SUSTAINABILITY REPORT
2025

NERI

NERI

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2025

VSME EFRAG Standard

Company: Neri SpA
Financial Year: 2025

Index

01

INTRO

DISCLAIMER

Legal responsibility statement and limitations on the use of this document

This Sustainability Report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), a voluntary standard for micro, small and medium-sized enterprises developed by EFRAG. The purpose of this document is to transparently present Neri S.p.A.'s commitment to environmental, social and governance (ESG) matters and reflect on the information provided by the Company for the reporting period. The Report has been prepared by Neri S.p.A. with the technical and methodological support of Turtle S.r.l., a company specializing in sustainability and ESG reporting. The information contained in this Report is based on data collected internally and managed in accordance with corporate procedures designed to ensure alignment with the requirements of the VSME Standard. At present, the information and data presented in this Report have not been subject to an external audit or independent assurance process. Neri S.p.A. is considering the implementation of external review and assurance processes in the future, with the aim of further strengthening the transparency, reliability and credibility of the information disclosed.
Furthermore, the data presented in this document have been collected and reported according to the measurement and reporting criteria adopted in Neri S.p.A.'s financial statements, thereby ensuring consistency between the Company's economic and financial information and its sustainability-related information.

01 Strategic Statement

ISACCO NERI
Chief Executive Officer

Letter from the Chief Executive Officer

1.1

Dear Stakeholders,
The preparation of this Sustainability Report represents a significant step for Neri S.p.A. and is not merely a formal compliance exercise. It is an expression of responsibility and transparency towards those who accompany the Company every day on its journey. Over the years, Neri has faced changes, innovation and challenges while remaining firmly committed to conducting business responsibly, with due consideration for the environment and for people. From this perspective, sustainability is not something new: it has long been part of the way we operate, even before it was commonly described using this term.

This Report has been prepared with the aim of providing clear and consistent answers in a context where information requests are often fragmented. It is intended for all our stakeholders, with particular attention to customers and financial institutions, so that they can find, within a single document, information and data that are clear, comparable and useful for their assessments.

The strength of our Company lies in our products. This is where our ESG commitment takes concrete form: in highly efficient solutions designed to reduce energy consumption and to facilitate recycling and disassembly. As a manufacturing company, our consumption is inevitably linked to production volumes: the more we produce, the more resources we consume. For this very reason, product innovation and ecodesign represent the most tangible levers for reducing environmental impacts throughout the product life cycle, generating benefits that extend across the organization. Our commitment is focused on continuously improving the environmental performance of our products, strengthening their technical and environmental credentials and enhancing their recyclability, efficiency and durability. This commitment is complemented by our determination to maintain high-quality standards and provide qualified customer support, from design and development through to after-sales service, consistently with our objective of serving the premium segment of the market. In other words, we are guided by a simple conviction: product excellence is the first form of sustainability. Our objective is therefore to make sustainability an integral part of our corporate strategy, through a concrete, structured and increasingly measurable approach. Finally, we would like to thank everyone who contributes to this journey: our employees, partners, customers and communities. Through this Report, we aim to make the actions we have undertaken more visible and to measure, with increasing clarity, the value we generate for all our stakeholders — and for our customers and financial institutions, who every day ask for, and deserve, reliable and transparent information.

Isacco Neri
Chief Executive Officer (CEO)

02 Reporting Context and Scope

Plaza Coral Gables - Miami, USA
© JBW Photography - Maria Bisulli

2.1 Purpose of the Report

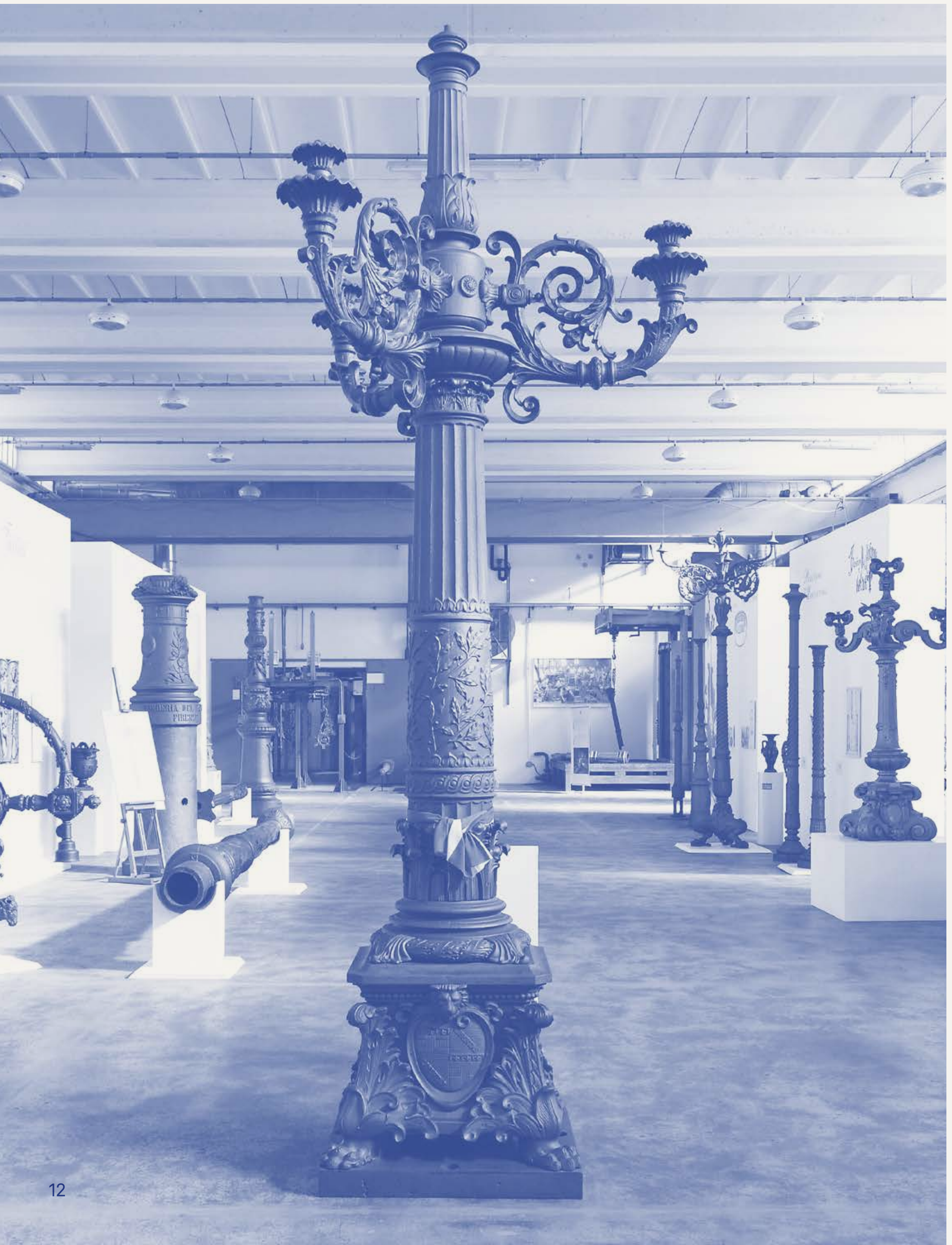
The preparation of this report is intended as the formalization and systematization of an ESG journey that began some time ago. Over the years, the attention of the market and sustainable finance has generated a domino effect, from large funds to banks, and from large to small companies, which has led the Company to engage with external assessments and questionnaires, receiving satisfactory feedback. In this context, it was considered necessary to move from established but partly informal practices to structured and documented reporting. The primary objective is to have a clear, traceable and shareable register of ESG data, capable of reducing the effort required to respond to requests from external stakeholders (first and foremost financial institutions and customers) and of strengthening the reliability of the information. From a continuous improvement perspective, the report is considered the final and summary stage of a broader project: if data is not written down and recorded, it is not truly managed. The initiative is voluntary and not driven by regulatory obligations, but is consistent with the Company's policy and strategic directions. The aim is to improve its ESG rating and consolidate a management approach that is already part of the Company's DNA, as demonstrated by the ISO 14001 certification maintained for more than fifteen years. From this perspective, reporting represents the natural evolution of what is already in place: a tool for transparency towards the market, dialogue with banks and customers, and the internal dissemination of awareness and a culture of sustainability.

2.2 Report on sers, Structure and Scope of Application

This report is addressed to all Neri S.p.A. stakeholders, including customers, suppliers, financial institutions, employees and other collaborators, public authorities and local communities. Its objective is to provide a concise but transparent representation of the Company's commitment to environmental, social and governance matters. The structure of the report follows the approach of the Basic Module of the Voluntary Standard for SMEs (VSME), with a narrative section describing qualitative initiatives and a quantitative section including the indicators required by the standard. The document is intended to be a dynamic and periodic tool, capable of accompanying the Company over time and adapting to the evolution of the context and strategic objectives.

03 Company Profile

Museo italiano della ghisa (MIG)
Photographer: Antonio Neri



3.1

Who We Are: Our History

Neri S.p.A. is an Italian company with deep roots in Romagna and a forward-looking vision. Founded in Longiano in the 1960s through the intuition of Neri Domenico, the company began as a small foundry and workshop with the aim of combining craftsmanship and industrial expertise, bringing excellence in design and metalworking to the world. Over time, Neri S.p.A. has established itself as an international reference point in urban furniture and lighting, distinguishing itself through its ability to combine tradition, expertise and innovation, while maintaining an authentic relationship with the local area and a corporate culture based on responsibility and quality of work.

Neri's mission is to design and manufacture urban furniture and lighting solutions that improve the quality of public spaces and the well-being of communities, integrating design, technology and sustainability.
The company's vision is guided by responsible innovation: the objective is to contribute to building more human, inclusive and resilient cities, where light is not only about energy efficiency, but also an element of well-being for people, animals and vegetation. Particular attention is paid to reducing light pollution, respecting natural rhythms, safety and enhancing the value of places.
The relationship with the local area represents one of the distinctive elements of Neri S.p.A.: the headquarters are still located in Longiano and production is maintained in Italy, demonstrating the value of the local supply chain, Italian design and responsibility towards the people and skills that bring the products to life.
Throughout its history, the company has expanded its production facilities and areas dedicated to research and development several times, with targeted investments in new departments, technologies and product lines, particularly those related to LED luminaires and urban lighting integrated with digital services.

The history of Neri S.p.A. has been marked by important generational transitions, which have represented fundamental strategic turning points in the company's development. The first generation created the company, based on craftsmanship, ingenuity and entrepreneurial spirit. The second generation led the expansion phase, innovated production processes, introduced LED technology and opened up new markets. Today, the third generation, led by Isacco Neri as CEO, is guiding the company towards the digital transformation of products and processes, with a clear strategy focused on sustainability and contemporary design for public spaces.

The second generation, with President Antonio Neri, continues to safeguard and pass on the company's original identity, founded on the combination of craftsmanship, design and industrial capabilities.
Over the years, the company has achieved several important milestones, starting with the establishment of the foundry and the first urban furniture products in the 1960s, followed by industrial growth and the introduction of the first iconic collections in the 1980s and 1990s. During the 2000–2010 period, Neri S.p.A. embarked on its internationalization process and entered the lighting sector. In the following decade, the company began its transition to LED technology, developed smart systems and expanded the spaces dedicated to research and development. In recent years, the focus has been on product digitalization and increasing attention to light as an element of well-being, with new award-winning design projects, such as Nebula Venezia, selected for the ADI Design Index 2024.

