



REPORT  
2024

# SUSTAINABILITY REPORT

AS AT 31TH DECEMBER 2024



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# LETTER TO STAKEHOLDERS

Our entrepreneurial journey began over 120 years ago when the founder, my great-grandfather Secondo Mona, opened a shop selling and repairing bicycles and motorcycles in Somma Lombardo.

In those years, a community of young and courageous pioneers began their first flight operations on the fields of the nearby moorland at what was then Cascina Malpensa, which later became Milan Malpensa International Airport. Secondo, fascinated by these new activities, soon joined this community, offering his mechanical skills and experience in the repair and overhaul of the first aircraft engines. It was 1913.

A decade later, in 1923, it obtained an important quality certification of the time for the design and production of aircraft fuel systems; this marked the beginning of a century-long history of contributing to the aeronautical industry with products of its own design, initially intended for national aeronautical programs and, subsequently, for multinational European programs and subsequently for aircraft and helicopter manufacturers around the world, both in the civil and military sectors.

Our company has always paid attention to people and to changes in the market and society, committing and adapting to technological developments to proactively address new challenges, continually striving to meet emerging needs while pursuing business growth.

We are aware of the global challenges and the major changes we are experiencing: from the need for new professional skills and new welfare solutions for a work-life balance on the social front, to energy challenges, climate change, and the scarcity of natural resources on the environmental front.

For this reason, we have set ourselves the goal of ensuring that the growth of our business is always accompanied by a progressive focus on sustainability, improving the efficiency of our production processes, seeking more sustainable product development solutions, promoting professional advancement and equal treatment and opportunities among our people, and ensuring full compliance with external regulatory requirements and our Code of Ethics.

Our voluntary sustainability journey began in 2021 with the publication of an ESG Company Profile and has developed with the annual publication of Sustainability Reports starting in 2022.

As evidence of our commitment to environmentally responsible practices, we certified our Environmental Management System according to ISO 14001 in 2007. About 15 years ago, we installed two photovoltaic systems on the roofs of our factories, generating internally renewable energy. Over the years, we have actively pursued other initiatives and invested in energy and water savings throughout our production processes, in accordance with our energy audit program.

# LETTER TO STAKEHOLDERS

From investments in closed-loop water systems at industrial plants to the introduction of drinking water dispensers distributed throughout the company, reducing bottled water consumption saves on transportation costs, resulting in lower CO2 emissions and a reduction in plastic waste.

The results achieved in the sustainability field have also been recognized by external bodies:

- EcoVadis, one of the leading international sustainability rating platforms, awarded the "Silver Medal" and placed at the 93rd percentile on the rating scale.
- Intesa San Paolo, which awarded us the "Winning Businesses Award." This initiative aims to promote Italian companies and reward those that stand out for excellence, innovation, and sustainability.
- Kon Group and Elite, who awarded us the "Sustainability Award," reserved for Italian companies that have distinguished themselves in addressing the challenges of the climate emergency, turning it into an opportunity.
- Following the ISO 9001 and EN 9100 certifications for our Quality Management System and other specific civil and military certifications for our business, we consistently pursue and guarantee the highest quality standards for all our products. We have also actively invested in the research and development of new and innovative products, with a focus on sustainability, including through external collaborations with universities.
- We believe that our employees, with their skills and expertise, are essential resources for achieving our goals and our business profitability. For this reason, we pay the utmost attention to their well-being, health, and safety in the workplace and dedicate significant resources to their training and professional development.
- Our headquarters are still in Somma Lombardo, a historic town in the province of Varese, where we opened our production plant in the early 20th century. Since then, we have invested in collaborations and partnerships with local suppliers, fostering the development of a local supply chain. We also collaborate with the local school system and universities, including LIUC University, of which we are a member.

We are among the founding members of Volandia, the Museum of Flight, with the aim of promoting and fostering aeronautical culture among the younger generations. We are also engaged with the local community through numerous initiatives to disseminate corporate culture.

We know that to protect our planet and future generations, we must return to living more sustainably, conserving precious and scarce resources, preserving the planet, and encouraging more balanced production and consumption habits.

We must all change our way of thinking and acting together.

**CLAUDIA MONA**  
**CEO Secondo Mona**  
**S.p.A.**

# THE OPERATIONAL CONTEXT

Based in Somma Lombardo, Secondo Mona operates in the aeronautical industry as a leading supplier of a wide range of products designed and manufactured for various onboard applications on all types of aircraft, both civil and military, such as trainers, fighter jets, business jets, helicopters, and UAVs. The company's business also includes after-sales maintenance services for these products.

For the civil market, the Company mainly supplies fuel systems and subsystems of its own design for business jets, helicopters, tiltrotors, and even airships, while it industrializes and produces engine components and individual equipment and subassemblies for landing systems for the latest large commercial aircraft, such as the Boeing B787, Airbus A350-900, A350-1000, A320, and Bombardier regional aircraft.

Other power systems, subsystems and other equipment, such as electromechanical and hydraulic actuators, are designed and produced for other applications in both the civil and military markets.

The products are designed, developed and qualified according to customer specifications in close collaboration with the world's leading aircraft, engine and systems manufacturers.

Secondo Mona remains a vertically integrated company with full control of its design and manufacturing processes, from prototype design and development to product qualification and certification, the entire production cycle, and after-sales services such as maintenance, repair, overhaul, and spare parts supply. This allows Secondo Mona to be competitive in the global aeronautical market and play a significant role for its global customers in its specialized niche sector.



# SUSTAINABILITY HIGHLIGHTS OF 2024

## Governance

Financial statements audited by a world-renowned audit firm (Big 4) since 2015

Code of Ethics and Model 231: Zero incidents of corruption from 2020

Authorized Economic Operator status (AEO C authorization) from 2021

ISO 27001 Information Security Management System certified

Supplier Code of Conduct

## Environment

7,638 MWh total energy consumption  
54 tCO<sub>2</sub>e and 37 tCO<sub>2</sub>e emissions avoided (1)

ISO 14001 Environmental Management System certified since 2007

117,904 MWh of self-produced solar electricity (2)

Products and processes according to the REACH regulation

Energy audit since 2016

## People

335 employees, 19% of whom are women

95% permanent employees

244 employees under 50 years old

Average 16 hours of training per employee per year



Product	
ISO 9001	EN 9100 Quality Management System certified since 2006
Zero incidents of non-compliance relating to the health and safety impacts of products	NADCAP Accreditation for Special Processes

Supply Chain	
52% of purchases from local suppliers (3)	15% suppliers located in the EU
65% local suppliers (4)	20% suppliers located outside the EU (5)

(1) 54 Location-based greenhouse gas emissions; 37 Market-based greenhouse gas emissions; for further information, see the "Environment" section.

(2) Quantity of electricity produced by solar panels installed on the Company's roof, consumed internally and partially fed into the local grid.

(3) In Secondo Mona, the geographic definition of "local" refers to suppliers based in the same country as the company.

(4) In Secondo Mona, the geographic definition of "local" refers to suppliers based in the same country as the company.

(5) The "EXTRA EU" category refers to suppliers located in the United Kingdom, the United States and Switzerland

# SECONDO MONA'S COMPANY PROFILE

## The Story



## The Vision and the Mission

For 120 years, Secondo Mona has been committed to continuously improving its manufacturing processes, aiming to offer high-quality, reliable, and innovative aerospace systems at competitive prices, addressing ever-evolving market trends, and ensuring customer satisfaction. These goals can only be achieved through enriching, long-term partnerships and collaborations with suppliers and business partners.

### Its Vision is:

**To be a global leader in the innovation and manufacturing of advanced aircraft systems, contributing to a sustainable and safe future for global aviation.**

### Its Mission is:

**"Meet the specific needs of customers by continuously improving our expertise and processes to develop high-quality aerospace systems, ensuring reliability, safety, and innovation, while promoting the well-being of our people and stakeholder satisfaction."**

## Financial Performance

The 2024 financial year was characterized by greater stabilization and progressive improvement of internal processes following the migration to the new SAP S/4 HANA management system in 2023, as well as a gradual normalization of internal and external production flows and material procurement flows. This allowed Secondo Mona to close the financial year with a 19% increase in revenue and a 23% increase in production value compared to the previous year.

The financial statements of Secondo Mona S.p.A. have been audited by KPMG S.p.A.

Secondo Mona operates actively on both the domestic and international markets, with direct exports accounting for approximately 80% of sales, 25% of which are within the European Union and 75% outside the European Union, primarily to the United Kingdom, the United States, Canada, Switzerland, Turkey, Israel, the United Arab Emirates, but also to China, India, and Australia.

# THE SUSTAINABILITY PATH

## Stakeholder involvement

For Secondo Mona, listening to and collaborating with stakeholders are essential prerequisites for the company's growth and success and for creating shared value in the short, medium, and long term.

Secondo Mona engages with all its stakeholders, both internal and external, through specific activities and regular communication sessions. The Company is committed to establishing prosperous, enriching, and lasting relationships with all its stakeholders, based on transparency, mutual trust, collaboration, openness, and two-way communication.

Below are the main categories of stakeholders with whom the Company has an ongoing commitment:

- **Employees:** People are an essential resource for the company's success and continuity. Secondo Mona is committed to creating a stimulating, open, and inclusive work environment where people feel motivated, comfortable, and protected;
- **Customers:** Secondo Mona pays particular attention to its customers, committing to their satisfaction by offering high quality products and services on time and within the expected costs, respecting the regulatory requirements of the aeronautical industry and the most stringent standards in terms of safety and quality of products and materials and following market trends,

also in terms of product innovation and sustainability;

- **Suppliers and Business Partners:** Building long-lasting and profitable partnerships with all suppliers and business partners is essential for Secondo Mona to achieve business success, especially in the long term;
- **Government and Institutions:** 120 years of permanent presence in the area have enhanced ongoing collaboration and dialogue with institutional and government bodies, making them an integral part of Secondo Mona's business model;
- **Local community:** Supporting and investing in the local community and its economic, social, and cultural development are key activities for Secondo Mona to create shared value.

Secondo Mona's approach aims to achieve continuous communication through various types of dialogue and engagement initiatives, exploiting the interaction channels shown in the table.

Stakeholder Category	Stakeholder engagement activities and interaction channel	
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Corporate welfare plan and benefits</li> <li>• Periodic meetings</li> <li>• Training activities</li> </ul>	<ul style="list-style-type: none"> <li>• Company intranet</li> <li>• E-mail</li> <li>• Direct communication</li> <li>• Single union representatives in the workplace (RSU)</li> </ul>
<b>Suppliers and business partners</b>	<ul style="list-style-type: none"> <li>• Long-term partnerships with suppliers</li> <li>• Collaborations with local suppliers</li> <li>• Ad hoc procedures for the selection, evaluation and management of suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Secondo Mona's site</li> <li>• Supplier Portal</li> <li>• Audit in loco</li> <li>• Meetings</li> <li>• E-mail</li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>• Annual customer satisfaction surveys</li> <li>• Continuous dialogue with the sales department</li> <li>• Periodic visits</li> <li>• Offering after-sales services (e.g. maintenance and repair)</li> </ul>	<ul style="list-style-type: none"> <li>• E-mail</li> <li>• Secondo Mona's site</li> <li>• Direct communication with the sales department</li> <li>• Meetings</li> <li>• On-site audits and visits to the production plant</li> <li>• Participation in national and international air fairs and exhibitions</li> </ul>
<b>Government and Institutions</b>	<ul style="list-style-type: none"> <li>• Active participation and contribution to industry associations</li> <li>• Meetings with local authorities</li> </ul>	<ul style="list-style-type: none"> <li>• Audit</li> <li>• Periodic meetings</li> <li>• Conferences</li> </ul>
<b>Local community</b>	<ul style="list-style-type: none"> <li>• Donations to local community initiatives</li> <li>• Sponsorships of local community events</li> <li>• Participation in educational and training programs with local schools and universities</li> </ul>	<ul style="list-style-type: none"> <li>• Ad hoc events and meetings</li> <li>• Direct communication with Secondo Mona</li> <li>• E-mail</li> <li>• Sponsorships</li> <li>• Collaborations with local newspapers</li> </ul>

## Materiality Analysis

In line with internationally recognized standards for sustainability reporting, namely the Global Reporting Initiative (GRI) standards, and as part of Secondo Mona's journey towards sustainability, the Company has conducted its Materiality Analysis, aimed at identifying the most relevant economic

environmental, social, and governance issues for the Company, its stakeholders, and the context in which it operates. This was done by also considering the positive and negative impacts that Secondo Mona has or could have on the economy, the environment, and society, including impacts on human rights, in the context of its activities and business relationships. The Materiality Process adopted by the Company can be divided into four main phases summarised in the diagram below.

<p><b>1</b></p> <p>Identification of the most significant impacts, actual and potential, positive and negative, intended or unintended, that the Company has or could have on the economy, the environment and people – including impacts on human rights – through its activities and business relationships in the short, medium and long term. The identification of these impacts was carried out through (i) the evaluation of the economic, environmental and social effects that are or could be generated by the Company and through (ii) the analysis of the supporting documentation.</p>	<p><b>2</b></p> <p>Identification of ESG issues potentially relevant to the Company through (i) benchmarking analysis, sector analysis and analysis of national and international standards and directives on sustainability-related issues, and through (ii) examination of internal documentation, such as, for example, the Code of Ethics, Model 231 and existing policies and certifications.</p>	<p><b>3</b></p> <p>Evaluation of potentially relevant topics through an online survey involving Secondo Mona stakeholders and top management.</p> <p>The objective of this assessment was to assess the relevance of material topics from two perspectives: from Secondo Mona's business perspective and from the perspective of its stakeholders.</p>	<p><b>4</b></p> <p>Definition of priority material topics and their impacts, which represent the most relevant issues for the Company and its stakeholders, on which to base future strategies and objectives.</p>
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The materiality analysis process was conducted in 2022 for the publication of the 2021 Company Profile and was subsequently validated for the preparation of subsequent Sustainability Reports. In fact, to be aligned with the new GRI standards, the materiality analysis was revised to identify the actual and potential impacts on the economy, the environment, and People including human rights impacts, resulting from Secondo Mona's activities and business relationships, both upstream and downstream.

These impacts include positive and negative impacts, short- and long-term impacts, reversible and irreversible impacts, and can be caused intentionally or unintentionally by Secondo Mona. Seventeen material economic, environmental, social, and governance topics have been identified, grouped into the following six macro-categories: Governance, People, Environment, Product, Society, and Supply Chain. Below is a list of Secondo Mona's priority material topics and the related actual and potential positive and negative impacts that could arise as a result of the company's activities.

