

Report ESG

Year 2025

VENIX
Food Service Equipment

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Report ESG

Year 2025

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Food Service Equipment

Report ESG 2025

Produced by

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VENIX



Organisation Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

VENIX SRL is one of Italy's leading manufacturers of ovens, blast chillers and equipment for professionals in the food industry. All VENIX products stand out for their design, which is dedicated to offering solutions based on innovative technologies, carefully selected high-performance materials, original accessories and solutions, and a clear focus on customisation.

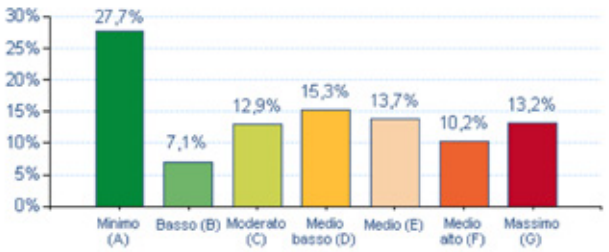
VENIX is a young company, founded as recently as 2013. In just a few years, however, it has achieved an impressive international reach and now boasts a presence in over 90 countries worldwide. It regards customer satisfaction as a cornerstone of its strategy, which is also guided by full compliance with environmental and social policies.

It offers professionals in the food sector products based on innovative technologies, carefully selected high-performance materials, original accessories and solutions, with a clear focus on customisation, including bespoke solutions. Its ovens and blast chillers are at the cutting edge, incorporating the sector's most innovative techniques. It offers the catering sector unrivalled performance, practicality and ease of use, alongside the highest standards of safety and design.

This report relates to the premises of the company's head office located at Via della Fornace, 49 – 31023 Castelminio di Resana (TV).
The company is classified under NACE code 2893.
The company has total assets and liabilities of €24,388,181 and a turnover of €25,653,066.

The company has operational facilities (offices, factories, warehouses, industrial units, land, etc.) covering a total area of 7,000 square metres.





Distribuzione Cribis Class di settore 03/09/2026

111 Dipendenti

A CRIBIS* analysis shows that VENIX SRL is classified within a general business risk class (not strictly focused on ESG variables) of A; this means that the company is considered very sound from a financial and operational perspective.

Most companies in the same sector fall within the minimum risk classes or the medium-risk classes D and E, and are therefore considered to be of medium risk.

**Assessment algorithms: Cribis sources.*



“Venice teaches us that beauty is fragile. We create sustainable value for tomorrow, not just technology.

Tino Cauduro

CEO, VENIX SRL

Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its results regarding environmental, social and governance sustainability in a dedicated report, produced semi-automatically using the Synesgy View platform.

The ESG Report was drawn up on the basis of the questionnaire provided to VENIX SRL by Synesgy. This tool enabled the company's ESG performance figures to be identified for the period 1 January 2025 to 31 December 2025.

Synesgy is a full **Licensed Software and Tools Partner** of the GRI at a global level. This ensures that the use, within the Report, of the statements contained therein complies with GRI standards.
The standards are designed to provide a comprehensive, comparable and credible picture of an organisation's material issues, their impacts and how they are managed.

The Sustainability Report is therefore in line with the GRI Sustainability Reporting Standards, updated in accordance with the recent revisions of 1 January 2023, and also with the ESRS set out in the new CSRD. The latter are the European Sustainability Reporting Standards (ESRS), adopted by the European Commission on 31 July 2023 as a common framework for ESG reporting by companies falling within the scope of the Corporate Sustainability Reporting Directive (CSRD).

On 25 September 2024, the Italian transposition decree, Legislative Decree 2024/125, officially came into force. The ESRS are largely aligned with the GRI standards.

- **GRI Sustainability Reporting Standards**
- **ESRS European Sustainability Reporting Standards**

For unlisted SMEs, which do not fall within the scope of the Corporate Social Reporting Directive (CSRD), EFRAG has drawn up a Voluntary Standard (VSME) that encourages and guides them to report on their ESG performance nonetheless. This Standard covers the same sustainability topics as the European Sustainability Reporting Standards (ESRS) for large companies; however, it is proportionate and takes into account the key characteristics of micro, small and medium-sized enterprises.

By completing Synesgy, SMEs therefore also cover several of the key Topic Standards of the VSME Standard.

This ESG Report contains the assessment carried out by Crif Synergy Ratings (CSR) on the sustainability performance of VENIX SRL.

CSR, the CRIF Group's Green Rating Agency pursuant to Regulation (EU) 2024/3005 ("the Regulation"), is responsible for analysing and preparing assessments and ratings relating to the ESG factors of the entities assessed, and carries out this activity in accordance with the principles of transparency, integrity and governance set out in the Regulation.