Neri S.p.A.'s history reflects the evolution of a company that, guided by a clear vision and a strong connection to its local area, has grown over time while remaining firmly rooted in its craftsmanship heritage and continuously pursuing innovation and sustainability. Each generation has contributed to building the company's identity, carrying forward a tradition that today is enriched by new challenges related to design, technology and environmental responsibility.

3.2

Who We Are Today: Disclosure B1[1]

Today, Neri S.p.A. is a medium-sized manufacturing company active in the production of electrical lighting equipment (NACE code 2740). Operations are primarily coordinated from the Longiano (FC) plant, located at Via delle Querce 4, while the registered office is located at Via Emilia 1622, Budrio (FC). The workforce consists of 81.79 direct employees expressed in Full-Time Equivalent (approximately 88 people in total), who contribute daily to the efficient and integrated management of the company's processes. For the 2025 financial year, revenue amounted to €20,864,730, confirming the strength of the Company's market positioning. Total assets amounted to **€ 23,935,593**.

This Sustainability Report, prepared in accordance with the VSME Basic Module, refers exclusively to Neri S.p.A. and covers all activities carried out directly by the Company on an individual basis during the reporting period from 1 January to 31 December 2025. Neri S.p.A.'s commercial activities are primarily focused on the Italian market, with an established presence in France and other European countries, as well as in the Americas and Asia. The Company's customer base is predominantly B2B. The organisational structure is lean and collaborative, with functions working in synergy, with a focus on continuous improvement and resource optimisation. In accordance with paragraph 19 of the VSME Basic Module, disclosures that are not applicable due to the Company's size or that are not required have been omitted. Specifically, Disclosure B10 has not been included because the Company's workforce is below 150 employees. Consequently, indicators relating to the gender pay gap and employee turnover have not been reported. All other disclosures required under the VSME Basic Module have been included.

The market recognises Neri S.p.A. for the excellence of Italian design, the quality of its products ensured by supply chain control and in-house expertise, and its continuous innovation in LED lighting and smart systems. The Company is also recognised for its ability to customise projects, working closely with architects and public authorities to develop tailor-made solutions that meet the specific requirements of urban spaces.

Neri S.p.A. has also embarked on a concrete sustainability journey, integrating quality, safety and environmental protection into its processes. This commitment is supported by a certified management system and internationally recognised certifications and assessments, including:

- ISO 9001 – Quality Management System;
- ISO 14001 – Environmental Management System;
- ISO 45001 – Occupational Health and Safety Management System;
- EcoVadis – ESG rating, updated annually;
- Product certifications : IEC, ENEC, UL;
- Life Cycle Assessment (LCA) studies on products.

These certifications and assessments provide customers with assurance and represent a solid foundation for further strengthening the Company's journey towards responsible growth, innovation and transparency throughout the value chain.

[1] VSME Standard, par.24, pag.8

Table 1 – Summary of Disclosure B1

LEGAL FORM
Joint Stock Company

NACE CODE
27.40

TOTAL ASSETS (€)
23,935,593

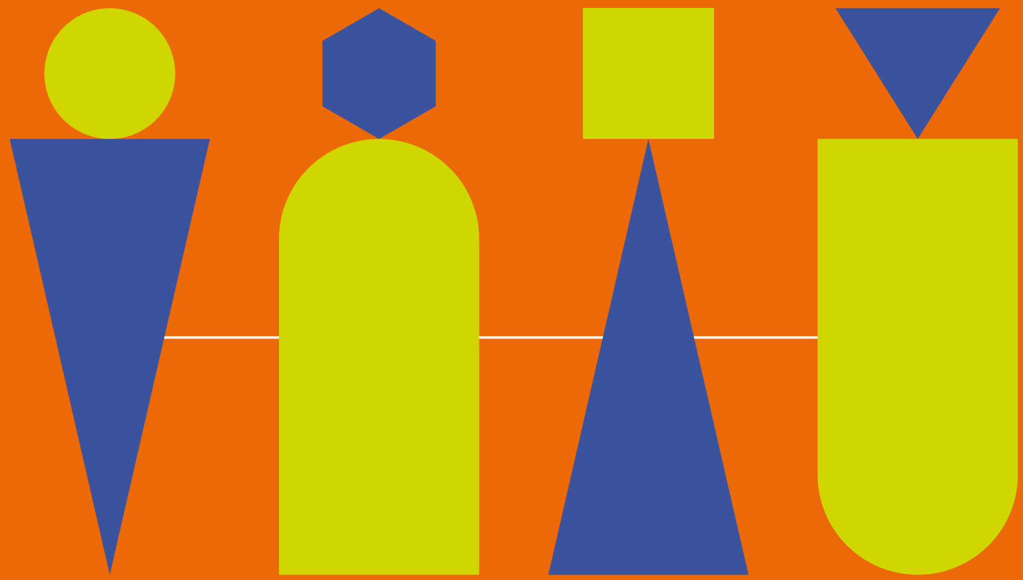
REVENUE (€)
20,864,730

NUMBER OF EMPLOYEES
88

MAIN COUNTRY OF OPERATION
Italy

Table 2 – Site Geolocation

ACTIVITY	ADDRESS	POSTAL CODE	CITY	COORDINATES
Legal Headquarters	Via Emilia, 1622	47020	Budrio (FC)	44.098141024319624 12.351670218657866
Operational Headquarters	Via delle Querce, 4	47020	Longiano (FC)	44.09398687427954 12.357738438115783



3.3

Our Values and Corporate Culture

The values that guide the organisation are reflected in a working environment characterised by respect, straightforward relationships and a strong sense of responsibility towards people. The Company believes that employees choose to join Neri S.p.A. also because of the quality of its working environment.
The atmosphere is positive and fosters a sense of belonging and collaboration. Recruitment and onboarding processes place particular emphasis on the ability of new employees to integrate into the existing team, enabling new members to become part of the organisation naturally.

Management follows an approach inspired by the principle of acting as a "good family steward", with the interests of the business and of the many families whose livelihoods depend on it in mind.
This approach translates into measured decision-making, careful attention to economic balance and a concrete focus on people's well-being, including through welfare initiatives such as the company gym.

The Company's culture is expressed through everyday actions and communication practices. Simple and accessible communication channels, such as email and notice boards, are used to share information, while significant moments in employees' professional and personal lives — such as retirements, new hires and family events — are recognised and celebrated.
Neri S.p.A. does not rely on formal team-building activities. Instead, opportunities for cohesion arise spontaneously through employees themselves, including shared lunches, recreational activities outside working hours, business trips and participation in trade fairs. These occasions encourage dialogue and build trust across departments, including outside the normal workplace environment. They also promote interaction between different age groups and professional experiences, supporting a natural intergenerational exchange.
The Code of Ethics, published on the Company's website, reflects a corporate culture that places people in the center and recognises collaboration as a driver of shared growth.

3.4

Our Sustainability Commitment: Policies and Active Practices – Disclosure B2[2]

The policies guiding responsible management are made publicly available on the corporate website, where the Code of Ethics and the Integrated Quality–Health & Safety–Environment Policy are available, together with a section dedicated to transparency. Regulatory compliance is also ensured through the application of the requirements of the Single Environmental Authorisation (AUA). Objectives are defined and reviewed annually during the Management Review: for the 2026–2027 period, the objectives set include the publication of the second Sustainability Report, the development of a lower-impact packaging system, and the implementation of an energy management/monitoring programme for the facility. External communication of good practices, currently conveyed mainly through the website, will be progressively strengthened also through the launch of sustainability reporting. Dialogue with local stakeholders is also supported through opportunities for the public to visit the Company, such as Open Days for customers and the local community.

From an environmental perspective, technological renewal of the facilities is underway, involving the replacement of equipment dating back to the establishment of the plant in 2007 and the decommissioning of obsolete or higher-impact equipment, including sludge separators, inefficient robotic systems and an old cogeneration plant. Water-based coating systems, with a lower emissions footprint, have been introduced. With a view to improving energy efficiency, building automation has been implemented, including timed lighting, automated skylights and underfloor heating, a more efficient solution than traditional overhead heating systems.
Waste and hazardous substances are managed through dedicated procedures in compliance with the AUA: the chemical composition of the process tanks has been modified to reduce the impact of industrial wastewater; special ADR waste containing solvents is subject to analytical sampling to correctly determine its classification and disposal route; contaminated cloths are managed using dedicated containers to ensure safety and traceability.
With a view to the circular economy, the reuse of packaging is prioritised in logistics flows towards suppliers, reducing waste generation. On the customer side, virgin packaging containing a proportion of recycled material is used, and the replacement of metal staples with paper tape is being assessed to improve safety and reduce the use of compressed air. The percentage of recycled material in steel, aluminium and cast-iron components is also taken into consideration. Products based on LED technology provide high energy efficiency during use; in parallel, restoration activities are carried out to extend the life cycle of both the Company's own products and third-party products, contributing to circularity.
Within this framework, the Company is consolidating a concrete commitment based on public policies, measurable objectives and operational practices, with the aim of improving the quality of dialogue with stakeholders and reporting sustainability results in an increasingly transparent manner.

[2] VSME Standard, par. 26-27-28, pag. 8-9

Sustainability policies and initiatives implemented

	Do you already have sustainability practices/ policies/future initiatives addressing this matter? [YES/NO]	Are they publicly available? [YES/NO]	Le politiche hanno degli obiettivi? [SÌ/NO]
Climate change	Yes, plant upgrades. Installation of a 500-kW peak photovoltaic system to meet the needs of internal production and reduce CO_2 emissions.	No	No
Pollution	Yes, treatment systems	No	No
Water and marine resources	No	No	No
Biodiversity and ecosystems	No	No	No
Circular economy	Yes, waste recycling	No	No
Own workforce	Yes, welfare and training programmes	No	No
Workers in the value chain	Yes, selected partners who share our values	No	No
Local communities	No	No	No
Consumers and end-users	No	No	No
Business conduct	No	No	No

Table 3 – Sustainability Initiatives and Policies Implemented

04

ENVIRONMENT

04

Environmental Performance

Kaus
Projector

4.1

Environmental Policies and Commitment

Environmental protection is considered a principle integrated into daily operations and is pursued through a pragmatic, measurable and progressively structured approach, in line with the resources available and the nature of the Company's activities. The drive for improvement also comes from the market context: major customers, particularly in the energy and utility sectors, increasingly require ESG data and commitments throughout the supply chain. Against this backdrop, the Company has initiated opportunities for discussion and awareness-raising through participation in conferences and supplier meetings, supporting alignment with stakeholder expectations and the dissemination of responsible practices.
The Company has a formalised environmental policy, published on its website, supported by a management system compliant with ISO 14001. The certification requires the definition of objectives, the identification of key performance indicators and periodic reporting of results, as well as the implementation of audits and management reviews aimed at continuous improvement. Governance of environmental matters is entrusted to a representative responsible for the ISO 14001 system, who coordinates cross-functional activities involving specific roles for waste management and internal procedures applicable throughout the organisation.