<b>PRODUCT</b>	Product Quality and Safety	<p>Production of high-quality and reliable products and/or components and promotion of the highest quality and safety standards throughout the entire supply chain. The SMS "Safety Management System" has been implemented, which is a proactive approach to managing safety risks.</p> <p>Emphasis on protecting customer health and safety throughout the product life cycle</p>	<p>Incidents and/or sanctions/penalties resulting from poor product quality and safety.</p> <p>Loss of competitiveness and worsening of market positioning due to reduction in product quality.</p>
<b>GOVERNANCE</b>	Ethics and Compliance	<p>Compliance with anti-corruption laws and regulations.</p> <p>Positive reputational impacts, strengthened by the adoption of the Code of Ethics and Model 231 with particular attention to the protection of human rights.</p> <p>Promoting ethical, transparent and responsible business practices along the entire value chain</p>	<p>Negative impacts on reputation due to corruption incidents and/or episodes</p> <p>Additional costs due to fines, penalties and/or non-compliance with regulations/laws/directives.</p> <p>Difficulty engaging and establishing lasting partnerships with customers and business partners due to unethical and improper practices and/or behaviors</p>



<b>GOVERNANCE</b>	Data Protection and Cyber Security	<ul style="list-style-type: none"> <li>• Data protection and protection of the right to privacy of anyone who comes into contact with Secondo Mona</li> <li>• Adequate information security management, ensuring data confidentiality, especially in the event of cyber attacks</li> </ul>	<ul style="list-style-type: none"> <li>• Business continuity disruptions due to cyber attacks</li> <li>• Negative reputational impacts following data breaches and/or losses</li> <li>• Violation of the right to privacy</li> </ul>
<b>SOCIETY</b>	Customer Relationship and Satisfaction	<ul style="list-style-type: none"> <li>• Greater customer attraction and increased customer trust</li> <li>• Improving market positioning</li> <li>• Appropriate handling of customer requests and complaints and collaboration with customers for product development and innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Disruptions and/or difficulties in customer relationships</li> <li>• Lower customer satisfaction and consequent increase in customer complaints</li> <li>• Failure to meet customer demands and failure to adapt to market trends, resulting in a deterioration in Secondo Mona's market positioning.</li> </ul>
<b>PEOPLE</b>	Talent Attraction, Retention and Development	<ul style="list-style-type: none"> <li>• Enhancement of the professional skills of each employee through training programs and career paths specific to the role</li> <li>• Greater talent attraction and retention</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced productivity due to the inability to value, protect and develop human resources</li> <li>• Potential staff turnover and consequent loss of know-how</li> <li>• Difficulty in attracting and retaining talent, especially young people, in the long term</li> </ul>



<b>PEOPLE</b>	Health and Safety at Work	<ul style="list-style-type: none"> <li>• Compliance with national directives on health and safety at work</li> <li>• Increased staff productivity and efficiency by creating a safe and healthy working environment</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in the frequency and severity of accidents and occupational diseases and consequent decrease in staff well-being</li> <li>• Negative impact on reputation due to work-related illnesses, accidents and/or injuries</li> <li>• Additional costs arising from fines and non-compliance with health and safety laws/regulations/directives</li> </ul>
<b>PEOPLE</b>	Employee Wellbeing	<ul style="list-style-type: none"> <li>• Increased productivity and efficiency and better performance thanks to improved staff well-being</li> <li>• Creating a stimulating work environment where employees are free to express their opinions</li> </ul>	<ul style="list-style-type: none"> <li>• Decreased productivity and efficiency due to worsening staff well-being</li> <li>• Negative impacts on reputation due to lack of staff development</li> </ul>
<b>ENVIRONMENT</b>	Energy and Emissions	<ul style="list-style-type: none"> <li>• Use of energy from renewable sources (such as, for example, the installation of photovoltaic panels)</li> <li>• Reduction of energy consumption and related emissions</li> <li>• Cost savings from increased energy efficiency</li> <li>• Renewal of company car fleet with electric and/or hybrid cars</li> </ul>	<ul style="list-style-type: none"> <li>• Contribution to climate change and emissions from the Company's activities</li> <li>• Lower energy efficiency resulting in additional costs</li> </ul>

<b>PRODUCT</b>	Innovation and Sustainable Product Development	<ul style="list-style-type: none"> <li>• Increased collaboration with stakeholders through partnerships and/or research projects</li> <li>• Development of innovative, high-performance products, such as fuel systems and equipment</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of competitiveness and worsening of market positioning due to lack of innovation</li> <li>• Decreased customer satisfaction if obsolete products are kept on the market</li> </ul>
<b>PRODUCT</b>	Use of Raw Materials	<ul style="list-style-type: none"> <li>• Positive impact on the environment generated by the use of sustainable raw materials</li> <li>• Use of recycled materials in the context of the circular economy according to the latest standards and directives, such as ISO 59000 and the European taxonomy</li> <li>• Limited use of hazardous substances</li> <li>• Compliance with applicable regulations, such as REACH</li> </ul>	<ul style="list-style-type: none"> <li>• Negative impacts on the environment due to the use of dangerous, harmful and polluting materials and/or substances</li> <li>• Exploitation of natural resources, destruction of natural habitats and loss of biodiversity</li> <li>• Use of critical raw materials that pose a risk to the company</li> </ul>
<b>SUPPLY CHAIN</b>	Responsible Supply Chain	<ul style="list-style-type: none"> <li>• Improving the supply chain, promoting more sustainable environmental and social performance</li> <li>• Compliance with supply chain regulations/laws/directives</li> <li>• Approval of the Supplier Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Potential disruptions to business continuity and Company operations throughout the supply chain</li> <li>• Negative environmental and social impacts along the entire supply chain</li> </ul>

<b>ENVIRONMENT</b>	Waste Management	<ul style="list-style-type: none"> <li>• Responsible waste management, especially hazardous waste, according to ISO 14001</li> <li>• Reducing environmental impact through waste reuse and recycling</li> <li>• Cost benefits generated by reuse and recycling activities</li> </ul>	<ul style="list-style-type: none"> <li>• Non-compliance with current waste management regulations</li> <li>• Additional costs due to fines and/or penalties related to waste disposal</li> <li>• Contribution to pollution due to increased waste production</li> </ul>
<b>GOVERNANCE</b>	Digital Transformation	<ul style="list-style-type: none"> <li>• Greater competitiveness through the use of new technologies and the development of digital skills</li> <li>• Greater efficiency in production processes and operational activities</li> <li>• Improve talent attraction and retention, especially among younger talent</li> </ul>	<ul style="list-style-type: none"> <li>• Less competitiveness on the market and less customer satisfaction</li> <li>• Inefficiency of production processes due to obsolete technologies</li> <li>• Difficulty attracting and retaining talent due to lack of digital innovation</li> </ul>
<b>SOCIETY'</b>	Community Impact and Development	<ul style="list-style-type: none"> <li>• Long-lasting and fruitful relationships between Secondo Mona and the local community</li> <li>• Creating shared value through listening and engagement activities with the local community</li> <li>• Positive impact generated by local employment and charitable activities</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of connection and cooperation with the local community</li> <li>• Failure to identify and meet the demands and needs of the local community</li> </ul>

<b>ENVIRONMENT</b>	Water Resource Management	<ul style="list-style-type: none"> <li>• Responsible use of water resources with the aim of reducing water consumption and safeguarding resources, where possible, including through reuse</li> <li>• Adequate wastewater treatment, especially in the case of toxic and polluting substances</li> </ul>	<ul style="list-style-type: none"> <li>• Water pollution and its resulting negative impacts on the environment and human health</li> <li>• Additional costs due to fines and/or penalties related to wastewater</li> <li>• Irresponsible management of water resources not in compliance with current directives</li> </ul>
<b>ENVIRONMENT</b>	Climate Change	<ul style="list-style-type: none"> <li>• Compliance with climate change mitigation regulations (e.g. EU taxonomy, Carbon Border Adjustment Mechanism, European Green Deal)</li> <li>• Strengthening economic and productive activities aimed at adapting to and mitigating climate change</li> </ul>	<ul style="list-style-type: none"> <li>• Contribution to climate change, air pollution and emissions</li> <li>• Additional costs due to non-compliance with climate change regulations/directives (in the form of penalties).</li> <li>• Extreme weather events that impact the Company's operations</li> </ul>
<b>SUPPLY CHAIN</b>	Human Rights	<ul style="list-style-type: none"> <li>• Protection and promotion of human rights along the entire value chain</li> <li>• Valorization of people and consequent greater attraction and retention of talent</li> </ul>	<ul style="list-style-type: none"> <li>• Negative reputational impacts resulting from failure to respect human rights</li> <li>• Interruptions to business continuity and company activities</li> </ul>

The materiality analysis is an important step in Secondo Mona's sustainability journey and underscores the company's commitment to sustainable development. For a definition of the material topics identified by Secondo Mona, please refer to the "Definition of Material Topics" section of the Appendix.

## Secondo Mona's Contribution to the Sustainable Development Goals (SDGs)

Secondo Mona, it actively contributes to the 17 Goals of the United Nations 2030 Agenda for Sustainable Development. These 17 goals, with 169 targets, represent an urgent call for action to end

poverty and hunger, eliminate inequalities, promote economic growth and industrial development, address the change, conserve natural resources (on land and in water), promote the use of clean and renewable energy, and work together to ensure sustainable development for current and future generations.

For the correlation between Secondo Mona's material topics, the GRI indicators reported in this Sustainability Report and the related SDGs, please refer to the "Appendix" section.



# GOVERNANCE

## Governance in detail

Secondo Mona, it has adopted a corporate governance structure that ensures proper and responsible business conduct. The company promotes a corporate culture focused on sustainability and ethics.

Secondo Mona, the Board of Directors is responsible for guiding the company and defining its short- and medium-term strategic objectives. As of December 31, 2024, the Board of Directors consists of six members, including the Chairman of the Board, who is also the Company's CEO. The Board of Directors is composed of:

- Three executive members, involved in the day-to-day management of the business;
- Three non-executive members.

The Board of Directors meets periodically and its members are elected for 3 years.

The Board of Directors is assisted by the Board of Statutory Auditors, composed of three independent members, including the president and two standing auditors, in office for 3 years.

The role of the Board of Statutory Auditors is to supervise:

1. Respect and compliance with laws and regulations;
2. Compliance with the principles of good administration;
3. The adequacy of the company structure and its correct functioning.

The Company has also appointed a Supervisory Body, composed of three independent members, responsible for managing and ensuring compliance with the Organization, Management and Control Model, also known as Model 231, adopted by Secondo Mona.

The members of the highest governing body and its committees serve a three-year term, and are appointed by the Board of Directors on the basis of their skills, independence, and professional experience.

Governance Structure and Composition	Name	Years	Gender	Role
Board	Renato Mona	83	Man	President and CEO
	Claudia Francesca Mona	53	Woman	Vice President and Chief Executive Officer
	Riccardo Stefano Mona	51	Man	Chief Executive Officer
	Sergio Fabrizi	89	Man	Member
	Adriana Galli	82	Woman	Member
	Winfried Franz Schaller	60	Man	Member

Governance Structure and Composition	Name	Years	Gender	Role
Board of Auditors	Carlo Lazzarini	59	Man	President
	Luigi Doppietti	79	Man	Member
	Giovanni Bandera	57	Man	Member
Supervisory Body	Elio Giannangeli	45	Man	President
	Maurizio Randazzo	61	Man	Member
	Cinzia Petroni	53	Woman	Member

Secondo Mona, it has initiated a process of progressively integrating sustainability and environmental, social and governance (ESG) issues into the Company's business model.

For this reason, the Board of Directors actively promotes the pursuit of sustainability goals and the implementation of initiatives; it also monitors Secondo Mona's economic, environmental, and social impacts.

The Board of Directors is periodically informed about the Company's progress towards sustainability reporting and its sustainability initiatives and activities. One of the Board members reports on the progress of ongoing ESG activities, initiatives, and projects. At the corporate level, executives are responsible for data collection, approval, and reporting.

## Ethics and Compliance

Secondo Mona believes it is important to conduct business ethically, with integrity and transparency. Ethics and compliance are crucial as they can contribute positively or negatively to business operations. Potential non-compliance with laws and regulatory requirements and unethical business operations could cause serious damage to the Company's reputation and result in additional costs due to fines, penalties, and penalties. Conversely, respecting and pursuing ethical business practices enhances the company's reputation and leads to improved relationships with stakeholders, including customers, business partners, suppliers, and local authorities.

In 2019, the Company adopted a Code of Ethics, approved by the Board of Directors and periodically reviewed.

This is a "Charter of Fundamental Rights and Duties" for managers,

employees, collaborators (business partners, suppliers, and consultants), and anyone connected with the Company's activities. This document establishes the rights, responsibilities, and rules of conduct that every recipient of the Code of Ethics must know and respect.

As stated in the Code of Ethics, Secondo Mona conducts its business in compliance with all laws, directives, and regulations, including the rules of fair competition in the market. The Company condemns any form of human rights violation, including the exploitation of child and/or forced labor, human trafficking, and the financing of terrorism. In fact, Secondo Mona refrains from engaging in any type of relationship with third parties who may be directly or indirectly involved in criminal activities, the financing of terrorism, human trafficking, and/or the exploitation of child labor.

The Company protects its employees from any type of discrimination based on age, skin color, disability, ethnicity, marital status, gender, language, national origin, political affiliation, race, religion, sexual orientation, socioeconomic status, etc.

All those who work in the company, without distinction or exception, are therefore committed to observing and ensuring these principles are observed within the scope of their roles and responsibilities.

This commitment is also required of the subjects (natural and/or legal persons) with whom the company has relationships in any capacity, so that they act towards it with rules and methods inspired by the same values.

The Company has also set itself the goal of ensuring that business growth is always accompanied by a progressive focus on sustainability, improving

production process efficiency, seeking more sustainable product development solutions, promoting professional advancement and equal treatment and opportunities among company personnel, and ensuring full compliance with external regulatory requirements and our Code of Ethics.

Secondo Mona is committed to preventing and mitigating any actual or potential conflicts of interest and to ensuring the transparency, truthfulness, and accuracy of its accounting. It is also committed to protecting the privacy of sensitive information, know-how, and intellectual property and to ensuring the highest level of confidentiality and data protection.

All external relationships with third parties, particularly with authorities and institutions, are managed with care and attention and in accordance with applicable regulations. The Company condemns any form of corruption aimed at obtaining funding or contributions through false declarations, and prevents any type of corrupt practice.

In addition to the Code of Ethics, an Organization, Management and Control Model was adopted in 2020, in compliance with the provisions of Legislative Decree 231/2001, which is regularly updated.

The objective is to prevent the commission of crimes, avoid and discourage illicit behavior, and detect incorrect and unethical corporate practices and incidents of failure to comply with the principles set forth in the Code of Ethics.

The Supervisory Body, appointed in 2020, has the task of verifying compliance with the aforementioned Model.



The Supervisory Body has the following responsibilities:

- Evaluate the effectiveness and adequacy of the Model;
- Propose changes or modifications, if necessary;
- Monitor initiatives aimed at increasing knowledge and awareness of the Model within the Company;
- Monitor the application and adequacy of the internal control system in force.

Through its Supervisory Board, Secondo Mona ensures that all cases of suspected or actual wrongdoing, unethical behavior, or violations of the principles of Model 231 and the Code of Ethics are appropriately reported and managed. The Company has established a whistleblowing mechanism through which any actual or potential violation or criticality can be reported to the Whistleblowing Officer. Everyone is aware of Secondo Mona's whistleblowing procedure, as the "Whistleblowing" reporting procedure has been published on the company website and intranet.

All violations, unethical behavior, and complaints are managed and addressed appropriately and promptly, implementing the corrective measures provided for by the Organization, Management, and Control Model and the Code of Ethics.

All stakeholders are strongly encouraged to report any behavior, problems, and/or complaints, which will be handled by the Company with the utmost care.

Internal and external awareness on compliance with the available Code of Ethics

The communication of the Code of Ethics and Model 231 on the website and is constantly reinforced by Secondo Mona. Internally, communication and training sessions are held periodically; specific training on the Code of Ethics and Model 231 is provided to all staff, and these two documents are shared with all new hires upon hiring. Externally, the Company informs third parties of its adoption of the Code of Ethics, which all business partners are required to comply with.

During the reporting period, 90% of employees received training on topics related to ethics and corporate integrity. To date, there have been no ongoing or concluded legal actions for anticompetitive behavior, violations of antitrust laws, or monopolistic practices; Secondo Mona has not recorded any confirmed incidents of corruption, either in the form of employees being fired or disciplinary action for corruption, or termination of contracts with business partners due to corruption-related violations. Furthermore, there have been no reported instances of corruption in the public sector.

In terms of compliance with laws, Secondo Mona recorded zero significant incidents of non-compliance with laws and regulations during the reporting period.

## Data Protection and Cyber Security

Given their increasingly strategic role in business operations, Secondo Mona is committed to the protection and confidentiality of personal data and information. Actual or potential data breaches and/or losses can seriously damage the Company's reputation, disrupting business continuity due to unauthorized or illegal access to data, and leading to violations of privacy and confidentiality rights.

The Company is committed to ensuring that all data is protected from internal or external threats, modification, unauthorized and unlawful access and disclosure, loss, damage, and theft. Furthermore, Secondo Mona aims to safeguard the information and personal data of its employees, customers, business partners, suppliers, and anyone connected to its activities throughout the entire information lifecycle (from creation, to use, to storage, to deletion).

Secondo Mona operates in full compliance with applicable laws, directives, and regulations regarding information security. The Company recognizes that proper data management is of the utmost importance to ensure the confidentiality, integrity, and authenticity of information, to guarantee business continuity, and to avoid repercussions and interruptions to business operations, negative impacts on reputation, and unavailability of ICT systems. In 2022, the Company adopted an Information Security Policy,

which establishes the principles and guidelines followed internally when using, collecting, storing, and disposing of any type of personal data.

The Information Security Management System (ISMS) aims to:

- Preserve the confidentiality, integrity, and availability of information and ICT (Information and Communication Technology) resources.

This Policy is publicly available on the Company website and is accessible on the intranet. An Information Security Management System manual was also developed and adopted in 2022.

Secondo Mona, effective information security management is critical to business operations and services and, more broadly, to business continuity.