The methodology adopted by Crif Synesgy Ratings for the preparation of the ESG assessment is published in the public assessment document available on the website: **www.crifsynesgyratings.com**.

The results of the ESG assessment reported in this Report are also published on the CSR website.

Synesgy Certificate

Presented to **VENIX S.R.L.**

Via della Fornace 49, Resana 31023 (TV) (Italia)

Certification date	Valid until	Macro-industry	Country
19 december 2025	**19 december 2026**	**Machinery**	**Italy**

This certificate is issued to VENIX S.R.L. P.IVA 04724070281 by CRIBIS S.r.l. for participating in the ESG assessment through the **Synesgy** platform on **19 december 2025**.

CRIF SYNESGY RATINGS SUMMARY ASSESMENT

This section provides a synthesis of the ESG Rating requested and is based on the CSR methodology, which evaluates Environmental, Social and Governance (ESG) factors.

VENIX S.R.L. P.IVA 04724070281 has the ESG Rating Core BB.
Synesgy's methodology follows international sustainability standards such as the VSME'S and ESRS EFRAG standards and has been developed by CRIF Synesgy Ratings.
This ESG Rating is valid for one year until the **30 July 2027**.
ESG Rating represents the evaluation of the compliance to ESG principles (Environment, Social, Governance) of a business, taking also into consideration industry sector and country/region.

AAAA
AA
A
BBB
BB
B
CCC
CC
C
D
E

ESG RATING CORE: BB

The company demonstrates a good and structured capability to manage ESG factors, with defined practices and existing reporting, but uneven integration across different business functions.

DISCLAIMER

This CSR Summary is a synthesis of the requested ESG Rating.
For the complete and official documentation, including the detailed ESG Rating and the related analysis, please refer to the official CSR documents available on the Synesgy platform.

The ESG Rating Core ("Core Rating") is assigned on the basis of a proprietary methodology developed by CRIF Synesgy Ratings S.r.l. ("CSR"), a company belonging to the CRIF S.p.A. Group ("CRIF Group"). It is based on information provided by the rated entity (the "Rated Entity"), on documentation made available by the Rated Entity, as well as on publicly available information and proprietary data of the CRIF Group. The information and documentation provided are supplied under the sole responsibility of the Rated Entity. The Core Rating refers to the date of issuance and is subject to ongoing monitoring in accordance with the applicable methodology and Regulation (EU) 2024/3005. The Core Rating constitutes an ESG Rating within the meaning of Regulation (EU) 2024/3005. CSR and any CRIF Group companies involved in the distribution of the Core Rating (the "Companies") assume no liability whatsoever in connection with the use of the Core Rating by the Rated Entity or by any third party. CSR and the Companies shall not be held responsible for any decision made by the Rated Entity or by any third party on the basis of the Core Rating.
CRIF S.p.A. uses the GRI Standards under licensed authority from GRI, which verified the accurate representation of the GRI standards in Synesgy. However, GRI makes no implied or actual representations or warranties as to the correctness, compliance, trustworthiness, fitness of purpose or quality of the rating presented in this assessment.

Stakeholder Engagement

GRI 2-29
ESRS 1

In line with the ESRS, stakeholders are defined as individuals or groups that can reasonably be expected to affect, or be affected by, the company's activities, decisions or impacts.
The objective of strengthening a **sustainable business model** involves, in addition to a commitment to improving the adoption of sustainable business practices, the need to engage with stakeholders directly or indirectly involved in business operations.
The ability to understand and assess stakeholder needs and expectations is particularly important for **sharing the objectives and generating shared added value**. This can lead both to improvements in the **quality of life and well-being of stakeholders, as well as greater efficiency and legitimacy for the company**.
Engaging in dialogue with and listening to local stakeholders enables the company to lay the foundations for shaping its **sustainability strategies** by establishing objectives in the common interest.

Within the General Requirements of the ESRS, the company's key stakeholders are divided into two groups:

- Affected stakeholders: individuals or groups whose interests are or could be impacted by the company's activities and its direct or indirect business relationships across the value chain (identified in the table with an **"A" for Affected**);

- Users of sustainability statements: the primary users of general-purpose financial reporting, along with other stakeholders such as business partners, civil society, and public authorities (identified in the table with a **"U" for User**).

The company's stakeholder engagement system encompasses activities, tools, channels, and methods designed to address the diverse profiles and needs of stakeholders while considering the overall governance structure.

