SUSTAINABILITY SUMMARY

2024

WE LOOK BEYOND THE PRESENT, BUILDING A SUSTAINABLE TOMORROW FOR EVERYONE

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INTRODUCTION

Letter to Stakeholders

Dear Stakeholders,
In 2024, Barni embarked on a strategic and ambitious path towards a model of sustainable and responsible growth, aligned with our corporate identity. We are happy to share with you the results achieved and the fundamental milestones of this journey.

We have launched a structured process to integrate sustainability principles into our operating model, consistent with the Sustainable Development Goals (SDGs) of the UN 2030 Agenda.

We have identified and adopted the objectives most relevant to our sector and context, intending to generate a positive impact on all stakeholders.

We have thus laid the foundations for a sustainability management system, based on clear, measurable, and verifiable processes, procedures, and indicators, capable of enhancing our commitment and ensuring transparency.

In our sector, sustainability increasingly represents a fundamental strategic lever. The goal is to offer cutting-edge solutions to our customers and contribute to a more sustainable production system.

We are aware that our journey has just begun, but we are determined to continue with consistency, innovation, and a long-term vision.

Sustainability is a journey involving all our people and stakeholders, whom we thank for their collaboration.
We are proud to present in this synthesis the most significant milestones of the beginning of our sustainable evolution, where sustainability is understood not only as environmental but also, and above all, as social impact and governance, handing down the experiences lived in these contexts with dignity and seriousness to new generations. We will continue to share with you the progress and opportunities we seize along this common path.
Thank you for your trust and for contributing, together with us, to building a more efficient, responsible, and sustainable environmental, social, and corporate future.

Felice Ferrario
Legale Rappresentante

Methodological note

This Sustainability Summary 2024 is the first official document through which Officine Meccaniche Barni S.p.A. (hereinafter Barni, the Company or the Organisation) communicates its commitment to environmental, social and governance (ESG) matters in a structured way. The document stems from a desire to bring transparency to the process of integrating sustainability into the business model, consistent with the company's manufacturing character and with its role in the sector of technologies applied to industrial processes.

Reporting boundary

The reporting boundary coincides with the 2024 financial year (1 January – 31 December) and covers all activities carried out at the registered office and production site in Morbegno (SO). The Summary is an independent, voluntary initiative, separate from the financial statements but prepared in a manner consistent with internal management and accounting data.

Standard adopted

Barni has chosen to adopt the Voluntary Standard for Non-Listed Micro-, Small- and Medium-Sized Enterprises (VSME), as a flexible model suited to unlisted SMEs and capable of ensuring that ESG information is clear and accessible. Option B of the standard has been applied, which combines:

- the **Basic Module**, for reporting the essential aspects;
- the **Comprehensive Module**, for a broader and more contextualised presentation of performance.

The information reported follows the guiding principles set out in the standard: relevance, faithful representation, comparability, verifiability and clarity.

Preparation process

Preparing the document involved the main company functions and included discussion and analysis sessions with internal and external stakeholders.
Participatory tools such as questionnaires and materiality analysis were used to identify the priority topics for the company and for its stakeholders.
Where data was not available in complete form, reasoned estimates were adopted, based on official sources (ISPRA, AIB, GHG Protocol, DEFRA).

Structure of the document

The Summary is organised into five main sections:

1. **General disclosures** – company identity, stakeholder engagement, materiality analysis and sustainability strategic plan guidelines.
2. **Environmental disclosures** – energy consumption, greenhouse gas emissions, responsible management of the supply chain and of company mobility.
3. **Social disclosures** – workforce, working conditions, organisational wellbeing and welfare.
4. **Governance disclosures** – ethical principles, business conduct, management system and certifications.
5. **VSME Index appendix** – detailed mapping of the contents against the requirements of the standard.

Traceability and future outlook

The document includes the VSME Index as an appendix, which makes it possible to verify the degree of coverage of the thematic and sector requirements set out in the standard. This report should be understood as the starting point of an evolving journey: from 2025 Barni intends to strengthen its monitoring systems, broaden data collection and begin formalising its Sustainability Management System, so as to ensure an increasingly structured and integrated approach over time.

The Sustainability Summary 2024 was approved by the Board of Directors on 21/11/2025 and will be available on the company's official website: www.barnispa.com

1. GENERAL DISCLOSURES

1.1 Barni

Who we are

Founded on solid experience in the design and construction of industrial machinery and special plants, Barni is an Italian company that has been active for decades in developing advanced technological solutions for the manufacturing industry, with a particular focus on the steel, metallurgy and industrial coating sectors.

Our mission is to offer highly specialised products and services that combine customisation, efficiency and sustainability.

We are a technical and strategic partner for customers operating in highly complex operating environments and requiring tailor-made solutions to improve their production processes.

Over time, Barni has built a reputation founded on technical expertise, customer focus and the quality of its work, maintaining a vision oriented towards responsible innovation.

Our method

Barni takes an integrated, flexible approach to each project, based on four fundamental pillars:

Analysis and design
Every order begins with a careful phase of listening to and understanding the customer's requirements. Our engineering department develops tailor-made solutions, in constant dialogue with the production department.

Manufacturing and testing
Lines and special machines are built in our own in-house workshops, using high-quality materials and with constant control over every stage of production.

Installation and commissioning
We work directly at the customer's site to start up the plant, attending to every technical and functional detail.

After-sales support
Our support does not end at delivery. We offer prompt technical assistance, scheduled maintenance and technological upgrades.

This method translates into a value proposition oriented towards durability, performance and reduced operating costs for the end customer.

Our values

Barni bases its identity on a clear and consistent set of values:

Technical reliability:
every solution is designed to last over time and to operate in complex industrial environments.

Pragmatic innovation:
we invest in technologies that deliver a concrete advantage, avoiding technical complexity that serves no purpose.

Customer focus:
we build long-term relationships based on trust, transparency and continuous listening.

Valuing our people:
our human capital is our most important resource. We focus on training, autonomy and collaboration.

Our services

Barni operates with a multi-sector approach, offering products and services with a high technological content, divided into three main areas:

- **Coating plants**
  We design and build complete lines for coating tubes, metal components and semi-finished products, ensuring durability, appearance and treatment safety.

- **Tube conveying lines**
  We develop complete systems for handling tubes in the steel industry, with automatic and semi-automatic solutions suited to every logistical requirement.

- **Special machines**
  We design machinery to the customer's specific requirements, highly customised to meet particular production, handling or treatment needs.

These activities are complemented by additional services such as:

- preventive and corrective maintenance;
- plant retrofitting and revamping;
- technical training in use and maintenance;
- production consultancy and operational efficiency analysis.

