar to continuously monitor the quality of products and services offered to customers; at the same time, the resources dedicated to research and development activities (3 people in the three-year period considered) focus on innovation and the provision of new and alternative solutions, thus ensuring that the level of quality achieved over time is maintained and constantly improved.

For Almar, the decision to communicate its performance with this Sustainability Report is a further step towards its goal of distinguishing itself in the market and expanding its reach to new customers and countries. In fact, the growing sensitivity to environmental, social and governance issues is an important competitive advantage for the company, improving its attractiveness to customers, investors and employees. Moreover, this sensitivity also translates into financial benefits, facilitating access to capital and obtaining more favourable financing conditions.

In addition to guaranteeing high standards towards customers, Almar also pays great attention to the management of its supply chain, ensuring that suppliers comply with strict quality criteria. This attention is reflected in the selection of suppliers, which is based on criteria defined within the ISO 9001 management system. Almar's suppliers are predominantly local (i.e. located in the province of Brescia): in 2024, 66% of total spending on suppliers was in fact towards local companies.

³ § Opportunity: New market opportunities.

SPENDING ON SUPPLIERS





GRI CONTENT INDEX

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

There are no GRI sector standards relevant to Almar's business.

Statement of use	Almar S.p.A. presented a disclosure drafted "with reference to" the GRI standards, for the reporting period January 1st, 2024 – December 31st, 2024
GRI 1 used	GRI 1 – Foundation 2021

GRI 2 - GENERAL DISCLOSURES 2021		
Standard GRI	Disclosure	Reference paragraph
<i>The organization and its reporting practices</i>		
2-1	Organizational details	Methodological note
2-2	Entities included in the organization's sustainability reporting	Methodological note
2-3	Reporting period, frequency and contact point	Methodological note
2-4	Restatements of information	Any variations are indicated in the text
<i>Activities and employees</i>		
2-7	Employees	Social – Own workforce
2-8	Workers who are not employees	There are no workers who are not employees
<i>Governance</i>		
2-9	Governance structure and composition	Governance – Business conduct
2-10	Nomination and selection of the highest governance body	Governance – Business conduct

2-11	Chair of the highest governance body	Letter to stakeholders
2-14	Role of the highest governance body in sustainability reporting	Governance – Business conduct

Strategies, policies and measures

2-25	Processes to remediate negative impacts	If any, they are disclosed in the relevant section of the main chapters (IROs can be identified thanks to the references in the footnotes).
2-27	Compliance with laws and regulations	Governance – Business conduct

Stakeholder engagement

2-29	Approach to stakeholder engagement	Material topics and impacts of Almar
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GRI 3 - MATERIAL TOPICS - 2021 VERSION

3-1	Process to determine material topics	Material topics and impacts of Almar
3-2	List of material topics	Material topics and impacts of Almar
3-3	Management of material topics	Management of topics is disclosed in the relevant section of the main chapters, that can be identified thanks to the section title and the references to IROs in the footnotes.

DISCLOSURE		REFERENCE PARAGRAPH
<i>Topic standard – governance</i>		
201-1	Direct economic value generated and distributed	Governance – Business conduct
204-1	Proportion of spending on local suppliers	Governance – Business conduct
205-3	Confirmed incidents of corruption and actions taken	<i>No episodes of corruption were confirmed</i> Governance – Business conduct
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	<i>No episodes of corruption were confirmed</i> Governance – Business conduct
<i>Topic standard – environment</i>		
301-1	Materials used by weight or volume	Environment – Use of resources and circular economy (Resource inflows)

302-1	Energy consumption within the organization	Environment – Climate change (Energy)
302-3	Energy intensity	Environment – Climate change (Energy)
303-3	Water withdrawal	Environment – Water resources
303-4	Water discharge	Environment – Water resources
303-5	Water consumption	Environment – Water resources
305-1	Direct (Scope 1) GHG emissions	Environment – Climate change (Mitigation and adaptation to climate change)
305-2	Energy indirect (Scope 2) GHG emissions	Environment – Climate change (Mitigation and adaptation to climate change)
305-4	GHG emissions intensity	Environment – Climate change (Mitigation and adaptation to climate change)
306-1	Waste generation and significant waste-related impacts	Environment – Use of resources and circular economy (Waste)
306-3	Waste generated	Environment – Use of resources and circular economy (Waste)
306-4	Waste diverted from disposal	Environment – Use of resources and circular economy (Waste)
306-5	Waste directed to disposal	Environment – Use of resources and circular economy (Waste)
<i>Topic standard - social</i>		
401-1	New employee hires and employee turnover	Social – Own workforce (Secure employment)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social – Own workforce (Employee management and corporate well-being)
403-1	Occupational health and safety management system	Social – Own workforce (Health and safety)
403-5	Worker training on occupational health and safety	Social – Own workforce (Training and skills development)
403-6	Promotion of worker health	Social – Own workforce (Health and safety)
403-9	Work-related injuries	Social – Own workforce (Health and safety)
404-1	Average hours of training per year per employee	Social – Own workforce (Training and skills development)