The following table summarizes the above:

Stakeholders	Definition	Engagement Tools
Employees	A	Meetings, corporate climate surveys and internal surveys; internal communication tools (press review, intranet, company e-mail, internal social network, etc.); group and training activities.
Suppliers	A	Selection procedures, meetings and visits; definition and sharing of standards; questionnaires; joint planning; dedicated portals.
Affected Communities	A/U	Communication and marketing campaigns; meetings with local community representatives; sponsorships and events.
Consumers/Clients	A	Direct sales or business meetings and visits; customer satisfaction and market research; tests and focus groups; social media and corporate website; dedicated meetings and industry events.
Trade Unions	U	Support and dialogue initiatives, exchange of communications.


INNOVATION
& INFRASTRUCTURE
1 NO POVERTY
8 DECENT WO
& ECONOMIC
GROWTH
SDGs
2 ZERO HUNGER
7 AFFORDABL
& CLEAN EN
4 QUALITY
EDUCATION
3 GOOD HEALTH
& WELL-BEING
6 CLEAN WA
& SANITAT
5 GENDER

SDGs: UN Sustainable Development Goals



On **25 September 2015**, the governments of **193 UN member countries** signed the **2030 Agenda for Sustainable Development**.

An action plan approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals (SDGs), set out in a broader action programme with a total of 169 associated targets.

The 17 SDGs involve governments and nations but also every single enterprise. ESG principles are an expression of what businesses should do.

Environmental

- Dependence on fossil fuels
- High water footprint
- Complicity in deforestation
- Waste disposal

Social

- Conflicts with local communities
- Focus on employee health and safety
- Protection of diversity
- Appropriate interpersonal relationships between employees

Governance

- Bonuses disproportionate to employee salaries
- Involvement in corruption scandals
- Opening of offshore subsidiaries to evade tax

VENIX SRL and the SDGs

The Synesgy questionnaire enabled VENIX SRL to map out material issues and themes within the field of sustainability, thereby highlighting the most significant achievements during the reporting year in question and providing its stakeholders with an immediate, but above all certified – as it complies with internationally recognised standards – overview of its activities. The awareness-raising process initiated has highlighted a positive trajectory on the part of VENIX SRL, as evidenced by the alignment of its actions with 7 of the 17 SDGs (Sustainable Development Goals) recognised by the United Nations.



2 - END HUNGER

To end hunger, achieve food security and improve nutrition, whilst promoting sustainable agriculture.



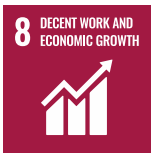
3 - HEALTH AND WELL-BEING

Ensure good health and well-being for all.



7 - CLEAN AND AFFORDABLE ENERGY

Integrate low-impact solutions into production processes through the use of sustainable energy sources.



8 - DECENT WORK AND ECONOMIC GROWTH

Promote full and productive employment, decent working conditions and foster sustainable economic growth.



9 - BUSINESS, INNOVATION AND INFRASTRUCTURE

Resilient infrastructure, sustainable industrialisation and innovation.



12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.



13 - ACTION ON CLIMATE CHANGE

Promoting action at all levels to combat climate change.

The mapping of these issues, carried out using Synesgy and the 26 materiality factors linked to ESG areas, has, based on this analysis, initiated a genuine process of raising awareness that engages all stakeholders through multiple communication channels.





Environmental Performance



Climate Change Management

GRI 102-6 • GRI 305-5
ESRS E1-1 • ESRS E1-2 • ESRS E1-4 • ESRS E2-3 • ESRS E3-3 • ESRS E4-4 • ESRS E5-3
VSME B2 • VSME C2

Regardless of the sector to which it belongs, every organisation has an impact on climate change throughout the entire value chain: from the sourcing of raw materials, through production processes, to distribution and the end of a product's life.
In this context, adopting a structured approach to measuring, preventing and mitigating environmental impacts not only contributes to the protection of natural resources, but also strengthens business resilience, regulatory compliance and stakeholder trust.
Effective environmental management therefore requires the integration of clear policies, processes and objectives, geared towards continuous improvement and innovation, in line with the principles of sustainable development and the market's increasingly high expectations.

The company has made investments and developed initiatives over the last three years to reduce its environmental impact. For example:

Purchase of a panelling machine	€675,000
Purchase of a Laser 4.0 system	€1,600,000
Optimisation of the oil separator	€27,000
Installation of photovoltaic system	€309,330
Compressed air line isolation	€2,500

VENIX SRL has targets for reducing its environmental impact by a certain percentage, which it monitors annually using KPIs. It should be noted, however, that, by a resolution of the Board of Directors dated 10 June 2024, a commitment was formalised to update the company's Integrated Policy and to continue, over the next three years, the process of defining the KPIs necessary for monitoring environmental and sustainability performance.