### Information Security Management System

In 2022, the Company obtained ISO 27001:2013 certification, an internationally recognized standard for information security and Information Security Management Systems (ISMS). This represents an exceptional achievement for the Company in promoting data protection, confidentiality, and information integrity.

**During the last renewal audit, the Information Security Management System was confirmed and updated, aligning it with ISO 27001:2022.**

All personnel are responsible for the preservation, adequate protection, and use of company assets, both tangible (equipment, infrastructure) and intangible (brands, know-how, licenses).

Periodic risk assessments are conducted to identify actual and potential risks that may or may not harm information security in terms of likelihood (likely-unlikely) and impact (on a scale from low to critical), to implement corrective actions and remediation plans, and to actively monitor the Company's level of risk exposure.

Furthermore, the Company has defined specific roles and responsibilities for all personnel who have access to confidential data and information, including an ICT manager, and provides appropriate and specific training.

Because cyber attacks can negatively impact a company's performance, reputation, and profitability, Secondo Mona actively focuses on assessing, preventing, minimizing, and managing any cybersecurity risks or threats.

No substantial complaints regarding data or privacy breaches have been received, either from external parties or from regulators.

Likewise, there have been no reported data breaches, leaks, or thefts.

The Company provides training and communication sessions to its employees on the importance of information security and data protection, on the ISO 27001 Information Security Management System, and informs staff on how to behave and conduct activities when handling private and sensitive information.

Likewise, it supports the need for ongoing awareness and encourages its employees to exercise utmost caution. For this reason, 100% of its staff has received data protection training.

## Digital Transformation

Digitalization plays a key role for Secondo Mona and its business operations, as well as for its long-term success, profitability, and competitive market positioning. To this end, Secondo Mona constantly promotes the strengthening of digital capabilities and skills and the use of digital tools, devices, and platforms, with the aim of accelerating digital transformation across the company.

The digital transformation process was already underway before the Covid pandemic, allowing Secondo Mona to ensure the functionality of all its key activities and processes even remotely. The digitalization process has accelerated in recent years and has also been extended to the shop floor thanks to legislative initiatives such as Industry 4.0 and the implementation of a Manufacturing Execution System (MES) across all production areas. Furthermore, Product Lifecycle Management (PLM) has been extended from design engineering to manufacturing engineering, quality, and the organization of production and maintenance.

Specifically:

- In production engineering, data exchange from the Operations Management System (MES) to the test bench has been automated, eliminating the possibility of errors and increasing efficiency through automatic archiving that allows for quick and easy data consultation;
- In design engineering, all paper archives are being progressively digitized, along with the introduction of digital signatures for documents and a digital approval workflow for modifications.

Secondo Mona has invested in a large IT project to update its main processes to address the new SAP S/4 HANA Enterprise Resource Planning (ERP), which was implemented at the beginning of 2023 and is now fully active.

# ENVIRONMENT

Secondo Mona, it is aware of the impact its activities have on the planet and recognizes that pursuing environmental conservation in the short and long term plays a fundamental role. Therefore, the Company intends to progressively improve its environmental performance by reducing energy consumption, minimizing emissions, and using natural resources responsibly.

In 2007, the Company adopted an Environmental Management System based on ISO 14001 certification, with the aim of pursuing environmentally responsible practices and continuously improving its environmental performance.

In relation to the Environmental Management System, the Company has assigned specific roles and responsibilities to ensure adequate management of its environmental performance. Furthermore, the Company conducts periodic assessments to measure the impact of its various activities.

These allow us to outline corrective actions and implement recovery and improvement plans.

Furthermore, since 2007, the Company has implemented an Environmental Policy. The Policy, publicly available on the website, outlines the Company's commitment to:

Exercise leadership at all levels of the organization;

- Draw the attention of all those working on behalf of the organization to the importance of meeting the needs and expectations of interested parties;
- Improve awareness of the entire life cycle of your products;

- Share the Policy with internal and external parties;
- Promote communication within and outside the company;
- Operate with a focus on the Environment and Sustainability, measuring its ecological efficiency and seeking to improve it through initiatives to conserve energy, prevent pollution, minimize waste, reduce waste, and reuse recyclable materials;
- Reduce waste production and water consumption;
- Minimize the environmental impacts caused by its products, production and distribution processes.

Secondo Mona, it also intends to monitor environmental performance along its downstream and upstream value chain and encourages its partners to continuously improve their environmental performance.

The Company periodically undergoes energy audits by authorized external bodies, with the aim of measuring and verifying direct and indirect energy consumption and identifying potential areas for improvement.

## Climate Change - Energy and Emissions

Secondo Mona, the Company recognizes that climate change represents one of the greatest and most serious global threats. Consequently, the Company is committed to:

- Proactively manage climate change-related risks, including but not limited to physical risks, regulatory risks (e.g., the introduction of new European directives aimed at mitigating climate change), market risks (e.g., disruptions to business continuity due to extreme weather events), and reputational risks (negative impacts on the Company's reputation due to poor management of climate-related issues);
- Minimize direct and indirect energy consumption and consequently reduce greenhouse gas (GHG) emissions.

### Energy Consumption

Secondo Mona carefully monitors energy consumption, aiming to reduce it over time. The company also considers the accelerating market shift toward renewable energy sources and the resulting increase in energy efficiency, which can also lead to cost savings, to be an important aspect of its business. Secondo Mona recognizes that failing to pursue energy reduction can lead to negative environmental impacts due to an active contribution to energy consumption and emissions, and to limited cost savings due to a decline in energy efficiency.

The Company consumes energy, both directly and indirectly:

From renewable sources, such as solar panels;

From non-renewable sources, such as natural gas, diesel fuel and gasoline.

Secondo Mona's direct and indirect energy consumption is mainly due to:

- ① To production activities
- ② To the operation of equipment and machinery
- ③ To the heating, air conditioning and lighting of the systems
- ④ For the company's fleet of cars
- ⑤ For other uses

As a demonstration of its commitment to reducing energy consumption and supporting the transition to renewable sources, the Company promotes energy efficiency initiatives and the use of renewable energy. Two photovoltaic panels have been installed at the Somma Lombardo plant (the Company's headquarters), which have been operational since 2010 and 2011. The two solar panels, with an installed capacity of 131kW and 68kW, produce electricity internally from renewable sources for the Company.

In 2024, total energy consumption amounted to 7,639,278 kWh, of which 3,293,526 kWh referred to energy consumed directly from non-renewable sources (natural gas), from Company-owned vehicles (gasoline and diesel), and from renewable sources (self-produced electricity), and the remainder (4,345,752 kWh) to indirect energy consumption.

Secondo Mona's energy intensity, calculated based on total turnover, is shown below.

During 2024, solar plants produced a total of 117,904 kWh of electricity, down from previous reporting periods (168,360 kWh in 2022 and 152,921 kWh in 2023). The reduction in solar energy production is mainly due to different weather conditions and, in part, also to the reduction in the efficiency and performance of the panels (degradation phenomenon).

Secondo Mona, he replaced the company's car fleet with the introduction of hybrid models.

In terms of energy efficiency, Secondo Mona is actively investing in initiatives aimed at improving energy efficiency such as energy management systems.

LED lighting installed throughout the company's facility, the implementation of meters in each production department (e.g., the mechanical department, testing department, and electroplating department) to constantly monitor energy consumption per production area with the aim of reducing it, and the installation of a new paint booth, which compared to the previous one has brought improvements in terms of atmospheric emissions, water consumption, methane gas consumption, and electricity consumption.

Energy Intensity	u.m.	2022	2023	2024
Energy Consumed	MJ	25.557.573	24.532.360	27.494.830
Turnover (revenue)	€	50.854.710	49.093.804	58.356.103
Energy Intensity	MJ/€	0,503	0,499	0,471

Total self-generated electricity	u.m.	2022	2023	2024
Solar (Self-generated electricity)		168.360	152.921	117.904
of which self-produced and consumed internally	kWh	100.952	93.416	78.200
of which self-produced and sold (1)		67.408	59.505	39.704

Note (1): Not included in the calculation of total energy consumption.



Greenhouse Gas (GHG) Emissions

In terms of greenhouse gas (GHG) emissions, Secondo Mona monitors its Scope 1 (direct) emissions, generated from sources owned or controlled by the Company, and Scope 2 (indirect) emissions resulting from purchased or acquired electricity generation.

During the current reporting period, Scope 1 emissions amounted to 605 tCO<sub>2</sub>e, mainly due to the consumption of natural gas and partly to the use of company-owned vehicles.

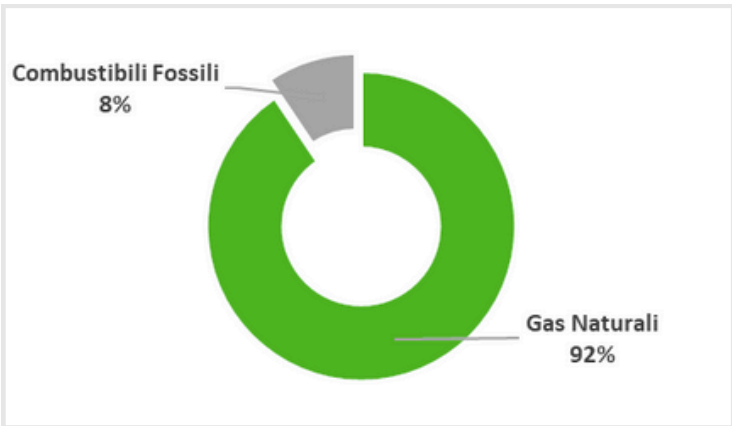
Scope 2 emissions, both market-based and location-based, were 1369 tCO<sub>2</sub>e and 1983 tCO<sub>2</sub>e respectively.

In an alternative scenario, where Secondo Mona were to use energy drawn from the grid, instead of using the renewable energy produced by the two photovoltaic systems installed at the company's factory, it would contribute to the generation of emissions.

The emissions avoided thanks to the use of solar energy would have potentially been equal, in 2024, to:

- Location-Based GHG Scope 2 Emissions: 54.00tCO<sub>2</sub>e;
- Market-Based GHG Scope 2 Emissions: 37.00tCO<sub>2</sub>e.

GHG SCOPE 1 EMISSIONS IN 2024 (%)



As regards emissions, in 2024 the Company obtained a carbon offset certificate from an external entity for the neutralisation of 1,178 tCO<sub>2</sub>e relating to the management of its industrial waste; in fact, this third party, responsible for waste management and disposal, carefully monitors CO<sub>2</sub> emissions deriving from waste management and transport and allows organisations, such as Secondo Mona, to estimate the environmental footprint of its industrial waste, not only in terms of disposal, but also of transport and all the actions necessary for waste disposal.





Waste Management

Secondo Mona believes it is essential to properly manage the waste, both hazardous and non-hazardous, generated by its operations. Responsible waste management leads to financial savings, thanks to waste recovery and recycling and the resulting reduction in environmental impact. On the other hand, when waste is not managed properly, negative impacts can include fines and penalties due to non-compliance with waste regulations and contributing to waste generation and pollution. For this reason, specific internal procedures have been defined and implemented to ensure adequate management of production waste and office waste, and responsibilities have been assigned to qualified personnel, particularly for the management of hazardous waste and dangerous substances.

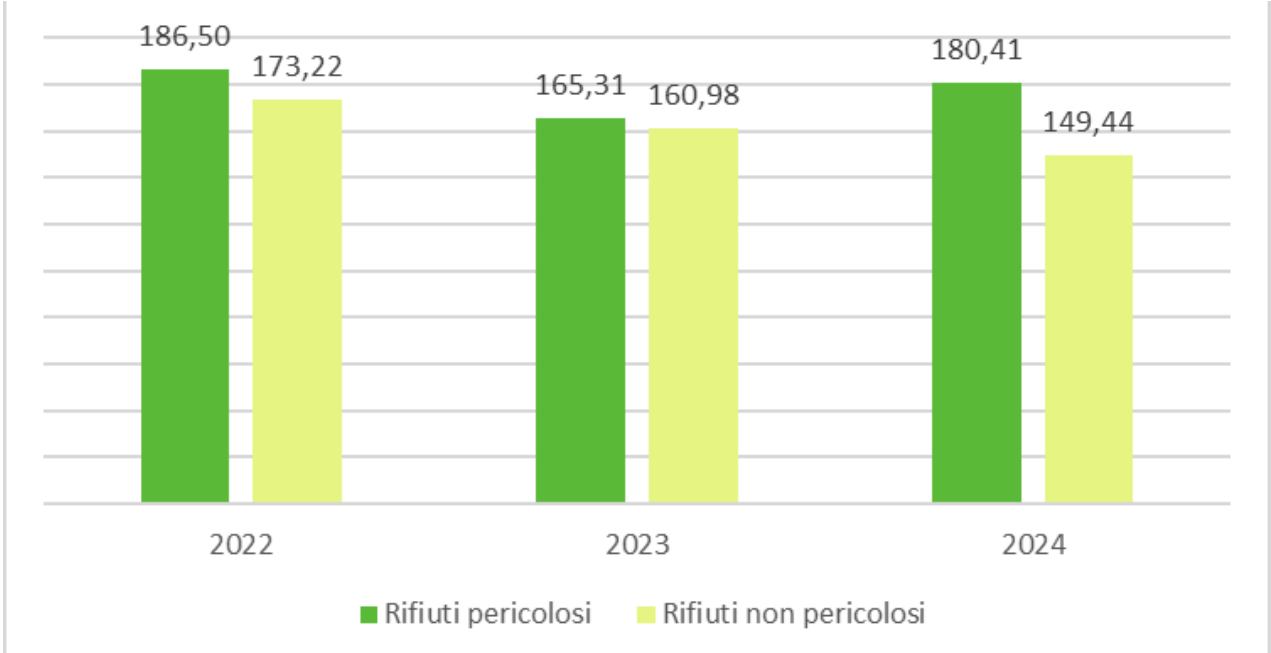
The waste generated by Secondo Mona mainly consists of:

- Industrial waste, such as various types of chemicals, solutions

- aqueous, eluates, metals, solutions of machinery and paints;
- Packaging materials, in particular cardboard, paper, wood;
- Other materials.

The Company processes both hazardous waste (e.g., hazardous substances from galvanic processes, emulsions from repair and maintenance activities, contaminated materials, and chemicals) and non-hazardous waste. During 2024, Secondo Mona generated 329 tons of waste, of which 55% was hazardous waste from hazardous materials, substances, and chemicals used in production processes, and the remainder was non-hazardous waste. Regarding waste disposal, it is properly disposed of in compliance with applicable regulatory requirements, including Legislative Decree 152/2006 (Legislative Decree 152/2006: "Environmental Regulations") and the ISO 14001:2015 standard. Specifically, non-hazardous waste is managed by an external provider responsible for treating, transporting, and disposing of waste, while hazardous waste is disposed of by an authorized third party.

WASTE COMPOSITION



## Water Resource Management

Regarding water consumption, Secondo Mona actively monitors withdrawals, discharges and uses, in order to:

- Safeguard water resources from contamination;
- Minimize water consumption;
- Improve water efficiency and recycling, especially given the current global water scarcity situation.

Responsible water management is designed to generate a positive environmental impact by minimizing water consumption, reducing withdrawals, and properly treating wastewater and discharges. Conversely, whenever the Company fails to properly manage water, it causes negative impacts on the environment, such as water and soil contamination, and human health. This also results in additional costs, including fines and penalties for non-compliance with water discharge limits and regulations, and negative reputational impacts.

Water is drawn from the local aqueduct and used for production purposes, including thermal and galvanic processes, water cooling systems, chemical operations, and for sanitary purposes within offices.

During 2024, water withdrawals amounted to 20 megaliters.

The Company is in fact committed to progressively reducing the amount of water taken from the local network and consumed.

A tal fine:

- It has partial meters upstream of the most important company production processes and civil utilities, with the aim of identifying any losses, waste and/or inefficiencies.

- installed a new paint booth that brought improvements in terms of atmospheric emissions, water, methane gas and electricity consumption.

Water discharges are carried out in compliance with applicable regulatory requirements and limits, including the "Single Environmental Authorization," under which Secondo Mona is authorized to discharge wastewater into the local sewer system, as permitted by Legislative Decree 152/2006 (Article 124 of Legislative Decree 152/2006).

- Water discharges are constantly monitored both internally by the designated laboratory and externally by third parties or the competent authority to ensure that quality indicators (e.g., pH levels, presence of iron, chloride, sulfate, nitrogen, lead, zinc, nickel, etc.) and legally established limits are fully respected. For this reason, the water is:
- treated before being discharged through a primary treatment consisting of two levels: (1) a first level of treatment through two sedimentation basins and (2) a secondary treatment through three sedimentation basins, perfectly in line with the Company's commitment to progressively improve the quality of water discharges;
- downloaded directly to authorized third parties.