405-1	Diversity of governance bodies and employees	Social – Own workforce; Governance – Business conduct
405-2	Ratio of basic salary and remuneration of women to men	Social – Own workforce (Employee management and corporate well-being)
406-1	Incidents of discrimination and corrective actions taken	<i>No episodes of discrimination were registered</i> - Social – Own workforce
413-1	Operations with local community engagement, impact assessments, and development programs	Social – Focus section: Spending for the community

APPENDIX

ANALYSIS OF IMPACTS, RISKS AND OPPORTUNITIES

In Chapter 2, the methodology and results of the double materiality analysis were explained. Each identified Impact, Risk and Opportunity (IRO) was internally attributed values for the various parameters established by the regulation. These values, that are detailed in the tables below, were assigned in a range between 1 and 4, according to the following rating scales:

SCALE	1	NOT VERY IMPORTANT/SEVERE
	2	MODERATELY IMPORTANT/SEVERE
	3	IMPORTANT/SEVERE
	4	EXTREMELY IMPORTANT/SEVERE
SCOPE	1	VERY LIMITED EXTENSION
	2	MODERATELY EXTENDED
	3	EXTENDED
	4	WIDELY EXTENDED
IRREMEDIABLE CHARACTER	1	IT IS POSSIBLE TO RESTORE THE SITUATION PRIOR TO THE IMPACT, WITH A LIMITED EFFORT
	2	IT IS POSSIBLE TO RESTORE THE SITUATION PRIOR TO THE IMPACT, BUT NOT WITHIN 6 MONTHS
	3	IT IS POSSIBLE TO RESTORE THE SITUATION PRIOR TO THE IMPACT ONLY PARTIALLY
	4	IT IS NOT POSSIBLE TO REMEDIATE THE IMPACT
POTENTIAL MAGNITUDE	1	NOT VERY IMPORTANT/SEVERE
	2	MODERATELY IMPORTANT/SEVERE
	3	IMPORTANT/SEVERE
	4	EXTREMELY IMPORTANT/SEVERE
LIKELIHOOD	1	REMOR
	2	LOW
	3	MEDIUM
	4	HIGH

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

NEGATIVE ACTUAL IMPACTS					
			MAGNITUDE		
Topic	IRO title	Contribute to the impact	Scale	Scope	Irrimediabale Character
E1 - Climate change mitigation and adaptation	Contribution to GHG emissions	Directly caused	2	1	3
E5 - Resource inflows, including resource use	Raw material consumption	Directly caused	2	2	3
E5 - Waste	Production of waste, including hazardous waste	Directly caused	2	1	3

POSITIVE ACTUAL IMPACTS					
				MAGNITUDE	
Topic	IRO Title	Contribute to the impact	Scale	Scope	
S1 - Secure employment	Secure and stable employment	Directly caused	3	3	

NEGATIVE POTENTIAL IMPACTS							
			MAGNITUDE				
Topic	IRO title	Contribute to the impact	Scale	Scope	Irrimediabale Character	Likelihood	Time Horizon
E2 - Pollution (of air, water, soil, living organisms and food resources)	Emissions in the atmosphere	Directly caused	2	2	3	2	Medium Term
E2 - Substances of concern or very high concern	Substances of concern	Directly caused	2	2	3	2	Medium Term

E3 - Water discharges (including oceans)	Pollutants in water discharges	Directly caused	2	1	3	2	Medium Term
S1 - Health and safety	Risk of work accident	Directly caused	3	4	3	2	Medium Term
S1 - Gender equality and equal pay for work of equal value	Gender gap	Directly caused	2	2	2	2	Medium Term
S1 - Measures against violence and harassment in the workplace	Incidents of discrimination	Directly caused	2	2	2	1	Medium Term

