

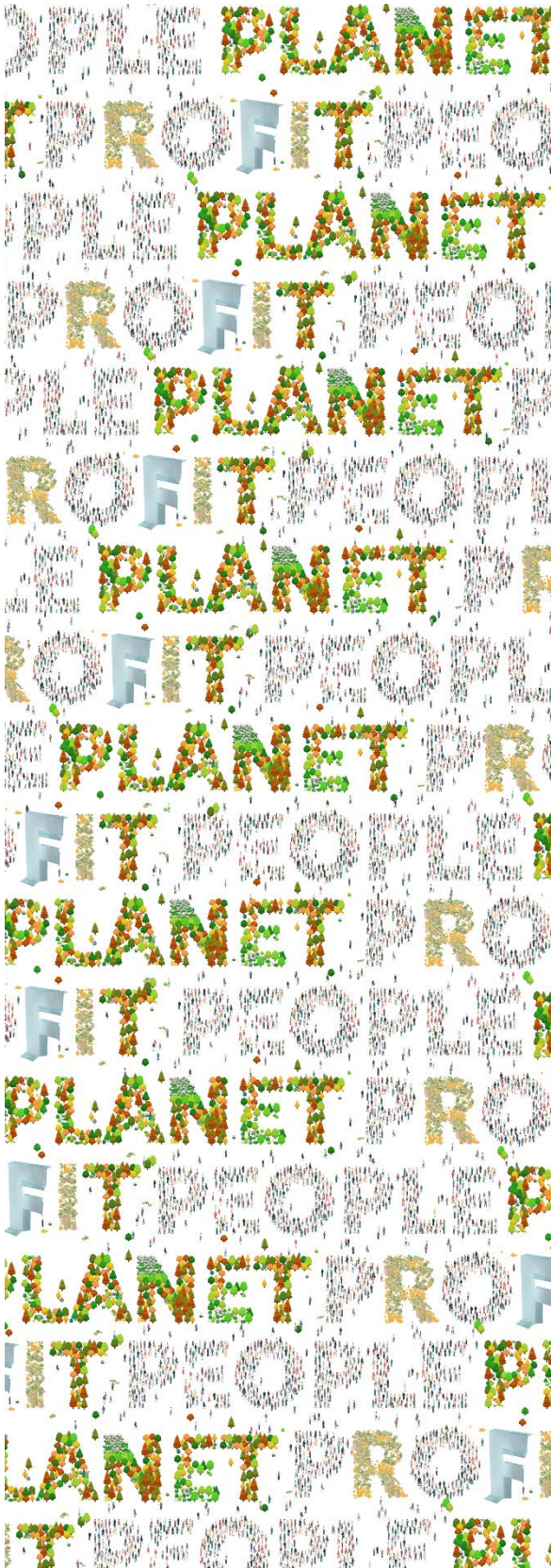


SUSTAINABILITY REPORT

2024

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BACKGROUND

Recent years' strategy led 4 EMME to develop its future progress on sustainability, based on the Sustainable Development Agenda based on the TBL (or *Triple Bottom Line*) coined by John Elkington in 1994.

The TBL explains how the business competitiveness – **PROFIT**, commitment to environmental sustainability – **PLANET**, and expansion of human resources – **PEOPLE**, can intertwine in a co-dependent relationship.

4 EMME's Sustainability Report starts with a message from the CEO to stakeholders, followed by various sections describing the Company as a whole, its business model and key performance indicators, the ESG context in which it operates, action priorities (i.e. materiality analysis) and the main objectives of the 2022-2025 Sustainability Plan, governance and organisation of sustainability.

The technical and methodological reference relied upon is the “*Global Reporting Initiative Sustainability Reporting Standards*” (hereinafter referred to as GRI Standards) issued by the “*Global Reporting Initiative*”, later supplemented with the Sustainable Development Goals (hereinafter also referred to as SDGs) contained in the United Nations 2030 Agenda. The document describes the main initiatives and achievements in terms of sustainable development for the calendar year 2024.

The final Annex, on the other hand, sets out (i) criteria for preparing the financial statements; and (ii) a correlation table providing a simplified reading of the document in relation to GRI.

02

LETTER TO STAKEHOLDERS





Dear Stakeholders,

As our commitment to environment continues, we proudly present our new Sustainability Report, where we display our 2024 socio-economic and environmental results with transparency and enthusiasm. Its philosophy is based on key principles that are essential to us.

INNOVATION

Innovation is key for 4 EMME's business model; without innovation, growth and business improvement are not possible. In 4 EMME innovation is a synonym for trustworthiness, always providing our partners with the highest level of service by offering our professionalism and experience. Innovation is safety, providing all our collaborators with safe and comfortable workplaces so they can operate with complete peace of mind at every stage of production. Innovation is respect for the environment; the use of advanced technologies allows us to monitor, improve, and reduce energy consumption.

PEOPLE'S VALUE

People play a key role in the production chain; technology helps us, but at the centre of daily work, people have a primary role. That is why 4 EMME invests in people by increasing their value, continuously. Our company focuses on young people, offering them a path for professional and cultural growth. Additionally, in 2024, 50% of new hires are women, bringing the overall female representation to 15%.

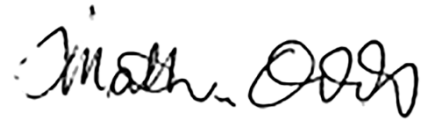
RESPECT FOR THE ENVIRONMENT

Today more than ever, we find ourselves facing the PLANET emergency. Not a day goes by without public opinion, media outlets, and experts in the field confronting us with the drama we are experiencing. We cannot remain indifferent to all of this.

We have a duty, but even more so an obligation, to change our attitude, to change our mindset and future perspectives. We must do it for the planet, for ourselves, and for future generations. Every year 4 EMME invests in renewable energy through the installation of new photovoltaic systems and the renewal and replacement of older ones with more efficient solutions, aiming to eliminate emissions by self-producing the energy needed for our needs. The company's production is managed sustainably, using raw materials mostly recycled, from steel for manufacturing products to paper and cardboard for packaging. In 2024, we drastically reduced the use of plastics thanks to a strong approach to the circular economy.

Our work is based on solid principles; those principles inherited from past generations that motivate us every day to work with determination. What we do is carried out with great passion, a strong sense of civic duty, and complete transparency, respecting everyone. We do it with a sense of responsibility towards this wonderful family, seeing our performance grow and improve each day thanks to everyone's commitment, without ever abandoning our traditions and our identity.

The President,
MATTIAZZI ALDO

A handwritten signature in black ink, appearing to read "Mattiazzi Aldo". The signature is stylized with a large initial "M" and a cursive "Aldo".



03 AN EVER-CHANGING STORY



WHO WE ARE

The history of 4EMME began in 1977, when Messrs Giampaolo and Aldo Mattiazzi founded C.AR.MET. snc, a firm specialised in light metalworking.

Taking advantage of the market demand in the Northeast, it specializes in the subcontracting of parts for cleaning machinery and air refrigeration, starting collaborations with the largest local companies of the field.

4 EMME was founded in the year 2000, with the arrival of Marta and Massimo, children of Giampaolo. New horizons and challenges opened up, such as the launch of the first self-produced line of rack cabinets and, following the acquisition of C.ar.met., an opening towards international business relations with multinationals operating in the fields of electrical rephasing, air conditioning, refrigeration, humidification, and air treatment.

The company is expanding in terms of premises; the headquarters are located in Via Risorgimento, 27 in Pegolotte di Cona.



MISSION

By relying on our expertise and professional experience.

By adopting an open and transparent behaviour.

By respecting the environment and everyone's work.

By leveraging innovation and technology.

By being passionate about what we do.

We want to support and help our customers to come up with the best solutions with sustainability always in mind!

VISION

We want to be leaders in the field of light metal carpentry, recognized for our technical excellence and commitment to environmental and social sustainability.



1987 Purchase of the first hand-loaded punching machine.

1991 First business expansion with new production facilities.

2000 4 EMME S.r.l. was founded, with Marta and Massimo Mattiazzi (Giampaolo's sons and Aldo's nephews) joining the company; the first rack line was created.

2010 Acquisition of the first ISO 9001 certificate and introduction of the first bending robot.

2015 4 EMME enters the international market and introduces the first fiber laser machine.