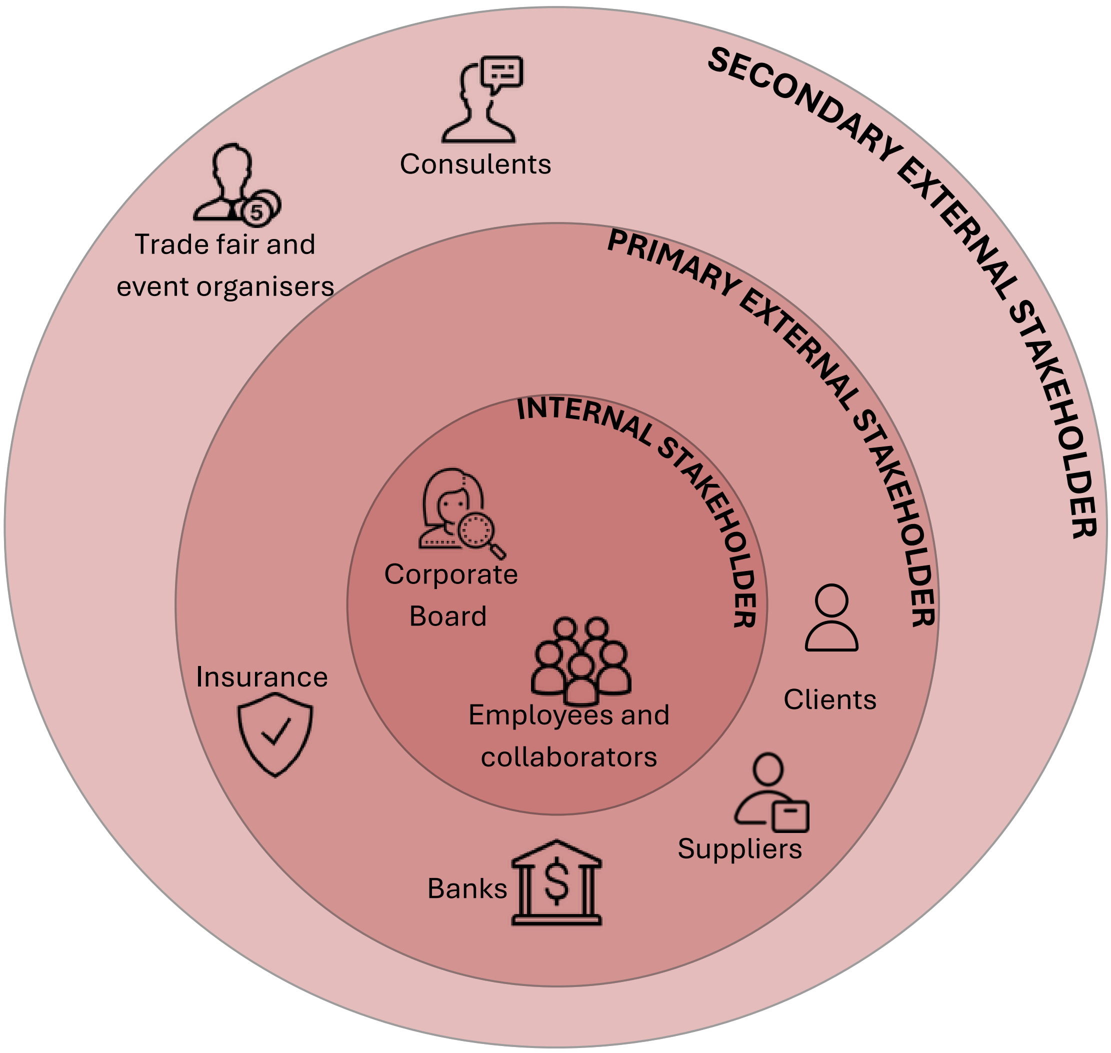
1.2 Stakeholder map and engagement

In defining its sustainability strategy, Barni undertook a process of analysing and listening to its **stakeholders**, aimed at strengthening existing relationships and encouraging new forms of collaboration. The initiative made it possible to gather valuable information on the expectations and perceptions that the various stakeholders hold of the company, with particular attention to matters of **communication**, **transparency** and **responsibility**.

The engagement process was carried out through targeted questionnaires, which provided a clear picture of the level of satisfaction and of the areas for improvement.

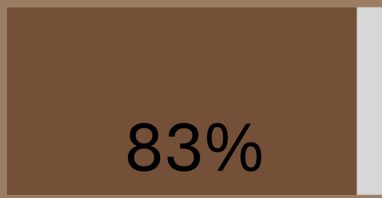
The results provide a useful basis for consolidating the relationship of trust with stakeholders and for steering future company initiatives towards greater sustainability and the creation of shared value.

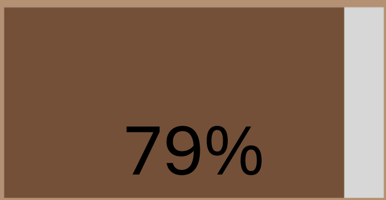
The stakeholder categories identified and engaged are shown in the diagram below, evidence of Barni's commitment to giving a voice to all the parties it interacts with and to building a growth path based on listening, dialogue and collaboration.



The results of the survey carried out with stakeholders paint a very positive picture, confirming the strength of existing relationships and the growing interest in sustainability matters.

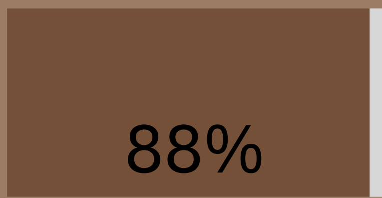
83% of external stakeholders describe themselves as very satisfied with their relationship with the company, evidence of a bond of trust and collaboration built up over time;

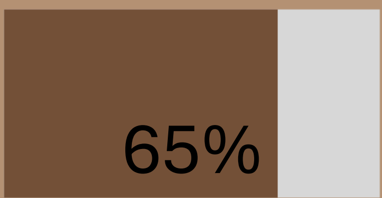




79% rate the quality of communication with Barni very positively, citing transparency, responsiveness and the organisation's willingness to listen;

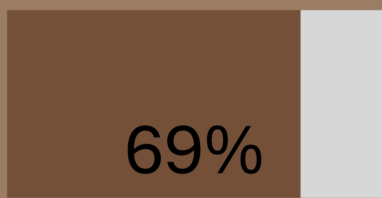
88% recognise a strong sensitivity to sustainability matters, showing that these topics are now central to how the company is perceived externally as well;





Among employees, **65%** consider themselves attentive to ESG matters, indicating a good level of general awareness within the company;

Also among employees, **69%** express a willingness to take an active part in projects linked to sustainability and organisational wellbeing, confirming a concrete desire to contribute to the company's responsible growth.