During the reporting period, no incidents of non-compliance with discharge limits were recorded.

In 2024, water discharges amounted to approximately 1.2 megaliters

Regarding water consumption, the Company carefully monitors the amount of water consumed during the production process and encourages its employees to reduce water consumption whenever possible. During the reporting period, water consumption was 19.08 megaliters.

In theory, the countermeasures introduced should have led to a reduction in water consumption.

In reality, production has increased and the number of employees has increased, which consequently has led to an increase in water consumption.

It should be noted, however, that although there was no direct reduction in water consumption, an "indirect" reduction was recorded due to the recycling of a portion of the water used.

In 2022, a highly efficient purification system was installed in the NDT (non-destructive testing) department, allowing the water used in the department to be recycled and reused within the same process. It also reduces wastewater discharge and allows for more efficient and responsible water consumption.

Total water consumption	u.m.	2022	2023	2024
Water Extraction	ML	17,775	16,666	20,294
Water discharge		11,931	0,837	1,211
Water Consumption		5,844	15,829	19,083

# PEOPLE

Secondo Mona recognizes the importance of its employees, who represent a strategic and critical resource for the continuity and growth of the business, the achievement of corporate objectives, and the creation of value in the short and long term. To this end, Secondo Mona is committed to:

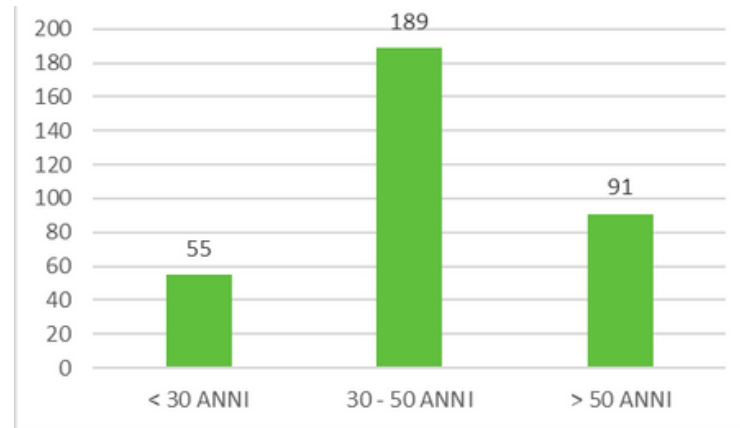
- Enhance the personal and professional growth of your employees;
- Develop the skills, abilities, and abilities of every person working within the Company.
- Promote the well-being of your employees;
- Ensure a safe and healthy working environment;
- Provide adequate training to all staff.
- As of December 31, 2024, Secondo Mona had 335 employees.

In terms of gender distribution, women represent 18% of the total workforce, equal to 57 as of December 31, 2024. Compared to the previous year, the number of female employees has increased, demonstrating the company's commitment to equal opportunities. There is also a significant presence of women in management and senior roles across all company divisions, including those with STEM degrees and jobs.

WORKFORCE COMPOSITION BY GENDER AS AT 31/12/2024



NUMBER OF EMPLOYEES BY AGE GROUP AS AT 31 DECEMBER 2024



Total Number of Members of Staff	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Totale
Staff	n.	267	56	323	265	57	322	270	65	335

The majority of employees are between 30 and 50 years old, followed by those over 50. Employees under 30 represent 16% of the total workforce; the Company is strongly committed to investing in the development and hiring of young talent.

The Company makes use of:

- Directors, responsible for making strategic decisions, guiding the company's performance, setting objectives and targets, both short and long term, and monitoring their progress;
- Managers, responsible for implementing projects and initiatives, managing day-to-day activities and decision-making, and supervising employees;
- Employees, whose task is to carry out specific tasks within the various Divisions of the Company;
- Workers, who perform operational and manual tasks mainly in the production and maintenance organization.

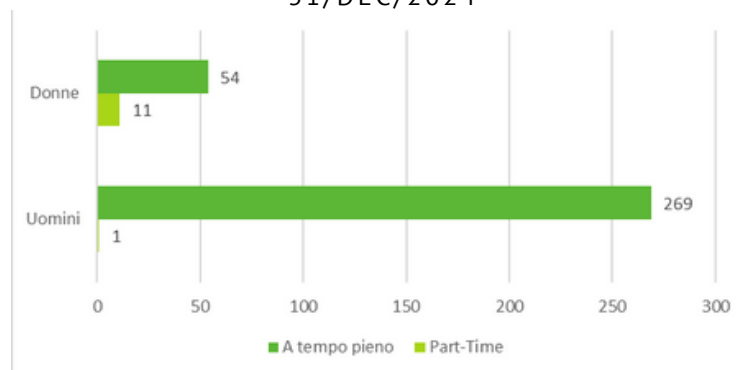
As of December 31, 2024, there were 169 workers, followed by 141 employees and 16 managers.

- As regards employment contracts, as of December 31, 2024, Secondo Mona's workforce consisted of:
- 323 full-time employees;
- 12 part-time employees.

Secondo Mona, it primarily offers permanent contracts, a clear indicator of the company's intention to retain its talent. In fact, 95% of the workforce (319 employees) has a permanent contract, while the remainder has a fixed-term contract.

As of December 31, 2024, Secondo Mona had only 8 workers who were not employees but whose work was controlled by the Company (of which 5 were temporary workers and 3 were self-employed).

STAFF NUMBERS BY TYPE OF EMPLOYMENT  
31/DEC/2024



Staff per professional type	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors		6	3	9	6	3	9	6	3	9
Managers		13	1	14	14	1	15	15	1	16
Employees	n.	100	42	142	96	44	140	96	45	141
Workers		148	10	158	149	9	158	153	16	169
<b>Total</b>		<b>267</b>	<b>56</b>	<b>323</b>	<b>265</b>	<b>57</b>	<b>322</b>	<b>270</b>	<b>65</b>	<b>335</b>

## Employee Wellbeing

One of Secondo Mona's main goals is to ensure employee well-being. To care for its employees, the company actively invests in their well-being by:

- q Increase productivity, effectiveness and customer satisfaction;
- q Ensure their satisfaction over time;
- q Create an open and stimulating work environment, where employees feel comfortable and motivated.

Conversely, if employees don't feel valued and appreciated, they may be less productive and efficient and may be more likely to leave the company, with consequent impacts on the company's reputation and the loss of expertise.

Secondo Mona aims to ensure a work-life balance for all its employees. To this end, it offers flexible hours and commitments, allows remote working (depending on the role/department), and guarantees part-time contracts to its employees. As of December 31, 2024, 12 employees were benefiting from these contracts.

Secondo Mona recognizes and protects the rights of all employees to join unions, freedom of association, and collective bargaining. All employees are covered by collective bargaining agreements, which represent 100% of the total workforce.

The Union Representatives (RSU) operate throughout the company with the aim of promoting ongoing dialogue between Secondo Mona and its staff.

The company supports a wide range of initiatives to ensure employee well-being. First, the company offers

- to its employees, both full-time and part-time, permanent and fixed-term, various benefits, including:
- Canteen service;
- Paid leave for medical visits and check-ups, also ensuring paid leave for medical visits for employees' children, especially newborns and children (up to 8 years old);
- Numerous insurance policies, such as: life insurance and accident insurance for accidents that occur both at work and outside of work;
- Disability, disability and health coverage;
- Preventive health screening, depending on gender;
- Free support for completing tax documents (such as the Italian authorities' Form 730);
- Contributions for extracurricular activities for Secondo Mona staff members (for example, children): the Company has signed an agreement with Volandia that provides a discount to employees' children who enroll in the Summer Camp;
- Signed various agreements with shopping and sports centers to provide special discounts for employees;
- Retirement provisions and transition assistance programs.
- Second, all employees have access to a welfare platform offering specific programs and discounts (e.g., sports centers, gyms, museums and cultural centers, shops and commercial activities).

Regarding parental leave, Secondo Mona offers maternity and paternity leave, in accordance with Italian laws and regulations. In 2024, 34 employees took parental leave, out of 100% of eligible workers; the return-to-work rate was 100%, and the retention rate (calculated as the number of employees remaining 12 months after returning to work following a period of parental leave) was 100%.

Secondo Mona, with the goal of continuously improving the work environment, she proposed a climate survey to all employees. The survey is anonymous, quick, and simple, and allows for suggestions and ideas to be gathered, followed by concrete actions aimed at increasing everyone's well-being.

#### **Talent Attraction, Retention and Development**

Attracting, retaining, and developing talent is crucial for Secondo Mona. This ensures business continuity and competitiveness in the short and long term, preserving the company's ability to respond to changing market trends. Employees must feel satisfied, motivated, and appropriately appreciated, so it will be easier for the company to retain its staff and attract new talent. Indeed, if employees are dissatisfied, they are more likely to quit and leave the company, resulting in high turnover and the loss of valuable know-how and skills, as well as a reduction in productivity and efficiency.

#### **Talent Attraction**

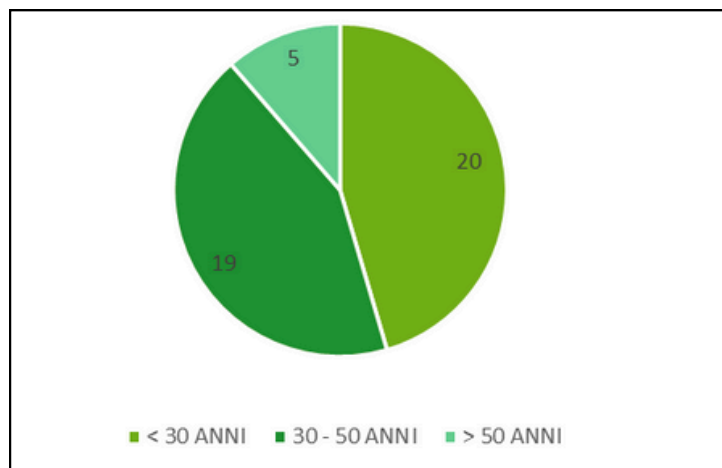
The Company is committed to attracting the best talent and hiring people who best represent Secondo Mona's values over time. For this reason, Secondo Mona advocates for equal opportunities between men and women, condemning any type of discrimination, starting from the hiring process and throughout a person's career.

Recruitment is conducted through collaboration with schools, universities, and training centers, primarily through job postings on the company's website and social media platforms such as LinkedIn. The process is managed through applicant tracking software (ATS), which allows Secondo Mona to identify the candidates best suited to its needs. The process comprises several phases, including initial screening, recruitment, job interviews (both online and on-site), candidate selection, and finally, onboarding. New hires begin the onboarding phase, which aims to acquire the skills and competencies necessary for the job and integrate them into the organizational structure. In 2024, 58 hours of training were provided to new hires.

Induction meetings are held for newly hired staff, and training activities are conducted, including basic training on the company's internal procedures and aviation industry requirements, as well as technical training on the tasks to be performed.

During 2024, 44 new employees joined the company, 45% of whom were under 30 and 39% were female. The new employee turnover rate was therefore 13%.

## RECRUITMENT IN 2024



Similarly, 31 people, 22 male and 9 female, left Secondo Mona through layoffs, voluntary resignations, or retirement, for a turnover rate of 9%.

### Talent Retention and Development

Secondo Mona actively invests in activities and programs to update staff skills and abilities, foster the acquisition of new technical and professional competencies, and develop the potential of each employee. The growth and development of each employee, both personally and professionally, is of utmost importance to the company.

Secondo Mona invests in enhancing the expertise of its workforce, carefully monitoring the risk of loss of skills and expertise, which could jeopardize business continuity and cause disruptions. Therefore, an assessment is conducted based on risk mitigation, the availability of specific skills and expertise, both internally and externally, on the market, and on training activities, to ensure the company has the right workforce for its operations. To this end, training activities are conducted periodically based on the needs and skills of each employee, including their role and assigned tasks. Tailored training plans are developed annually for each employee to ensure professional development and growth.

The training courses organized by the Company focus on:

- Compliance with laws and regulations;
- Anti-corruption, human rights and compliance with the Code of Ethics and Model 231;
- Computer security and software use;
- Foreign languages;
- Legislation, specific to the aeronautical sector.

Turnover rate (outgoing)	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
TOTAL Turnover rate (outgoing)		13%	14%	14%	11%	9%	11%	8%	14%	9%
<30 y	%	24%	44%	28%	12%	17%	13%	12%	21%	15%
30-50 y		5%	6%	5%	7%	10%	8%	6%	11%	7%
>50 y		25%	13%	23%	18%	0%	15%	11%	13%	11%



Furthermore, specialized technical and professional courses, both theoretical and practical, are regularly organized so that all employees have all the skills and competences necessary for their work.

To safeguard the health and safety of all its employees, Secondo Mona promotes both general and specific training in occupational health and safety, in accordance with Article 37 of Legislative Decree 81/08.

During 2024, Secondo Mona provided approximately 5,361 hours of training to its employees.

Of the 5,382 hours of training, 52% were dedicated to training sessions on laws and regulations governing the aviation industry, followed by 1,042 (19%) hours of technical/specialist training.

Each year, the Company defines a well-defined training plan, which includes basic training on organizational procedures and technical training for specific roles, for all staff, new hires, and any workers transferred to different roles.

Training Hours by Topic	u.m.	31 dic 2022	31 dic 2023	31 dic 2024
Aviation legislation	n° hours	2.122	2.693	2.781
Use of software		1.278	32	117
Technical-specialist, professional (development of managerial skills)		807	1.448	1.042
Foreign languages		800	0	0
Health and Safety		709	1.321	1.041
Induction per i nuovi assunti		346	87	58
Information security		315	7	120
Code of ethics/Model 231 (compliance, anti-corruption, human rights, discrimination, etc.)		180	10	195
Enviroment		90	26	16
Sustainability – Not for year 2022 (*)		0	26	0
Legacy				12
<b>Totale</b>	<b>n° hours</b>	<b>6.647</b>	<b>5.650</b>	<b>5.382</b>

Note(\*): In 2024, a summary of the latest version of the Sustainability Report was published on the company intranet. This is not a training activity, but rather an informational one, with each employee given the opportunity to learn more about the topic by contacting the Compliance Department directly.

To promptly update employee skills and ensure retention through ongoing satisfaction, all staff undergo technical and soft skills assessments. This assessment is designed to define performance and career development, and define career paths perfectly aligned with the Company's needs and strategic objectives. The Company periodically analyzes employee performance, promoting personal and professional development based on their professional category, evaluating employee performance, and measuring attendance and absenteeism rates. Performance evaluations are conducted by the department manager and subsequently shared with the Human Resources office and company management.

During 2024, 100% of employees were involved in performance and professional development reviews.

## Health and Safety at Work

As stated in the Code of Ethics, Secondo Mona is committed to ensuring adequate and safe working conditions, thus safeguarding the health and safety of all its employees and external workers, in compliance with applicable laws and directives, such as Legislative Decree 81/2008.

It is of the utmost importance that the Company takes this issue seriously to preserve its reputation and safeguard the health and safety of all staff by creating a healthy working environment.

Conversely, poor workplace health and safety management could significantly worsen workforce health, lead to work-related illnesses, increase the frequency and severity of injuries, and lead to additional costs due to health and safety fines and penalties, and, last but not least, negative impacts on the Company's reputation.

In pursuing the highest standards of occupational health and safety, the Company focuses on preventing accidents, injuries, and occupational diseases. For this reason, Secondo Mona adopts the following measures:

- Preventive risk assessments to identify actual and potential hazards that could jeopardize worker health and safety. As established by internal procedures, a careful examination of the entire production process, including working conditions, devices, tools, machinery, and equipment used, is conducted to accurately identify existing and future risks, including physical (e.g., explosion, radiation, noise, electrical hazards, burns, injuries), chemical (e.g., gas inhalation, ingestion), biological (e.g., contamination), and psychological (e.g., working conditions). Actual and potential hazards, classified as cross-cutting risks, safety risks, and health risks, are assessed based on the risk probability (how likely or unlikely it is that the risk will actually occur) and the risk severity (the degree to which the situation poses a mild or serious threat to worker health and safety).

Based on the degree of probability and significance and the resulting priority, actions to reduce and minimize the risk are defined and implemented.