The company has initiatives underway to adapt to climate change:

- it is taking steps to bring its internal management system certifications into line (e.g. health and safety, environment, quality, etc.);
- it is taking steps to adopt strategic contingency plans (e.g. external health risks, cyber risks, etc.);
- it is taking out insurance policies designed to support mitigation and adaptation to such phenomena.

The new machinery produced by the company is all supported by applications and technologies that enable data analytics and provide data on detergents and the monitoring of faults and malfunctions.

80% of the machines the company manufactures are supported by applications and technologies that enable remote management. Furthermore, the machinery utilises IoT technologies for monitoring and optimising processes from an environmental perspective.

The manufacture of the machinery takes into account the principles of the circular economy; in particular, at the design stage, the machines are developed using 100% recyclable components and materials – notably, all packaging is made from cardboard and wood, without the use of polystyrene or plastic. In terms of maintenance, all machines are designed to maximise their service life (through the use of updatable electronic controls and the ability to replace all components essential to the product's functionality).

Pollution and emissions

GRI 102-2 • GRI 102-3 • GRI 102-4 • GRI 103-2 • GRI 302-1 • GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 306-3-b
ESRS E1-5 • ESRS E1-6 • ESRS E2-4
VSME B3 • VSME B4

The management of pollution and emissions is one of the key areas of responsibility for businesses, which are required to monitor and minimise the impact of their activities on the environment and the health of local communities. Across all manufacturing sectors, atmospheric emissions, water discharges and the production of pollutants must be managed through structured control systems, based on accurate measurements and the adoption of appropriate technical and organisational solutions. Companies are therefore increasingly focused on preventing and reducing sources of pollution by optimising processes, ensuring the efficient use of resources and selecting technologies with a lower environmental impact. A proactive approach in this area not only ensures compliance with applicable requirements but also reduces operational risks, improves environmental performance and provides a concrete response to stakeholders' expectations.

The electricity consumed at the company's owned and rented premises in 2025 amounts to 696,197 kWh.

The company has estimated its emissions using the GHG calculator provided on Synesgy. The results show that:

- Total SCOPE 1 greenhouse gas emissions (direct emissions) amount to 84.78 t CO2 eq;
- Total SCOPE 2 greenhouse gas emissions (indirect emissions resulting from the generation or purchase of electricity) amount to 156.64 tonnes of CO2 equivalent;
- Total SCOPE 3 greenhouse gas emissions (indirect emissions relating to the value chain) amount to 4.82 tonnes of CO2 equivalent.



As part of its production process, VENIX SRL releases polluting chemicals into the environment (air/soil/water) in the form of atmospheric emissions from laser cutting machines.
Checks carried out on emission points and monitored parameters have confirmed compliance with the limits set by legislation. Sampling of atmospheric emissions in 2025 (Prot. 1085-RCE-2025 of 29 May 2025) was carried out by ECS S.r.l..

The new machinery produced by the company is all supported by applications and technologies that enable data analytics and provide data on energy consumption.
The company manufactures machinery capable of optimising energy consumption. Energy performance is certified by an international body.

Furthermore:

- 100% of the machinery is fitted with motors designed to modulate energy consumption;
- 50% of the machinery is fitted with high-efficiency motors;
- 50% of the machinery is fitted with performance self-diagnostic systems.

Throughout 2025, work was carried out to implement the following across the vast majority of energyintensive products: double-glazed horn doors, high-thickness, ultra-low-density glass wool, systems for condensing and purifying cooking fumes, strategies and algorithms for optimised temperature control, and strategies and algorithms for reducing water and energy consumption in steam production.

Water resources

GRI 303-5
ESRS E3-4
VSME B6

In the current context, characterised by increasing pressure on natural resources and increasingly extreme weather events, the responsible management of water resources represents a strategic lever for corporate sustainability. Companies are called upon not only to monitor and reduce their consumption, but also to implement concrete solutions to improve water efficiency throughout the entire value chain. Key actions include the adoption of water recycling and reuse systems in production processes, the introduction of water-efficient technologies, the prevention of leaks and the optimisation of plant facilities. Furthermore, internal awareness-raising helps to promote a corporate culture focused on the protection of water resources, generating both environmental and economic benefits in the medium to long term.

The company's water consumption for the most recent reporting period was 958 m^3.