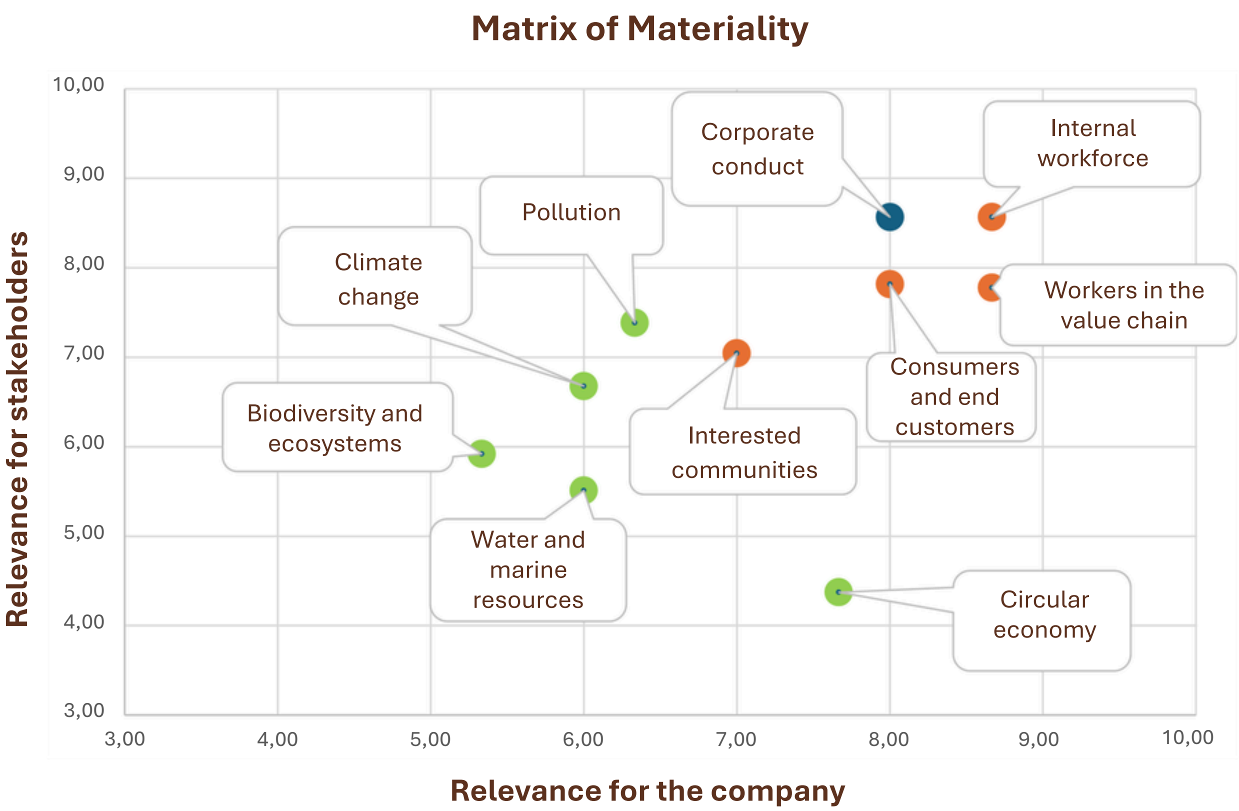


1.3 Materiality analysis

For Barni, understanding its sustainability priorities in depth means building solid foundations for a considered growth path. With this in mind, the company chose to carry out its own materiality analysis, an exercise that makes it possible to identify the thematic areas that matter most to the future of the business and to the network of stakeholders it interacts with daily.

The initiative is not merely a methodological requirement, but becomes a concrete tool for steering strategy, investment and ways of working towards what really matters.

The process was carried out through a structured questionnaire, designed to gather opinions and expectations from two complementary perspectives: that of the most influential and representative external stakeholders, and that of internal stakeholders, including employees, collaborators and senior management. Both groups were asked to assess ten key topics, considering both the weight each topic carries for Barni and the impacts the company itself generates in those areas. The result is an integrated view that brings the environmental, social and governance priorities into focus, giving Barni clear guidance for directing its sustainability commitment and strengthening dialogue with its stakeholders.



The materiality analysis carried out by Barni has brought to light the topics of greatest importance to the company and to its stakeholders, as shown in the materiality matrix.

Among the topics placed at the highest levels of the matrix are business conduct and own workforce, both perceived as fundamental by the organisation and by stakeholders alike. The first reflects expectations of fairness, integrity and transparency in the way activities are managed; the second underlines the value placed on skills, safety and the wellbeing of people, regarded as an essential resource for the quality of results and for production continuity.

Another particularly relevant topic is workers in the value chain, which highlights the central importance of the entire production chain. In a business such as Barni's, the soundness and reliability of external partners contribute directly to the final quality of the products and to compliance with sustainability standards. The high position of this topic reflects a shared awareness of the importance of guaranteeing fair conditions, safety and social responsibility along the supply chain as well.

Consumers and end-users are also positioned highly, demonstrating how product quality and the ability to respond to market needs are perceived as key success factors.

One notable aspect concerns affected communities, which receive a significant rating particularly from external stakeholders. This indicates that Barni, although focused on production, is also perceived as a player with a meaningful role in the development and wellbeing of the area in which it operates, generating value that extends beyond strictly economic boundaries.

As regards environmental topics, the analysis shows a significant positioning for pollution and climate change. Finally, the topics of water and marine resources and biodiversity and ecosystems occupy a more limited, though not marginal, position. This reflects an awareness, both internal and external, that Barni must carefully manage its emissions, its energy consumption and the waste generated by machining operations.

The position of the circular economy is interesting: although not among the highest-priority topics, it is recognised as an area of opportunity. In a manufacturing company such as Barni, process efficiency, material reuse and waste reduction represent concrete levers for strengthening operational sustainability.

Overall, the distribution of topics reflects the company's manufacturing nature: on the one hand, considerable attention to internal governance and human capital management; on the other, strong relevance attributed to direct environmental impacts and to challenges connected with the local area.

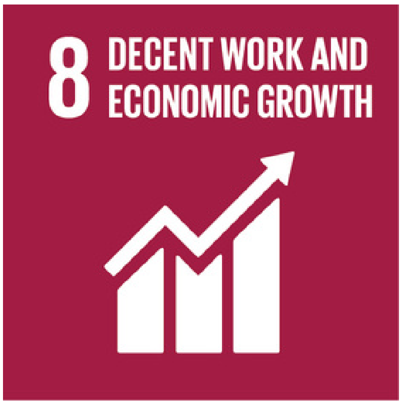
1.4 Sustainability strategic plan guidelines

The Sustainability Strategic Plan was created to systematically integrate environmental, social and governance criteria into industrial and organisational decisions, translating the vision into concrete, verifiable commitments.

The approach adopted is pragmatic: strategic directions are matched by projects and measurable targets, with indicators designed to ensure accountability, continuous monitoring and improvement over time. The Sustainable Development Goals (SDGs) are not simply referenced, but interpreted in a way that is consistent with Barni's manufacturing identity, so that products, processes and supply chain relationships evolve towards efficiency, safety and positive local impact.

In this sense, the Plan represents a platform for transformation involving the whole organisation: from technology choices to supply chain governance, from energy and materials management to the wellbeing of people and dialogue with stakeholders. The sustainability priorities identified translate into concrete initiatives, with clear timeframes and shared responsibilities.

The following page sets out the SDGs considered priorities for Barni and, alongside them, a summary table relating each goal to the actions already under way, the future targets and the material topics they refer to.



Material topic	SDGs	Initiative	Objective
Climate Change	13 CLIMATE ACTION	• % LED lighting • Calculation of total energy and district heating consumption • Mapping of the current company fleet composition	• Formalize an Environmental Energy Saving Policy • Move to a 100% renewable-source contract for electricity supply • Modernise the company fleet • Calculate the environmental footprint
Pollution	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Analysis of Supplier Supply Radius	• Research raw materials for use in production processes
	13 CLIMATE ACTION	• % local suppliers	• Formalize an Environmental Policy on Internal Mobility • Mobility questionnaire • Analysis of the environmental impacts of business travel • Obtain EPC (Energy Performance Certificate)
Water and Marine Resources	-	-	-
Biodiversity and Ecosystems	-	-	-
Circular Economy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	• Research raw materials for use in production processes • Assess the recovery of waste as by-products
	13 CLIMATE ACTION	• Notices on Waste Management and Disposal	• Formalize an Environmental Policy on Separate Waste Collection • Reduce plastic use through mains-connected water dispensers
Workers in the Value Chain	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Map the % of local suppliers	• Assess the sustainability of direct suppliers
Interested Communities	17 PARTNERSHIPS FOR THE GOALS	• Collaboration and Projects with Partners	• Consolidate existing collaborations and implement new ones
Internal Workforce	8 DECENT WORK AND ECONOMIC GROWTH	• App for communications between management and employees • INAIL work-related stress questionnaire	• Define a welfare plan • Define a training plan • Reorganise processes to reduce overtime hours • Propose a mobility questionnaire
Consumers and End Customers	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Map the % of local suppliers	• Assess the sustainability of direct suppliers • Assess the recovery of waste as by-products • Purchase certified ecological and environmentally sustainable products
Corporate Conduct	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• ISO 9001 certification obtained	• Formalise the Code of Ethics integrated with sustainability practices
	8 DECENT WORK AND ECONOMIC GROWTH	• Code of Ethics • Definition of the company organisation chart	• Obtain the Legality Rating
	17 PARTNERSHIPS FOR THE GOALS	• Collaboration and Projects with Partners	• Consolidate existing collaborations and implement new ones

1. ENVIRONMENTAL DISCLOSURES

2.1 Greenhouse gas emissions

As part of ESG reporting under the VSME approach, Barni has begun a first process of analysing and monitoring its consumption and greenhouse gas emissions, focusing at this stage on a significant but not exhaustive portion of its direct and indirect emissions.