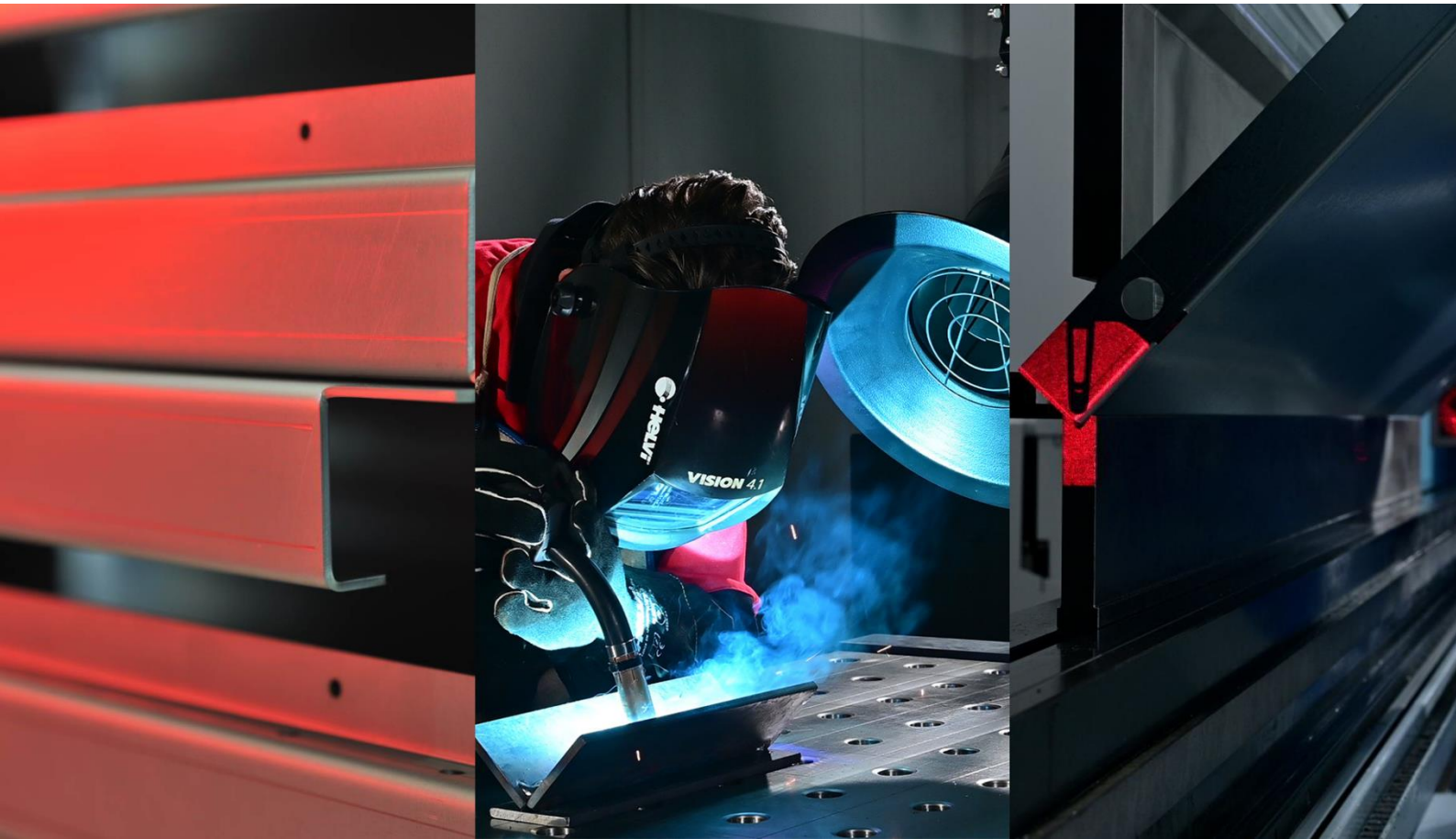
2016 Acquisition of environmental and safety certifications, implementation of the Lean Production system and 5 S methodology.

2018 Fifty-five employees, a 6000 square metre production site and fully automated departments.

2021 Introduction of the first Sustainability Report.

2022 Implemented policy of increasing acquisitions.

2023 Expansion of the production site to 12000 square meters with 69 employees. Established gender quota.



Our products and services

Since 1977 we manufacture semi-finished items of sheet metal carpentry offering industrial co-design services. We target both Italian and foreign companies, engaging mainly in electrical installations, air conditioning, refrigeration, humidification and air treatment in general. We provide co-design and development services, with programming and design software managed by a team of trained technicians.

The challenge that the industry faces today is to maintain a high level of industrial performance while fully respecting the environment and the work of everyone. For 4 EMME, this means constant technological innovation, qualified personnel, and ongoing training. Only in this way can we guarantee our clients the best possible solution in terms of quality and sustainability. And then there is experience, professionalism, honesty, and passion for this work.

Because shaping steel has always been in our DNA.



04

GOVERNANCE UNDERPINNING OUR
CORPORATE VALUE

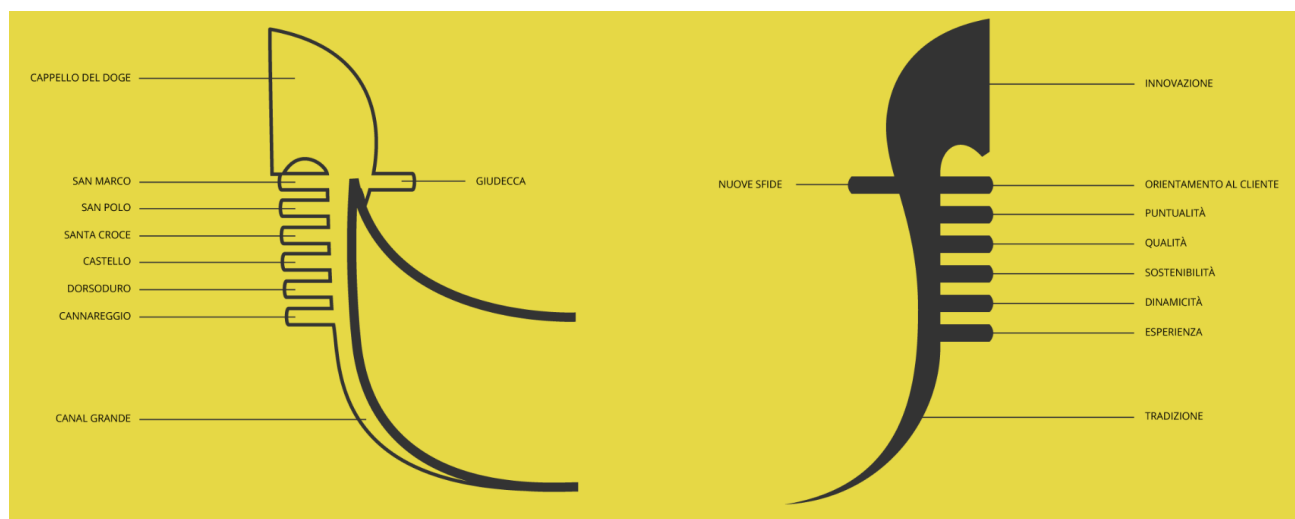
"We do not inherit the earth from our ancestors, we borrow it from our children," one of the new goals that 4 EMME has set for the future is to create a new vision of progress focused on sustainability. This shift was driven not only by market demand but, most importantly, by our children and future generations.

4 EMME's corporate governance model, in line with the 3Ps (People, Profit, Planet) strategy, combines the pursuit of economic results with the enhancement of human and environmental resources.

At the centre of our commitment are people: customers, employees, and the community. With an approach based on complete transparency, we aim daily to maintain a healthy and inclusive work environment that makes employees feel an integral part of the production process and the company's successes. 4 EMME, founded as a family business, has always felt a strong connection to the territory and its roots, implementing initiatives in both sports and cultural fields, promoting local traditions, and contributing to the sense of identity of the entire community.

The belonging to the territory also resides in the very logo of 4 EMME. The iron symbol of the gondola is a representation of Venice's history, culture, and art. It reflects the craftsmanship of Venetian artisans, the city's connection to the sea, and its complex administrative and social structure. Every detail of the iron tells a part of Venice's rich history; for 4 EMME today, that symbol translates into values, choices, and capabilities.

The Grand Canal that crosses the iron, and therefore Venice, is for us tradition, the starting point but also the flow, the current—a river that sees the city change but remains a fixed point, a certainty for the city itself. The "sestieri" are our values, our guiding principles: *customer focus, punctuality, quality, sustainability, dynamism, and experience*. The Doge's hat, the standout element of the iron, essential for balancing the gondola, represents *innovation* for us—the driving force behind 4 EMME, always eager to face new challenges, just as the Giudecca faces the rest of the city.



Even environmental protection is a priority in every decision we make. We reduce the impact of our activities by adopting sustainable practices, investing in innovative technologies, and continuously improving our environmental performance.

An evocative image, strictly related to our territory and to the concept of environmental sustainability is the vernacular word "Stravedamento", an atmospheric phenomenon of extreme clarity where the horizon is visible up to the point where one can see the Dolomites watch over Venice, despite being 100 km far away. Venice and its mountains are bound in this shot, as they have been for centuries in history. The Alps and the Pre-Alps, where the wood for Venetian galleys was sourced, and the borders of the Serenissima extending to the Dolomites, make these lands inextricably linked.

However, the phenomenon of stravedamento is becoming increasingly difficult to capture, also due to pollution and smog; thus, for us, returning to see Monte Civetta watching over Palazzo Ducale must represent the goal, the ultimate aim of all the measures we adopt in our company and in our daily lives to protect the planet and build a better future for the next generations.



Financial growth is key for the company development and continuity. Nonetheless, we believe that wealth needs to be reached combined with the other two pillars. We focus on a business model that enhances operational efficiency, lowers costs, and generates value for all stakeholders, while remaining committed to sustainability and social responsibility.