Environmental awareness is promoted as a driver of competitiveness and operational efficiency. Active management of environmental matters is aimed at generating tangible benefits in terms of performance, waste reduction and cost optimisation.
This approach translates into operational practices throughout the value chain.
In logistics, the Company works with transport partners that adopt groupage and load optimisation solutions to reduce empty journeys and fuel consumption.
Fuel consumption of company vehicles is monitored, while internal handling equipment and vehicles are fully electric. In offices, a structured separate waste collection campaign has been implemented, supported by dedicated information materials. Investments have also been made in comfort and energy efficiency through indirect lighting, underfloor heating and heat pumps.
An energy classification analysis of the Company's facilities has also been carried out: the offices located on Via delle Querce have achieved an A energy rating, while opportunities for further energy efficiency improvements have been identified for the other sites. Overall, the Company's environmental commitment is based on measurement, shared responsibility and continuous improvement, with the objective of reducing environmental impacts, responding transparently to market requirements and generating shared value over the medium term.

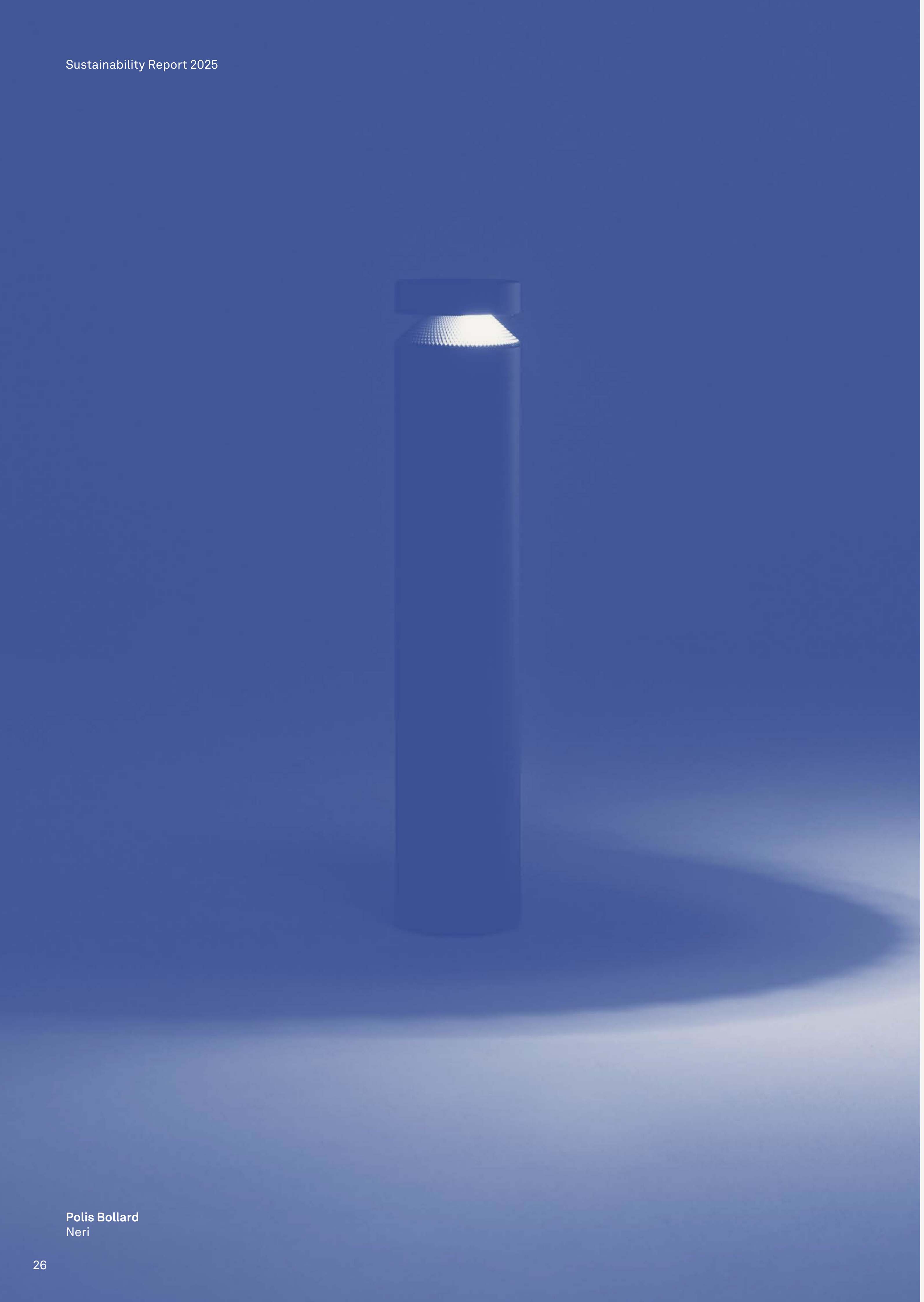
4.2

Future Environmental Objectives

The Company intends to strengthen its environmental commitment in the coming years by consolidating the practices already structured within the ISO 14001 management system and launching targeted initiatives aimed at continuous improvement.
Energy remains the strategic priority, with actions focused on accurate measurement of consumption, process efficiency and increasing the share of energy from renewable sources, in line with the intention to adopt digital and centralised systems for monitoring ESG parameters.
Against this backdrop, the following operational objectives have been defined, with an implementation timeframe primarily ranging from two to three years:

- Implementation of a digital and centralised monitoring system for the main ESG indicators, with particular attention to electricity and thermal energy consumption: mapping of energy flows, installation and/or optimisation of sub-meters, definition of KPIs and automated reporting to support budgeting and investment decisions;
- Energy efficiency plan for production processes: optimisation of production-line heating, interventions on pumps and auxiliary systems, lighting upgrades, assessment of heat recovery opportunities in the coating area and other energy-intensive departments, and improvement of compressor efficiency. These interventions will be supported by technical and economic analyses and by the progressive definition of quantitative targets based on the data collected;
- Increase in energy from renewable sources: enhancement of the existing photovoltaic system, with a focus on increasing self-consumption and integrating the system into the monitoring platform to maximise its performance over time;
- Product environmental certification projects: launch of LCA assessments on selected product lines to measure impacts throughout the life cycle and guide eco-design and performance improvement decisions;
- Reduction of disposable packaging materials and increased reuse/controlled recovery: progressive elimination of metal elements, such as staples, in favor of paper-based solutions, together with greater disassembly and recyclability of the materials used;
- Maintenance and consolidation of results on emissions and waste, which have already been subject to significant improvement measures, including changes to process chemical compositions, with further attention to prevention and proper management;
- Exploratory assessments of mobility and more efficient/electrified operational equipment, to be implemented in line with the results of energy monitoring and the economic sustainability of investments.

To support these objectives, the Company plans to maintain and continuously update its environmental policy, conduct periodic audits and provide targeted training for employees on monitoring, waste management and energy efficiency. The objectives will progressively be translated into measurable targets as the data collection system becomes fully operational, with periodic reviews of results and integration into the planning and budgeting cycle. These commitments are proportionate to the Company's size and are intended to consolidate the results achieved while driving continuous improvement over the medium term.



Polis Bollard
Neri

4.3

Environmental Performance

This chapter presents the main environmental indicators of Neri S.p.A. for the 2025 financial year, prepared in accordance with the disclosures required by the VSME. The results accurately reflect the activities carried out and are based on direct measurements, internal documentation and other reliable Company sources. The methodological approach prioritises transparency and traceability: measurement and calculation criteria are aligned with the requirements of the standard and have been applied consistently throughout the 2025 financial year, with internal consistency checks performed across the different information sources. The reporting scope corresponds to the operational activities of Neri S.p.A. included within the reference period.

Sperlonga, Italy
Photographer: Antonio Neri

4.3.1

Energy and GHG Emissions Disclosure B3[3]

Energy consumption derives mainly from electricity used for operational activities, lighting, offices and machinery. During the reporting year, total energy consumption amounted to 2,267.40 MWh. Energy is sourced from the national grid and from recently installed renewable energy self-generation systems. The photovoltaic system installed on the roof of the main facility has contributed to reducing the impact of non-renewable energy sources on the overall energy balance.
Energy consumption is monitored on an aggregated basis across the two sites, following an internal mapping of energy flows that made it possible to identify the main consumption drivers and priority areas for intervention. This approach provides the basis for the monitoring system adopted to assess the effectiveness of energy efficiency measures and, progressively, to expand the reporting scope.

Energy Type	Renewable 2024 (MWh)	Non-renewable 2024 (MWh)	Total 2024 (MWh)	Renewable 2025 (MWh)	Non-renewable 2025 (MWh)	Total 2025 (MWh)
Electricity	340,43	451,26	791,69	546,50	252,68	799,19
Fuels	-	1.421,44	1.421,44	-	1468,22	1468,22
Total energy consumed (LM)	340,43	1.872,70	2.213,13	546,50	1720,90	2267.40

4.3.1 - Table 3 – Energy Consumption

GHG emissions were measured and estimated for Scope 1 and Scope 2. Direct emissions (Scope 1) amounted to 309.52 tonnes of CO_2eq, while indirect emissions from purchased energy (Scope 2) amounted to 105.17 tonnes of CO_2eq, for a total of 414.69 tonnes of CO_2eq. In relation to turnover, GHG emissions intensity amounted to 20.00 kg CO_2eq per €1,000 of turnover.

Indicator	Value (2024)	Value (2025)	Unit of Measurement
Scope 1 emissions (direct)	299,20	309,52	tCO_2eq
Scope 2 emissions (indirect – Location Mix)	158,73	105,17	tCO_2eq
Total GHG emissions	457,93	414,69	tCO_2eq
GHG emissions intensity (relative to turnover)	20,30	20,00	$kgCO_2eq$/1.000€

4.3.1 - Table 5 – Company GHG Emissions

[3] VSME Standard, par. 29-30-31, pag. 9

TREND ANALYSIS

Neri S.p.A. has implemented a system for monitoring energy consumption and related emissions, enabling the Company to assess the effectiveness of the actions undertaken over the years. A comparison of data from 2022 to 2025 shows an overall **improving** trend. In particolar:

- Total energy consumption recorded a 10.22% increase compared with the 2022 base year, attributable to an increase in production and energy demand, despite efforts to improve the efficiency of the facilities;
- Greenhouse gas emissions (Scope 1 and Scope 2) showed a **declining trend** from 2022 to 2024, with emissions decreasing from **541.84 tCO_2eq** to **457.93 tCO_2eq**. In 2025, following the commissioning of the photovoltaic system, GHG emissions decreased further compared with the previous year, reaching **414.69 tCO_2eq**. This result was achieved despite a 3.45% increase in Scope 1 emissions;
- GHG emissions intensity, calculated as the ratio between CO_2 emissions and turnover, showed a slight improvement in 2025 compared with 2024, decreasing from **20.38 $kgCO_2eq$/€1,000 to 20.00 $kgCO_2eq$/€1,000**. The improvement trend compared with the 2022 base year is therefore confirmed. This result demonstrates the benefits of introducing self-generated renewable energy, while also highlighting the need to further reduce the use of non-renewable fuels. Overall, the path undertaken is moving in the right direction. Further improvements are expected in the coming years through additional measures currently under assessment, aimed at taking a further step towards the Company's sustainability objectives.