The new machinery produced by VENIX SRL is all supported by applications and technologies that enable data analytics and provide data on the quantity of water consumed and/or reused. Furthermore, the machinery allows for the recovery and saving of water (for example, cooling water).

The main sources of water abstraction are third parties (e.g. integrated water service operators and wastewater treatment plants, etc.).



Resource use and the circular economy

GRI 301-1 • GRI 301-2 • GRI 306-2-a • GRI 306-2
ESRS E5-1 • ESRS E5-4 • ESRS E5-5
VSME B7

In a context characterised by the increasing scarcity of natural resources and the need to reduce environmental impacts, companies are called upon to rethink their production models, prioritising approaches based on reduction, reuse and recycling. With this in mind, a company can take concrete steps such as optimising the consumption of raw materials and energy, using recycled or renewable materials, designing more durable and easily recyclable products, and implementing systems for the recovery and valorisation of production waste. Integrating these approaches not only helps to reduce the environmental footprint but also fosters innovation and the creation of long-term value.

The total amount of commercial waste produced in 2025 is 205 tonnes, of which 0.91 tonnes are

classified as hazardous (managed in accordance with current legislation). In addition to this, VENIX SRL has an internal procedure for waste management, which also covers hazardous waste (procedure 8.5.1 rev 0-2024).

VENIX SRL sorts the following at its premises:

- paper;
- IT equipment;
- glass;
- plastic;
- 170604 insulation materials, other than those referred to in entries 17 06 01 and 17 06 03 150106;
- packaging made of mixed materials 120102;
- ferrous metal dust and particulates.

The percentage of waste not sent to landfill during the most recent financial reporting period is 100%. The raw materials used as production inputs and the total quantities used by the company are:

Wood	209 tonnes
Minerals	196 tonnes
Metals	1,028 tonnes
Plastic packaging	4.2 tonnes

Recycled or reused raw materials, used as production inputs within the company, account for less than 20% of the total raw materials used.

The proportion of the company's products that can be considered recyclable or reusable is less than 20%.

The professional ovens manufactured by VENIX SRL are mainly made from recyclable materials such as steel, aluminium, glass and other metals. At the end of their life cycle, the products can be sent to authorised facilities for the treatment of WEEE and metallic waste, where the various materials are separated and sent for recovery and recycling.





Social Performance



Workforce

GRI 2-7-a • GRI 2-7-b • GRI 2-29-a • GRI 2-30-a • GRI 205-2 • GRI 401-2 • GRI 403-5 • GRI 403-9 • GRI 404-1 • GRI 405-1 • GRI 405-1-a-iii • GRI 405-2
ESRS S1-1 • ESRS S1-6 • ESRS S1-8 • ESRS S1-9 • ESRS S1-11 • ESRS S1-12 • ESRS S1-13 • ESRS S1-14 • ESRS S1-15 • ESRS S1-16
VSME B1 • VSME B8 • VSME C5 • VSME B10 • VSME B9

Workforce management is a fundamental pillar of corporate sustainability strategy, as it contributes not only to the creation of economic value but also to social wellbeing and the development of human capital. A sustainable organisation promotes an inclusive, safe and motivating working environment by investing in continuous training, respecting workers' rights and valuing diversity. In this context, the company can adopt concrete measures such as structured skills development programmes, work-life balance policies (for example, remote working and flexible working hours), systems for listening to and engaging employees, as well as initiatives to ensure health and safety in the workplace. These actions help to strengthen staff engagement and sustain the organisation's competitiveness and resilience over time.

VENIX SRL holds ISO 45001 certification (Occupational Health and Safety Management).

The company has a policy and procedure in place for regular consultation with key stakeholders, in particular with employees. For example, employee satisfaction is measured through a regular, periodic survey.

The organisation has adopted and published on its website policies and procedures relating to:

- issues relating to equity, diversity and inclusion (which cover discrimination on the grounds of gender, race, religion, sex or sexual orientation);
- the procedures for reporting situations that pose a risk to workers' health and safety (e.g. near misses).

The number of female employees, interns and self-employed workers by occupational category is:

Clerical staff	13
Manual workers	15

The number of male employees, trainees and self-employed workers by occupational category is:

Middle managers	5
Clerical staff	23
Manual workers	52

The ratio of the highest pay in the company to the median pay (in terms of multiples) is 2.5.

The percentage of the total workforce comprising members of protected categories under Law 68/99 or disadvantaged individuals under Law 381/91 and/or under-represented minorities is 7%.





The percentage of total employees by contract type:

Permanent	99%
Fixed-term	1%
Part-time	2%

The number of accidents over the last 5 years has been between 4 and 9.
The total number of days lost due to accidents resulting in temporary incapacity for work in 2025 was 21.