The organizational model of 4 EMME for sustainability

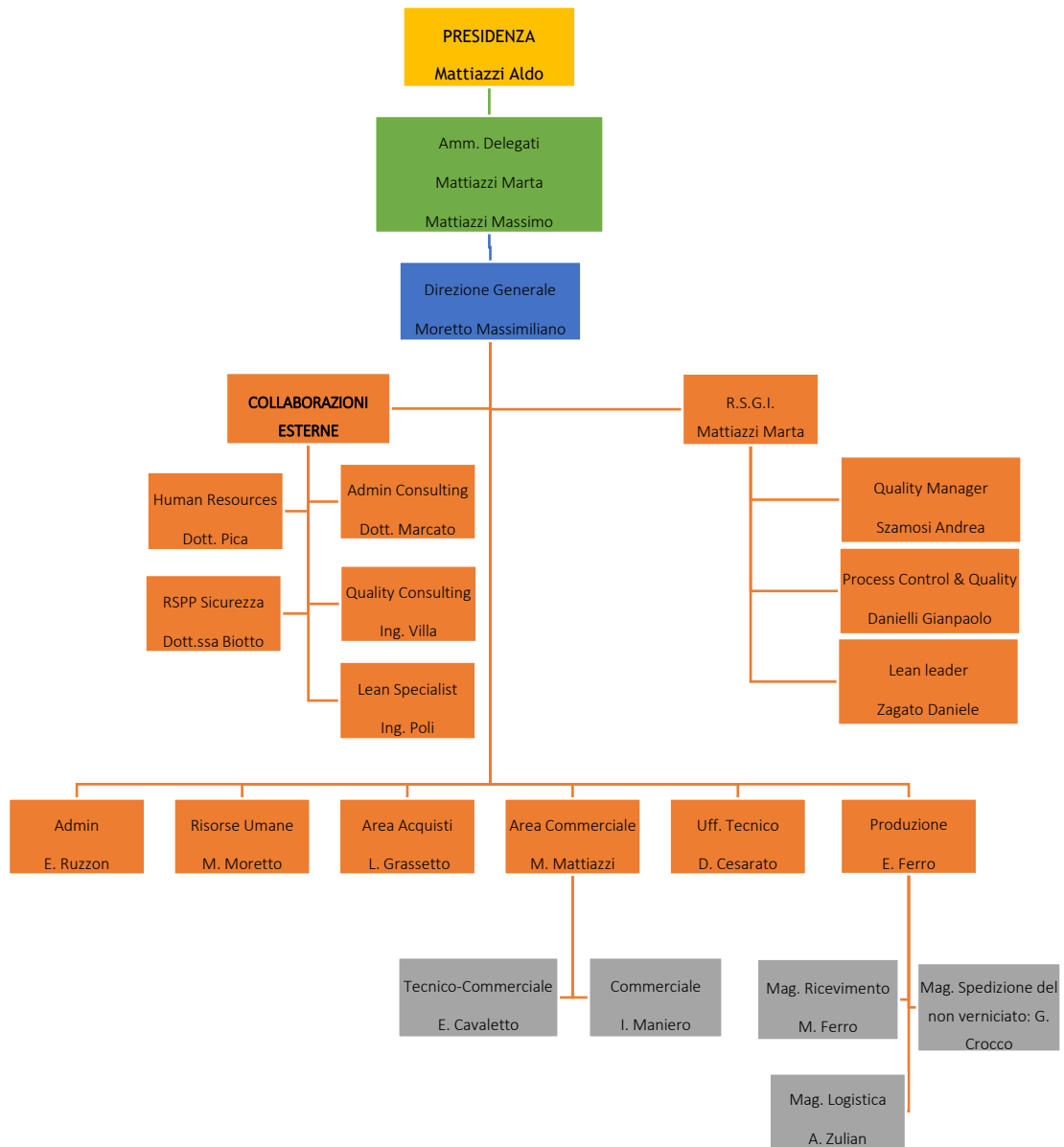
The corporate governance model of 4 EMME, in line with the 3P strategy, combines the pursuit of economic results with the enhancement of human and environmental resources.

The managers are consistently and actively involved, coordinating daily both commercial activities and technical-administrative operations. The Management formulates corporate growth strategies based on continuous monitoring of indicators and performance, identifying continuous improvements and precise management control elements. The Management's inclination to make data-driven decisions is certainly an element of control and risk assessment for the Company.

4Emme is therefore committed to pursuing a policy geared towards continuous performance improvement in the areas of quality, environment and safety, eliminating or minimising, where technically possible and economically sustainable, any risks arising from its operations.



COMPANY ORGANIZATIONAL CHART



Our main goals

- ❖ **Improving the** Company's competitiveness by ensuring continuous improvement of internal processes, environmental performance, cost reduction and cost effectiveness;
- ❖ Providing a **controlled** product and an excellent **customer satisfaction** focus, with a constant commitment to environmental sustainability; prompt problem solving, responding to customers' needs, showing them our thorough commitment and care in order to create an exclusive and long-lasting relationship;
- ❖ Ensuring a suitable working environment and constant professional growth through the hands-on involvement of employees in becoming acquainted with company processes.



Sustainability risk assessment and management

4 EMME's internal risk management system consists of tools, organisational functions, procedures and company rules that enable the Company to be managed soundly, correctly and consistently with its strategic and operational objectives, preventing and curbing the consequences of unforeseen results. To this end, 4 EMME relies on a risk mapping and assessment method whereby a risk relevance index is assigned according to the overall impact assessment, likelihood of occurrence and the level of control.

Topic	Corrective action
<i>Environmental</i>	Respect for and protection of the environment is a key aspect for 4 EMME. Indeed, the Company intends to adopt an ISO 14001 environmental management system to improve its performance, especially in terms of raw material procurement, waste management and emissions.
<i>Ethical – Social Behaviour</i>	The Company Policy sets out respect of human rights, rejection of any form of discrimination and people empowerment.
<i>Compliance</i>	To comply with environmental legislation, 4 EMME is pursuing ISO 14001 certification with a view to preventing the commission of any type of offence. Also, 4 EMME implemented ISO 45001 certificate for health and safety in the work field and implemented an organizational model following D.lgs. 231/01, in order to prevent any misdemeanour.
<i>Customer Safety</i>	The company's goal is to satisfy customers by providing safe and environmentally friendly products. 4 EMME has therefore created operational procedures for outbound control ensuring that its branded products meet safety requirements for human health.
<i>Supply Chain Management</i>	The management of outsourced activities is an important aspect of the Company's operations. Indeed, the Company is committed to monitoring its strategic suppliers from both a social and environmental perspective.
<i>Human Resources</i>	Human resources management is carried in such a way as to rule out any form of discrimination based on gender, race, nationality or religion. The Company has also adopted measures for the prevention and protection of workers with a view to safeguarding health and safety in the workplace.



**05 OUR COMMITMENT TO
SDG's 2030**

Sustainable Development Goals (SDGs) are a collection of **17 interlinked goals** defined by the United Nations as a blueprint “**to achieve a better and more sustainable future for all**”. Sustainable Development Goals are designed to address a wide range of economic and social development issues, such as poverty, hunger, the right to health and education, or climate change.

The implementation of the 2030 Agenda requires intense collaboration between all corporate departments. This is why 4 EMME is committed not only to implementing sustainability policies and strategies, but also to being a sustainable company by linking the goals of the 2030 Agenda to the material issues identified in the materiality analysis. Below is a summary of the currently active initiatives undertaken by 4 EMME to achieve the aforesaid Goals.

People	Profit	Planet
Hiring policies in line with workers' rights.	Implementation of an ISO 9001 quality management system.	Acquisition of new machinery to optimise energy consumption.
Introduction of corporate benefits and welfare schemes.		Sourcing from local suppliers.
Investment in occupational health and safety.		ISO 14001 environmental management system.
Collaboration with Local Communities.		Improvement in logistics with a view to reducing fuel use.
		Photovoltaic system enhancement.



**SUSTAINABLE
DEVELOPMENT**

Assessment of risks generated and suffered

- + Positive impact **generated** by 4 EMME's operations
- Possible impact **suffered** by 4 EMME as a result of specific external factors

	Material issue	Impact	Type of impact
PLANET 	Environmental management	+	Reduction of emissions and environmental impact due to logistics, energy consumption and waste management.
	 	-	Failure to reduce emissions due to technological limitations.
PROFIT 	Economic performance	+	More investments to promote company development.
		-	Fewer investments to maintain existing assets.
	Supply chain management	+	Promotion of circular economy principles with small- and medium-sized suppliers.
		-	Increased environmental impact due to the failure to adopt environmental management policies by suppliers the company does business with.
PEOPLE 	Occupational health and safety	+	Increased focus on health and safety issues within the company through preventive actions.
		-	Higher accident rate due to failure to promote a health and safety culture in the community in which the Company operates.
	Employee management	+	Ensuring stable and dignified labour for our people.
		-	Fewer job opportunities due to inadequate institutional support.
	Capacity building	+	Ensuring a customised training plan for our people
		-	Fewer job opportunities due to inadequate institutional support.

Material issue	Impact	Type of impact
Customer centricity and support to Local Community  	+	Increasing the quality of innovative and sustainable services provided to customers; social and cultural support of the local area in which the company operates through investments and donations.
	-	Lack of clear, transparent and inclusive communication on business information
Diversity and Equal Opportunities  	+	Increased focus on gender equality issues within the Company through information actions.
	-	More cases of gender inequality due to the failure to adopt appropriate management policies



Our sustainable development plan

The strategy developed in recent years has enabled 4 EMME to outline a vision of the future and progress centred on sustainability as a key driver for meeting challenges.

By increasingly listening to all stakeholders, we gain insights into their needs and priorities in advance, being aware that our actions generate an impact on the ecosystem of which we are a part and to achieve long-term sustainability we must consider the environment, climate, economy and society as inseparable parts belonging to the same entity. At the heart of our strategy is the ambition to help build a fairer and more inclusive attitude along the entire value chain, protecting the environment in which we live while creating opportunities for the future of the Company and for our stakeholders.

A sustainable strategy that will enable us to contribute to the achievement of the UN Sustainable Development Goals. More specifically, 3 of the 17 objectives drive our value creation: SDG 9 "Industry innovation and infrastructure", SDG 11 "Sustainable cities and communities" and SDG 13 "Fight against climate change". We keep drawing up our Sustainable Development Plan, broken down into precise medium/long-term objectives, to make our path towards sustainable progress transparent and verifiable.