Indicator	2022	2023	2024	2025
Renewable electricity (LB, MWh)	302.53	279.36	340.43	546.50
Non-renewable electricity (LB, MWh)	515.13	455.80	451.26	252.68
Non-renewable fuels (MWh)	1,315.72	1,047.09	1,421.44	1,468.22
Renewable fuels (MWh)	0	0	0	0
Total energy (MWh)	2,133.38	1,782.26	2,213.13	2,267.40
Scope 1 GHG emissions (tCO_2)	300.79	239.00	299.20	309.52
Scope 2 GHG emissions (tCO_2)	241.05	173.72	158.73	105.17
Scope 1 and 2 GHG emissions (tCO_2)	541.84	412.73	457.93	414.69
GHG intensity ($kgCO_2$/€1,000)	26.48	19.30	20.30	20.00

4.3.1 - Table 6 - Historical energy data

4.3.2

Pollution (Air, Water and Soil) Disclosure B4[4]

As part of its commitment to transparency and accountability, Neri S.p.A. discloses the following pollutants released through its operations during the 2025 reporting period, in compliance with applicable legal requirements and current environmental certifications.
Neri SpA Neri S.p.A. complies with **Directive 2010/75/EU** on industrial emissions and **Regulation (EU) 2024/1244**. Emissions are monitored annually and reported through the Industrial Emissions Portal. In addition, Neri S.p.A. holds **ISO 14001 certification**, which supports the adoption of sustainable environmental practices and the continuous improvement of environmental performance.

Atmospheric Emissions

Neri SpA is required to annually monitor emissions from the chimneys of several emission points, as provided for by the **Single Environmental Authorization**. Every year, atmospheric emissions are verified by a designated body, and the results confirm that emissions are consistently below the legal limits.

Solvent Balance

In addition, Neri SpA continuously monitors solvent emissions by carrying out a **solvent balance** that ensures the proper control and management of the chemicals used in production processes. In addition to ensuring compliance with regulations, this balance contributes to improving efficiency and reducing solvent emissions, promoting a safer working environment and a lower impact on the surrounding environment.
In 2025, **VOC** (Volatile Organic Compounds) emissions into the atmosphere accounted for only **19.28%** of the maximum annual quantity permitted, demonstrating a strong commitment to reducing the environmental impact of its operations.

Water Discharges

Neri SpA does not generate significant water discharges resulting from its production processes. The water used within the facility is mainly intended for sanitary purposes. Any wastewater is treated and managed in compliance with environmental regulations, ensuring that it is not discharged into the environment without appropriate treatment.

Soil Protection

Thanks to the nature of its operations and the careful management of materials, Neri SpA does not carry out activities that pose risks of soil contamination. No direct discharges or contamination of the soil are expected, thus ensuring the protection of the surrounding area.

Pollutant	2024 Emissions (kg)	2025 Emissions (kg)	Release medium (air, water, soil)
Solvents	2,140	2,540	Air

4.3.2 - Table 7 – Pollutants

[4] VSME Standard, par. 32, pag. 9

4.3.3

Biodiversity Disclosure B5[5]

Neri SpA operates at a significant distance from areas sensitive to biodiversity and protected natural sites; therefore, there are no significant pressures on protected habitats or species, nor interactions with conservation networks such as Natura 2000 sites or other Key Biodiversity Areas in proximity to the operational perimeter.
The company's areas are entirely sealed, and there are no naturally oriented areas within the site. In this context, the company's activities do not generate impacts on flora and fauna and do not cause habitat fragmentation or alterations to local ecosystems. Consequently, there are no portions of property or land under management located within or adjacent to areas sensitive to biodiversity, and mapping or reporting of natural areas within the site is therefore not applicable.

Despite the absence of significant ecological interactions, compliance with applicable regulations is maintained, and a preventive approach to indirect impacts is adopted, with particular attention to avoiding potential external pressures on the surrounding environment. Should infrastructure modifications or expansions be planned in the future, the necessary impact assessments and proximity checks with respect to protected sites will be carried out; at present, measures to increase green areas or reduce sealed surfaces are not applicable to the existing operational layout.

The following data on the company's land use are reported below, broken down by type of use and area, including areas in proximity to zones sensitive to biodiversity:

Land use type	Previous year [m²]	Reporting year [m²]	% change
Total naturally oriented area on-site	0	0	0
Total naturally oriented area off-site	0	0	0
Total land use	26,951.30	26,951.30	0

4.3.3 - Table 8 - Company Land

[5] VSME Standard, par. 33-34, pag. 9

4.3.4

Water Resource Use
Disclosure B6[6]

Neri SpA operates in an area classified as experiencing high water stress (score 3–4 according to the Aqueduct Atlas). Water is supplied exclusively through the local public water network, with no direct withdrawals from surface or groundwater bodies. Despite operating in a water-sensitive context, the volumes used are limited and do not represent a material aspect of the operating model.
During the reporting period, a total of 1,100.52 m³ of water was withdrawn, entirely from an area experiencing high water stress. Consumption is attributable to the only production process present, the water-based painting plant, and, for the remaining amount, to sanitary facilities. Production processes do not require large volumes of water; its use is mainly auxiliary and for service purposes. Given the location in a water-stressed area, a prudent approach to resource use is adopted, prioritizing waste prevention and efficiency: consumption is periodically monitored through meters and water utility bills, and routine maintenance activities are carried out on utilities and internal networks to prevent leaks. At present, no structured water recycling or reuse systems are in place, while discharges are managed in compliance with the requirements of the water utility provider and applicable regulations.

	Total water withdrawal (m³)	Water consumption (m³)	Water discharge (m³)
Total	1100.52	0	1100.52

4.3.4 - Table 9 – Water Resource Use

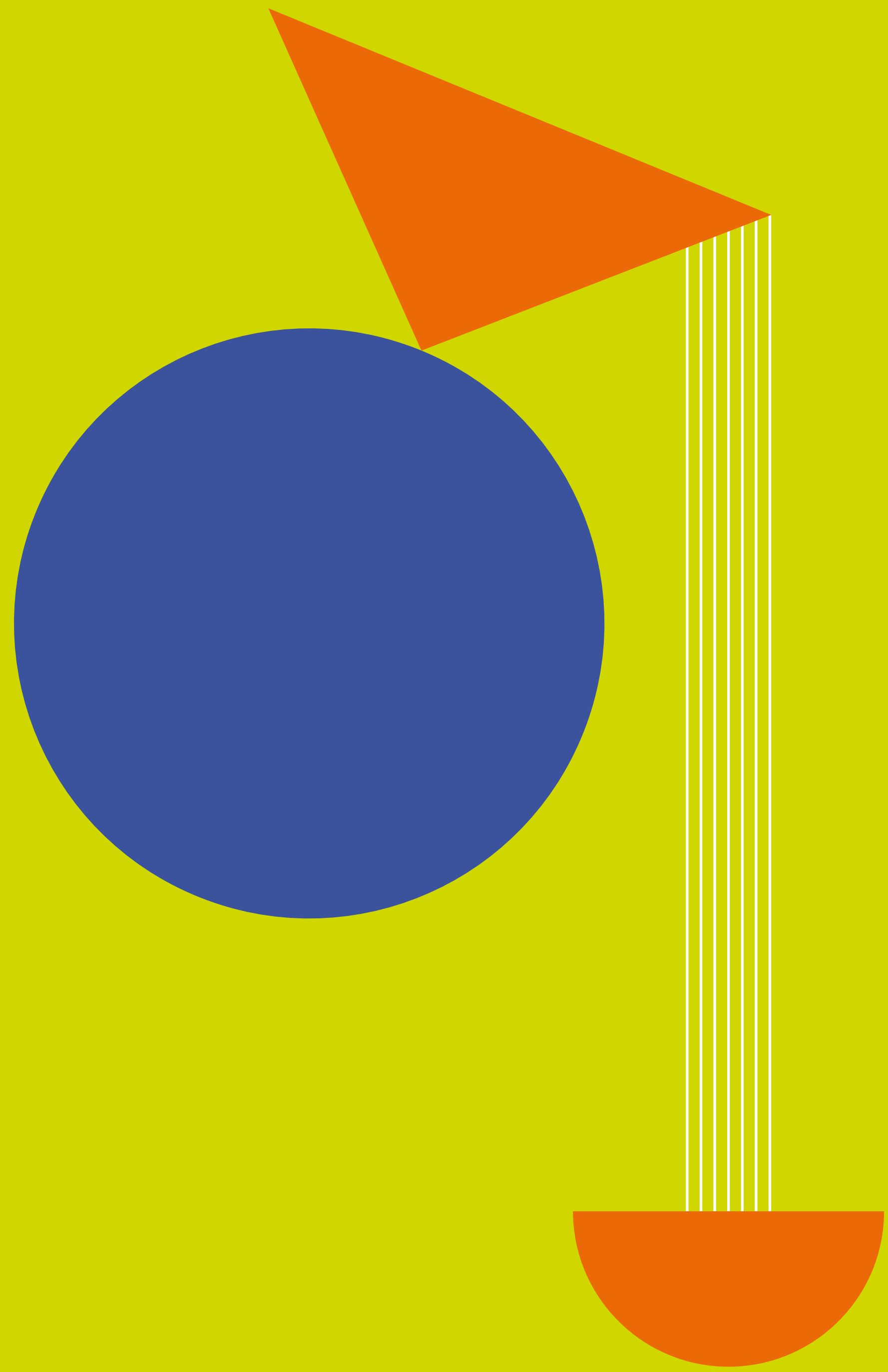
TREND ANALYSIS

The quantification of water consumption is based on the volumes withdrawn from the public water network, as recorded and invoiced by the water utility provider. In the absence of structural changes to the processes, withdrawals are expected to remain substantially stable over time; any fluctuations observed may be attributable to operational factors such as staff presence/working hours or maintenance activities. Systematic monitoring makes it possible to promptly identify any anomalies, ensuring the responsible use of water resources and a progressive improvement in efficiency, with particular attention to the water-stressed context in which the company operates.

Indicator	2022	2023	2024	2025
Total water withdrawal (m³)	1, 535.61	1,565.73	1,253.32	1,100.52
Water consumption (m³)	-	-	-	-
Water discharge (m³)	-	-	-	-

4.3.4 - Table 10 – Historical Water Resource Use

[6] VSME Standard, par. 35-36, pag. 10



4.3.5

Raw Materials, Circular Economy and Waste Disclosure B7[7]

Neri SpA primarily uses metal materials such as steel, aluminium and cast iron, together with electronic components, electrical cables and paper and plastic packaging materials. Material flows are managed with a high degree of precision through mass flow control, providing a comprehensive overview of incoming raw materials and outgoing flows in the form of finished products, production scraps and waste.

Separate waste collection and waste traceability practices are implemented throughout the entire waste management chain, with waste transferred to authorized operators. In line with a circular economy approach, solutions are promoted to optimize material use and recover valuable fractions, with particular attention to metal scraps and recyclable packaging fractions, including through their transfer to third parties for recycling operations. During the reporting period, a total of 138.64 tonnes of waste was generated, of which 43% was sent for recovery/recycling and the remaining 57% for disposal. The main types of waste include paint sludge and ferrous scrap (iron and steel). Hazardous waste is managed with specific precautions and mainly derives from painting activities, while metal scraps are sorted and sent to recovery channels.

TREND ANALYSIS

The continuous monitoring of waste generation, supported by accurate mass flow control, makes it possible to verify the consistency of the quantities generated with production volumes. In this context, increasing the share of waste sent for recovery remains a priority area for improvement, which can be pursued through further prevention, source separation and recovery of recyclable fractions.