The total number of hours worked during the year by all employees was 174,963.

The total number of training hours delivered during the year was 1,412.



1,412

Annual training hours

The main topics covered by the training provided during the last financial reporting period included:

- the fight against corruption;
- primarily environmental issues (e.g. combating the waste of materials and natural resources, waste management, water management, energy efficiency, etc.);
- health and safety at work;
- administration, finance and control;
- tax and legal matters;
- Information & Communication Technology;

- Leadership and managerial skills;
- Marketing, sales and communication;
- Operations and quality;
- Human resources and organisation;
- Foreign languages;
- Strategy and Innovation.



VENIX SRL's approach to employee welfare:

- offers special arrangements with local organisations (fuel vouchers/shopping vouchers/discounts);
- allows for flexible working hours and remote working;
- offers incentives for men to share care responsibilities (e.g. parental leave);
- awards productivity bonuses.

The percentage of employees covered by the National Collective Labour Agreement (CCNL) ranges from 80% to 100%.

The company invests in the development and enhancement of technical skills for sustainable technologies and processes, and in research and development in the field of sustainability.



Customers and Users

GRI 2-29-a
ESRS S4-1

Stakeholders such as customers and service users are central to the company's ability to generate value in a responsible and sustainable manner. For this reason, a focus on the quality, safety, transparency and accessibility of products and services is an essential element of a sustainable business model. In this context, the company can translate its commitment into concrete actions, such as systematically listening to customers' needs and levels of satisfaction, monitoring the safety and compliance of its offerings, protecting personal data, and providing clear and effective channels for support, complaints and reports. A relationship built on trust, responsibility and responsiveness helps not only to strengthen ties with customers and users, but also to consolidate the organisation's stability and credibility over time.

VENIX SRL has a policy and procedure in place for regular consultations with key stakeholders, in particular with consumers and customers.

Investments in research and development are also aimed at implementing systems to digitise support services. In particular, VENIX SRL uses innovative digital systems to provide remote customer support; through the networked connection of machinery, monitoring and servicing of the installed fleet of machines are carried out.

The technology incorporated into the machinery produced enables users to optimise production whilst minimising waste, thereby contributing to the circular economy.

The products and services offered are accompanied by appropriate labelling and information regarding product disposal practices and their associated environmental or social impacts.



Community

GRI 2-29-a • GRI 203-1
ESRS S3-1
VSME B2

A sustainable organisation recognises the value of dialogue with the communities in the areas where it operates, in the knowledge that value creation also depends on the ability to generate positive impacts on the relevant social and economic context. From this perspective, a focus on communities involves listening to local stakeholders, fostering transparent relationships and implementing initiatives that contribute to local development. At an operational level, the company can actively engage in dialogue with local authorities, associations and organisations, support social, cultural or educational projects, boost local employment and promote partnerships aimed at meeting the community's needs. Through these actions, the organisation strengthens its ties with the local area and contributes to more inclusive and sustainable development.

VENIX SRL has a policy and procedure in place for regular consultation with key stakeholders, in particular with the communities affected by the company's operations.

The company makes donations, sponsorships and charitable contributions for the benefit of the community in the area where it operates.



Workers in the value chain

GRI 2-29-a • GRI 204-1 • GRI 308 • GRI 414-1
ESRS S2-1 • ESRS 2 G1-2

Workers throughout the value chain are a central element of the company's approach to sustainability, as the company's responsibilities extend beyond its own organisational boundaries to include suppliers, contractors and operational partners. Promoting decent, safe and fair working conditions throughout the entire supply chain contributes to the protection of human rights, the prevention of social risks and the strengthening of business resilience. In this context, the company can adopt practical measures such as supplier selection and assessment criteria based on social aspects, the introduction of contractual clauses dedicated to respecting workers' rights, audit and monitoring activities, as well as training and awareness-raising initiatives aimed at partners in the value chain.

The organisation has a policy/procedure in place for regular consultation with key stakeholders, in particular with suppliers.

The company carries out an assessment of suppliers in relation to ESG areas, specifically:

- holding environmental certifications;
- their geographical proximity;
- whether they hold social certifications (in the field of health and safety);
- their adherence to the principles of the circular economy.

Furthermore, an analysis has been carried out to assess the increase in resource productivity and the reduction of waste along the value chain.