Improvement goals over the short/medium-term

- 01.** Increasing our technical and administrative workforce
- 02.** Enhancing our photovoltaic system
- 03.** Implementation of a system to monitor power consumption
- 04.** Increasing our production area up to 13.000 mq
- 05.** Maintaining the LEAN system and other certifications
- 06.** Carbon footprint assessment for Scope 1 and Scope 2 emission offsetting improvements
- 07.** Reduction of 50% of Scope 1+2 emissions (market based) with respect to 2019 within 2025 (sales based)

- 08.** Implementation of a target-based welfare system for employees
- 09.** AED purchase (Automated External Defibrillator) and training of staff on the correct use
- 10.** Implementation of an organizational management and control model suitable to prevent felonies committed by Administrators, Directors and/or Employees in the interest or in favour of the company itself (model 231)
- 11.** Implementation of a new ERP (WONDEL) in production departments for digitising documents, saving up to 70% on printed paper



06

STAKEHOLDERS AS KEY
DEVELOPMENT PLAYERS

The material analysis process

In the course of 2021-2024, 4 EMME involved both Top Management and the heads of the various business units in the definition of a set of strategic identity objectives underpinning the Company's positioning. The findings arising from this activity led to an update of the materiality analysis shown in this Report and useful insights and suggestions for the development of 4 EMME's sustainability profile.

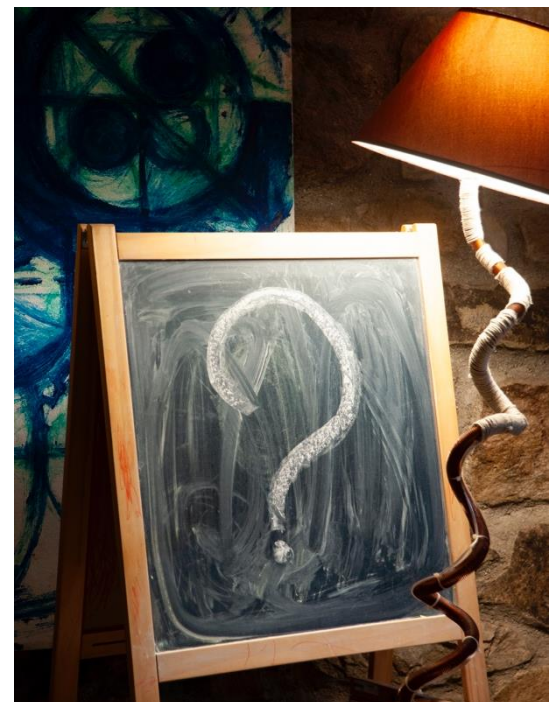
The main objective of the materiality analysis is to identify the economic, social, environmental and governance sustainability issues deemed most relevant by highlighting their interconnections with the 17 Sustainable Development Goals of the Agenda 2030. A material issue is a topic that will have a significant influence and impact on an organisation's and/or its stakeholders' assessments, decisions, actions and performance in the short, medium and/or long term. The most relevant issues are defined by administering an ad hoc questionnaire to stakeholders inside and outside the organisation, and the subsequent collection and aggregation of the materiality assessments thus obtained.

The outcome of the materiality analysis is reflected graphically in the materiality matrix (shown below), where the positioning of each topic included in the area between the horizontal axis of relevance for stakeholders and the vertical axis of relevance for the organisation describes the overall level of materiality achieved.

The materiality analysis was developed taking into consideration the guidelines of the GRI (Global Reporting Initiative), regarding the principles of inclusiveness, materiality, responsiveness and impact. More specifically, three main stages are addressed, as summarised in the chart below and described in the following paragraphs of this Section.

1. Issue identification
2. Stakeholder identification
3. Assigning stakeholder relevance

Data and information were collected, aggregated and processed using Microsoft Excel 365 software. In 2024, the scope of the materiality analysis included all 4 EMME's premises.





Issue identification

The issues under review are grouped into three categories: governance issues, social issues and environmental issues. The issue identification process took into account the Company's policies and guidelines, stakeholder listening initiatives, issues of greater relevance for the community and the Company's strategic approach.

1. Creation of economic and financial value;
2. People management, development and motivation;
3. Environmental management.

Stakeholders' identification

Structured dialogue with stakeholders is a key activity for 4Emme in improving its sustainability profile. The main objective is to integrate sustainability issues into business operations in an increasingly effective and innovative way, responding to external stakeholders and highlighting the particularities of each company area.

Stakeholder engagement therefore consists of systematically listening to and involving the Company's stakeholders in relevant issues concerning social, economic and environmental sustainability, the underlying goal being to listen to their needs and gauge the gap between the expectations voiced and the Company's development objectives.

Through this Sustainability Report, 4Emme intends to go beyond the heliocentric concept according to which the Company places itself at the centre of its Stakeholders, engaging instead in the development of a real network of contacts through which continuous improvement is sought, with respect and in mutual interest.



Stakeholders	Expectations	Interaction tools
Employees	Employment continuity Professional growth Equal opportunities Safe and ethical sustainable working environment	• Training plans • Corporate intranet • Corporate benefits and welfare
Customers	Ensuring quality services that meet expectations Supply continuity	• Feedback
Suppliers	Streamlining delivery process Reducing emissions from logistics	• Contractual relations
Local communities	Support to and development of local communities	• Cooperations • Financial support



Assigning stakeholder relevance

This process requires the continuous and direct involvement of stakeholders with a frequency based on the relevance of each stakeholder to the issue in question, as set out in the reference standards. In 2024, involvement activity assessed, through a specific questionnaire, the relevance of the categories according to the following parameters.

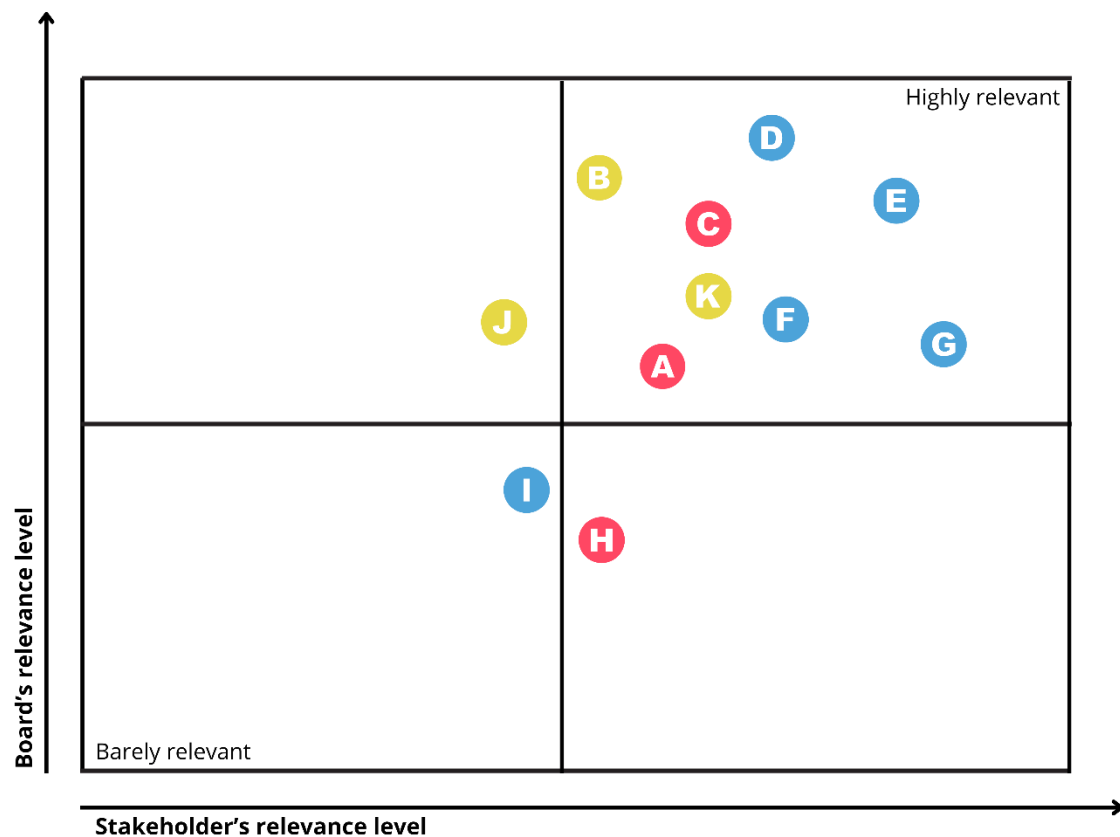
- **Dependency:** Importance of the stakeholder relationship, indicating groups or individuals who depend directly or indirectly on the activities, products or services and associated benefits, or on whom the organisation depends in order to operate;
- **Influence:** Importance of the relationship for the Company, indicating groups or individuals who may have an impact on the organisation or on a stakeholder for strategic or operational decision-making.

The materiality matrix

Once issues and stakeholder categories have been identified, weighted by their respective materiality value, the materiality analysis process proceeds with the assessment of the significance of the issues analysed, i.e. the relative relevance of each issue for stakeholders (horizontal axis) and for Top Management (vertical axis).

The matrix provides a comprehensive sustainability disclosure, as well as an integrated representation of the Company's contribution to sustainable development. The process makes it possible to identify both priorities for the Company and for individual stakeholders.

In future years, 4 EMME intends to make the definition of the Materiality Matrix more and more effective, involving other stakeholders and increasingly using the tool as a guide for defining its sustainability strategies, objectives and indicators.