RISKS					
Topic	IRO title	Potential Magnitude	Likelihood	Time Horizon	
E1 - Climate change mitigation and adaptation	Physical risks due to climate change	3	2	Medium Term	
E1 - Energy	Rise in energy costs	2	2	Medium Term	
E5 - Resource inflows, including resource use	Supply issues	3	2	Medium Term	
E5 - Resource outflows related to products and services	Products covered by the REACH Regulation	2	2	Medium Term	
S1 - Secure employment	Difficulties regarding employment	3	2	Medium Term	
S1 - Training and skills development	Competencies of workers	3	3	Medium Term	
G1 - Corruption: Incidents and prevention and detection, including training	Risk of corruption	2	2	Medium Term	
G1 - Cybersecurity	Data breach	3	2	Medium Term	

OPPORTUNITIES					
Topic	IRO title	Potential Magnitude	Likelihood	Time Horizon	
G1 - Business conduct	New market opportunities	2	2	Medium Term	

TABLES OF DATA

Environment

ENERGY CONSUMPTION				
GRI 302-1	UoM	2022	2023	2024
Electricity from the grid	kWh	794,345.0	625,871.0	674,989.9
Electricity	toe	95.8	90.5	89.0
Natural gas	Sm ³	109,273.0	88,846.0	89,711.0
Natural gas	toe	91.4	74.3	75.0
Diesel	l	3,056.0	3,374.0	3,117.0
Diesel	toe	2.6	2.9	2.7
Petrol	l	573.0	648.0	700.0
Petrol	toe	0.4	0.5	0.5
Total consumption	toe	242.5	194.2	203.9

EMISSIONS				
GRI 305-1,2	UoM	2022	2023	2024
Natural gas	tCO ₂ e	218.5	178.8	183.6
Diesel	tCO ₂ e	8.2	9.0	8.4
Petrol	tCO ₂ e	1.3	1.5	1.6
F-Gas leaks	tCO ₂ e	-	-	-
Total scope 1 emissions	tCO₂e	228.0	189.4	193.6
Electricity taken from the grid (location-based)	tCO ₂ e	218.7	174.4	178.8
Total scope 2 emissions	tCO₂e	218.7	174.4	178.8
Total scope 1 + scope 2 emissions	tCO₂e	446.7	363.8	372.4

WATER CONSUMPTION				
GRI 303-3,5	UoM	2022	2023	2024
Total water consumption	m³	3,777.0	5,248.0	3,144.0
Of which drawn from aqueduct	m³	818.0	813.0	733.0
Of which taken from well	m³	2,959.0	4,435.0	2,411.0
Of which treated and released back into the environment	m³	-	-	-

RAW MATERIALS				
GRI 301-1,2	UoM	2022	2023	2024
Raw materials	kg	168,278	114,945	123,990
Of which brass	kg	115,960	62,411	83,479
Of which zamak	kg	52,318	52,534	40,511
Of which paint	kg	750	500	750
Recovered raw material (remelted metal scrap)	kg	31,765	11,431	7,206
Other process-related materials - chemicals	kg	9,016	210,747	194,283
Of which classified as hazardous	kg	7,304	66,671	85,889
Of which classified as non-hazardous	kg	1,712	144,076	108,394
Purchased packaging (used for outgoing products)				
Paper and cardboard	nr	693,558	746,911	786,838
Wooden pallets	nr	112	348	280
Stretch film	kg	2,964	1,491	1,472
Transparent bags. bubble sheets and spongy bags	nr	919,122	873,392	674,486
Heat-shrinkable coils and other bags	kg	3,133	3,132	2,418
Air bubble coils	mq	37,178	27,398	29,753

WASTE				
GRI 306-3,4,5,6	UoM	2022	2023	2024
Waste generated	tons	287.1	262.9	260.2
Of which dangerous	tons	249.4	213.4	233.8
Of which non-hazardous	tons	37.6	49.5	26.3
Waste sent for recovery	tons	35.1	48.3	28.9
Waste sent for disposal	tons	252.0	214.5	233.3

Social

WORK STAFF				
GRI 401-1	UoM	2022	2023	2024
Number of employees	-	54	53	51
Number of hires	-	3	0	0
Number of exits	-	4	2	1
Overall turnover rate	%	12.7%	3.7%	1.9%
Number of hires under 30	-	1	0	0
Number of exits under 30	-	0	1	0
Under-30 turnover rate	%	20.0%	20.0%	0.0%