In particular, VENIX SRL has embarked on a process of mapping its supply chain, regularly monitoring and overseeing both the social and environmental impacts of its supply chain.
This commitment represents a fundamental step towards greater transparency, accountability and environmental and social awareness. By analysing every link in the production chain, the organisation aims to identify impacts, risks and opportunities, whilst promoting best practices and ethical relationships with suppliers and partners. It is an initiative that reflects a progressive corporate culture, capable of combining competitiveness with respect for the planet.
Supply chain mapping is not merely a technical tool, but an act of sustainable leadership that anticipates future challenges and inspires confidence among stakeholders. It is a concrete example of how innovation can be driven by values.

Below are some charts made available through the Synesgy platform's supply chain analysis, which summarise various characteristics of the companies that make up VENIX SRL's supply chain.





STATO	TOTALE
REGISTRATO TRAMITE INVITO	90
NON REGISTRATI	84

STATO	TOTALE
QUESTIONARIO REGISTRATO	44
QUESTIONARIO IN CORSO	24
QUESTIONARIO CERTIFICATO	23
QUESTIONARIO SCADUTO	24

Let's see how the company has identified 198 companies as its strategic suppliers, all of which are monitored on the Synesgy platform.
Of these, 114 are organisations that have registered on the Synesgy platform and have begun their ESG performance self-assessment process. Specifically, 23 have successfully completed the questionnaire and 24 are currently doing so.

Before delving into the analysis of ESG management, let us examine the general characteristics of VENIX's supply chain.

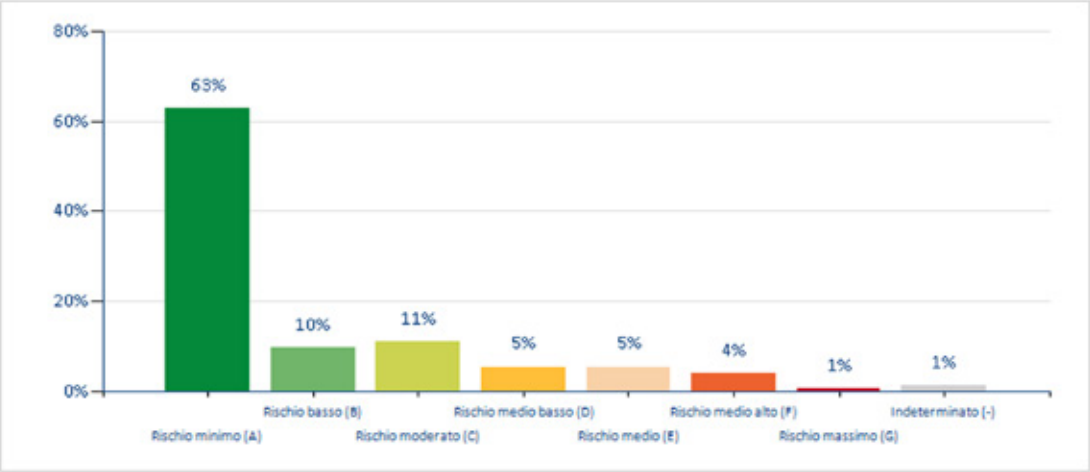
It appears that the majority of these organisations fall within a specific Ateco classification: **24% belong to the Wholesale Trade sector**. The next most representative category is the **Manufacture of Metal Products, which accounts for 14 per cent of the supply chain's participants***.



*Source: Ateco – Chamber of Commerce.

Thanks to the Cribis Rating**, it also emerges that the current and future reliability of VENIX's suppliers – that is, the likelihood that they might cease trading under unfavourable circumstances – is very low.

Financial risk, in fact, assesses the financial reliability of the counterparty and its ability to ensure operational continuity over time. More than half of VENIX's supplier base has a minimal/low financial risk.



	Rischio minimo (A)	Rischio basso (B)	Rischio moderato (C)	Rischio medio basso (D)	Rischio medio (E)	Rischio medio alto (F)	Rischio massimo (G)	Indeterminato (-)
Numerica	116	18	20	10	10	7	1	2

Looking more closely at the issue of physical risk*, that is, the degree of exposure of the company – in our case, the supply chain – to natural hazards such as floods, earthquakes, landslides, etc., VENIX, based on the location of its suppliers' premises, is classified as being at medium/high risk.