Business and governance topics

- A** Financial performance
- C** Supply chain Management
- H** Market presence

Environmental topics

- B** Environmental Management
- J** Renewable Energy
- K** Logistics optimization

Social topics

- D** Workplace health and safety
- E** Human Resources Management
- F** Diversity and equal opportunities

- G** Customer's centrality

- I** Monitoring of child and forced labour

Material issues were broken down according to their field of influence, using the Triple Bottom Line (People, Profit, Planet) concept, as summarised below:

PEOPLE	PROFIT	PLANET
Occupational health and safety	Economic performance	Energy consumption
Employee management	Supplier management	Material management
Capacity building		Emission monitoring
Diversity and equal opportunities		Water withdrawals and discharges
Customer centricity		Waste management
		Improving logistics





07 CREATING SUSTAINABLE VALUE

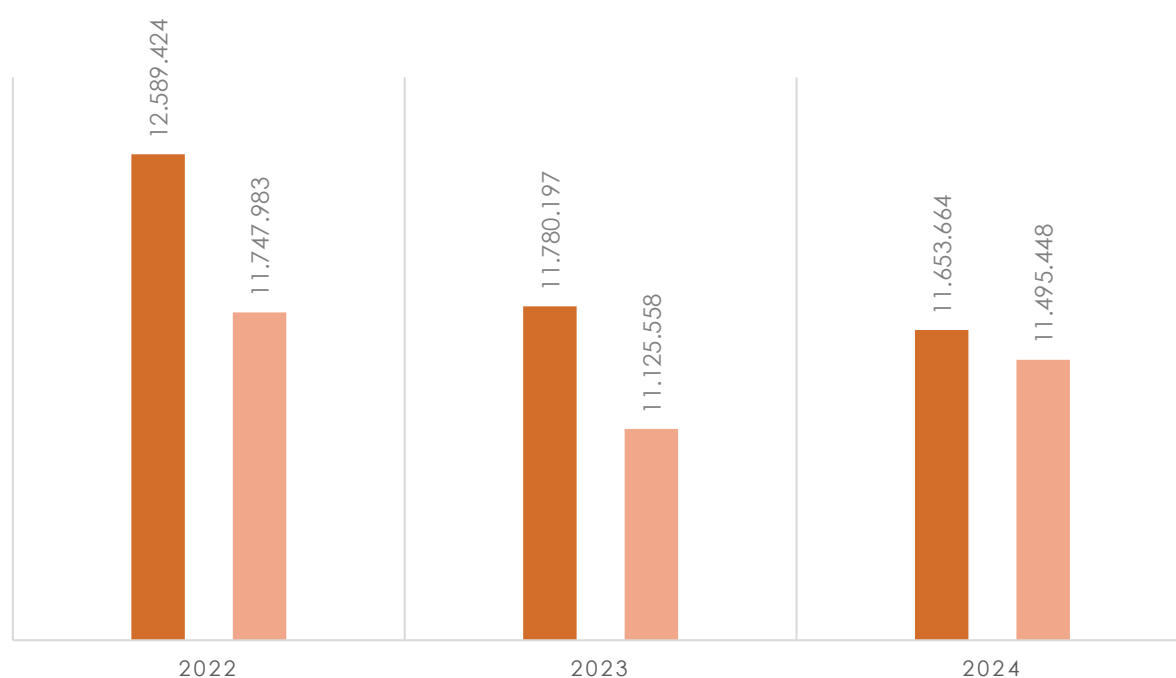
Our economic performance

In the global company evaluation, the assessment of its financial performances represents to 4 EMME a key indicator of its financial health, representing not only the result of their current activities, but also a forecast of future opportunities and the commitment towards financial sustainability and right-shoring.

	2022	2023	2024
Production value [€]	12.589.424	11.780.198	11.653.664
Δ% compared to the previous year	-	-6,4%	-1,1%
Production costs [€]	11.747.983	11.125.558	11.495.448
Δ% compared to the previous year	-	-5,3%	3,32%

PRODUCTION VALUE AND COSTS €

■ Valore della produzione ■ Costi della produzione



4 EMME's commitment towards environment

The environment is an absolutely primary asset that the Company wants to help safeguard.

To this end, 4 EMME has implemented an environmental management system in accordance with standard UNI EN ISO 14001:2015. The environmental management system allows the Company to plan, implement and monitor its activities by seeking a balance between economic and environmental needs, in full compliance with applicable laws and regulations, offering the utmost cooperation to the public authorities in charge of verifying, monitoring and protecting the environment.

The paragraphs below present data and information on:

- energy consumption;
- water withdrawals and consumption;
- quantities of waste produced;
- emissions into the atmosphere.

100% of goods and services from suppliers located in the North-East of Italy.

-15,7% of tons CO₂ emissions related to Scope 1 compared to those of 2023.

-100% of tons CO₂ emissions related to Scope 2 compared to those of 2024.

100% of non-hazardous waste consigned to recycling facilities.

12% of main raw material waste.



Sustainable procurement policies

This commitment can be seen in reality with the adoption of a specific Policy for the management of suppliers and material purchases, part of a broader set of Procedures within the environmental management system. In addition to regulating the procurement management process, the Procurement Policy expressly incorporates Sustainability principles and ESG (Environment - Social - Governance) criteria in procurement processes and procedures.

In particular, in addition to annually defining the objectives and action plan to support the procurement management process and the pursuit of continuous improvement in procurement methods, the Company identifies the areas of highest risk, from a social and environmental responsibility perspective, in the supply chain. 4Emme rewards suppliers that have a better socio-environmental performance and, for this reason, gives priority to those who have integrated sustainable practices into their procurement and/or production processes.



The procedure identified by the policy requires the completion of a questionnaire on sustainability performance. This questionnaire is strongly incentivised, giving rewarding scores in the selection phase: depending on the answers given, a special algorithm generates a score attributable to the supplier, on the basis of which the supplier can be preferred over other suppliers offering similar products that show less commitment to their socio-economic performance.

The Purchasing Policy also stipulates that when an entity is registered in the supplier portal - in addition to checking for possession of minimum quality and performance requirements, preparatory to registration in the portal itself - specific socio-environmental requirements are also verified.

Thanks to this policy we select the best suppliers, especially for the main raw material, sheet metal, that is considered renewable due to its recyclability and the chance to be employed again in new productive cycles.

Raw material	2022 Quantity	2023 Quantity	2024 Quantity
Sheet metal ¹	2.480.257 tons	2.421.353 tons	2.508.455 tons

Water usage

Water is a vital resource for our planet and for mankind. The preservation of biodiversity and ecosystems, human health, food security, urban and rural settlements, energy production, industrial development and economic growth are all dependent on water.

4 EMME is alert to the need to safeguard this resource by taking actions or undertaking investments to optimise water consumption. Water consumption (264 m³) is however of little relevance to the Company's business activity, and is mainly attributable to civil uses (washrooms, toilets, etc.).

Water withdrawal from the network (m ³)	2022	2023	2024
	798	785	750
Industrial use	0%	0%	0%
Civil use	100%	100%	100%

The area where the plant resides falls within a medium-low (10-20%) water stress area according to the indicator "basic water stress" of the WRI's Aqueduct Water Risk Atlas.

Waste and energy efficiency

For us, sustainability is translated into concrete actions. In 2024 we decided to strengthen this path by letting Schneider Electric guiding us in the purchase of Energy Attribute Certificates (EAC), in order to testify that our electric energy power comes from renewable sources.

With the aim of ensuring responsible management of energy consumption and reducing related impacts, energy efficiency measures have also been implemented across all locations. These include the replacement of existing systems with more energy-efficient ones offering the same level of service, such as the installation of LED lighting fixtures. Additionally, presence sensors have been installed in designated areas to ensure artificial lighting is only used when individuals are present. Finally, new, more efficient data centers with reduced energy consumption have also been installed.

The electricity consumed is used for the operation of the plants as well as for lighting and the heating/cooling system of the offices and for the servers. The remaining energy source (diesel) is represented by the fuel for the company fleet.

Source	u.m	2022 Value	2023 Value	2024 Value
Electricity from the grid	MWh	670,38	614,11	757,67
Natural gas from the grid	mc	28.067	32.009	22.638

¹ Acciaio, acciaio inox ed alluminio

Natural gas from the grid	MWh	276,44	315,26	222,97
Automotive diesel	L	15.120	22.050	22.302
Automotive diesel	MWh	150,36	219,27	221,77

Source (2024)	u.m.	Renewable	Non renewable	Total
Electric energy ²	MWh	757,67	0	757,67
Fuels	MWh	0	444,74	444,74
Total	MWh	757,67	444,74	1202,41

Air emissions

Climate change affecting the whole planet has been at the centre of international political and scientific debate for many years now. It is recognised that the main cause behind these phenomena, which have serious consequences for the environment, society and the global economy, is anthropogenic emissions of certain gases, called greenhouse gases (GHG), ever since the start of the industrial revolution in the 18th century.

In this sense, the focus of organisations on environmental issues in recent years has been to adopt strategies and actions aimed at pursuing sustainability and mitigating the pressures exerted by human activities on the environment.

Calculation method

To conduct the study, a method was developed for calculating the organisation's GHG Inventory according to the guidelines of the **GHG Protocol - Corporate Standard**, aimed at identifying the most cost-efficient interventions to reduce the emissions analysed. To build the GHG inventory, the company decided to count all direct and indirect emissions.

GHG quantification results

The GHG protocol divides emissions into three categories, as described below:

- **SCOPE 1** emissions are **direct GHG** emissions from assets owned by the company or that the company controls from an operational point of view (automotive fuel)
- **SCOPE 2** emissions include **indirect emissions** from the generation of purchased or acquired electricity, steam, heat or cooling energy consumed by the organisation (grid electricity).