CONTRACTS				
GRI 2-7	UoM	2022	2023	2024
Men on open-ended contracts	-	24	24	22
Women on open-ended contracts	-	29	29	29
Men on fixed-term contracts	-	1	0	0
Women on fixed-term contracts	-	0	0	0
Men on on call/hourly contracts	-	0	0	0
Women on on call/hourly contracts	-	0	0	0
Men working full time	-	24	23	21
Women working full time	-	15	15	15
Men working part time	-	1	1	1
Women working part time	-	14	14	14

LABOR FORCE CLASSIFICATION				
GRI 401-1 GRI 2-7	UoM	2022	2023	2024
<i>By age group</i>				
Employees < 30 years	-	5	4	4
Employees between 30 and 50 years old	-	26	23	20
Employees > 50 years old	-	23	26	27
<i>By gender</i>				
Men	-	25	24	22
Women	-	29	29	29
<i>By job classification</i>				
Top manager	-	0	0	0
Manager	-	0	0	0
Office worker	-	9	9	9
Factory worker	-	45	44	42

WORK-RELATED INJURIES				
GRI 403-9	UoM	2022	2023	2024
Hours worked	Hours	84,627	77,950	73,032
Number of work-related injuries	-	1	0	0
Number of commuting accidents*	-	1	1	0
Days of injury*	Days	55	84	0
Frequency index	-	11.80	0.00	0.00
Severity index	-	0.60	0.00	0.00

* commuting accidents are not counted for sustainability reporting purposes. as also indicated by the GRI standard. For the sake of transparency. they are nevertheless indicated (but not counted for index calculation purposes).

STAFF TRAINING				
GRI 404-1,2,3	UoM	2022	2023	2024
Total training hours	Hours	309	267	213
Hours per employee	Hours/ Employee	5.7	5.0	4.2
<i>By topic</i>				
Health and safety (mandatory)	Hours	111	72	8
Job specifications	Hours	146	195	193
Incoming shadowing/tutoring/ Onboarding	Hours	52	-	-
Sustainability	Hours	-	-	12
Other	Hours	-	-	-
<i>By job classification</i>				
Top manager	Hours	N/A	N/A	N/A
Manager	Hours	N/A	N/A	N/A
Office worker	Hours	125	124	50
Factory worker	Hours	184	143	163

GENDER PAY GAP				
GRI 405-2	UoM	2022	2023	2024
Gender pay gap (average women's pay/ average men's pay)	%	77%	77%	76%

WELFARE				
GRI 401-2	UoM	2022	2023	2024
Workers with access to welfare	-	54	53	51
Welfare	€	37,800 €	26,500 €	25,500 €
Reimbursement of energy costs	€		7,100 €	
Annual performance bonuses	€	43,945 €	44,740 €	48,125 €

Governance

ECONOMIC PERFORMANCES				
GRI 201-1	UoM	2022	2023	2024
Turnover	€	15,155,521 €	14,039,612 €	12,215,632 €
Net income	€	1,112,296 €	876,162 €	538,505 €
<i>Reclassification of financial statements</i>				
Generated economic value	€	15,436,769 €	14,165,072 €	12,454,748 €
Of which distributed	€	12,888,551 €	11,761,729 €	10,643,107 €
Of which retained	€	2,548,218 €	2,403,343 €	1,811,641 €

SUPPLIERS				
GRI 204-1	UoM	2022	2023	2024
Total expenditure to suppliers of goods	€	10,117,927	9,075,676	8,067,755
Of which to local suppliers (province of Brescia)	€	6,112,144	6,090,308	5,313,850
% of spending towards local suppliers	%	60%	67%	66%
Total number of product suppliers	-	87	91	84
Of which local (province of Brescia)	-	65	68	61

COMPOSITION OF THE BOARD OF DIRECTORS				
GRI 2-9 GRI 405-1	UoM	2022	2023	2024
Total number of components	-	3	3	3
Of which women	-	0	0	0
Of which employees	-	0	0	0
<i>Composition by age group</i>				
< 30 years old	-	0	0	0
Between 30 and 50 years old	-	0	0	0
> 50 years old	-	3	3	3

VIOLATIONS REGARDING PRIVACY, CORRUPTION, ANTI-COMPETITIVE BEHAVIOUR				
GRI 205-1, 206-1, 418-1	UoM	2022	2023	2024
Operations assessed for corruption risks	-	0	0	0
Number of confirmed incidents of corruption	-	0	0	0
Ongoing or concluded legal actions for anti-competitive behaviour	-	0	0	0
Complaints for violation of customers' privacy	-	0	0	0
Number of data losses	-	0	0	0



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