- Training sessions for all staff to ensure awareness of the correct use of machinery and equipment. All workers, upon hiring and periodically, undergo supervised technical training specific to their roles, operations, and responsibilities.
- Safety devices and personal protective equipment (PPE) are provided to the entire workforce. Additionally, specific training is provided to ensure employee awareness of the correct use of PPE and its benefits.
- Health and safety responsibilities are periodically assigned to appropriately trained personnel, who are responsible for ensuring that safe and healthy working conditions are guaranteed within the Company and that all employees have adequate personal protective equipment and tools necessary to carry out their activities.
- Reporting any actual or potential risk and/or situation that is or could be potentially harmful to the health and safety of employees, but which has not occurred, defined as a near-miss.
- Manage and monitor accidents, both on-site and on-the-go, and near-miss situations as established by the Company's internal procedures. Every near-miss or near-miss incident must be reported via a specific form as quickly as possible to the HSE function, which is responsible for carefully examining the situation and defining corrective actions and remediation plans to safeguard the health and safety of employees.

workers.

Regarding health and safety, worker participation and consultation are guaranteed. Employees have the right to elect their own representative every three years, as established by the Legislative Decree. The representative is responsible for participating in periodic company meetings and the annual risk assessment, and for ensuring that workers are adequately protected.

Furthermore, periodic health monitoring, through check-ups and regular medical examinations, is provided annually to all employees. During 2024, 144 employees received training on occupational health and safety, specifically on first aid, electrical compliance and chemical risks. In 2024, 5 accidents were recorded among employees, 4 of which were in the workplace (sprain, bruise, slip) and 1 while commuting.

These incidents were promptly reviewed and investigated by the HSE department. The recordable workplace injury rate in 2024 was approximately 7%. Employees are constantly reminded of the importance of properly using personal protective equipment and safety equipment and adhering to the company's safety guidelines.

There have been no accidents among external workers, whose work is supervised by Secondo Mona.

Likewise, during the reporting period, there were no fatal accidents due to work-related injuries or serious injuries. There were no cases of illness or death due to occupational diseases, either among Secondo Mona employees or external workers.

# PRODUCT

## Product Quality and Safety

Secondo Mona actively works to achieve high quality standards for all its products, in order to ensure constant customer satisfaction, guaranteeing the health, safety and reliability of all those who use its products throughout their entire life cycle.

Incidents and/or incidents of non-compliance regarding product health and safety could seriously harm customers, result in additional costs due to fines and penalties, and result in a loss of customer satisfaction and, consequently, a loss of competitiveness and market positioning. Therefore, ensuring consistent product reliability and quality is a fundamental requirement.

To raise quality and safety standards, the Company constantly invests in enhancing product safety. In 2024, the "Safety Management System," also known as "SMS," was approved by the Italian Civil Aviation Authority (ENAC). The SMS is a systematic and proactive approach to managing safety risks. Safety is the set of measures adopted to protect against unintentional events, such as human error, accidents, and damage from adverse environmental conditions. The primary purpose of the SMS is to ensure that organizations have the ability to identify and mitigate potential risks to flight safety.

Furthermore, Secondo Mona has obtained the following certifications:

ISO 9001:2015 and EN 9100:2018, which define specific criteria for a Quality Management System (such as productivity, risk assessment, process integration) and focus primarily on the effectiveness of quality-related processes and procedures. Secondo Mona's Quality Management System guarantees that:

- High quality standards are constantly sought throughout the entire life cycle of the products;
- The environmental impacts associated with the manufacturing of products and/or components are mitigated and, where possible, minimized;
- Finally, the health and safety of all parties involved (workers, customers, for example) must be protected.
- This is possible by identifying process owners with specific responsibilities and tasks and by outlining and applying detailed procedures throughout the production process that involve: (a) identifying product and/or service requirements, (b) evaluating quality and safety standards, (c) recognizing actual and potential associated risks, and (d) verifying compliance with aviation regulatory requirements.
- For this reason, specific tools, systems, and devices have been implemented to support the production process, such as testing areas, chemical, and electronics laboratories. The goal is to ensure compliance with product requirements and technical specifications, whether requested by the customer or typical of the aeronautics industry, and with applicable regulations and laws. Following the adoption of the Quality Management System, the Company has defined a Policy for Quality

- which is periodically updated by the Quality Management and approved by Top Management.
- The Policy shows the quality objectives pursued by Secondo Mona:
  - ① Customer satisfaction through "on-time, quality and cost-effective delivery"
  - ② Continuous improvement in line with current regulations and existing product requirements
  - ③ Improvement of know-how and organizational knowledge
  - ④ Process monitoring to achieve the best results in terms of product quality, product safety and customer satisfaction.

As stated in the Policy, publicly available on the website, Secondo Mona extends its quality requirements to its suppliers and business partners, to ensure that all externally provided processes, products, and services comply with internal procedures and requirements.

The Company believes that the safety of the substances and materials used in production is essential to ensure the reliability, compliance, quality, and above all, safety of its products. All substances fully comply with the most stringent international regulations regarding chemicals, including Directive 2002/95/EC on the Restriction of Hazardous Substances (commonly known as RoHS) and the REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulations.

- Secondo Mona promptly monitors the impacts and associated risks, both actual and potential, relating to the health and safety of the materials and substances used during the production process. Internal procedures have been adopted that establish guidelines for the use of chemical substances in patented and non-patented products.

Furthermore, various System, Product/Program, and Process audits are conducted internally, directly by Secondo Mona through specialized departments and ad hoc personnel, to verify the effectiveness and compliance of the quality management system and the adherence of products, services, and processes to customer and/or industry requirements. These internal audits are carefully planned and conducted periodically, and the results are meticulously reviewed to implement corrective actions if necessary. Similarly, customers, regulatory bodies, or certification authorities conduct audits to verify the maintenance of certifications. In 2024, 94 audits were conducted, both system and program.

A clear indicator of Secondo Mona's focus on product quality and compliance is that during 2024, no incidents of non-compliance with regulations and/or voluntary codes regarding the health and safety of products and services were recorded, nor any incidents of non-compliance resulting in a fine or penalty, nor any incidents of non-compliance resulting in a warning.

Secondo Mona, it holds NADCAP (National Aerospace and Defense Contractors Accreditation Program) accreditation, an internationally recognized accreditation standard for specialty processes in the aerospace and defense industry.

Secondo Mona's NADCAP accreditations cover non-destructive testing (NDT), chemical processing, including zinc-nickel treatment, and specialty heat treatment processes.

These accreditations, which are periodically updated through physical audits of the entire process, certify the company's reliability and compliance with regulatory requirements and represent an important milestone.

# Innovation and Sustainable Product Development

Secondo Mona is increasingly committed to developing innovative and sustainable products, aiming to reduce the negative impacts of its products, systems, and components on the environment, human health, and customer satisfaction. Indeed, a lack of product innovation and investment in research and development, especially over the long term, can lead to a deterioration or loss of competitiveness and market positioning, and lower customer satisfaction.

Since 2007, the Company has actively invested in sustainable product development solutions, gradually eliminating toxic substances and/or materials and progressively reducing the most serious ones.

Among the various sustainable solutions continuously researched and developed by Secondo Mona and the aeronautical industry more generally, the following are worth highlighting:

- Replacement of chrome plating on pump shafts with steel hardening processes;
- Replacing cadmium plating with a less harmful plating, such as zinc-nickel plating;
- Replacement of metals with plastic polymer compounds;
- Replacing chemical conversion on light alloys in the case of electrical conductivity;
- Production of equipment compatible with sustainable fuels

for aviation (SAF – Sustainable Aviation Fuels), with waste and renewable fuels, thus ensuring the sustainability of the aeronautical system; Implementation of innovative production processes, such as additive manufacturing for metal alloys and polymer compounds.

Furthermore, since 2023 the Company has begun investing in research into various sustainability-related projects such as:

- Sustainable Aviation Fuel (SAF): While Secondo Mona has already verified the compatibility of its equipment and systems with 100% Sustainable Aviation Fuel or any other plant-based fuel, it is working to test its equipment with other types of biofuels, such as e-fuel and synthetic fuels;
- Innovative propulsion and fuel systems for hybrid aircraft: these hybrid systems use turbines for electricity generation, thus ensuring high optimization of the turbine operating points, with an increase in efficiency and a reduction in atmospheric emissions;
- Hydrogen-powered aircraft: Secondo Mona, following the European aviation industry's lead, it is actively developing hydrogen-based systems, both for fueling and for the combustion of hydrogen engines. The main challenge is the need to refuel, store, and distribute hydrogen on board under extremely low temperatures, while ensuring the fuel remains liquid.

Participation in various projects and partnerships with customers, business partners, and universities at the national and international level, focused on research and development of innovative and sustainable products, such as innovative and sustainable power systems, is of considerable importance to Secondo Mona.

- Finally, given that reducing the use of chromium in the aeronautics industry is a consolidated goal, since 2023 there has been an increased commitment to researching alternative solutions that can replace chromium. In this context, Secondo Mona has identified several alternatives applicable to the product: for example, conductive paints and organic coatings that are being tested directly.

## Use of Raw Materials

For Secondo Mona, environmental care also involves responsible management of raw materials, the use and recycling of materials where possible and permitted by the rigorous quality criteria of the aviation industry, and the promotion of circular economy practices. Improper use and management of materials and substances, especially if hazardous, polluting, or harmful to the environment and human health and safety, can cause negative impacts such as pollution, the destruction of natural habitats, and the loss of biodiversity.

Secondo Mona has obtained UNI EN ISO 14001 certification for its environmental management system. Renewal was achieved in February 2025. For more information, see the "Environment" section.

Since 2007, the company has been implementing low-impact design to develop new products that have a reduced impact on the planet. Specifically, Secondo Mona intends to gradually eliminate radioactive and/or harmful substances from its products, including but not limited to: asbestos, chlorofluorocarbons, chromium-6, hydrazine, polyvinyl chloride (PVC), and mercury compounds.

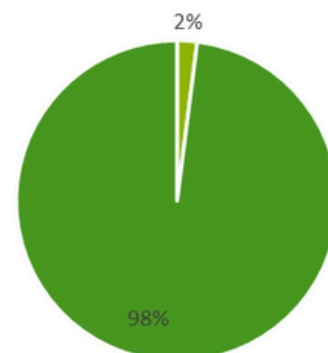
Secondo Mona, it is implementing processes to reduce and, where possible, eliminate the use of harmful materials and components (for example, cadmium and chromium).

In its production processes, the Company uses different types of starting materials, both renewable and non-renewable:

- Renewable materials, such as wooden pallets and paper and wood packaging;
- Non-renewable materials, including alloys, copper, titanium, bronze, rubber and plastics, resins, paints, lubricants, oils, solvents, galvanizing products, and other raw materials.

In 2024, 320,298 kg of materials were used, of which 2% were renewable materials and the remainder were non-renewable materials, namely ferrous and non-ferrous metals, chemicals, oils, fluids and lubricants, and plastic packaging.

COMPOSITION OF MATERIALS USED



■ Materiali rinnovabili ■ Materiali non rinnovabili



# SUPPLY CHAIN

For Secondo Mona, collaborations with its suppliers and business partners are essential to ensuring the company's continuity and profitability, consistent business growth, product quality, and customer satisfaction.

The Company involves approximately 483 suppliers, both direct and indirect, in its operations. Direct suppliers represent approximately 49% of the total suppliers and are primarily responsible for the supply of raw materials, spare parts, and subcontracted activities (such as machining).

Mechanical and special processes), while indirect suppliers are used for all other services, such as maintenance and general services. In 2024, total spending on supplies was €44,330,000. Compared to 2023, there was a slight decrease of approximately 3%. The composition of the supply chain and spending by supplier type (direct and indirect) are shown below. In terms of size, Secondo Mona's suppliers are both small-medium enterprises and large corporations, while in terms of geographical location, Secondo Mona collaborates with suppliers located in Italy and, for direct supplies, only in countries with an aeronautical industrial base, i.e., primarily in Europe, the United Kingdom, and the United States.

Total Supplier	u.m.	2022	%	2023	%	2024	%
<b>Total</b>		<b>540</b>	<b>100%</b>	<b>436</b>	<b>100%</b>	<b>483</b>	<b>100%</b>
direct	n.	300	56%	269	62%	238	49%
indirect		240	44%	167	38%	245	51%

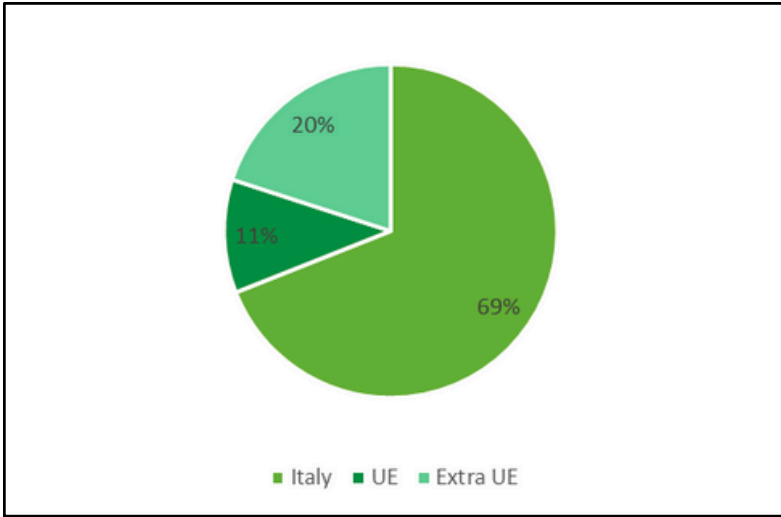
Total spending for supplier	u.m.	2022	%	2023	%	2024	%
<b>Total</b>		<b>28.000.000</b>	<b>100%</b>	<b>45.550.000</b>	<b>100%</b>	<b>44.330.000</b>	<b>100%</b>
Direct	€	24.000.000	86%	40.600.000	89%	38.674.000	87%
Indirect		4.000.000	14%	4.900.000	11%	5.656.000	13%

Note: The increase in supplier spending recorded in 2023 is due to price volatility, exchange rate fluctuations, and the highly uncertain geopolitical situation, which resulted in extended material delivery times and the consequent need to place orders for materials that will be used after two to three years. In 2024, spending remained stable at the previous year's level, primarily due to the increased production.



In terms of size, Secondo Mona's suppliers are both small and medium-sized enterprises and large corporations, while in terms of geographical location, Secondo Mona collaborates with suppliers located in Italy and, for direct supplies, only in countries with an aeronautical industrial base, namely mainly in Europe, the United Kingdom, and the United States.

GEOGRAPHICAL COMPOSITION OF THE SUPPLY CHAIN



Secondo Mona has traditionally invested in the development and growth of local suppliers and has continued along this path without resorting to outsourcing production and supplies. In fact, during the reporting period, 65% of the company's total suppliers were local, located near Secondo Mona and, more generally, in Italy. 52% of the total purchasing budget was spent on local suppliers.

Note: The EXTRA-EU category refers to suppliers located in the United Kingdom, Switzerland and the United States of America.

spent on local suppliers	u.m.	2022	2023	2024
local supplier	€	16.000.000	16.832.000	22.982.000
total supplier		28.000.000	45.521.000	44.330.000
spent on local suppliers	%	57%	37%	52%

local supplier	u.m.	2022	2023	2024
Supplier in Italy	n.	372	284	315
total supplier		540	436	483
local supplier	%	69%	65%	65%

# Responsible Supply Chain

Secondo Mona is committed to promoting responsible and transparent practices throughout its supply chain. Supporting a responsible supply chain means building long-term relationships with suppliers and encouraging the pursuit of more sustainable performance, both environmentally and socially. Conversely, negative impacts on the environment (such as pollution and increased consumption) and society can arise from irresponsible practices along the supply chain.

- In 1984, the Company adopted a Policy for the Selection, Management, Evaluation and Supervision/Monitoring of Suppliers of Materials and Components.

The Company conducts a comprehensive supplier assessment, using ad hoc procedures, to verify production capacity, the adequacy of the production system and processes, and the quality system's compliance with regulatory requirements (if any) and the technical requirements established by Secondo Mona.

This process can be divided into four phases:

1. Collection of information relating to procurement practices, the use of subcontractors (if applicable), and the organizational and operational structure;
2. Preliminary evaluation of the information collected;
3. Evaluation of production capacity, the adequacy of production operations and the quality system with respect to aeronautical industry and Secondo Mona regulations through scheduled audits and evaluations;
4. Approval and registration of the selected supplier in Secondo Mona's supplier list.