² Dato da contratto con fornitore

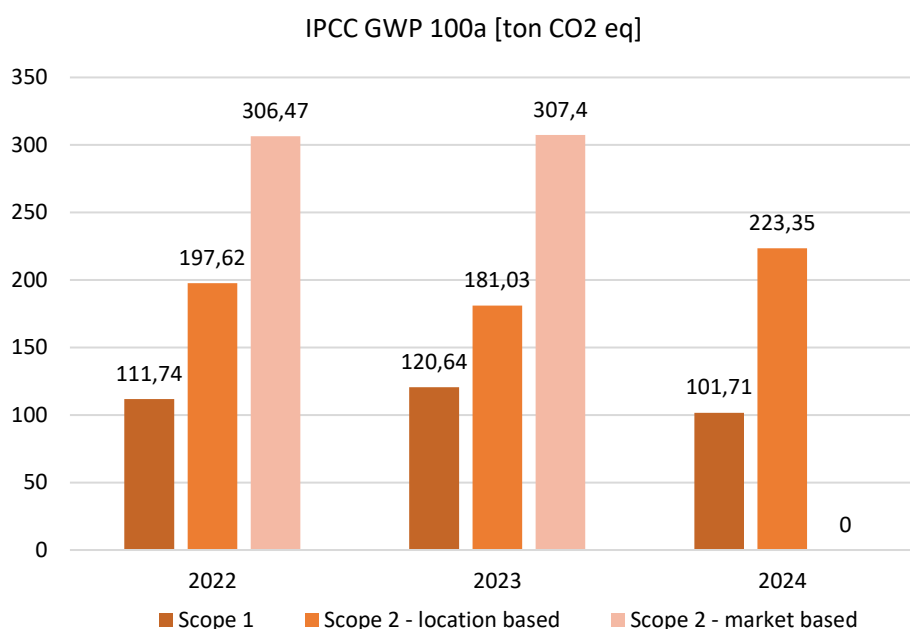
- **SCOPE 3** emissions include **indirect emissions** from the company's activities upstream and downstream of the supply chain (waste disposal processes, employee logistics and water consumption).

In this first version of the Sustainability Report, 4 EMME has focused solely on calculating its carbon footprint (greenhouse gas emissions) for Scope 1 and Scope 2 categories, setting as a medium-long term goal an extension to Scope 3 indirect emissions.

According to this categorisation, here follow the results obtained by the GHG emissions analysis related to 4 EMME activity on the baseline (2019) and the last 3 years.

Impact category	IPCC GWP 100a [ton CO2 eq]			
	2019	2022	2023	2024
Scope 1	78,00	111,74	120,64	102,34
Scope 2 – location based	137,95	197,62	181,03	223,35
Scope 2 – market based	234,06	306,47	307,40	0
Total (location based)	215,95	309,36	301,67	325,69
Total (market based)	312,06	418,2	428,04	102,34

SCOPE	Δ% compared to the previous year		
	2022	2023	2024
Scope 1	-	+8,0%	-15,2%
Scope 2 – location based	-	-8,4%	+23,4%
Scope 2 – market based	-	+0,3%	-100%



Impact category	Emissive Intensity Indicator				
	UM	2019	2022	2023	2024
Production value	€	7.226.988	11.747.983	11.780.198	11.653.664

Emissive intensity (tot. market based)	tCO ₂ eq/k€	4,32E-05	3,56E-05	3,63E-05	8,78E-06
Δ compared to base year (2019)	%		-18%	-16%	-80%

4 EMME decided to evaluate the organisation's GHG Inventory according to the GHG Protocol - Corporate Standard to assess climate-changing gas emissions associated with its consulting and training activities. The results of the study show that for activities carried out impacts arise mainly from home-work and home-work-customer journeys undertaken by technical and administrative staff.

The overall emission of climate-altering gases assessed according to the IPCC GWP 100 calculation methodology for Scope 1 and Scope 2 categories amounts to **326 tonnes CO₂ equivalent**.

Waste

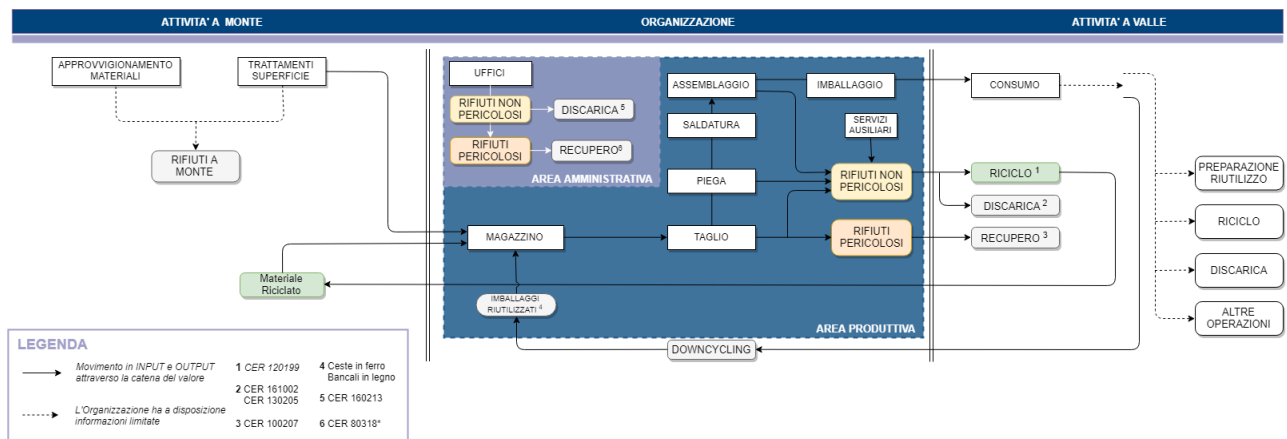
4 EMME intends to pursue an important objective of the circular economy, namely that of recovering and reusing waste, in support of a more sustainable development model. In line with industry best practices, solutions are being adopted to increase the share of waste sent for recovery as an alternative to other disposal choices.

4 EMME's main strategic goal of circularity has always been the use of sustainable raw materials aimed at reducing virgin inputs in favour of materials from renewable sources (e.g. paper, cardboard, wood) or from production or post-consumption process waste. The waste produced by 4 EMME is mainly iron, steel and aluminium. The hazardous waste in 2024 is 0,2%. Approximately 99% of the total waste produced was set aside for recycling operations.

Total waste produced

EER	Quantity 2022	Quantity 2023	Quantity 2024
080318	50	0	50
100207*	282	770	322
120199	291.019	314.661	312.765
150111*	0	0	93
160601*	0	0	80
160213*	170	0	0
161002	1.690	1.050	900
170603*	0	0	132
Totale	293.211	316.481	314.342

Waste type	2022	2023	2024
Dangerous (t)	452	770	677
%	0,15%	0,24%	0,22%
Non dangerous (t)	292.759	315.711	313.665
%	99,85%	99,76%	99,78%
Destination	2022	2023	2024
Dumping	2.022	1.820	1.272
%	0,69%	0,58%	0,40%
Retrieval	291.189	314.661	313.070
%	99,31%	99,42%	99,60%