This partial analysis covered principally the consumption of natural gas from district heating and of purchased electricity, with the aim of beginning to measure the environmental impact associated with operating activities.

Greenhouse gas emissions are classified into three categories under the Greenhouse Gas Protocol:

- **Scope 1:** direct emissions from the combustion of fossil fuels in owned plant and vehicles — for example, fuel combustion for heating (not covered by this analysis);
- **Scope 2:** indirect emissions related to the generation of electricity, heat or steam purchased and used by the company;
- **Scope 3:** all other indirect emissions connected with the value chain, such as transport, purchases of goods and services, and use and disposal of products (not covered by this analysis).

Emissions from electricity

With regard to Scope 2, that is, indirect emissions from purchased electricity, Barni recorded total consumption in 2024 of 418.99 MWh of electricity, according to the energy mix declared on its bills. Of this, 224.96 MWh is attributed to fossil sources and 194.03 MWh to renewable sources.[1]

However, in the absence of Guarantees of Origin (GOs), the renewable component must also be treated as emitting for the purposes of the market-based method, in accordance with the GHG Protocol.

The GHG Protocol requires Scope 2 emissions to be calculated from two complementary perspectives:

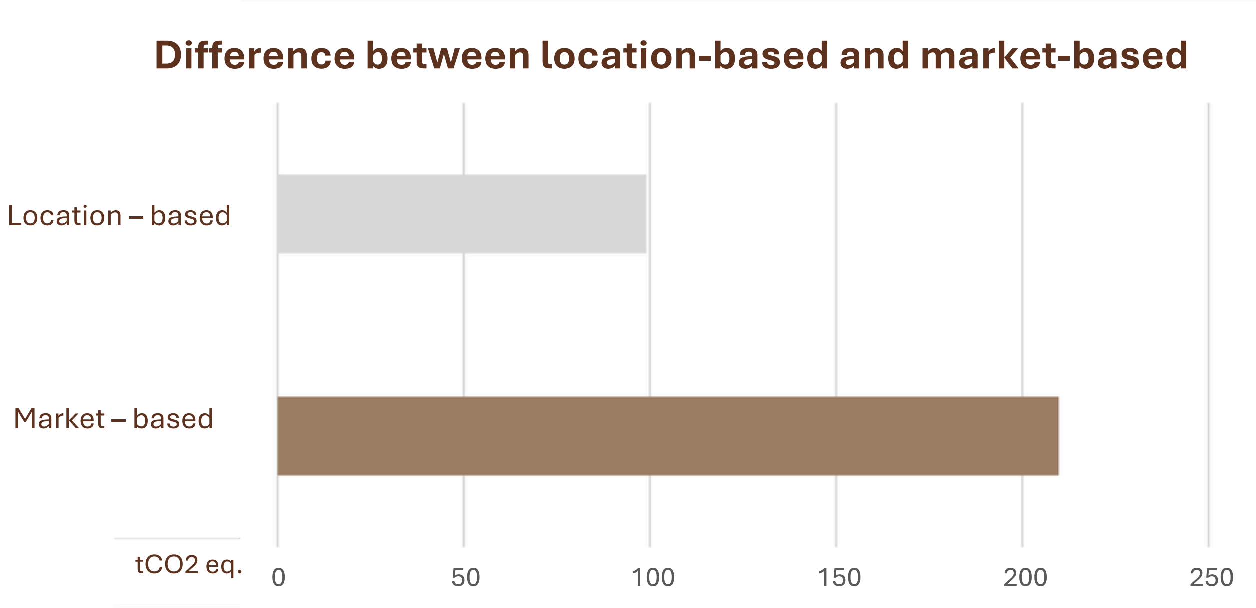
Difference between the location-based and market-based methods

- The **location-based** method reflects the average impact of the national electricity grid: every kWh consumed is attributed to a national average emission factor, regardless of where the energy actually came from.
- The **market-based** method, by contrast, takes account of the supplier's contractual arrangements and of the guarantees of origin purchased: renewable energy certified by guarantees of origin (GOs) is counted as having zero emissions.

[1] The distinction between fossil and renewable sources has been retained for descriptive purposes, but in the market-based calculation the absence of GOs requires the share of energy declared as renewable to be treated as emitting as well, in accordance with the GHG Protocol Scope 2 guidelines.

Using the location-based method, the company estimated its emissions on the basis of the ISPRA national average emission factor for the reference year of the mix (2023). This value reflects the emission intensity of the Italian electricity grid, including domestic generation, losses and self-consumption. Applying that coefficient to its total energy consumption, location-based Scope 2 emissions amount to 99.02 tonnes of CO_2 equivalent.

The market-based calculation, by contrast, takes account of the contractual characteristics of the supply. In the absence of GO certification, as is the case with this supply, the national residual mix published by AIB for 2023 is applied. This reflects the average emissions associated with kWh not covered by certified renewable energy. Market-based Scope 2 emissions therefore amount to 209.73 tonnes of CO_2 equivalent.



Emissions from district heating

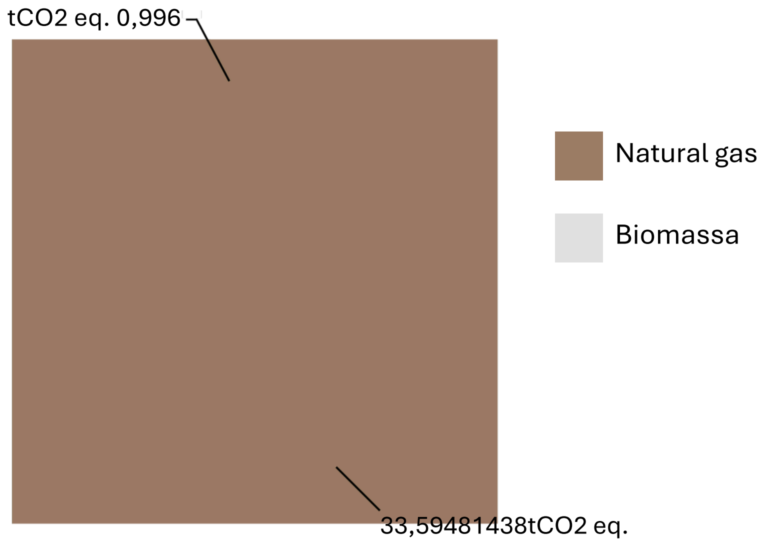
As part of its greenhouse gas reporting, Barni has also included the indirect emissions arising from its consumption of district heating, which fall within the Scope 2 analysis. As with electricity, the calculation of district heating emissions was carried out following the GHG Protocol, which requires the use of emission coefficients specific to each type of energy source.

The calculation used emission factors from DEFRA (the UK Department for Environment, Food and Rural Affairs), which are considered the most appropriate for international corporate emissions reporting, as they cover emissions of CO_2, methane (CH_4) and nitrous oxide (N_2O), expressed as CO_2 equivalent (CO_2e).