The Company has established a list of approved suppliers, known as the Supplier Register, which contains all suppliers who have been selected and adequately assessed and deemed suitable for Secondo Mona's procurement practices. This list is periodically updated based on each supplier's performance.

Suppliers are constantly monitored based on the following criteria:

- ① Punctuality of deliveries
- ② Non-conformity of the products, materials and/or components supplied
- ③ Implementation of corrective actions, therefore through the monitoring of two parameters: quality delivery (OQD – on quality delivery) and punctual delivery (OTD – on time delivery).

Periodically, Secondo Mona performs this supplier assessment and, if necessary, implements corrective actions, with the aim of improving the supplier's performance.

In selecting and evaluating suppliers, Secondo Mona assesses the risk associated with each supplier by evaluating the following parameters:

- Location where the organization operates (geographic location, susceptibility to natural disasters, presence of economic and political threats);
- Source of supply (availability of other alternative suppliers);
- Type of supply;
- Possession of certificates.
- As a demonstration of its commitment to sustainable practices, Secondo Mona is gradually implementing environmental and social criteria in its supplier selection and evaluation process, aiming to establish a more responsible supply chain and sourcing practices.

On a trial basis, in 2023, the "Sustainability Questionnaire" was administered during scheduled audits or at qualification renewals, to identify suppliers' sustainability positioning and promote their development in this area. In 2024, the practice was consolidated and all suppliers were involved.

The Supplier Code of Conduct has been prepared and published on the company website.

## Human Rights

The protection of human rights is fundamental to Secondo Mona for the protection of every individual's rights, both internally and throughout the entire supply chain. Incidents of human rights violations could pose a serious threat to the Company's operations and business continuity; this could undoubtedly result in additional costs due to sanctions and failure to comply with national and international human rights laws and agreements.

For this reason, the Company promotes inclusivity and equal opportunities among its employees, starting from the selection process, focusing exclusively on recognizing merit, skills, and abilities. It rejects any type of discrimination based on gender, age, race, nationality, religion, or personal beliefs. It ensures a work environment that safeguards the health and safety of its employees, limiting any risk and/or harm to their safety. It also guarantees the dignity of each employee, prohibiting any form of offensive or threatening behavior.

Furthermore, it ensures that all suppliers comply with the principles established by the Code.

Ethics and the Code of Conduct; in fact, the Company refrains from engaging in relationships and/or partnerships with any party that contributes, directly or indirectly, to human rights violations through the exploitation of child labor and forced labor, human trafficking, the financing of terrorism, and political threats.

Secondo Mona, it is committed to raising employee awareness of human rights issues through information and training.

# Society

Secondo Mona's operations involve and consequently impact society, particularly its customers and the local community. The company promotes customer satisfaction and the economic, social, and cultural development of the local community.

## Customer Relationship and Satisfaction

For Secondo Mona, the satisfaction of all its customers is a priority to ensure the company's success.

The Company is committed to collaborating with its customers and meeting their needs throughout the product life cycle, continuously investing in research and development, ensuring product quality and reliability, and providing after-sales services for spare parts and maintenance, repair, and overhaul (MRO) activities.

By meeting customer needs, Secondo Mona aims to improve customer trust, attraction, and loyalty, as well as minimize and, where possible, avoid disruptions and/or difficulties in customer relationships (especially if complaints are not handled correctly and promptly), and avoid a deterioration in the Company's market positioning.

The Company, through all its organizational functions, is strongly committed to establishing and maintaining long-term relationships with its customers, who are the driving force of its business.

As defined in its Quality Policy, Secondo Mona strives for excellence through:

① "On-time, quality and cost-effective delivery" ② Continuous monitoring and improvement of production processes ③ Management of complaints, incidents of non-compliance and/or actual or potential hazards relating to product health and safety ④ Compliance with all applicable laws, directives and regulatory requirements, particularly those relating to the aviation sector ⑤ Focus on product development and innovation, in line with ever-changing market trends.

Every year, the Company evaluates customer satisfaction through an online survey sent to a defined number of customers, which includes a series of indicators, such as:

Communication;

Problem-solving attitude;

Accuracy and timeliness of response;

Willingness to accommodate urgent requests;

Quality standards of the products and services provided;

Compliance with the requirements indicated in the contract;

- Punctuality in deliveries;

- Type of packaging.

The Company analyzes the survey considering both the importance of the selected customer and the level of customer satisfaction. The results are carefully examined and compared with surveys from previous years, and, if necessary, corrective actions are promptly taken to ensure the continued satisfaction of all customers.

# Community Impact and Development

The Company actively contributes to the development of local communities by offering concrete assistance through various initiatives, with the aim of creating shared value and establishing lasting relationships.

The Company periodically promotes numerous social, cultural, and economic initiatives, as well as community engagement activities. Regarding social initiatives, Secondo Mona strongly supports the development of personal and professional skills, employee well-being, and support for local communities.

The initiatives promoted during the reference period are briefly described below:

## Support for local schools and education centers:

As is now standard practice, Secondo Mona is available to carry out internships with students.

Furthermore, the Company has:

- participated in the national project "Generazione d'Industria", whose aim is to create a partnership between schools and industries, thus giving young people the opportunity to gain experience in local companies;
- participated in the Andrea Ponti High School event: "Companies meet Ponti," organized to foster meetings between companies and local students;
- organized mock job interviews with students from a local institute conducted by Human Resources staff;
- joined the 4+2 Training Chain with the participation of the HR Function, becoming a Partner in the "Aircraft Construction" and "Mechanics and Mechatronics" courses.

## Participation in cultural initiatives and events:

For over ten years, Secondo Mona has organized an annual conference on the history of local aeronautical pioneers, pilots, and aircraft manufacturers, to spread the culture of the aeronautical cluster to the local community and younger generations.

Secondo Mona has joined the "Sostegno Km 0" initiative of the "Il Ponte del sorriso Onlus" Foundation of Varese, proposed by Confindustria. This project aims to provide timely intervention to address the growing physical and psychological distress that is spreading among adolescents and pre-adolescents.

## Donations to the local community:

Secondo Mona, she has made several donations to local community projects, such as:

or Onlus Volo in Rosa or local church of Somma Lombardo; or "Outpatient Clinic Project"

## Sponsorship of sports associations:

Secondo Mona, it has sponsored some selected local sports associations in line with the dominant passions of its employees which are running and cycling as well as the association "Raduno Circolo del 53"

In terms of membership in associations, Secondo Mona is a member of: Confindustria Varese, Industry and University (LIUC- Carlo Cattaneo University), AIAD (Federation of Italian Companies for Aerospace, Defense and Security), Lombardia Aerospace Cluster, CIRA (Italian Aerospace Research Center), UNI Italian Standardization Body, APInD (Italian Association of Non-Destructive Testing) and AIFM (Italian Metal Finishing Association).

# CONCLUSIONS

## APPENDIX

### 1- Performance Indicators Information 2-7 Employees

Total number of employees by employment contract (permanent and fixed-term)

Total Numbers employees	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent contract	n.	258	51	309	260	52	312	261	58	319
fixed-term contract		9	5	14	5	5	10	9	7	16
Total		267	56	323	265	57	322	270	65	335

Total number of employees by type of employment (full-time and part-time)

Total number of employees	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time	n.	266	45	311	265	46	311	269	54	323
Part-time		1	11	12	0	11	11	1	11	12
Total		267	56	323	265	57	322	270	65	335
% Full time	%	996%	804%	963%	100%	80,70%	96,58%	99,63%	83,08%	96,42%
% Part-time	%	4%	196%	37%	0	19,30%	3,42%	0,37%	16,92%	3,58%

## Information 2-8 Non-employee workers

Total number of Non-employee workers	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
freelance workers	n.	3	-	3	3	0	3	3	-	3
fixed term workers		2	-	2	1	4	5	1	4	5
<b>Totale</b>		<b>5</b>	<b>-</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>4</b>	<b>4</b>	<b>8</b>

## Information 2-30 Collective agreements

Number of workers with collective agreements	u.m.	2022	2023	2024
Number of workers with collective agreements	n.	323	322	335
Total of workers		323	322	335
<b>% workers with collective agreements</b>	<b>%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## Disclosure 401-1 Hiring of New Employees and Employee Turnover

new employees	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	n.	<b>37</b>	<b>15</b>	<b>52</b>	<b>25</b>	<b>6</b>	<b>31</b>	<b>27</b>	<b>17</b>	<b>44</b>
< 30 years		17	9	26	10	4	14	14	6	20
30-50 years		15	4	19	11	2	13	10	9	19
> 50 years		5	2	7	4	0	4	3	2	5

Employees turnover (in )	2022			2023			2024			
	u.m.	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees turnover index	%	14%	27%	16%	9%	11%	10%	10%	26%	13%
< 30 years		46%	100%	57%	23%	33%	25%	34%	43%	36%
30-50 years		10%	13%	10%	7%	7%	7%	6%	26%	10%
> 50 years		6%	13%	7%	6%	0%	5%	4%	13%	5%

Out of works	31 dic 2022			31 dic 2023			31 dic 2024			
	u.m.	Men	Donne	Totale	Men	Wome	Total	Men	Wome	Total
Total number	n.	36	8	44	29	5	34	22	9	31
< 30 years		9	4	13	5	2	7	5	3	8
30-50 years		7	2	9	11	3	14	9	4	13
> 50 years		20	2	22	13	0	13	8	2	10

Employees turnover (out)	2022			2023			2024			
	u.m.	Men	Women	Total	Men	Women	Total	Men	Women	Total
turnover index (in uscita)	%	13%	14%	14%	11%	9%	11%	8%	14%	9%
< 30 anni		24%	44%	28%	12%	17%	13%	12%	21%	15%
30-50 anni		5%	6%	5%	7%	10%	8%	6%	11%	7%
> 50 anni		25%	13%	23%	18%	0	15%	11%	13%	11%



### Disclosure 404-1 Percentage of employees receiving regular performance and professional development reviews

% of employees receiving performance reviews	u.m.	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	%	100%	100%	<b>100%</b>	100%	100%	<b>100%</b>	100%	100%	<b>100%</b>
Manager		100%	100%	<b>100%</b>	100%	100%	<b>100%</b>	100%	100%	<b>100%</b>
Employer		100%	100%	<b>100%</b>	100%	100%	<b>100%</b>	100%	100%	<b>100%</b>
Worker		100%	100%	<b>100%</b>	100%	100%	<b>100%</b>	100%	100%	<b>100%</b>
<b>Totale</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### Disclosure 404-1 Average number of hours of training per year per employee

hours of training	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	n. hours	91	36	<b>127</b>	90	76	<b>166</b>	135	80	<b>215</b>
Manager		362	31	<b>393</b>	387	19	<b>405</b>	291	13	<b>304</b>
Employer		2.619	992	<b>3.611</b>	2000	822	<b>2822</b>	2089	878	<b>2967</b>
Worker		2.439	77	<b>2.516</b>	2179	78	<b>2257</b>	1821	75	<b>1896</b>
<b>Totale</b>		<b>5.457</b>	<b>1.191</b>	<b>6.647</b>	<b>4656</b>	<b>995</b>	<b>5650</b>	<b>4336</b>	<b>1046</b>	<b>5382</b>

hours training per employee	u.m.	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	n° hours training / n° employee	15,17	12	<b>14,11</b>	15	25,33	<b>18,44</b>	22,5	26,67	<b>23,89</b>
Manager		27,85	31	<b>28,07</b>	27,64	19	<b>27</b>	19,4	13	<b>19</b>
Employer		26,19	23,62	<b>25,43</b>	20,83	18,68	<b>20,16</b>	21,99	19,51	<b>21,19</b>
Worker		16,48	7,7	<b>15,92</b>	14,62	8,67	<b>14,28</b>	11,82	4,69	<b>11,15</b>
<b>Totale</b>		<b>20,44</b>	<b>21,26</b>	<b>20,58</b>	<b>17,57</b>	<b>17,46</b>	<b>17,55</b>	<b>16,06</b>	<b>16,09</b>	<b>16,07</b>

## Disclosure 405-1 Diversity of Governance Bodies and Employee Diversity

Total number of employees by gender and age	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Directors</b>	n.	<b>6</b>	<b>3</b>	<b>9</b>	<b>6</b>	<b>3</b>	<b>9</b>	<b>6</b>	<b>3</b>	<b>9</b>
< 30 years		-	-	-	-	-	-	-	-	-
30-50 years		1	-	<b>1</b>	2	-	<b>2</b>	-	-	-
> 50 years		5	3	<b>8</b>	4	3	<b>7</b>	<b>6</b>	<b>3</b>	<b>9</b>
<b>Manager</b>		<b>13</b>	<b>1</b>	<b>14</b>	<b>14</b>	<b>1</b>	<b>15</b>	<b>15</b>	<b>1</b>	<b>16</b>
< 30 y		-	-	-	-	-	-	-	-	-
30-50 y		7	-	<b>7</b>	8	-	<b>8</b>	8	-	<b>8</b>
> 50 y		6	1	<b>7</b>	6	1	<b>7</b>	7	1	<b>8</b>
<b>Employees</b>		<b>100</b>	<b>42</b>	<b>142</b>	<b>96</b>	<b>44</b>	<b>140</b>	<b>95</b>	<b>45</b>	<b>140</b>
< 30 y		9	9	<b>18</b>	10	12	<b>22</b>	10	9	<b>19</b>
30-50 y		58	26	<b>84</b>	56	25	<b>81</b>	54	28	<b>82</b>
> 50 y		33	7	<b>40</b>	30	7	<b>37</b>	31	8	<b>39</b>
<b>Workers</b>		<b>148</b>	<b>10</b>	<b>158</b>	<b>149</b>	<b>9</b>	<b>158</b>	<b>154</b>	<b>16</b>	<b>170</b>
< 30 y		28	-	<b>28</b>	33	-	<b>33</b>	31	5	<b>36</b>
30-50 y		84	6	<b>90</b>	83	5	<b>88</b>	92	7	<b>99</b>
> 50 y		36	4	<b>40</b>	33	4	<b>37</b>	31	4	<b>35</b>
<b>Total</b>		<b>267</b>	<b>56</b>	<b>323</b>	<b>265</b>	<b>57</b>	<b>322</b>	<b>270</b>	<b>65</b>	<b>335</b>
< 30 y		37	9	<b>46</b>	43	12	<b>55</b>	41	14	<b>55</b>
<b>30-50 y</b>		150	32	<b>182</b>	149	30	<b>179</b>	154	35	<b>189</b>
> 50 y		80	15	<b>95</b>	73	15	<b>88</b>	75	16	<b>91</b>

Employees (numbers)	u.m.	31 dic 2022			31 dic 2023			31 dic 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
long term contract	n.	258	51	309	260	52	312	261	58	319
< 30 years		32	5	37	39	8	47	35	9	44
30-50 y		150	31	181	149	29	178	152	34	186
> 50 y		76	15	91	72	15	87	74	15	89
fixed term contract		9	5	14	5	5	10	9	7	16
< 30 years		5	4	9	4	4	8	6	5	11
30-50 y		0	1	1	1	1	2	2	1	3
>50 y		4	0	4	0	0	0	1	1	2
Total		267	56	323	265	57	322	270	65	335
<30 years		37	9	46	43	12	55	41	14	55
30-50 y		150	32	182	150	30	180	154	35	189
>50 y		80	15	95	72	15	87	75	16	91

Information 401-3 Parental Leave

Employees entitled to parental leave, by gender	u.m.	2022	2023	2024
Men	n°	267	265	270
Women		56	57	65
Total		323	322	335
Employees who have taken parental leave, by gender	u.m.	2022	2023	2024
Men	n°	45	37	22
Women		11	13	12
Total		56	50	34

Employees who returned to work after the end of parental leave, by gender	u.m.	2022	2023	2024
Men	n°	45	37	22
Women		11	13	12
<b>Total</b>		<b>56</b>	<b>50</b>	<b>34</b>

Employees who returned to work after the end of parental leave and were still employed 12 months after their return to work, by gender	u.m.	2022	2023	2024
Men	n°	40	45	37
Women		13	11	13
<b>Total</b>		<b>53</b>	<b>56</b>	<b>50</b>

Return-to-work rate, by gender	u.m.	2022	2023	2024
Men	%	100%	100%	100%
Women		100%	100%	100%
<b>Total</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>

Retention rate, by gender	u.m.	2022	2023	2024
Men	%	95%	100%	89%
Women		93%	100%	89%
<b>Total</b>		<b>95%</b>	<b>100%</b>	<b>89%</b>