Monitoring of waste generation over recent years (2022–2025) shows a trend consistent with the company's production volumes. The following observations can be made:

- The total quantity of waste generated has followed fluctuations in the market and in orders, with an increase of **31.4%** from 2022 to 2025, rising from **105.53 tonnes** in 2022 to **138.64 tonnes** in 2025, with no unjustified anomalous peaks;
- The percentage of waste sent for recovery/recycling has improved significantly, increasing from **25.77%** in 2022 to **43%** in 2025, confirming Neri SpA's ability to valorize waste in line with a circular economy approach;
- The generation of hazardous waste has decreased significantly, falling from **95.35 tonnes** in 2022 to **12.23 tonnes** in 2025, now representing a minority share of the total, mainly resulting from activities such as the management of **waste oils and maintenance operations**.

[7] VSME Standard, par. 37-38, pag. 10

4.3.5 - Table 11 - Company Waste

Item	Value	Unit of measurement
Total waste generated	138.64	ton
Total non-hazardous waste generated	126.41	ton
Total hazardous waste generated	12.23	ton
Total waste recovered or recycled	59.62	ton
Percentage of waste recovered out of total generated	43.00	%

4.3.5 - Table 12 - Company Mass Flow

Material	Description	Quantity	Unit of measurement
Iron and Steel	Medium- to high-strength structural components, small details and hardware	304,433.32	kg
Aluminium	Castings, machined components, detailed and structural parts	191,920.46	kg
Paper	Packaging consumables and advertising material	41,667.73	kg
Electrical Cables	Electrical cables and wires not managed as separate electrical components	6,407.47	kg
Concrete	Heavy detailed components, probably bases or supports	6,750.40	kg
Cast Iron	Heavy castings for structural, artistic or supporting elements	174,471.81	kg
Wood	Strips, slats, detailed parts and models/prototypes; also used for packaging	8,763.53	kg
Electrical Material	Specific components for lighting systems and LED lanterns	13,672.37	kg
Brass	Castings and detailed parts for aesthetic or corrosion-resistant applications	2,028.56	kg
Plastic	Detailed parts, covers, screens, auxiliary and packaging materials	46,044.81	kg
Copper	Detailed parts, wiring and decorative applications	84.70	kg
Paints-Resins	Materials for surface finishing and resin components	1,710.42	kg
Glass	Screens, spheres and covers	54,051.82	kg

4.3.5 - Table 13 - Historical Company Waste

Indicator	2022	2023	2024	2025
Waste generated (tonnes)	105.53	113.86	137.01	138.64
Non-hazardous waste (tonnes)	10.18	11.91	114.72	126.41
Hazardous waste (tonnes)	95.35	101.96	22.29	12.23
Waste recycled or reused (tonnes)	27.19	26.56	56.71	59.62
% of waste recovered	25.77%	23.33%	41.39%	43%

05

SOCIAL

05 Social Performance

Nebula urban forniture
Collection

5.1 Policies and Approach to the Social Dimension

People are considered the cornerstone of the organization. A working environment based on respect, openness and collaboration is promoted, where people feel heard and are provided with the conditions to perform at their best. Direct dialogue, an informal yet professional atmosphere and a relationship based on mutual trust are encouraged, with the aim of fostering the expression of everyone's talent and abilities. Although there are currently no formalized policies, shared principles and good practices that have been consolidated over time are adopted. Management is attentive to social issues and recognizes the importance of people's well-being, inclusion and the working environment; an open and listening-oriented approach is maintained, with action taken when necessary. The internal climate is managed through daily dialogue and direct contact between colleagues and managers, with the aim of promptly identifying any critical issues and fostering a positive and collaborative environment.

The initiatives currently in place are mainly informal: flexible working hours are offered whenever possible, attention is paid to personal and family needs, a nd opportunities for internal sharing are promoted. Looking ahead, the company is considering the definition of official guidelines to make its commitment to these issues clearer and more structured, with the aim of progressively strengthening an approach that places people's well-being at the center.

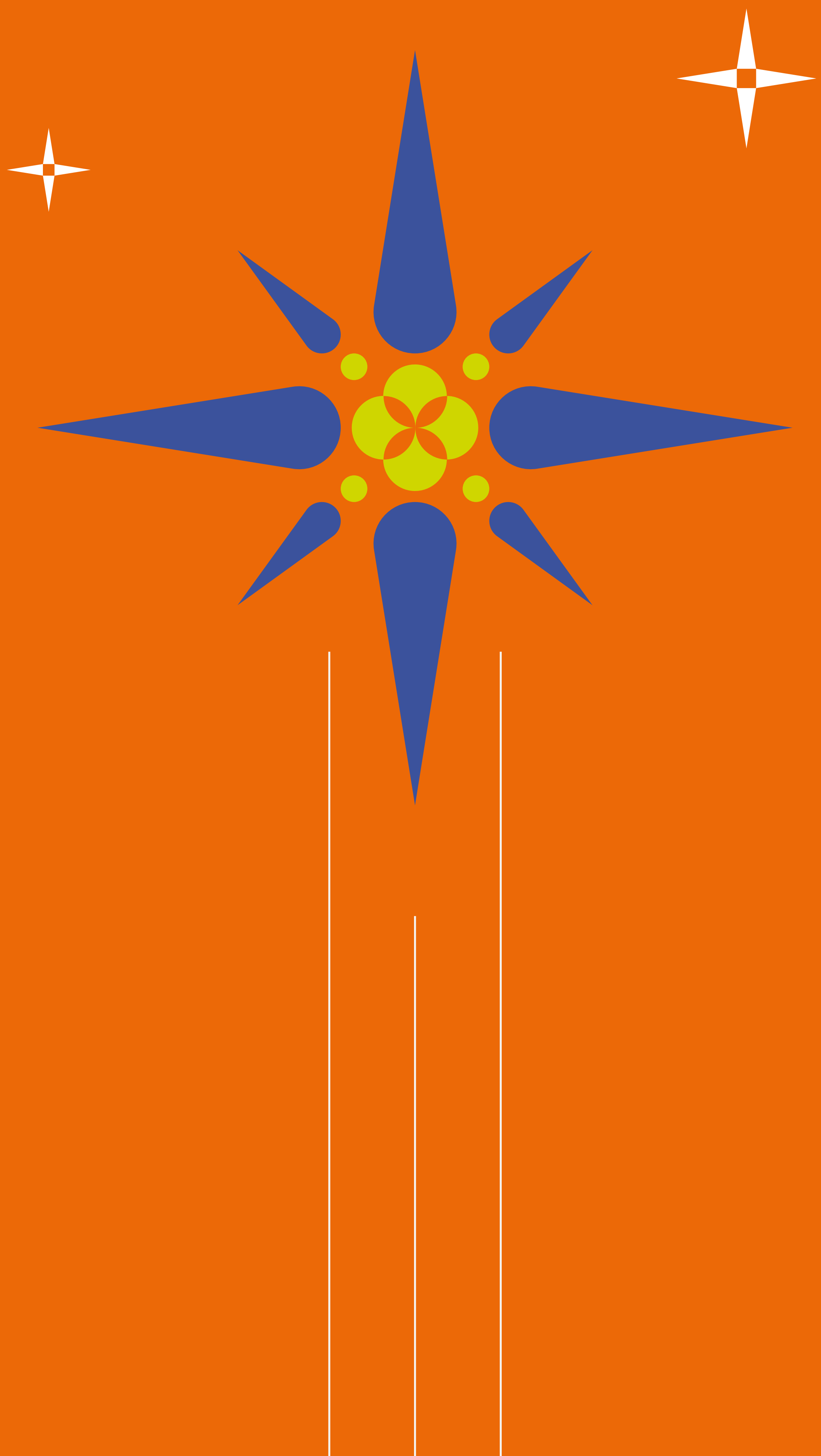
5.2 Social Objectives and Inclusion

The company intends to progressively strengthen its commitment to the daily well-being of people, equity, diversity and inclusion. Awareness of these issues is already present, although not yet formalized into procedures: respect, equity and attention to different generational needs are promoted through everyday behaviors and decisions. The current approach supports professional development through continuous feedback, on-the-job support and development opportunities tailored to individual needs, with the aim of creating an environment where everyone can grow and feel valued.

For the coming years, the company plans to structure and consolidate this commitment through:

- the introduction of formal policies and procedures on inclusion, equal opportunities and equityà;
- the adoption of a structured system for listening to and assessing the working environment (e.g. periodic surveys and discussion sessions), to identify needs and priorities;
- the formalization of flexibility and work-life balance practices to support well-being and the reconciliation of personal and professional commitments;
- the development of tools to support well-being and internal participation, strengthening feedback channels and engagement initiatives;
- the monitoring of data relating to gender and generational equality, in order to guide transparent and measurable decisions;
- the introduction of training sessions dedicated to inclusion and effective communication.

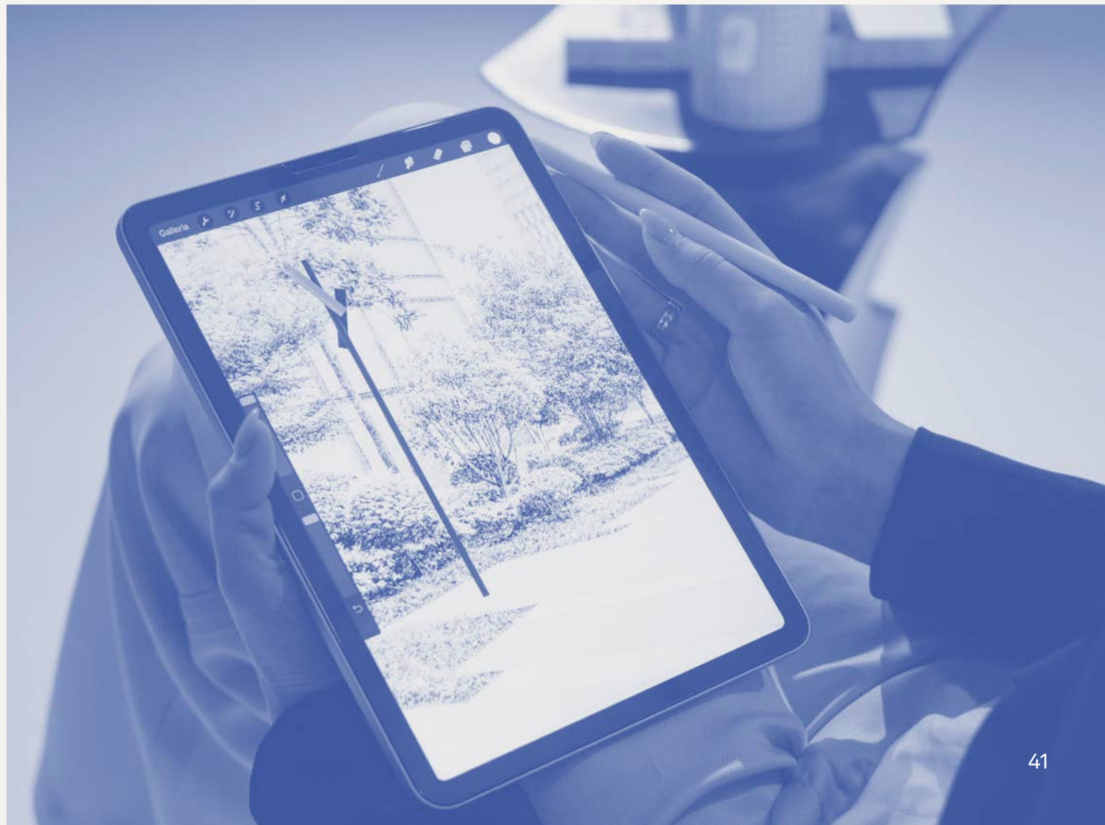
With this perspective, the company will work on defining dedicated initiatives and more structured procedures, to make the working environment increasingly inclusive, transparent and focused on growth. The ultimate objective is to ensure equal dignity, equal development opportunities and respectful working conditions for every person.