This approach allows a more complete view of environmental impact than other factors, such as those published by ISPRA.
In the reporting period, Barni consumed 165.76 MWh of thermal energy from natural gas used in the district heating system. Applying the DEFRA 2023 emission factor, the emissions arising from this energy consumption amount to 33.60 tonnes of CO_2e.
In the case of district heating, part of the energy comes from biomass (for example wood or agricultural waste) which, under the GHG Protocol, does not generate direct CO_2 emissions if the biomass is of sustainable and renewable origin.

However, in the interests of transparency, a conservative emission factor was applied in case the biomass was not certified.
Based on the DEFRA 2023 factor for uncertified solid biomass, biogenic emissions, in relation to consumption of 66.37 MWh, amount to 0.996 tonnes of CO_2e.

Emissions from district heating



A further area for action concerns the energy consumption associated with lighting the facilities. Across the production and administrative areas in Morbegno there are a total of 309 ceiling light fittings, of which 220 have already been converted to LED technology and 89 are still traditional fluorescent tubes.

Lighting simulations carried out in the past confirm that progressively replacing fluorescent tubes with LEDs makes it possible to reduce the installed power per square metre and to improve the quality of light in the working environment.

2.2 Responsible consumption

As part of its commitment to managing resources and environmental impacts more consciously, Barni has begun a first exploration of responsible consumption. An initial focus was given to analysing the location of its suppliers, with the aim of understanding how geographical distance affects logistics flows and, consequently, emissions related to the transport of goods. A second stage involved mapping the company's vehicle fleet, in order to obtain an initial picture of the internal fleet.

Analysis of supplier proximity

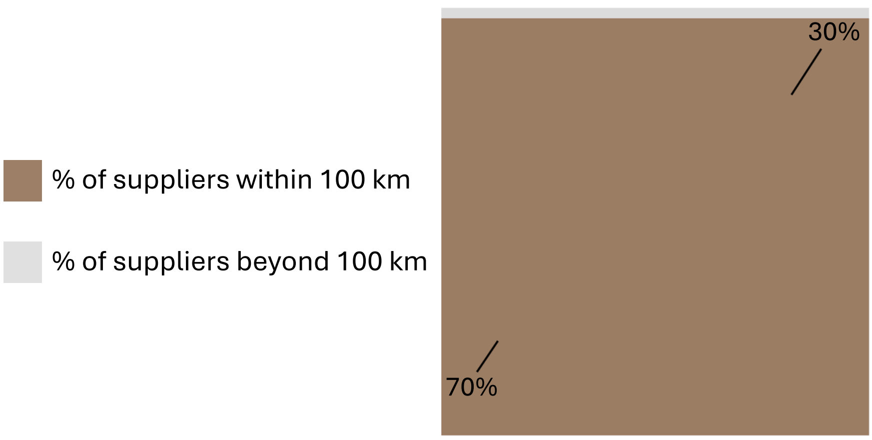
In 2024 a complete mapping of the supply chain was carried out, covering the 373 active suppliers and measuring them against the Morbegno (SO) production site.

This analysis adopted a threshold of 150 km, wider than that used by other businesses, because Barni's manufacturing nature entails a more complex and articulated supply chain.

The data collected shows that:

- 262 suppliers out of 373 (70%) fall within a 150 km radius of the site;
- while 111 suppliers (30%) are located beyond that distance.

% of suppliers located within and beyond a 100 km radius



This distribution shows how, even in a production environment requiring diverse materials and components, Barni has managed to build a supply network with a strong local component.

The proximity of most suppliers helps to limit the environmental impacts associated with logistics, reducing the distances travelled by transport vehicles and strengthening ties with the local economy.

At the same time, the share of partners located beyond the 150 km threshold reflects the need to source from more distant areas as well, linked to the specific type of products and raw materials used.

This study represents a first step towards building a sustainable sourcing strategy which, over the medium to long term, may steer choices towards:

- Planning and potential collaboration with local suppliers
- Optimization of transport flows
- Exploring less impactful supply chain alternatives

Preliminary analysis of the company vehicle fleet

In parallel, Barni has begun an initial exercise to map its vehicle fleet, with the aim of obtaining a first picture of the internal fleet. A total of 11 vehicles were recorded (of which 9 were in use throughout 2024 and 2 were disposed of during the year), divided between company cars used for business travel, service vehicles for operational activities, and vans for transporting goods.

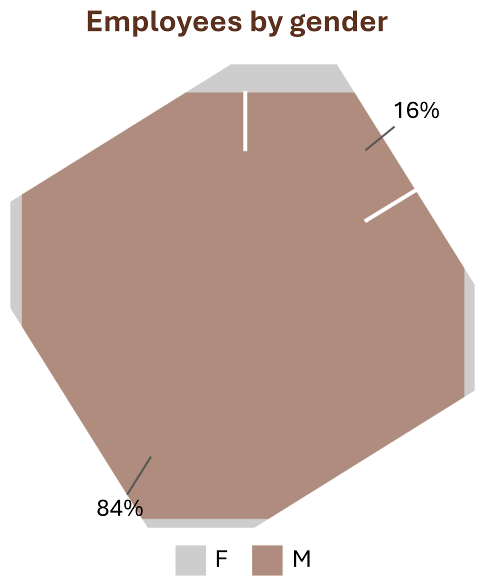
Although preliminary, this survey provides a clear picture of the composition and use of the vehicles, which is essential in order to begin subsequent assessments of environmental impact. Looking ahead, the data collected will make it possible to estimate emissions from internal mobility and to set fleet renewal strategies, with the gradual introduction of lower-impact or low-emission vehicles.

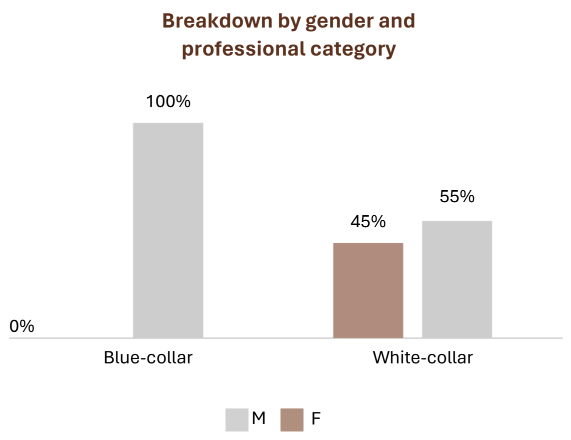
3. SOCIAL DISCLOSURES

3.1 Our people

Every employee and collaborator, through their personal and professional contribution, plays a central role in the success of Barni's activities and in adding value to the services offered to customers.

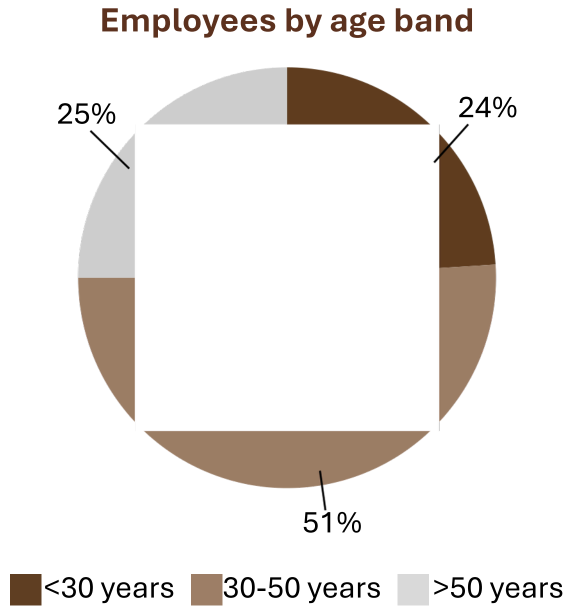
During 2024, Barni employed a total of 55 people, of whom 84% were men and 16% women. Looking at the breakdown by professional category, all blue-collar workers are men, while among white-collar staff women account for 45% and men 55%.