**Disclosure 302-1 Energy consumption within the organization**

total di energy consumption	u.m.	2022	2023	2024
<b>From non-renewable sources</b>	kWh	<b>2.518.445</b>	<b>2.123.000</b>	<b>2.948.009</b>
Gas naturale		2.518.445	2.123.000	2.948.009
<b>From company-owned vehicles</b>		<b>188.422</b>	<b>185.000</b>	<b>176.954</b>
Petrol		85.120	108.000	103.748
Diesel		103.302	77.000	73.206
<b>From renewable sources</b>		<b>100.952</b>	<b>93.416</b>	<b>117.904</b>
Solar (self-generated electricity)		100.952	93.416	117.904
<b>Total direct energy consumption</b>		<b>2.807.819</b>	<b>2.401.416</b>	<b>3.242.867</b>
<b>Elettriciy</b>		<b>4.291.507</b>	<b>4.074.438</b>	<b>4.345.752</b>
From non-renewable sources		4.291.507	4.074.438	4.345.752
<b>Total indirect energy consumption</b>		<b>4.291.507</b>	<b>4.074.438</b>	<b>4.345.752</b>
<b>Total energy consumption</b>		<b>7.099.326</b>	<b>6.475.854</b>	<b>7.639.747</b>

**Disclosure 305-1 Direct greenhouse gas (GHG) emissions (Scope 1)**

Emissioni di gas a effetto serra (GHG) dirette (Scope 1)	u.m.	2022	2023	2024
<b>From non-renewable sources</b>	tCO2e	<b>455,44</b>	<b>430</b>	<b>557</b>
Gas naturale		455,44	430	557
<b>From company-owned vehicles</b>		<b>47,38</b>	<b>48</b>	<b>48</b>
Petrol		21,21	28	28
Diesel		26,17	20	20
<b>Tot. Emissioni dirette (Scope 1)</b>		<b>502,82</b>	<b>478</b>	<b>605</b>

Natural gas: National Inventory Report 2022 - ISPRA Petrol and diesel: DEFRA Conversion Factors 2021 and 2022 (UK Government Greenhouse Gas Conversion Factors)

### Disclosure 305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)

Indirect greenhouse gas (GHG) emissions	u.m.	2022	2023	2024
Location-based	tCO <sub>2</sub> e	1.097	1.868	1.993
Market-based	tCO <sub>2</sub> e	1.925	1.283	1.369

Location-based: National Inventory Report 2022 - ISPRA Market-based: Three-step mixtures AIB 200 and 2001

### Information 306-3 Waste generated

Composition of waste generated	u.m.	2022	2023	2024
dangerous waste	t	186,5	165,31	180,41
no dangerous waste		173,22	160,98	148,44
<b>Total waste generated</b>		<b>359,72</b>	<b>326,3</b>	<b>329,85</b>

### Information 306-4 Waste not sent to landfill

Waste not sent to landfill	u.m.	2022	2023	2024
<b>dangerous waste</b>	t	<b>0,1</b>	<b>0,52</b>	<b>2,93</b>
Preparation for reuse		0,1	0,52	2,93
<b>no dangerous waste</b>		<b>150,07</b>	<b>155,35</b>	<b>145,25</b>
Preparation for reuse		-	-	
Altre operazioni di recupero		150,07	155,35	145,25
<b>Total waste</b>		<b>150,17</b>	<b>155,87</b>	<b>148,18</b>

## Information 306-4 Waste not sent to landfill

Waste sent to landfill	u.m.	2022	2023	2024
<b>dangerous waste</b>	t	<b>186,4</b>	<b>164,79</b>	<b>177,49</b>
Altre operazioni di smaltimento		186,4	164,79	177,49
<b>not dangerous waste</b>		<b>23,15</b>	<b>5,64</b>	<b>4,19</b>
Discarica		20,5	5,64	4,19
Incenerimento - con recupero di energia		2,65	-	
Altre operazioni di smaltimento		-	-	
<b>Totale rifiuti</b>		<b>209,55</b>	<b>170,43</b>	<b>181,68</b>

## Information 303-3 Water withdrawal

Water withdrawal by source	u.m.	2022	2023	2024
<b>water</b>	ML	<b>17,775</b>	<b>16,666</b>	<b>20,294</b>
<i>acqua dolce (<math>\leq 1.000</math> mg/L Solidi disciolti totali)</i>		17,775	16,666	20,294
<i>altre acque (<math>&gt; 1.000</math> mg/L Solidi disciolti totali)</i>		-	-	
<b>total water withdrawal</b>		<b>17,775</b>	<b>16,666</b>	<b>20,294</b>
<i>acqua dolce (<math>\leq 1.000</math> mg/L Solidi disciolti totali)</i>		<b>17,775</b>	<b>16,666</b>	<b>20,294</b>
<i>altre acque (<math>&gt; 1.000</math> mg/L Solidi disciolti totali)</i>		-	-	

**Information 306-4 Waste not sent to landfill**

Scarico idrico destinazione	u.m.	2022	2023	2024
<b>Acqua di superficie</b>	ML	-	<b>0,837</b>	-
<i>acqua dolce (<math>\leq 1.000</math> mg/L Solidi disciolti totali)</i>		-	0,837-	-
<i>altre acque (<math>&gt; 1.000</math> mg/L Solidi disciolti totali)</i>		-	-	-
<b>Acqua di terzi</b>		<b>11,931</b>		<b>1,211</b>
<i>acqua dolce (<math>\leq 1.000</math> mg/L Solidi disciolti totali)</i>		11,21		1,211
<i>altre acque (<math>&gt; 1.000</math> mg/L Solidi disciolti totali)</i>		0,721	-	1,211
<b>Scarico idrico totale</b>		<b>11,931</b>	<b>1,558</b>	<b>1,211</b>
<i>acqua dolce (<math>\leq 1.000</math> mg/L Solidi disciolti totali)</i>		<b>11,21</b>	<b>0,837</b>	-
<i>altre acque (<math>&gt; 1.000</math> mg/L Solidi disciolti totali)</i>		<b>0,721</b>	<b>0,721</b>	-

Note: The difference in water discharges between the years analyzed is due to the data being collected using different approaches and methodology. The data for the 2023 reference period is the most accurate. In Secondo Monà, they are actively working to ensure the data's accuracy.

**Information 303-5 Water consumption**

Consumo idrico	u.m.	2022	2023	2024
Prelievo idrico	ML	<b>17,775</b>	<b>16,666</b>	<b>20,294</b>
Scarico idrico		<b>11,931</b>	<b>0,837</b>	<b>1,211</b>
<b>Consumo idrico</b>		<b>5,844</b>	<b>15,829</b>	<b>19,083</b>

Note: The difference in water consumption across the years analyzed may be due to the data being collected using different approaches and methodology. The data for the 2023 reference period is the most accurate. In Secondo Monà, they are actively working to ensure the data's accuracy.



Informativa 301-1 Materiali utilizzati in base al peso o in volume

Materiali utilizzati in peso	u.m.	2022	2023	2024
Materiali non rinnovabili	kg	116.531	159.009	314.248
Imballaggio in plastica		5.666	5.948	6.158
Metalli ferrosi		15.941	118.061	150.549
Metalli non ferrosi		87	1.010	128.343
Sostanze chimiche		12.448	11.500	12.327
Dipinti		1.664	1.354	1.257
Oli, fluidi e sostanze lubrificanti		23.780	20.880	15.358
Altro		56.945	255,6	256
Materiali rinnovabili		6.050	6.050	6.050
Imballaggi in carta e cartone		4.700	4.700	4.700
Pallet di legno		1.350	1.350	1.350
Totale		122.581	165.059	320.298

Information 301-1 Materials used by weight or volume

Materiali utilizzati in peso	u.m.	2022	2023	2024
Materiali non rinnovabili	kg	116.531	159.009	314.248
Imballaggio in plastica		5.666	5.948	6.158
Metalli ferrosi		15.941	118.061	150.549
Metalli non ferrosi		87	1.010	128.343
Sostanze chimiche		12.448	11.500	12.327
Dipinti		1.664	1.354	1.257
Oli, fluidi e sostanze lubrificanti		23.780	20.880	15.358
Altro		56.945	255,6	256
Materiali rinnovabili		6.050	6.050	6.050
Imballaggi in carta e cartone		4.700	4.700	4.700
Pallet di legno		1.350	1.350	1.350
Totale		122.581	165.059	320.298







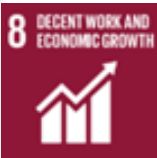

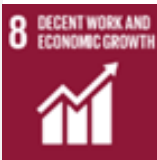


## 2 - DEFINITION OF MATERIAL THEMES THE DEFINITION ASSOCIATED WITH EACH MATERIAL TOPIC IS GIVEN BELOW

MACRO-CATEGORIA	TEMA MATERIALE	DEFINIZIONE
PRODUCTS	Quality and Safety of Products	Ensure the development of products that comply with the quality and safety standards required by laws, regulations and ISO standards, in order to safeguard the health and safety of the Company's customers throughout the entire product life cycle. Ensure the highest standards of quality and safety throughout the entire production process
GOVERNANCE	Ethics and Compliance	Behave in a correct, transparent and responsible manner and ensure the highest ethical standards in order to prevent any improper and irresponsible behaviour, such as corruption. Promote sound and transparent governance, ensuring full compliance with applicable laws and regulations.
GOVERNANCE	Data Protection and IT security	Ensure that the information and data of customers, employees, suppliers and anyone else connected in any way to Secondo Mona's business activities are protected from unauthorised changes, loss and data breaches. Manage information security appropriately.
COMPANY	Customer relation and care	Foster reliable and transparent relationships with customers, based on ongoing dialogue and commitment. Manage customer satisfaction by offering more innovative and sustainable products and services that meet customer demands and needs and market trends.
PEOPLE	Attraction, Retention e development talents	Promote and enhance human capital through policies to attract and retain talent and technical and managerial training activities, in order to create a highly competent and qualified work environment
PEOPLE	Occupational Health and Safety	Safeguard health and safety at work, in accordance with current legislation, by improving risk awareness, investing in training activities and constantly monitoring the frequency and severity of accidents, occupational diseases and incidents
















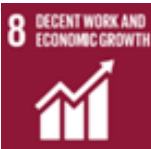
<b>PEOPLE</b>	<b>Employee Wellbeing</b>	Ensure the well-being of staff, including through the implementation of welfare initiatives. Introduce a remuneration and performance evaluation system aimed at recognising the personal contribution and commitment of each employee.
<b>ENVIRONMENT</b>	<b>Energy and Emissions</b>	Reducing energy consumption and direct and indirect emissions, investing in energy efficiency initiatives, and constantly monitoring the company's impact on the environment.
<b>PRODUCT</b>	<b>Product Innovation and Sustainable Development</b>	Developing more sustainable products that are highly innovative in terms of sustainability and have a lower environmental impact, investing in R&D and exploiting new technologies to increase the Company's competitiveness. Promoting projects and initiatives, including in collaboration with customers and suppliers, aimed at encouraging the adoption of innovative approaches.
<b>PRODUCT</b>	<b>Use of Raw Materials</b>	Promote the development and use of raw materials with low environmental impact and minimise the use of the most polluting materials and substances.
<b>SUPPLY CHAIN</b>	<b>Responsible supply chain</b>	Investing in responsible sourcing practices, selecting, evaluating and monitoring suppliers based on their social and environmental performance, and promoting the integration of ESG issues throughout the entire supply chain. Optimising the sourcing of materials with the aim of preserving natural resources and minimising the impact on the planet.
<b>ENVIROMENT</b>	<b>Waste management</b>	Manage waste from the Company's activities responsibly, collecting and disposing of production waste correctly, especially if it is hazardous, in order to reduce environmental impact.
<b>GOVERNANCE</b>	<b>Digital trasformation</b>	Promoting digital transformation, the use of new technologies and the development of technical and digital skills.
<b>SOCIETY</b>	<b>Community Impact and Development</b>	Promoting the social and economic development of local communities through philanthropic initiatives, engagement programmes, awareness-raising activities and donations.

<b>ENVIRONMENT</b>	<b>Water management</b>	Promote responsible water management in all of the Company's activities, reducing water consumption where possible and actively monitoring withdrawals and discharges.
<b>ENVIRONMENT</b>	<b>Climate change</b>	Promote the fight against climate change by reducing energy consumption, emissions and pollution, and optimising the use of energy from renewable sources throughout the entire value chain. Monitor and mitigate the risks arising from climate change.
<b>SUPPLY CHAIN</b>	<b>Human rights</b>	Ensuring respect for human rights by rejecting any form of human rights violation in any activity carried out by the Company and throughout the entire supply chain.

## 3 - CORRELATION BETWEEN GRI STANDARDS, MATERIAL TOPICS AND SUSTAINABLE DEVELOPMENT GOALS

MATERIAL TOPICS	Standard GRI	Goals of sustainability
<b>Product Quality and Safety</b>	416-1 Assessment of health and safety impacts of product and service categories 416-2 Incidents of non-conformity regarding health and safety impacts of products and services	
<b>Ethics and Compliance</b>	205-3 Confirmed incidents of corruption and measures taken 206-1 Legal actions for anticompetitive behavior, antitrust and monopolistic practices	
<b>Data Protection and IT Security</b>	418-1 Fondati reclami riguardanti le violazioni della privacy dei clienti e perdita di dati dei clienti	
<b>Customer Relations and Satisfaction</b>		
<b>Attraction, Retention e Development of Talents</b>	405-1 Diversity in governance bodies and among employees 401-1 Hiring of new employees and employee turnover 404-1 Average number of hours of training per employee per year 404-2 Employee Upskilling and Transition Assistance Programs 404-3 Percentage of employees receiving periodic performance and professional development reviews	 
		 
		 
<b>Health and Safety at Work</b>	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and accident investigation 403-3 Occupational health services 403-4 Participation and consultation of workers on occupational health and safety programmes and related communication 403-5 Worker training in occupational health and safety 403-6 Promotion of workers' health 403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships 403-9 Accidents at work 403-10 Occupational diseases	

TEMA MATERIALE	Standard GRI	Obiettivi di Sviluppo Sostenibile
Employees Wellbeing	401-2 Benefits for full-time employees that are not available to fixed-term or part-time employees 401-3 Parental leave	 
		
Energy and Emissions	302-1 Energy consumed within the organization 302-3 Energy intensity	 
		 
Product Innovation and Sustainable Development		
Use of Raw Materials	301-1 Materials used by weight or volume	 
Responsable supply chain	204-1 Proportion of expenditure made in favour of local suppliers	

TEMA MATERIALE	Standard GRI	Obiettivi di Sviluppo Sostenibile		
Waste management	306-1 Waste generation and significant waste-related impacts			
	306-2 Management of significant waste-related impacts			
	306-3 Waste generated			
	306-4 Waste not sent to landfill			
	306-5 Waste sent to landfill			
Digital trasformation				
Community Impact and Development				
Water resource management	303-1 Interactions with water as a shared resource			
	303-2 Management of impacts related to water discharge			
	303-3 Water withdrawal			
	303-4 Water drainage			
	303-5 Water consumption			
Climate change	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)			
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)			
				
Human rights				



# METHODOLOGICAL NOTE

The objective of this document, the result of a structured and concise reporting process, is to inform all stakeholders of the company's ESG (Environment, Social and Governance) performance and the progressive integration of ESG aspects into corporate activities.

The Sustainability Report has been prepared in accordance with the widely recognized reporting standards "Global Reporting Initiative Sustainability Reporting Standards" (hereinafter "GRI Standards") issued in 2021 and subsequently updated.

In 2022, Secondo Mona followed a materiality analysis process aimed at identifying material economic, environmental, and social topics for the Company and its stakeholders, considering the impacts on the economy, the environment, and people, including their human rights, resulting from the Company's operations and business relationships. This process was conducted in line with GRI standards and industry best practices. For a more detailed understanding of the process, please refer to the "Materiality Analysis" section.

For this reason, directly measurable qualitative and quantitative indicators have been selected and associated with each material topic. For some material topics, it was not possible to identify the GRI standards that best represent the topic; therefore, in these cases, only GRI 3-3 "Management of Material Topics" is reported. For further information on the reported GRI standards, please refer to the "GRI Content Index."

Secondo Mona, it has undertaken a reporting process that involved the collection of qualitative and quantitative data, the review and analysis of the information collected, and the preparation and dissemination of this Sustainability Report.

The reporting scope refers to Secondo Mona S.p.A. The data and information included in this Report refer to the activities carried out by Secondo Mona during the 2024 fiscal year, from January 1, 2024, to December 31, 2024. The reporting frequency is annual.