5.3

Social Performance

The following are the main social indicators for 2025. The data represents the current workforce situation and practices relating to personnel, health and safety, inclusion and training.



5.3.1

Workforce Disclosure B8[8]

As of December 31, there are 88 employees (approximately 81.79 FTE), 95.5% are employed on permanent contracts (84 employees) and 4.5% on fixed-term contracts (4 employees). The workforce consists of 61 men and 27 women.

Contract type	Number of employees (Headcount)	Number of employees (FTE)
Permanent	84	78.29
Fixed-term	4	3.5
Total	88	81.79

5.3.1 - Table 14 - Contract Types

Gender	Number of employees (Headcount)	Number of employees (FTE)
Female	27	22.05
Male	61	59.74
Total	88	81.79

5.3.1 - Table 15 -– Number of Employees by Gender

Country	Number of Employees by Gender	Numero di dipendenti (FTE)
Italy	88	81.79
Total	88	81.79

5.3.1 - Table 16 - Number of Employees by Country of Workplace

Country	Employee Turnover 2024	Employee Turnover 2025
Italy	7.91%	10.91%

5.3.1 - Table 17 - Employee Turnover

[8] VSME Standard, par. 39-40, pag. 10

COUNTRY
Italia

TOTAL EMPLOYEES
88

PERMANENT
84

FIXED-TERM
4

FEMALE
27

MALE
61

EMPLOYEE TURNOVER 2024
7,91%

EMPLOYEE TURNOVER 2025
10,91%

OCCUPATIONAL INJURIES 2024
1

OCCUPATIONAL INJURIES 2025
0

5.3.2

Health and Safety Disclosure B9[9]

In compliance with Legislative Decree 81/08, all necessary measures are adopted to ensure health and safety in the workplace. Risk management is supported by a continuously updated Risk Assessment Document (DVR), periodic internal checks and compliance with the requirements of the ISO 45001-certified management system. Dedicated internal safety personnel are in place, in line with the roles and responsibilities established by applicable legislation.

In 2025, no occupational injuries were recorded; there were no fatal accidents or events related to occupational diseases, with a low level of occupational accidents overall. Mandatory health and safety training activities are regularly provided, complemented by awareness-raising sessions aimed particularly at operational departments.

Indicator	2024	2025
Number of recordable occupational injuries	1	0
Recordable occupational injury rate	1.44	0
Number of fatalities due to occupational injuries	0	0
Number of fatalities due to occupational diseases	0	0

5.3.2 - Table 18 - Occupational Accidents

[9] VSME Standard, par. 41, pag. 10

5.3.3

Working Conditions, Equal Opportunities, Inclusion and Training - Disclosure B10[10]

The organization promotes fair and inclusive working conditions, recognizing that people's well-being and the enhancement of skills are key elements for sustainable growth. Although there are currently no formal internal policies on inclusion and equal opportunities, these principles are fully integrated into the way the organization operates, through an approach based on respect, meritocracy, collaboration and dialogue.
Roles and responsibilities are assigned based on skills, without preferences or restrictions in any department. From a contractual and remuneration perspective, 100% of employees are covered by the applicable National Collective Labor Agreement (CCNL) and receive remuneration equal to or above the minimum thresholds established therein. As the company has fewer than 150 employees, it is not required to publish the gender pay gap; nevertheless, it maintains a commitment to transparency and equity, promoting equal access to professional opportunities.

In 2025, a total of 1,454 training hours were provided. Average training participation amounted to 13.22 hours for women and 17.98 hours for men, in line with the training needs of the different roles. The training programs included courses and updating initiatives consistent with operational and organizational requirements, with the aim of supporting continuous learning and skills development. Attention to training forms part of an environment that encourages internal knowledge sharing and the continuous improvement of performance, regardless of individual characteristics.

Indicator	2024	2025
Remuneration above minimum wage	Yes	Yes
Percentage of employees covered by collective bargaining agreements	100%	100%

5.3.3 - Table 19 - Percentage of Employees Receiving Compliant Remuneration

Average annual training hours per employee		
Gender	2024	2025
Female	0.96	13.22
Male	6.15	17.98

5.3.3 - Table 20 - Training Hours by Gender

[10] VSME Standard, par. 42, pag. 10

06

BUSINESS CONDUCT

06

Business Conduct and Governance

Neri
Headquarters

6.1

Governance and Approach to Sustainability

The company's governance is consistent with its size and organizational structure, based on a streamlined and responsibility-oriented decision-making model. Strategic decisions are made by Management, with centralized spending authority regulated by an internal request and authorization procedure, ensuring control and traceability. A Board of Directors is in place, composed of the owners and legal advisors, providing guidance on high-level decisions and also serving as a reference point for the Group's compliance matters, in line with the organizational safeguards required by applicable legislation.

ESG matters are not yet managed through a dedicated governance structure; rather, they represent a cross-functional area managed in an integrated manner by the main company functions. Operationally, an internal contact person is responsible for guidance and coordination, involving, as appropriate, the data management officer for the collection and systematization of information, the Administration/Finance function for economic and financial matters, Human Resources for social aspects, and the Quality, Health & Safety and Environment function for regulatory requirements and certifications. For the preparation of this report, the Marketing, Human Resources, Management Control, Quality–Health & Safety–Environment and Ownership functions were involved, with the support of an external consultant. Sustainability matters are addressed daily by the relevant internal contacts within their respective areas, while formal and cross-functional discussion takes place during the annual Management Review. Discussion of ESG matters also intensifies in connection with certification audits and in response to specific customer requests, fostering internal alignment and continuous process improvement.

The decision to prepare this report represents an important step towards greater structure and awareness of the organization's environmental, social and economic impacts, with the aim of progressively integrating sustainability into ordinary management and the organization's decision-making mechanisms.

[11] VSME Standard, par. 43, pag. 11

6.2

Policies, Controls and Integrity Disclosure B11[11]

Neri SpA operates in full compliance with applicable legislation, adopting conduct based on fairness, legality and transparency in its relationships with customers, suppliers, employees and institutions.
A Code of Ethics and a Code of Conduct are in place and represent the main safeguards for the principles of integrity and the prevention of all forms of corruption and extortion. These instruments are applied internally and shared with suppliers, guiding day-to-day decisions and defining the expected conduct throughout the value chain. Compliance with these principles is promoted through the systematic dissemination of the documents and their integration into operational practices.

During the reporting period, no critical incidents occurred and no complaints, inspections or sanctions relating to corruption or extortion were reported.
The company confirms its commitment to maintaining and strengthening this approach over time, including through the periodic updating of the codes and the continued involvement of supply chain partners in adhering to the same ethical standards.

Indicator	2024	2025
Number of complaints or convictions for corruption/extortion	0	0
Amounts paid for fines and penalties	0	0

6.2 - Table 21 - Corporate Integrity

6.3

Stakeholder Relations

Neri SpA maintains ongoing and trust-based relationships with all internal and external stakeholders. Dialogue with customers, suppliers, credit institutions, local communities and authorities is based on transparency, collaboration and mutual listening, fostering a continuous exchange of information useful for operational management and continuous improvement.

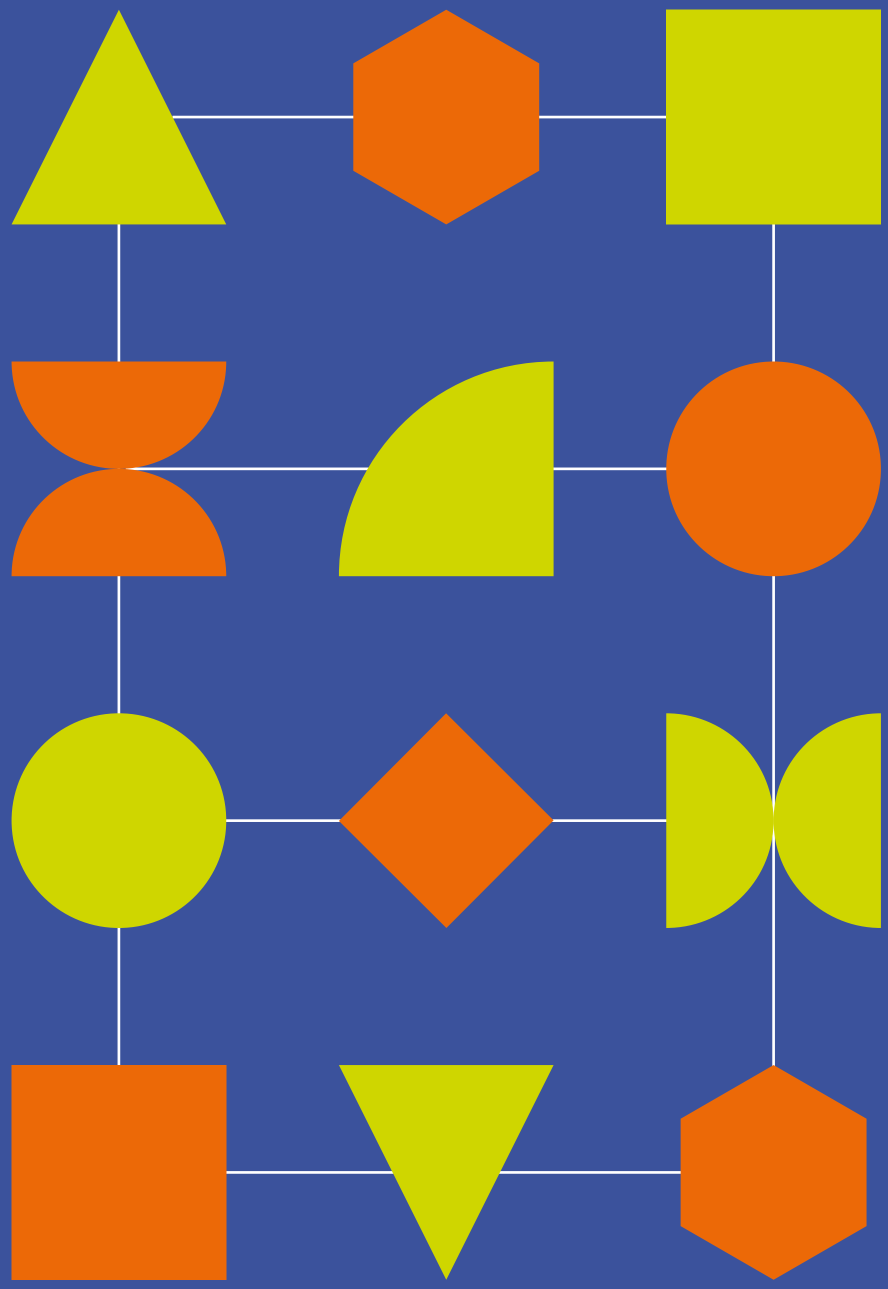
Feedback is collected through both formal and informal channels. In the area of safety, a monthly "supervisors' log" is in place, enabling the company to monitor the progress of actions, the availability of tools and operational needs. In the area of quality, internal processes (materials management, flow organization and control points) provide multiple points of contact with operators and enable systematic monitoring of reports from the field. These practices are complemented by discussion sessions and information initiatives on market and customer management topics, as well as internal social activities that strengthen cohesion and the exchange of ideas.
A whistleblowing channel is also available, allowing anonymous reports through the company noticeboard and a dedicated email address, safeguarding both people and the organization and in line with the principles of integrity and accountability.
Although there is currently no structured stakeholder engagement process, these channels collectively make it possible to identify input and expectations in a timely manner. Some stakeholders have already requested specific ESG commitments; this report is also intended to formalize existing practices and improve communication, with the aim of evolving towards more systematic and measurable stakeholder engagement.