The company is characterised by significant generational diversity within its workforce: 24% of employees are under 30, 51% fall within the 30–50 age band, while the remaining 25% are over 50.

This distribution confirms Barni's commitment to valuing the contribution of every generation, fostering a dynamic and inclusive working environment.



All employees are engaged under the National Collective Labour Agreement (CCNL) for the metalworking sector. 87% of staff are employed on permanent contracts, while 13% are on fixed-term contracts. In addition there are 5 temporary agency workers, 1 woman and 4 men, reflecting flexible management of human resources in response to production needs.

During the year a turnover rate of 38% was recorded, while the hiring rate stood at 26%. These indicators reflect a phase of transition and reorganisation affecting the workforce, with the aim of optimising the skills available and responding more effectively to market challenges.

Since 2017, Barni has had a Code of Ethics and Conduct, formally approved by the Board of Directors and updated in 2019.

This document pays particular attention to workers, clearly setting out rights, duties and expected behaviour. Employees are recognised as a fundamental resource and a key element of the company's competitiveness.

The Code promotes professional growth and organisational wellbeing, encouraging ethical attitudes and professional conduct. It sets out behavioural guidelines requiring employees to act with loyalty, discretion, impartiality, drive, versatility, tenacity, autonomy and open-mindedness. Respect, courtesy and collaboration are also required, both between colleagues and towards customers and suppliers.

The staff selection process is based on criteria of competence, experience and training, excluding any form of discrimination. Nepotism, corruption, child labour and forced labour are explicitly prohibited.

Internal growth is encouraged through mentoring by experienced personnel, promoting learning and skills development.

The Code also establishes precise rules on working hours, leave and holidays, as well as safety rules, including the obligation to use personal protective equipment (PPE). Finally, there is a zero-tolerance policy towards any form of bullying, harassment or abusive behaviour.

In 2025 the Code will be updated to reflect the sustainability journey Barni has embarked on, expressing its commitment to contributing to sustainable development, in line with the 2030 Agenda and applicable legislation.

During 2024, Barni introduced an app that simplifies the management of various administrative and personal tasks.
Through this application it is possible to:

- Request holiday and leave (annual leave, personal leave and other types of absence), with a clear overview of accrued, taken and remaining balances;
- View monthly payslips and the Certificazione Unica (CU) annual tax certificate;
- Access one's personal file, containing all individual documentation (continuously updated, including employment contracts);
- Consult and update personal, contractual and banking details quickly and intuitively.

The app is a useful and accessible tool for keeping the main information relating to one's employment always to hand.

3.2 Wellbeing in the workplace

During 2024 there were no workplace accidents, a result that confirms the high level of safety in the working environment. The Company continues to work determinedly to offer all its employees and collaborators a safe and secure working environment.

As part of the journey it has embarked on, Barni issued an anonymous questionnaire to its employees, designed to gather opinions and suggestions on sustainability matters.

The main objectives of the initiative were:

- To assess the level of awareness and sensitivity of staff towards sustainability;
- To gather feedback useful for improving internal communication and company initiatives in this area;
- To analyse organisational wellbeing and the working climate, with particular attention to work-life balance and the quality of professional relationships;
- To understand the priorities perceived by employees, in order to align company practices with the expectations of internal stakeholders;
- To identify the most valued welfare measures, so as to increase people's satisfaction.

The questionnaire achieved a high participation rate and revealed a marked sensitivity towards sustainability matters: 69% of participants said they were interested in contributing actively to projects linked to sustainability and workplace wellbeing.

81% of respondents rate the company's commitment to promoting an inclusive working environment as medium to high — one that guarantees equal opportunities in career paths and the absence of discrimination. The relational climate is also perceived positively: over 95% of employees say they are fairly or very satisfied with their relationships with colleagues. Satisfaction with company managers is higher still, with 100% of people giving a medium-to-high rating.

As regards company welfare, the areas of greatest interest are meal vouchers and shopping vouchers, followed by insurance policies and supplementary healthcare, the setting up of corporate discount schemes, and leisure initiatives such as gym and theatre.

In 2023, Barni updated its work-related stress risk assessment, prepared in accordance with Legislative Decree 81/08 and the INAIL 2017 guidelines. The aim is to assess work-related stress risk within the organisation, in order to protect workers' health and to identify any corrective measures to improve organisational wellbeing.

The methodology adopted is structured in four phases:

1. **Preparatory phase:** carried out before the assessment proper, this comprises three key steps: setting up the Assessment Management Group; identifying homogeneous groups of workers; and developing and drafting the risk assessment and management plan, together with a communication and staff engagement strategy.

2. **Preliminary assessment phase:** this consists of the objective measurement of risk, using objective, verifiable and where possible quantitative indicators, divided into three areas:

- **Sentinel events:** analysis of indicators such as accidents, absenteeism, untaken holiday, staff turnover and disciplinary sanctions;
- **Work content:** examination of the working environment and equipment, task planning, workload and work rate, and working hours;
- **Work context:** assessment of organisational and relational aspects, including organisational culture, career prospects and decision-making autonomy.

The scores obtained for each area contribute to determining an overall risk score. On the basis of that result, any corrective measures are planned and adopted.

3. **In-depth assessment phase:** this is activated only if the measures adopted in the preliminary phase prove ineffective. In that case, investigative tools such as questionnaires, interviews and focus groups are used.

4. **Action planning phase,** which comprises:

- Identifying priorities for action on the basis of the assessment results;
- Verifying the need for further investigation or additional information;
- Defining improvement measures in relation to the priorities identified;
- Allocating the necessary resources, responsible persons and their respective roles;
- Planning the timing and practical arrangements for the measures;
- Defining a communication strategy to inform workers about the actions taken.

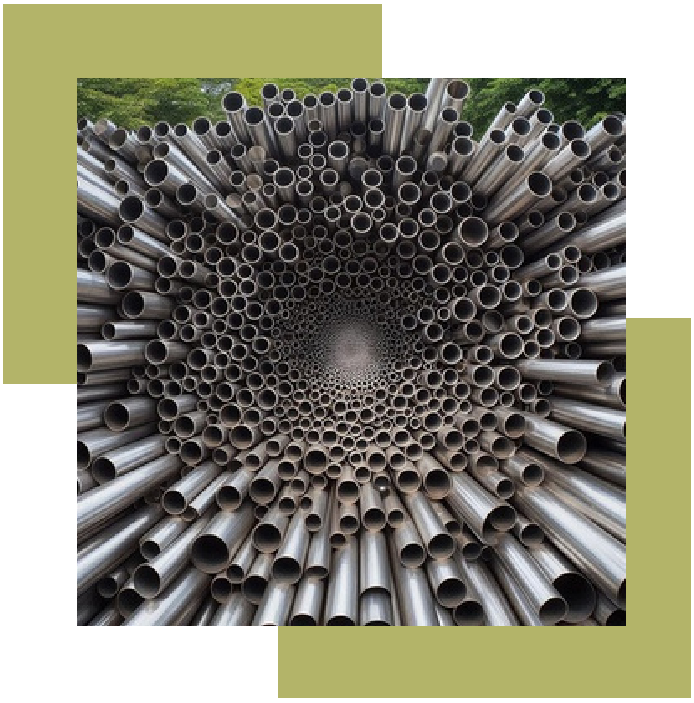
The preliminary assessment phase was carried out considering two distinct organisational groupings:

- White-collar staff;
- Blue-collar workers.