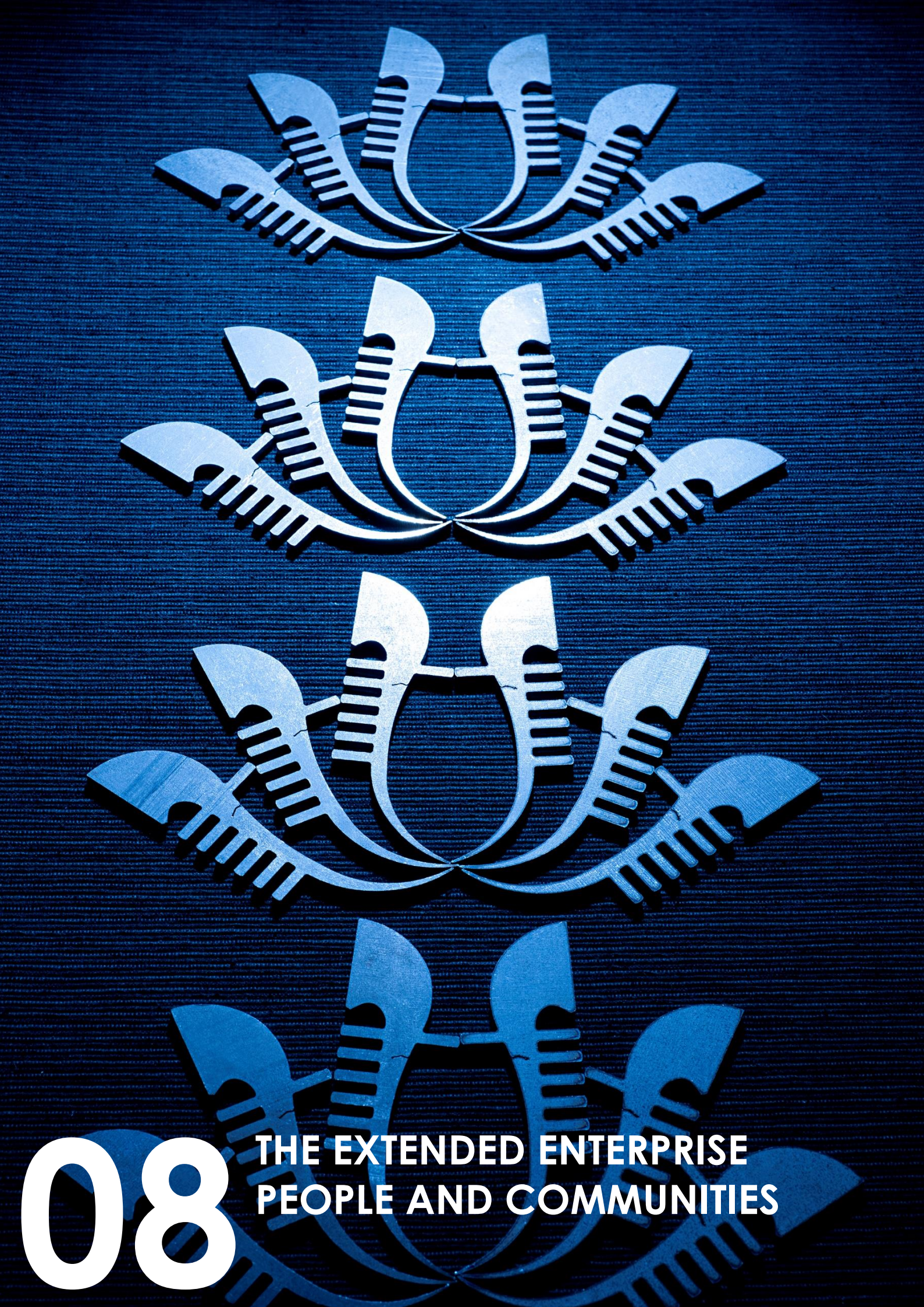


Our commitment to reducing waste is realized through several initiatives. For some customers, we have launched a project to replace plastic packaging for single panels with metal and rubber corner protectors, produced in-house and reusable, since they are returned by the customer. In addition, to reduce the use of single-use plastic, we have installed water dispensers and provided reusable bottles to employees.

Biodiversity and Land Use

The 4 EMME headquarters in Cona is located in a small industrial area surrounded by the countryside of the Venetian low plain and covers an area of 0.78 hectares. At a distance of 1.5 km, there is a Special Protection Area (SPA) belonging to the European Natura 2000 ecological network, the Garzaia della Tenuta "Civrana" (IT3250043). The SPA covers 24 hectares and hosts a mosaic of natural habitats, including freshwater ponds with reed beds, hedgerows, forming woodlands, and annual crops, which represent a strategic habitat for migratory birds. The adoption of environmental policies focused on monitoring and maintaining low emissions enables our company to operate in the area while minimizing its impact on local biodiversity.





08

**THE EXTENDED ENTERPRISE
PEOPLE AND COMMUNITIES**

Working with the community

4Emme has always endeavoured to keep its ties with the community very much alive through multiple initiatives centring on sport, culture and caring for others.

Firmly believing that all businesses have a duty to contribute to the development and success of the communities and territories in which they operate, every year 4 EMME makes its own contribution, which in 2024 meant to support local festivals and fairs, as *la Festa del radicchio di Conche*, and music festivals organised by Codevigo local committee.

In the sport world, 4 EMME started a partnership with a boxe sports club, New Boxe 2010, from Campolongo Maggiore. The aim is to help a renowned local team by helping athletes to match their growth both in terms of sports and career, and to do so 4 EMME hired two athletes with the commitment to hire others in the future.

To support women, 4 EMME started a partnership with project "Qualità di Vita", ANDOS Chioggia committee, in favour of cancer patients.

Besides, from the very beginning, 4 EMME has always been an integral and active part of numerous initiatives in the world of culture, mainly aimed at promoting the artistic and cultural heritage of the local area, as the "Codevigo settembrino", the month of art, poetry, music and science meetings



In the past, Aldo Mattiazzi has been awarded with “Omaggio ad un amico” award, whose actions, professionalism and volunteer work were recognised as symbols of excellence, honouring Codevigo in Italy and around the world.

"Aldo's human side since, in addition to successfully managing a metalworking company, he is well integrated in the social fabric of his community, to which he gives his time and personal financial resources. A rare virtue in these times". The words of the President of the Codevigo Pro Loco (tourist board), Graziano Bacco.

Suppliers as key development enablers

For 4 EMME, suppliers are true allies, helping to consolidate the core business and develop new activity, and partners with whom decarbonisation goals can be achieved. We are constantly committed to consolidating relations with suppliers, based on the sharing of skills and expertise, and promoting sustainability practices along the value chain.

4 EMME works with suppliers who ensure the highest standards of health and safety, respect for human rights, efforts to combat corruption and respect for the environment. They are guaranteed fair remuneration for their activities and the meeting of payment schedules in return for a commitment to ever-rising quality and efficiency.

Building a path of growth with one's suppliers and enhancing the skills they offer contribute to the betterment and integrity of the supply chain, an aspect that has acquired even more importance in the current pandemic. 4 EMME has been working with this in mind for years, proving that its supply chain is resilient, sound and able to cope with unforeseen events, which can often lead to highly unstable situations. This vision, change-oriented and capable of anticipating future needs, has proved to be vital in overcoming the effects of the pandemic on the financial system and on business processes in particular. 4Emme's procurement Management models have proved to be more than adequate, going beyond compliance with efficiency and cost-saving drivers, and flexible in terms of time frames and supplier engagement methods.

Our employees

One of 4 EMME's essential ethical values is to put people first, seeking to encourage individual growth through continuous training, believe in other people's abilities, respect the work of everyone, manage conflict, and provide a safe and healthy working environment, with production processes that guarantee safety, in accordance with current legislation and standards.

"People are central to 4 EMME's activities, and we value them by offering them opportunities for professional growth in an inclusive and meritocratic environment"

Commitment, seriousness, responsibility and competence are required at every level and for every task. The company's success is dependent on its employees knowing "how to do" and "how to be"; they are able to integrate, convey warmth and be satisfied about their job. The company offers equal opportunities to all its employees and collaborators as a whole based on their professional qualifications and individual abilities, making no discrimination based on age, religion, ethnic or geographic origins, sexual, political or trade union orientations.

Even though the great part of workers are men, the company is focused on gender equity and is trying to reach a higher level of female employees, reaching a solid 15%, included 2 women in production area, at the moment.

Out of 79 employees, 32% of them are below the age of 30; employees with more than 50 years represent a 20%.

In 2024 there were 16 new hirings, 10 dismissals and 7 career advancements.

Distribution by gender and contract type

Employees	2022	2023	2024
Total employees	55,32	60,5	65,5
Males	48,64	53	55,55
Females	6,68	7,5	10,04
Permanent contract	50,66	55,63	60,55
Temporary contract	4,66	4,87	5,04
Project contract	0	0	0
Stage	3	3	2
Trainees	0,16	1,56	2,96

Distribution by age group

Hires	2022			2023			2024		
	M	F	Tot	M	F	Tot	M	F	Tot
Total	52	9	61	61	8	69	65	14	79
Under 30 years	14	1	15	21	1	22	21	4	25
Between 30 and 50 years	28	8	36	28	6	34	29	9	38
Over 50 years	10	0	10	12	1	13	15	1	16

Turnover

New hires	2022			2023			2024		
	M	F	Tot	M	F	Tot	M	F	Tot
Total	5	2	7	9	0	9	10	6	16
Under 30 years	3	0	3	8	0	8	9	4	13
Between 30 and 50 years	2	1	3	1	0	1	0	2	2
Over 50 years	0	1	1	0	0	0	1	0	1

Departures	2022			2023			2024		
	M	F	Tot	M	F	Tot	M	F	Tot
Total	0	1	1	7	0	7	8	2	10

Career Advancement

Employees	2022			2023			2024		
	M	F	Tot	M	F	Tot	M	F	Tot
Upgrades	15	0	15	7	0	7	6	1	7

Leaves

	2022			2023			2024		
	M	F	Tot	M	F	Tot	M	F	Tot
Benefited leaves	0	0	0	1	0	1	4	0	4
Return after leaves	0	0	0	1	0	1	4	0	4

Since the well-being of your employee is of utmost importance for 4 EMME, the company also commits to providing annual corporate bonuses to all employees and offers a voluntary supplementary contribution service to the employees' pension fund upon request. This welfare opportunity was presented during a meeting with all staff and industry experts.



Employee well-being and the importance of celebrating milestones: concrete examples

Employee well-being is a fundamental pillar for the success of any organization. A healthy and positive work environment not only increases productivity but also fosters motivation and staff loyalty. Investing in employee well-being also means creating conditions where everyone feels valued and respected, thereby contributing to a corporate culture that promotes personal and professional growth.

Rewarding years of service is an effective way to recognize and appreciate the commitment and dedication of employees. Celebrating significant milestones in a career, such as forty years of service, not only strengthens the bond between the company and the employee but also creates a sense of belonging. In the photo, the celebrations for Paolino's retirement are shown — he was the first hire in the company in 1981 (employee ID 1).



In 2024, the new company website was also introduced in the presence of all employees, in a municipal hall in Cona. This was an opportunity to share company news with employees and also to enjoy a convivial and social moment, thanks to the final refreshments organized by the company.

Through recognitions or celebratory events, 4 EMME aims to demonstrate that their collaborators are a valuable resource and that their work is essential for collective success.

Management of human rights

Respect for human rights is the cornerstone for pursuing sustainable progress. Our business model is based on generating sustainable value, together with our stakeholders inside and outside the company, and on continuous innovation, the pursuit of excellence and respect for human rights throughout the value chain. The engagement of key stakeholders is crucial for us, both to promote knowledge and to develop constructive dialogue that can actively contribute to addressing the challenges posed by the social impacts of decarbonisation and the economic situation.