6.4

Future Governance Commitments

The experience gained through the preparation of the Sustainability Report has strengthened awareness of the importance of governance capable of progressively integrating ESG criteria into decision-making processes and stakeholder dialogue management.
In this context, the company intends to consolidate a more structured and documented approach to transparency, complementing verbal communication with the regular production of concise, data-supported written content, published through the company website and social media channels. In continuity with the ethical documents and policies already published, the company plans to further strengthen their formalization, periodic updating and internal and external dissemination, ensuring full accessibility and alignment with integrity and transparency requirements.
To improve stakeholder engagement, the company intends to introduce a structured feedback collection system, integrating dedicated channels and tools and defining a reporting frequency that supports concise and comparable reporting over time. At the same time, work will be undertaken to progressively include sustainability among the criteria used to assess strategic decisions, in coordination with Management, allocating the necessary time and resources to ensure continuity and quality throughout this process.

The next Sustainability Report will be designed based on the lessons learned from the current reporting exercise, with the aim of improving its clarity, measurability and ability to respond to stakeholders' expectations. This represents a gradual evolution, consistent with the characteristics of the organization and guided by a pragmatic and proactive vision focused on measurable results and clear communication.



07 Conclusions, Future Commitments and Contacts

Olympic Village - Milan, Italy
Dave Burk © SOM

7.1

Strategic Vision

Through this reporting process, the company has chosen to make visible what often remains implicit: its daily commitment to a responsible business model, focused not only on economic results, but also on its impact on people, the environment and the local area. The preparation of the report was positively assessed: it made it possible to organize information that was already available but fragmented, highlighting both strengths and areas for improvement. It became clear how much value is already being generated and how much remains to be communicated.

The experience highlighted the need to move beyond an "as time permits" approach, which inevitably leads to discontinuous management. The company recognizes the importance of adopting a method, measurable objectives and clearly defined responsibilities, to dedicating structured time and effort to sustainability and transform it into a stable pillar of company management.

In this context, the company undertakes the following concrete commitments:

- make reporting a periodic activity, institutionalizing the data collection, analysis and reporting cycle;
- formalize a general ESG policy that is clear and accessible and guides decisions and conduct;
- identify an internal ESG coordinator responsible for overseeing data, initiatives and communication;
- strengthen the collection and traceability of environmental and social data, progressively expanding their scope;
- define annual objectives, indicators and targets to continuously monitor results;
- communicate the report externally as a tool for transparency and dialogue with stakeholders.

This document represents a commitment to continue working systematically, pursue continuous improvement and enhance what already exists, so that sustainability becomes an integral part of the company's strategy and culture. The intention is to make this a long-term commitment based on transparency, listening and shared growth.

7.2

Alignment with the Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) promoted by the United Nations represent a global compass for the future of the planet.
Although the formal adoption of the SDGs is not mandatory, Neri SpA has decided to map its actions and commitments against these objectives, to provide coherence and visibility to its positive contribution.

The following table provides an alignment between company practices and the corresponding SDGs:

SDG	UN Goal	Link to Neri SpA
3 GOOD HEALTH AND WELL-BEING	Good Health and Well-being	Attention to occupational safety, positive working environment
4 QUALITY EDUCATION	Quality Education	Ongoing training activities for employees
5 GENDER EQUALITY	Gender Equality	Inclusion, enhancement of women's contribution
7 AFFORDABLE AND CLEAN ENERGY	Affordable and Clean Energy	Introduction of renewable energy sources and consumption monitoring
8 DECENT WORK AND ECONOMIC GROWTH	Decent Work and Economic Growth	Stable contracts, local development, training
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Responsible Consumption and Production	Separate waste collection, circular economy, waste management
13 CLIMATE ACTION	Climate Action	Reduction of environmental impacts, energy awareness

7.2 - Table 22 - SDG Alignment

7.3 7.3.1

Methodological Note. Collection, Management and Mapping of ESG Data

The collection, management and mapping of ESG data was carried out through a structured process, supported by Turtle S.r.l., a company specialized in sustainability and reporting. The process was developed in several stages:

- Identification of the company areas involved (administration, production, HSE, quality);
- Mapping of the data already available and internal sources;
- Collection of documentation (reports, tables, certifications, Excel files);
- Working sessions with internal contacts to clarify the nature, availability and reliability of the data;
- Processing and aggregation of data on a centralized platform. The data were provided directly by the heads of the respective functions, without modifications or corrections by Turtle S.r.l., which was responsible for organizing and systematizing the information according to the logic of the VSME standard.

No external audit process was carried out. However, the methodology adopted ensures data consistency, transparency and traceability.

This mapping exercise also made it possible to identify any information gaps, providing useful insights for improving the internal management of ESG information in future reporting periods.

7.3.2

Selection and Calculation of ESG Indicators

The indicators included in the report follow the requirements of the VSME Basic Module and were calculated based on the data available for 2025.
The official definitions provided by the standard were applied. In some cases, reasonable estimates were used, particularly for GHG emissions, pending the implementation of a more detailed monitoring system. The calculations were internally validated and documented so that they can be replicated in future reporting periods.

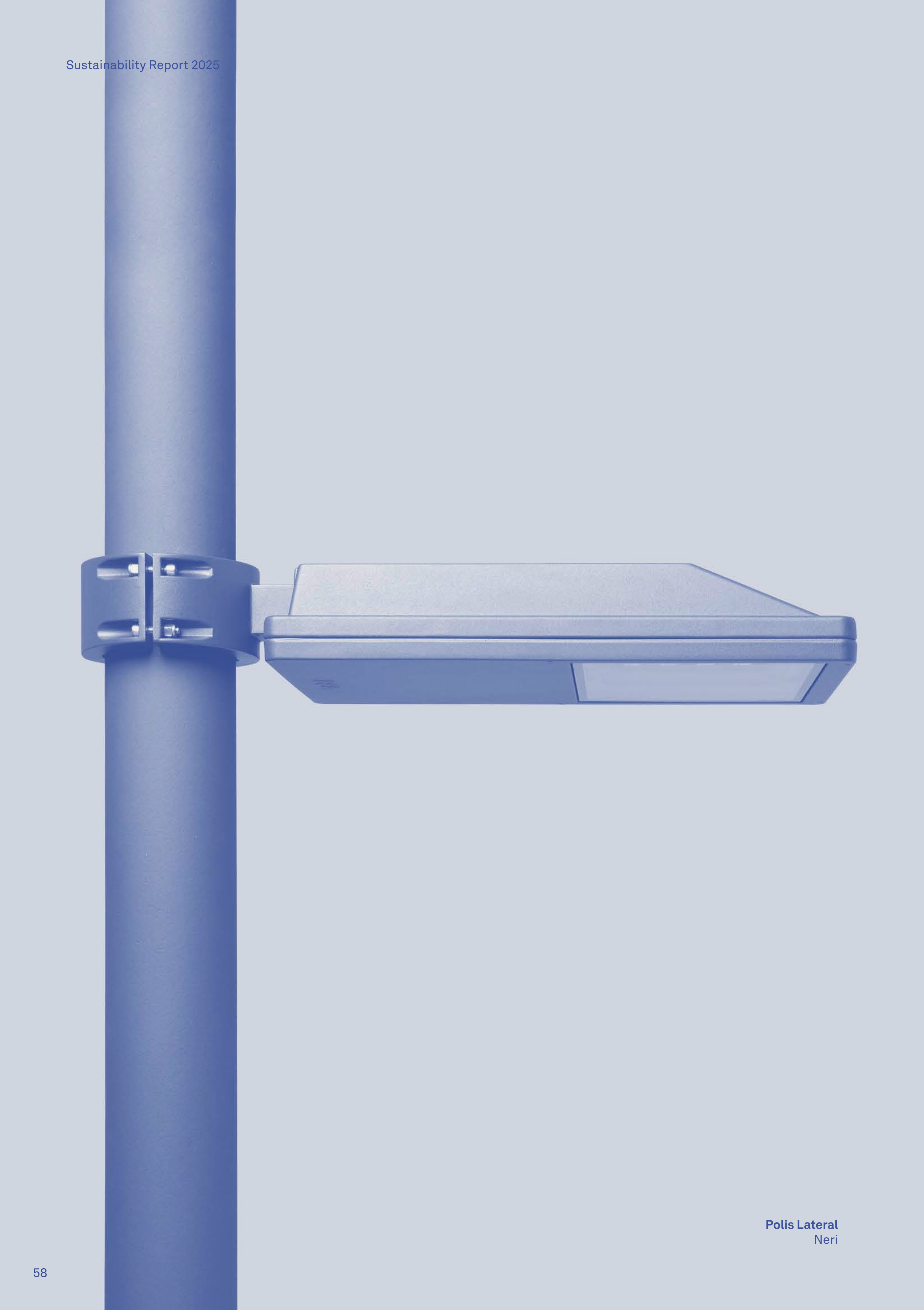
7.3.3

Rilevanza degli impatti

To define the contents of the report, Neri SpA conducted an internal assessment aimed at identifying material sustainability topics. This assessment was based on three elements:

- Analysis of the company's activities and their related environmental and social impacts;
- Requests and expectations of stakeholders (customers, suppliers, banks, public authorities);
- Comparison with regulations, industry standards and ESG benchmarks.

The following topics emerged as priorities from this assessment: energy consumption, waste management, and occupational health and safety. Relevance was assessed qualitatively through internal discussions and with the support of Turtle S.r.l.



Polis Lateral
Neri

08 Acknowledgements and Contact Information

8.1 Acknowledgements

The preparation of this report would not have been possible without the active collaboration of all the people who contribute every day to the growth and strength of Neri SpA.

We would like to extend our particular thanks to our employees and colleagues, who made their time, expertise and data available, demonstrating commitment and active participation throughout the process.

We would also like to express our sincere appreciation to all our stakeholders — customers, suppliers, partners, consultants, institutions and communities — whose dialogue and expectations encourage us to continuously improve.

Finally, we would like to thank Turtle S.r.l. for its methodological support, strategic guidance and assistance in translating into a structured format what, for us, represents an everyday commitment: conducting business in a conscious, responsible and sustainable manner.

8.2 Contact Information

For any information, further details or enquiries regarding this report, please contact:

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09

Technical Appendices

9.1 9.2

Summary of VSME Disclosures and Glossary of Terms

This section provides a tabular summary of the main data required by the VSME Basic Module, relating to fiscal year 2025.

The data were collected through internal assessments and company technical documentation, without any external verification activities.