For each group, the scores relating to the three risk areas (sentinel events, work content and work context) were analysed.

Overall, the analysis of the indicators showed a non-significant level of risk, with no organisational conditions such as to generate work-related stress.

The indicators will be reassessed at the biennial monitoring exercise scheduled for 2025.

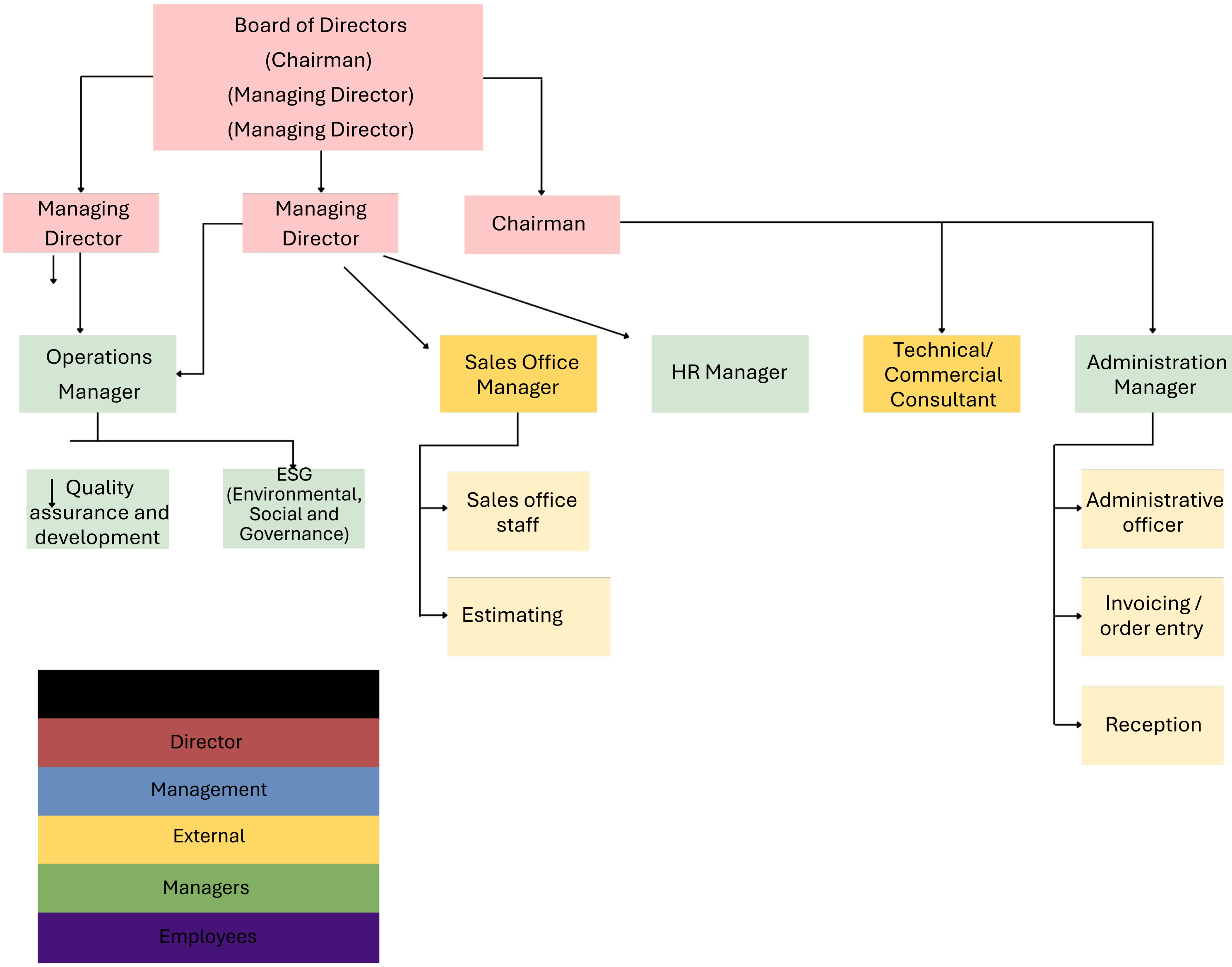


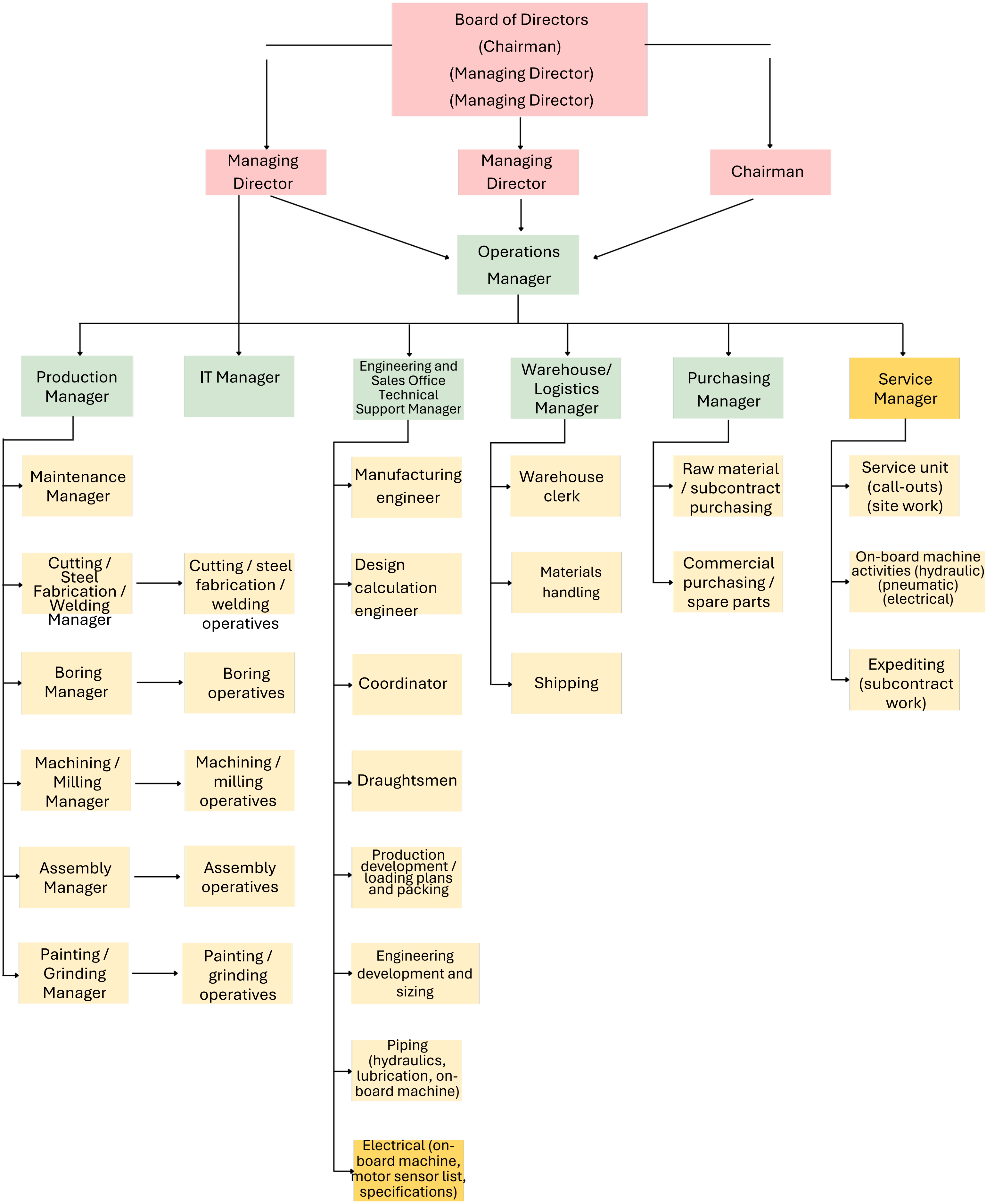
4. GOVERNANCE DISCLOSURES

4.1 Business conduct

The company is led by a Board of Directors made up of the Chairman and one Director. The Board of Statutory Auditors consists of the Chairwoman and four auditors, two of whom are alternates.