This means rejecting practices such as modern slavery, forced labour and human trafficking, and promoting diversity, inclusion, equal treatment and equal opportunity, ensuring that people are treated with dignity and valued for their uniqueness, both within the company and along the value chain in which we operate.



Workplace Health and Safety

4 EMME is constantly committed to ensuring the safety of its employees and collaborators through a shared and collective effort that contributes to achieving business goals. At the core of this commitment is a safety culture and the dissemination of its essential value among employees and local stakeholders.

The same top management is directly involved in this area with the ultimate goal of minimizing the occurrence of incidents and safeguarding the integrity of the company's assets. Over the years, numerous training sessions have been conducted for both internal staff and external personnel. Cross-departmental safety audits have been carried out, and safety procedures for specific activities have been improved and implemented. Additionally, mentoring activities on safety topics have been provided to workers.

In 2024, there were zero incidents involving company personnel.

The total number of training hours related to health and safety in the workplace was 440 hours in 2024.

Accidents	2022	2023	2024
Nr. of accidents	3	2	0
Hours worked	101.107	103.798	116.012
Estimated hours lost due to accidents	376	88	0
Accident rate (N° of accidents / Hours worked *200000)	5,9	3,9	0
Severity index (Hours lost/ Hours worked*200000)	92,97	21,20	0



Training management and skills development

Over the years 4 EMME has organised training courses to respond to the training needs of the individual and identify skills needed for the business. A path of growth, recognising the goals and results achieved, nurturing talent and raising our technical, professional, managerial and 'soft' skills. In this way, each person has the opportunity to make an active contribution, to be motivated, proactive and working in a comfortable environment, thus contributing to the achievement of the Company's strategic goals.

In 2024, **517 hours** of training were given on topics such as safety, quality, machinery use and maintenance

In 2024, the average hours of training per trained employee amounted to 7,9 hours.

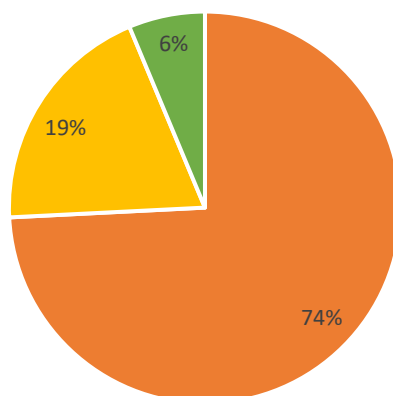


Health protection and Customer safety

Throughout 2024, 4 EMME was committed to ensuring ever greater health, safety and environmental protection with respect to both its employees and its customers, too.

Based on financial turnover, customers are located mainly in Italy (74%), while the remaining 26% is distributed in Europe (19%) and outside Europe (6%).

	Italia	UE	Extra UE	Total
Turnover 2024 [€]	8.644.000	2.271.000	734.000	11.653.000
Distribution %	74%	19%	6%	100%



■ Italia ■ UE ■ Extra UE



4 EMME firmly believes that transparent and fair business practices strengthen the relationship of trust with its customers. Key aspects for the company's sustainable development include the clarity of contractual documentation and the training of sales personnel and suppliers.

4 EMME listens to its customers' needs, observations and suggestions, promoting conciliation as an effective tool for settling disputes. Thanks to this implementation, nel 2024 the company received 233 claims, for a total amount of € 51.178, that represent the **0,43%** of the total 2024 turnover.

Methodological note

The present document interests all 4 EMME premises, including the units in Via Risorgimento, 27, 41, 45 and 67 in Pegolotte di Cona (VE) and the warehouses in Codevigo, via Vallona 84, and Candiana, Viale dell'Artigianato, Seconda Strada 16.

This is the first time 4 EMME has presented and published a Sustainability Report addressed to internal and external stakeholders, with the aim of providing evidence of actions taken in respect of sustainability objectives and responding to their legitimate expectations. This document is structured in line with the Standards proposed by GRI.

The document also entails the inclusion in the annex of a special correlation table connecting environmental, social and economic issues and information, indicating the specific chapter of the document where they are addressed. To the extent necessary to ensure an understanding of the company's activities, performance, results and impact, this document covers environmental, social, personnel and human rights issues that are relevant to 4 EMME, taking into account the company's activities and characteristics.

4 EMME's Sustainability Report has been prepared in accordance with GRI Sustainability Reporting Standards, published in 2016 by the Global Reporting Initiative (GRI) under the 'GRI referenced' option. For each aspect, the respective priority was defined considering the significance of the economic, environmental and social impacts on the various business activities within the organisation and their substantial influence on stakeholder evaluations and decisions. The data and information contained in the document refer to 4 EMME's performance for the years 2022-23-24.

All information was collected and consolidated by 4Emme's departments, extracting data from company information systems, invoices and internal and external reporting. The annex to the document contains a correlation table linking the themes proposed by GRI, with specific reference to the chapter where the relative information can be found.

The content definition process is based on the principles of relevance (or 'materiality'), stakeholder inclusiveness, the sustainability context and completeness of data and information. 4Emme gives a brief summary of its performance in specific paragraphs of the Sustainability Report. These chapters also describe the targets and progress relating to the *Sustainable Development Goals* (SDGs), with the aim of providing a comprehensive disclosure of all significant information in the reporting period, as well as reliable estimates for the future. With regard to the quality of the information reported, the principles of balance, comparability, accuracy, timeliness, clarity and verifiability have been abided by. This document has not been subjected to external assurance.

Correlation table connecting to GRI themes

The joint analysis of stakeholder and company dimensions, through its representation in the 'materiality matrix' presented in the section "Materiality matrix and impact table", made it possible to assess the degree of stakeholder "interest" or "lack of interest" in the various issues addressed and the degree of commitment to them made by the Group. Below is the table linking the topics included in the materiality analysis with the GRI Standards, indicating the internal and external scope of the organisation and limitations relating to scope.

GRI 102 - GENERAL DISCLOSURE		
GRI Standard	Page	Description
ORGANISATION PROFILE		
102-1	9	Organisation Name
102-2	11	Products and/or services
102-3	9	Headquarters
102-4	11	Geographic areas of operation
102-5	9	Ownership structure and legal form
102-6	11	Markets served
102-7	44-45	Size of the Organisation
102-8	44-45	Information on employees
102-9	33	Organisation's supply chain
102-12	42	External initiatives
STRATEGY AND ANALYSIS		
102-14	6-7	Declaration of the most senior decision-maker
102-15	21-22	Main impacts, risks and opportunities
ETHICS AND INTEGRITY		
102-16	9	Values and principles
GOVERNANCE		
102-18	16	Governance structures
102-29	20	Identification of economic, environmental and social impacts
STAKEHOLDER ENGAGEMENT		
102-40	27	List of stakeholders
102-42	25-28	Identification and selection of stakeholders
102-43	27	Approach to stakeholder engagement
102-44	23	Key aspects emerging from engagement
102-45	52	Entities included in the report
102-46	52	Content and scope of the report
102-47	29	List of material topics
102-50	52	Reporting period
102-51	55	Report publication date
102-52	52	Report frequency
102-53	55	Contact info for report information
102-54	52	Indication of the "in accordance to" option
102-55	53-54	GRI table of contents
102-56	<i>The report is not subjected to a critical review</i>	External assurance
GRI 200 – TOPIC SPECIFIC STANDARDS - PROFIT		

GRI Standard	Page	Description
ECONOMIC PERFORMANCE		
103-1/2/3	31	Management method
203-1	31	Directly generated and distributed economic value
GRI 300 – TOPIC SPECIFIC STANDARDS - PLANET		
GRI Standard	Page	Description
AIR EMISSIONS		
103-1/2/3	34	Management method
302-1	35	Internal consumption of electric energy
303-5	34	Water consumption
305-1	36	Direct GHG emissions (Scope 1)
305-2	36	Indirect GHG emissions (Scope 2)
304-1	40	Biodiversity
306-3	38	Waste
GRI 400 – TOPIC SPECIFIC STANDARDS - PEOPLE		
EMPLOYMENT		
103-1/2/3	44	Management method
401-1	44-45	Total number and new hires by gender and age
401-3	45	Parental leave
OCCUPATIONAL HEALTH AND SAFETY		
103-1/2/3	48	Management method
403-9	48	Accidents at work
EDUCATION AND TRAINING		
103-1/2/3	49	Management method
404-1	49	Average training hours per year
DIVERSITY AND EQUAL OPPORTUNITIES		
103-1/2/3	46-47	Management method
LOCAL COMMUNITIES		
103-1/2/3	42-43	Management method
413-1	42-43	Engagement with local communities

Contact info and acknowledgments

4 EMME's Sustainability Report 2024 has been drafted by a working group consisting of external resources from the Technical area and coordinated by General Management.

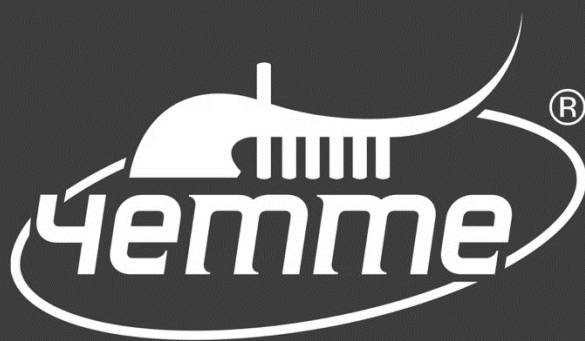
We would like to thank all 4 EMME staff for their contribution to the production of the Report and R-ONE Creative Revolution (Photo Shoot) for the graphic design.

"Stravedamento" picture: Davide Busetto.

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