Disclosure	Indicator	Description	Value	Unit
B1	Selected option	Type of module selected according to VSME	Option A – Basic Module	text
B1	Omissions due to company size	Social metrics not reported (<150 employees)	Gender pay gap	text
B1	Report type	Whether individual or consolidated	Individual	text
B1	Headquarters geolocation	Coordinates of registered office	44.098141, 12.351670	lat/lon
B1	Headquarters geolocation	Coordinates of operating site	44.093986, 12.357738	lat/lon
B1	Sustainability or quality certification	Certified management systems	ISO 9001, ISO 14001, ISO 45001	text
B1	Legal form	Legal structure of the company	Joint-stock company	text
B1	NACE code	Activity classification	27.40	code
B1	Total assets	Balance sheet value	22,303,387.00	€
B1	Revenue	Company revenue 2024	20,732,086.72	€
B1	Employees	Number of employees (headcount)	88	number
B1	Country of operation	Main operating location	Italy	text
B2	Policy – Climate change	-	Yes, plant upgrade. Installation of a 500-kW peak photovoltaic system to meet 60% of internal production needs. Reduce CO_2 emissions by ****	text
B2	Policy – Pollution	-	Yes, treatment systems	text
B2	Policy – Water resources	-	No	text
B2	Policy – Biodiversity	-	No	text
B2	Policy – Circular economy	-	Yes, waste recycling	text
B2	Policy – Own workforce	-	Yes, welfare and training programmes	text
B2	Policy – Value chain workers	-	Yes, selected partners who share our values	text
B2	Policy – Local communities	-	No	text
B2	Policy – Consumers / end-users	-	No	text
B2	Policy – Business conduct	-	No	text
B3	Total energy consumed	Total annual energy consumption	2,267.40	MWh
B3	Of which renewable energy (MM)	Share of energy consumed from renewable sources	-	MWh
B3	Of which renewable energy (LM)	Share of energy consumed from renewable sources	546.50	MWh

Disclosure	Indicator	Description	Value	Unit
B3	Of which non-renewable energy (MM)	Share of energy consumed from non-renewable sources	-	MWh
B3	Of which non-renewable energy (LM)	Share of energy consumed from non-renewable sources	1,720.90	MWh
B3	GHG Scope 1 emissions	Direct greenhouse gas emissions (CO_2eq)	309.52	tCO_2eq
B3	GHG Scope 2 emissions (LM)	Indirect greenhouse gas emissions (CO_2eq)	105.17	tCO_2eq
B3	Total GHG emissions	Sum of Scope 1 + Scope 2 emissions	414.69	tCO_2eq
B3	Emissions intensity	Total emissions relative to revenue	20.00	kgCO_2eq/€
B4	Relevant air, water and soil emission points	Solvent balance	2,540	kg
B5	Biodiversity-sensitive sites	Number of sites owned or managed in protected/sensitive areas	0	numero
B5	Land use	Total nature-oriented area on-site	0	m2
B5	Land use	Total nature-oriented area off-site	0	m2
B5	Land use	Total land use	26,951.30	m2
B6	Water consumption	Annual water consumption (relevant and measured)	1,100.52	m3
B7	Total waste generated	Total annual waste generated	138.64	tonnellate
B7	Non-hazardous waste generated	Annual quantity of non-hazardous waste	126.41	tonnellate
B7	Hazardous waste generated	Annual quantity of hazardous waste	12.23	tonnellate
B7	Waste recovered/recycled	Annual quantity of waste recovered or recycled	59.62	tonnellate
B7	% Waste recovered/recycled	Percentage of waste recovered out of total waste generated	43%	%
B7	Steel and iron	Mass flow: Steel	304,433.32	kg
B7	Aluminium	Mass flow: Aluminium	191,920.46	kg
B7	Paper	Mass flow: Paper	41,667.73	kg
B7	Electrical cables	Mass flow: Electrical cables	6,407.47	kg
B7	Cement	Mass flow: Cement	6,750.40	kg
B7	Cast iron	Mass flow: Cast iron	174,471.81	kg
B7	Wood	Mass flow: Wood	8,763.53	kg
B7	Electrical equipment	Mass flow: Electrical equipment	13,672.37	kg
B7	Brass	Mass flow: Brass	2,028.56	kg
B7	Plastic	Mass flow: Plastic	46,044.81	kg
B7	Copper	Mass flow: Copper	84.70	kg
B7	Paints/Resins	Mass flow: Paints/Resins	1,710.42	kg
B7	Glass	Mass flow: Glass	54,051.82	kg
B8	Employees with permanent contracts	Number of employees with permanent employment contracts	84	headcount
B8	Employees with fixed-term contracts	Number of employees with fixed-term employment contracts	4	headcount
B8	Total employees	Total number of employees	88	headcount
B8	Employees (FTE)	Number of full-time equivalent employees	81.79	FTE
B8	Employees by gender (F/M)	Employee distribution by gender (Female/Male)	27/61	headcount
B9	Workplace accidents	Annual number of recordable workplace accidents	0	number
B9	Accident rate	Annual rate of recordable workplace accidents	0	value
B9	Work-related fatalities	Annual number of fatalities due to workplace accidents or occupational diseases	0	number
B10	Guaranteed minimum remuneration	Remuneration at or above the minimum wage	Yes	text (Yes/No)
B10	% Employees covered by collective bargaining agreements	Percentage of employees c overed by collective bargaining	100	%
B10	Average training (F/M)	Average annual training hours per employee (Female/Male)	13.22 / 17.98	hours
B11	Number of corruption/bribery cases	Reported or convicted cases of corruption/bribery	0	number
B11	Amount of corruption/bribery fines	Monetary value of fines paid for corruption/bribery	0	€

8.1 - Table 23 - Summary of Disclosures

Term / Acronym	Description
Legal form	Legal structure of the company, indicating the corporate structure of the business (e.g. limited liability company, joint-stock company).
NACE code	Statistical classification of economic activities adopted in Europe to categorize industrial sectors.
Total assets	Total value of the company's assets as reported in the financial statements.
Revenue	Total company income generated over a given period, usually one year.
Employees	Total number of workers employed by the company.
Certifications	Official standards and certifications obtained by the company in the areas of quality, environment, or occupational health and safety (e.g. ISO 9001).
ISO 9001:2015	Standard for quality management systems.
ISO 14001:2015	Standard for environmental management systems.
ISO 45001	Standard for occupational health and safety management systems, replacing OHSAS.
Sustainability report	Document describing a company's environmental, social, and governance (ESG) performance.
ESG	Environmental, Social and Governance criteria used to assess corporate sustainability.
VSME	Voluntary Standard for Micro Enterprises – sustainability reporting standard for non-listed SMEs.
VSME Basic Module	Basic sustainability reporting module designed for SMEs.
VSME Comprehensive Module	Detailed VSME reporting module, including qualitative and quantitative data.
CSRD	Corporate Sustainability Reporting Directive: European legislation governing sustainability reporting.
ESRS	European Sustainability Reporting Standards – European standards for ESG reporting.
EFRAG	European organisation responsible for developing sustainability reporting standards.
Renewable energy sources	Energy sources that naturally regenerate, such as solar, wind and water.
Market Mix	National energy mix used to calculate indirect emissions.
Location Mix	Actual energy mix consumed in a specific geographical area.
Scope 1 / 2 / 3	Classification of GHG emissions: direct emissions, indirect emissions from energy consumption, and other indirect emissions along the value chain.
Greenhouse gas (GHG) emissions	Gases that contribute to global warming, such as CO_2, methane and nitrous oxide.
GHG Protocol	International standard for measuring and reporting greenhouse gas emissions.
Scope 1 / 2 / 3	Classification of GHG emissions: direct emissions, indirect emissions from energy consumption, and other indirect emissions along the value chain.
CO_2eq	Unit of measurement for greenhouse gases expressed as carbon dioxide equivalents.
Circular economy	Economic model aimed at reducing waste and reusing materials to promote a more sustainable life cycle.
Legislative Decree 81/08	Italian legislative decree concerning occupational health and safety.
DVR	Risk Assessment Document (Documento di Valutazione dei Rischi) – mandatory under Legislative Decree 81/08.
RSPP	Head of the Prevention and Protection Service (Responsabile del Servizio di Prevenzione e Protezione) mandatory occupational health and safety role.
Corporate welfare	Policies and services aimed at promoting employee well-being, including assistance, training, and other benefits.
Turnover	Percentage of employees leaving the company during a given period.
Code of Ethics	Set of rules and ethical principles guiding the conduct of the company and its employees.
Greenwashing	Misleading communication or practices regarding sustainability, which should be avoided.
Stakeholder	Parties affected by or involved in the company's sustainability process, such as customers, suppliers and local communities.
KPI (Key Performance Indicator)	Performance indicators used to measure the achievement of company objectives.
SDGs	United Nations Sustainable Development Goals aimed at addressing global challenges.
WRI Aqueduct	Water risk atlas used as a methodological reference for the sustainable management of water resources.
Natura 2000 Network	European network for the protection of biodiversity, referenced as a methodological framework.

8.2 - Table 24 - Glossary of terms

9.3

Reporting Principles Adopted

This report has been prepared by Neri SpA in accordance with the guiding principles of the VSME Standard, ensuring transparency, accuracy, and relevance of the information disclosed. In particular:

- **Relevance:** selection of content based on stakeholders' needs and the company's strategic priorities;
- **Faithful representation:** truthful and accurate data supported by rigorous collection and monitoring tools;
- **Comparability:** indicators structured to enable comparisons over time (e.g., electricity consumption and waste management);
- **Comprensibilità:** clear and accessible language, including for readers without a technical background, to ensure broad usability;
- **Verifiability:** data supported by documentary evidence to ensure traceability and integrity of the information;
- **Consistency with financial statements:** alignment of ESG data with the recognition criteria used in the company's financial statements, integrating the economic-financial and sustainability dimensions. This principle highlights how responsible resource management (energy and waste materials) contributes both to reducing environmental impacts and to improving economic performance and long-term competitiveness.

9.4

Regulatory and Methodological References

This report has been prepared in accordance with the Basic Module of the VSME Standard (Voluntary Standard for Micro, Small and Medium-sized Enterprises not listed on a regulated market), developed by EFRAG (European Financial Reporting Advisory Group).
For the collection, processing, and systematisation of data, the company collaborated with Turtle S.r.l., a company specialising in sustainability, ESG standards, and reporting. The main regulatory and methodological references used in the preparation process include:

- **EU Regulation 2022/2464 :** Corporate Sustainability Reporting Directive (CSRD)
- **VSME Standard (EFRAG, 2024):** https://www.efrag.org/en/smes-and-sustainability-reporting
- **GHG Protocol Corporate Standard:** https://ghgprotocol.org/corporate-standard
- **Aqueduct Water Risk Atlas (WRI):** https://www.wri.org/aqueduct
- **Natura 2000 Network Viewer (European Environment Agency):** https://natura2000.eea.europa.eu/
- **Italian National Geoportal:** https://www.pcn.minambiente.it/mattm/

For the calculation of sustainability indicators, particularly those relating to Disclosure B3, the following emission factors and sources were used:

Emission Factor	Fonte
Fossil fuels	ETS
Electricity – Local Mix	ISPRA
Thermoelectric energy	ISPRA
Share of electricity in the grid	GSE
Refrigerants	IPCC

The methodological approach is based on internationally recognised sources, ensuring consistent and reliable measurement of environmental impacts.

8.4 - Table 25 - Sources of Emission Factors