The company has a clear, well-defined organisational structure, as shown in the organisation chart updated to 2024. This structure precisely identifies roles, responsibilities and functional reporting lines, contributing to efficient and accountable management of company activities.




Board of Directors
(Chairman)
(Managing Director)
(Managing Director)
Managing Director
Managing Director
Chairman
Operations Manager
Production Manager
IT Manager
Engineering and Sales Office Technical Support Manager
Warehouse/ Logistics Manager
Purchasing Manager
Service Manager
Maintenance Manager
Cutting / Steel Fabrication / Welding Manager
Cutting / steel fabrication / welding operatives
Boring Manager
Boring operatives
Machining / Milling Manager
Machining / milling operatives
Assembly Manager
Assembly operatives
Painting / Grinding Manager
Painting / grinding operatives
Manufacturing engineer
Design calculation engineer
Coordinator
Draughtsmen
Production development / loading plans and packing
Engineering development and sizing
Piping (hydraulics, lubrication, on-board machine)
Electrical (on-board machine, motor sensor list, specifications)
Warehouse clerk
Materials handling
Shipping
Raw material / subcontract purchasing
Commercial purchasing / spare parts
Service unit (call-outs) (site work)
On-board machine activities (hydraulic) (pneumatic) (electrical)
Expediting (subcontract work)

The organization chart shows a balanced distribution of responsibilities and promotes transparency in decision-making processes, in line with the principles of good governance. Clarity in defining roles and hierarchies supports efficiency and productivity, reducing the risk of conflict and misunderstanding. A well-defined structure facilitates communication and coordination between the various teams.

The Directors oversee the company's strategic functions, with the direct support of Management and of the Sales Office Manager. Reporting to Management are the main operational and support areas of the business: Administration, Production, IT, Engineering, Warehouse/Logistics, Purchasing, Human Resources and Service, and Quality.

The area dedicated to Quality is a key element in ensuring compliance with regulatory standards and supporting continuous improvement.

Barni has recently obtained the renewal of the certification of its Quality Management System, in accordance with the UNI EN ISO 9001:2015 standard. This certification attests that the company operates an effective quality management system for the design, manufacture and assembly of industrial machines and plants, as well as for metal and mechanical fabrication work.

The company has been certified since 2004.

ISO 9001:2015 is an international standard that sets out the requirements for a quality management system. Adopting it enables companies to ensure that products and services consistently meet customer requirements and applicable regulations, promoting continuous improvement.

Since 2017, Barni has had a Code of Ethics and Conduct, an official document that is binding on all employees, collaborators and parties acting on the Company's behalf. This Code is a fundamental pillar of corporate governance and addresses many aspects relating to the organisation's conduct and values.

The Code:

- Establishes shared principles and rules of conduct;
- Strengthens internal consistency and promotes integrity in professional relationships;
- Serves as a reference point for disciplinary and behavioural action;
- Provides a tool for identifying improper conduct and applying any disciplinary sanctions.

The main contents of the document include provisions relating to:

- Individual responsibility and rules of conduct;
- Staff selection and relations with third parties;
- Management of conflicts of interest;
- Protection of confidentiality and intellectual property.

In this regard, it is reported that during the reference period no convictions were handed down and no sanctions were imposed for breaches of anti-corruption and anti-bribery legislation.

In 2024, the company began integrating sustainable practices into its business model, with the aim of establishing a Sustainability Management System. This commitment reflects Barni's intention to proactively manage the environmental, social and governance (ESG) impacts arising from its activities, responding to stakeholder expectations and actively involving them in the creation of lasting value.

With this in mind, the Code of Ethics and Conduct will be updated in 2025 to incorporate sustainability principles, further strengthening the alignment between company values and social and environmental responsibility.

4.2 Partnership

In April 2021, Barni entered into a strategic collaboration with Guida which, from the very first months, proved fundamental to its internal reorganisation and repositioning in the market. The synergy with Guida made it possible to identify and adopt shared innovative solutions, in both mechanical and hydraulic fields, which have been incorporated into the new plants designed and built by Barni.

The joint work between the two companies' teams has fostered constant, two-way dialogue, creating an environment of continuous and constructive technical exchange. This exchange has generated a significant transfer of skills and know-how within Barni, involving the various company functions and contributing to the professional growth of its staff.

During 2024 the partnership was further consolidated, extending to commercial, financial and managerial areas as well. This mutual support has led to the creation of new operational synergies and the introduction of leaner, more effective procedures, with a direct impact on corporate governance and on the definition of a shared vision oriented towards future development.

In 2025, the collaboration will reach a new milestone through Barni's integration into the Comas group. This acquisition will open up new opportunities for the joint development of research and innovation projects, pooling the expertise Comas has built up in other precision engineering sectors and creating new growth prospects for all the companies involved.

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APPENDIX II – SCOPE 1 AND 2 CALCULATION METHODOLOGY

Item	Detail
Reference standards	- *GHG Protocol Corporate Standard – Revised Edition (2004)* - *GHG Protocol Scope 2 Guidance (2015)* - *GHG Protocol Calculation Tools*
Electricity approach – Scope 2	**- Location-Based**: utilizzo del fattore medio nazionale **ISPRA** (2023) **- Market-Based:** utilizzo del residual mix **AIB** (2023) in assenza di Garanzie d'Origine (GO)
District heating approach – Scope 2	***- DEFRA** – **UK** GHG Conversion Factors for Company Reporting (2023)*
Total electricity consumption	418,988 kWh (consumption year: 2024; declared energy source mix referring to 2023)
Breakdown by energy source mix	– Renewables (without GOs): 194,033 kWh – Other sources: 224,995 kWh
Total district heating consumption	232,131 kWh (consumption year: 2024; declared energy source mix referring to 2023)
Breakdown by district heating source mix	– From methane: 165,760 kWh – From biomass: 66,370 kWh
Scope 2 - Energia elettrica Location - Based Emission factor Total emissions	**0.2360 kg CO_2eq/kWh** (source: ISPRA 2023) 418,988 × 0.2360 = **99.02 tonnes CO_2e**
Market - Based **GO** **Emission factor** **Total emissions**	None **0.5005656 kg CO_2eq/kWh** (source: AIB 2023) 418,988 × 0.5005656 = **209.73 tonnes CO_2e**
SCOPE 2 - District heating from methane Emission factor Total emissions	**0.2027 kg CO_2e / kWh (Net CV)** Fonte: DEFRA 2023, *Natural Gas – 2023 GHG Conversion Factors for Company Reporting*. 165,760 kWh x 0.2027 kg CO_2e / kWh = **33.60 tonnes CO_2e**
SCOPE 2 – District heating from biomass Emission factor Total emissions	**0.015 kg CO_2e/kWh** (source: DEFRA, conservative) 66,370 kWh × 0.015 kg CO_2e/kWh = **0.996 tonnes CO_2e**