To provide a more consistent view of the Company's performance, information has been provided for the previous two years (January 1, 2022 - December 31, 2022 and January 1, 2023 - December 31, 2023).

It should be emphasized that to ensure the reliability of the data, the use of estimates was limited to duly reported cases.

There have been no significant changes in reporting and information processing since the first Financial Statement for fiscal year 2022. Furthermore, during the reporting period, the Company was not subject to significant changes in its operating segment, value chain, and/or commercial relationships.

Secondo Mona's Sustainability Report is not subject to external verification.

For further information on this Sustainability Report, please contact: [sostenibilita@secondomona.com](mailto:sostenibilita@secondomona.com).

# GRI TABLE OF CONTENTS

Statement of use	Secondo Mona S.p.A has prepared its financial statements in accordance with the GRI Standards for the period 01/01/2024 - 31/12/2024.
GRI 1 used	Report according to GRI standard
Applicable GRI sector standards	No GRI sector standard is applicable.

STANDARD GRI	INFORMATIVA	POSIZIONE	OMISSIONE	NOTE
<b>General information</b>				
<b>GRI 2 General information</b>	2-1 Organisational details	Secondo Mona and its operating context Secondo Mona's Company Profile Methodological Note		
	2-2 Entities included in the organisation's sustainability reporting	Methodological Note		
	2-3 Reporting period, frequency and point of contact	Methodological Note		Reference period: 01.01.2024- 31.12.2024 Reporting frequency: Annual Publication date August 2025 Contract point: <a href="mailto:sostenibilita@secondomona.com">sostenibilita@secondomona.com</a>
	2-4 Information review	Methodological Note		This report is Secondo Mona's third. The same methodology used to prepare previous reports was used to collect and process the information.

STANDARD GRI	INFORMATIVA	POSIZIONE	OMISSIO NE	NOTE
<b>Informative generali</b>				
<b>GRI 2 General information</b>	2-7 People	People Appendix - Performance Indicators		
	2-8 Non-employed workers	People Appendix - Performance Indicators		
	2-9 Governance structure and composition	Governance - Governance detail		
	2-10 Appointment and selection of the highest governing body	Governance - Governance detail		
	2-11 Chairperson of the highest governing body	Governance - Governance detail		The Chairman of the Board of Directors is also the Chief Executive Officer of the Company.
	2-12 Role of the highest governing body in controlling impact management			The highest governing body is actively involved in managing the economic, environmental and social impacts generated by Secondo Mona.
	2-13 Delegation of responsibility for impact management			The responsibility for managing the company's impact is assigned to each manager within Secondo Mona.
	2-14 Role of the highest governing body in sustainability reporting	Governance - Governance detail		The highest governing body oversees and is informed about the sustainability reporting process.

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
	2-15 Conflicts of interest			Conflicts of interest are prevented and mitigated by the presence of three Chief Executive Officers.
	2-16 Reporting critical issues	Governance - Ethics and Compliance		Critical issues can be reported to the Supervisory Body.
	2-17 Collective knowledge of the highest governing body			The company is working to progressively advance the highest governance body's knowledge on sustainability issues.
	2-18 Performance assessment of the highest governing body			In Secondo Mona, there is no process for evaluating the performance of the highest governing body in supervising the management of the organisation's impact on the economy, the environment and people.
	2-19 Rules concerning remuneration			The remuneration of the highest governing body consists exclusively of a fixed salary.
	2-20 Procedure for determining remuneration			The remuneration determination process takes into account the role and responsibilities/tasks of the profession.
	2-21 Total annual remuneration report		Confidentiality agreement	
	2-22 Statement on sustainable development strategy	Letter to Stakeholder		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
	2-23 Impegno in termini di policy	Governance - Etica e Compliance		l'azienda non aderisce a strumenti intergovernativi autorevoli. Tuttavia, garantisce una condotta aziendale responsabile e il rispetto dei diritti umani attraverso il Codice Etico e il Modello 231.
	2-24 Integrazione degli impegni in termini di policy	Governance - Etica e Compliance		l'azienda si sforza di incorporare i suoi impegni politici in tutte le sue attività e relazioni commerciali attraverso iniziative di coinvolgimento (ad esempio, attività di formazione e comunicazione) dei suoi stakeholder.
	2-25 Processi volti a rimediare agli impatti negativi			I sinistri sono prontamente monitorati da Secondo Mona attraverso procedure ad hoc.
	2-26 Meccanismi per richiedere chiarimenti e sollevare preoccupazioni	Governance - Etica e Compliance		Le preoccupazioni critiche possono essere comunicate all'Organismo di Vigilanza attraverso un meccanismo di whistleblowing.
	2-27 Conformità a leggi e regolamenti	Governance - Etica e Compliance		l'azienda non ha subito multe e sanzioni non monetarie per non conformità a leggi e/o regolamenti durante il periodo di riferimento.
	2-28 Appartenenza ad associazioni	Società - Impatto e Sviluppo della Comunità		
	2-29 Approccio al coinvolgimento degli stakeholder	Il Coinvolgimento degli Stakeholder		

STANDARD GRI	INFORMATION	POSITION	OMISSIOS	NOTE
	2-30 Contratti collettivi	People Appendix - Performance Indicators		Il 100% dei dipendenti è coperto da contratti collettivi di lavoro.
<b>Temi materiali</b>				
<b>GRI 3: Temi materiali 2021</b>	3-1 Processo di determinazione dei temi materiali	L'Analisi di Materialità		
	3-2 Elenco di temi materiali	L'Analisi di Materialità		
<b>La Governance</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Governance - La Governance di Secondo Mona		
<b>GRI 405: Diversità e pari opportunità 2016</b>	405-1 Diversità degli organi di governance e dei dipendenti	Governance - La Governance di Secondo Mona		
<b>Etica e Compliance</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Governance - Etica e Compliance		
<b>GRI 205: Anticorruzione 2016</b>	205-3 Episodi di corruzione confermati e azioni intraprese	Governance - Etica e Compliance		Durante il periodo di riferimento, Secondo Mona non è incorsa in episodi di corruzione, né in licenziamenti o sanzioni disciplinari di dipendenti, né nella risoluzione o nel mancato rinnovo di contratti con partner commerciali.
<b>GRI 206: Comportamenti anticoncorrenziali 2016</b>	206-1 Azioni legali per comportamento anticoncorrenziale, antitrust e pratiche monopolistiche	Governance - Etica e Compliance		Durante il periodo di riferimento, non sono state registrate azioni legali, sia in corso che concluse, per comportamenti anticoncorrenziali, per violazioni delle leggi antitrust e per pratiche monopolistiche.

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
<b>Protezione dei Dati e Sicurezza Informatica</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Governance - Protezione dei Dati e Sicurezza Informatica		
<b>GRI 418: Privacy dei clienti 2016</b>	418-1 Reclami circostanziati relativi a violazioni della privacy e a perdite di dati dei clienti	Governance - Protezione dei Dati e Sicurezza Informatica		Nel periodo di riferimento non sono stati registrati reclami relativi a violazioni della privacy dei clienti o a perdite di dati.
<b>Trasformazione Digitale</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Governance - Trasformazione Digitale		The company non ha identificato un indicatore GRI specifico relativo alla Trasformazione Digitale. Ciononostante, vengono fornite informazioni conformi al GRI 3-3.
<b>Energia ed Emissioni</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Ambiente - Cambiamento climatico - Energia ed Emissioni		
<b>GRI 302: Energia 2016</b>	302-1 Consumo di energia all'interno dell'organizzazione	Environment - Climate Change - Energy and Emissions Appendix - Performance Indicators		
	302-3 Intensità energetica	Ambiente - Cambiamento climatico - Energia ed Emissioni		
<b>GRI 305: Emissioni 2016</b>	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Environment - Climate Change - Energy and Emissions Appendix - Performance Indicators		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE	
<b>GRI 305: Emissioni 2016</b>	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Environment - Climate Change - Energy and Emissions Appendix - Performance Indicators			
	305-2 Indirect greenhouse gas (GHG) emissions from energy use (Scope 2)	Environment - Climate Change - Energy and Emissions Appendix - Performance Indicators			

### Cambiamento climatico

<b>GRI 3: Temi materiali 2021</b>  <b>GRI 305: Emissioni 2016</b>	3-3 Gestione dei temi materiali	Ambiente - Cambiamento climatico - Energia ed Emissioni			
	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Environment - Climate Change - Energy and Emissions Appendix - Performance Indicators			
	305-2 Indirect greenhouse gas (GHG) emissions from energy use (Scope 2)	Environment - Climate Change - Energy and Emissions Appendix - Performance Indicators			

### Gestione dei Rifiuti

<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Ambiente - Gestione dei Rifiuti			
<b>GRI 306: Rifiuti 2020</b>	306-1 Generazione di rifiuti e impatti significativi sui rifiuti	Environment - Waste Management			



STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
<b>GRI 306: Rifiuti 2020</b>	306-3 Rifiuti generati	Environment - Waste Management Appendix - Performance Indicators		
	306-4 Rifiuti non conferiti in discarica	Environment - Waste Management Appendix - Performance Indicators		
	306-5 Rifiuti conferiti in discarica	Environment - Waste Management Appendix - Performance Indicators		

### Gestione delle Risorse Idriche

<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Ambiente - Gestione delle Risorse Idriche		
	303-1 Interazioni con l'acqua come risorsa condivisa	Ambiente - Gestione delle Risorse Idriche		
	303-2 Gestione degli impatti legati agli scarichi idrici	Environment - Water Resources Management		
<b>GRI 303: Acqua e scarichi 2018</b>	303-3 Prelievo idrico	Environment - Water Resources Management Appendix - Performance Indicators		The company opera in un'area a basso rischio (<10%) di stress idrico.
	303-4 Scarico idrico	Environment - Water Resources Management Appendix - Performance Indicators		The company opera in un'area a basso rischio (<10%) di stress idrico.
	303-5 Consumo idrico	Environment - Water Resources Management Appendix - Performance Indicators		The company opera in un'area a basso rischio (<10%) di stress idrico.

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
<b>Benessere dei Dipendenti</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Persone - Benessere dei Dipendenti		
	401-2 Benefici per i dipendenti a tempo pieno che non sono previsti per i dipendenti a tempo determinato o part-time	Persone - Benessere dei Dipendenti		Non ci sono differenze nei benefit offerti da Secondo Mona ai dipendenti a tempo pieno e a quelli a tempo parziale.
<b>GRI 401: Occupazione 2016</b>				The return-to-work rate, calculated as the number of employees who returned to work after parental leave and the number of employees expected to return to work after parental leave, is 100%.
	401-3 Congedo parentale	People - Employee Wellbeing Appendix - Performance Indicators		The retention rate, calculated as the number of employees retained 12 months after returning to work following a period of parental leave and the number of employees returning from parental leave in the previous reference period, is 89%.
<b>Salute e Sicurezza sul Lavoro</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Persone - Salute e Sicurezza sul Lavoro		
<b>GRI 403: Salute e sicurezza sul lavoro 2018</b>	403-1 Sistema di gestione della salute e della sicurezza sul lavoro	Persone - Salute e Sicurezza sul Lavoro		
	403-2 Identificazione dei pericoli, valutazione dei rischi e indagini sugli incidenti	Persone - Salute e Sicurezza sul Lavoro		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
<b>GRI 403: Salute e sicurezza sul lavoro 2018</b>	403-3 Servizi per la salute professionale	Persone - Salute e Sicurezza sul Lavoro		
	403-4 Partecipazione e consultazione dei lavoratori in merito a programmi di salute e sicurezza sul lavoro e relativa comunicazione	Persone - Salute e Sicurezza sul Lavoro		
	403-5 Formazione dei lavoratori in materia di salute e sicurezza sul lavoro	Persone - Salute e Sicurezza sul Lavoro Appendice - Indicatori di Performance		
	403-6 Promozione della salute dei lavoratori	Persone - Salute e Sicurezza sul Lavoro		
	403-7 Prevenzione e mitigazione degli impatti sulla salute e sulla sicurezza sul lavoro direttamente collegati da rapporti di business	Persone - Salute e Sicurezza sul Lavoro		
	403-9 Infortuni sul lavoro	Persone - Salute e Sicurezza sul Lavoro Appendice - Indicatori di Performance		
	403-10 Malattia professionale	Persone - Salute e Sicurezza sul Lavoro Appendice - Indicatori di Performance		
<b>Attraction, Retention e Sviluppo dei Talenti</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Persone – Attraction, Retention e Sviluppo dei Talenti		

STANDARD GRI	INFORMATIVA	POSIZIONE	OMISSIONE	NOTE
<b>GRI 401: Occupazione 2016</b>	401-1 Assunzioni di nuovi dipendenti e turnover dei dipendenti	People – Talent Attraction, Retention and Development Appendix - Performance Indicators		
<b>GRI 405: Diversità e pari opportunità 2016</b>	405-1 Diversità degli organi di governance e dei dipendenti	People – Talent Attraction, Retention and Development Appendix - Performance Indicators		
	404-1 Numero medio di ore di formazione all'anno per dipendente	People – Talent Attraction, Retention and Development Appendix - Performance Indicators		
<b>GRI 404: Formazione e istruzione 2016</b>	404-2 Programmi di aggiornamento delle competenze dei dipendenti e di assistenza alla transizione	Persone – Attraction, Retention e Sviluppo dei Talenti		
	404-3 Percentuale di dipendenti che ricevono regolarmente valutazioni delle loro performance e dello sviluppo professionale	Persone – Attraction, Retention e Sviluppo dei Talenti		
<b>Qualità e Sicurezza dei Prodotti</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Prodotto - Qualità e Sicurezza del Prodotto		
<b>GRI 416: Salute e sicurezza dei clienti 2016</b>	416-1 Valutazione degli impatti sulla salute e sulla sicurezza di categorie di prodotti e servizi	Prodotto - Qualità e Sicurezza del Prodotto		

STANDARD GRI	INFORMATIVA	POSIZIONE	OMISSIONE	NOTE
<b>GRI 416: Salute e sicurezza dei clienti 2016</b>	416-2 Episodi di non conformità riguardanti impatti sulla salute e sulla sicurezza di prodotti e servizi	Prodotto - Qualità e Sicurezza del Prodotto		l'azienda non è incorsa in episodi di non conformità relativi all'impatto sulla salute e sulla sicurezza di prodotti e servizi.
<b>Innovazione e Sviluppo Sostenibile dei Prodotti</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Prodotto - Innovazione e Sviluppo Sostenibile del Prodotto		l'azienda non ha identificato un indicatore GRI specifico per l'innovazione e lo sviluppo sostenibile dei prodotti. Ciononostante, vengono fornite informazioni conformi al GRI 3-3.
<b>Utilizzo di Materie Prime</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Prodotto - Utilizzo delle Materie Prime		
<b>GRI 301: Temi Materiali 2016</b>	301-1 Materiali utilizzati in peso o in volume	Product - Use of Raw Materials Appendix - Performance Indicators		
	301-2 Materiali di ingresso riciclati utilizzati	Product - Use of Raw Materials	Informazioni non disponibili o incomplete.	l'azienda sta lavorando per stabilire un processo di raccolta dei dati sui materiali riciclati dai suoi fornitori.
<b>Catena di Fornitura Responsabile</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Catena di Fornitura - Catena di Fornitura Responsabile		
<b>GRI 204: Pratiche di approvvigionamento 2016</b>	204-1 Proporzione della spesa effettuata a favore di fornitori locali	Catena di Fornitura - Catena di Fornitura Responsabile		

STANDARD GRI	INFORMATIVA	POSIZIONE	OMISSIONE	NOTE
<b>Diritti Umani</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Catena di Fornitura - Diritti umani		non ha identificato un indicatore GRI specifico relativo ai diritti umani. Ciononostante, vengono fornite informazioni conformi al GRI 3-3.
<b>Relazione e Soddisfazione del Cliente</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Società – Relazione e Soddisfazione del Cliente		non ha identificato un indicatore GRI specifico relativo alla soddisfazione e alla relazione con i clienti. Ciononostante, vengono fornite informazioni conformi al GRI 3-3.
<b>Impatto e Sviluppo della Comunità</b>				
<b>GRI 3: Temi materiali 2021</b>	3-3 Gestione dei temi materiali	Società - Impatto e Sviluppo della Comunità		non ha identificato un indicatore GRI specifico relativo all'impatto e allo sviluppo della comunità. Ciononostante, vengono fornite informazioni conformi al GRI 3-3.