Specifically, the suppliers have 186 sites and 2,194 local units spread across 646 different municipalities:

- **242 are located in an area with a medium-to-high risk of flooding;**
- **483 are situated in an area with a medium-to-high risk of earthquakes;**
- **477 are located in an area with a medium to high risk of landslides.**

***Flooding:** *municipality/ISTAT census area, updated based on ISPRA data: https://idrogeo.isprambiente.it/app/page/open-data*
***Landslides:** *municipality/ISTAT census area, updated based on ISPRA data: https://idrogeo.isprambiente.it/app/page/open-data*
***Sinkholes:** *calculation based on distance from the locations where sinkholes occurred, 1000m sensitivity threshold, update based on data*
***ISPRA:** *https://idrogeo.isprambiente.it/app/page/open-data and https://www.isprambiente.gov.it/it/banche-dati/banche-dati-folder/suoloe-territorio/copy_of_suolo-e-territorio*
***Seismic:** *calculation based on distance from the points where earthquakes occurred, calculation sensitivity 0.2 degrees of latitude and longitude, updated based on INGV data: http://zonesismiche.mi.ingv.it/elaborazioni/download.php*
***Seismic zones:** *http://zonesismiche.mi.ingv.it/elaborazioni/download.php*
Data from the Civil Protection Agency, https://rischi.protezionecivile.gov.it/it/sismico/attivita/classificazione-sismica/, and ISPRA, https://www. isprambiente.gov.it/it/banche-dati/banche-dati-folder/suolo-e-territorio/copy_of_suolo-e-territorio
***Land subsidence:** *municipality, update based on ISPRA data: https://annuario.isprambiente.it/sys_ind/733*
***Volcanic:** *calculation based on distance from volcanically active areas, calculation sensitivity 1,000 m, updated using INGV data: https://www.ingv.it/it/dati-in-tempo-reale-vulcani-maps and supported by ISPRA databases https://www.isprambiente.gov.it/it/ databases databases-folder/soil-and-territory/copy_of_soil-and-territory*
***Fires:** *ISTAT census zones, updated based on NASA data: https://firms modaps.eosdis.nasa.gov/map/#d:2021-10-26..2021-11-01;@15.0,41.2,7.0z. Specifically, the data consist of thermal anomalies detected in the infrared spectrum (fires) using the Moderate Resolution Imaging Spectroradiometer (MODIS) – mounted on NASA's Terra and Aqua satellites – and data from the Visible Infrared Imaging Radiometer Suite (VIIRS) – mounted on the Suomi National Polar-orbiting Partnership (Suomi NPP) satellites – in polar orbit – and NOAA-20.*

***Cribis Sources assessment algorithms.*

Bearing in mind that only around 12 per cent of VENIX's supplier portfolio has currently completed the questionnaire, and that an analysis of the Synesgy Scores should therefore not be considered fully representative of the entire sample, we shall proceed with the detailed analysis.



We can see that, based on their completion of the Synesgy questionnaire, the 23 companies have achieved a very good Overall Score: in fact, only 4% of them have achieved a 'Sufficient' Overall Score. We can also see good results in the breakdown across the three ESG pillars (Environmental, Social, Governance).

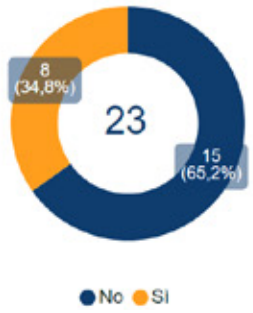
In particular, on environmental issues, we note very satisfactory results: more than half of the cluster achieves a Status between A and B.

The sectoral score highlights how companies perform relative to their respective sectors. The questionnaire enables a sector-specific analysis, but only for companies classified as 'Medium Large' in terms of size; in our case, there are 13 such companies. The average performance achieved by this cluster is satisfactory and in line with the sector trend.

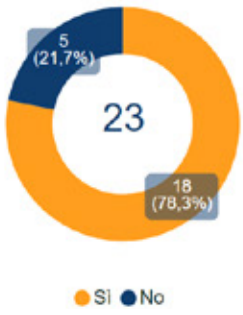
Of these 13, 6 companies are classified as 'Large' in terms of size and are therefore subject to a further analysis of the Business Score.
This indicator, with a highly positive outcome, highlights how these companies are focused on their long-term strategies, adopt a responsible mission, and make a positive impact within the international context in which they operate.

In particular, the questionnaire responses, examined in aggregate form and analysed by the Syensgy platform, are as follows:

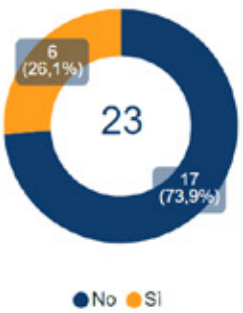
La società è in possesso della certificazione UNI EN ISO 14001 Gestione ambientale – GRI 2-27 / SDG 16



La società è conforme ai dettami normativi derivanti dal ISO 9001 (Sistema di gestione della Qualità)?

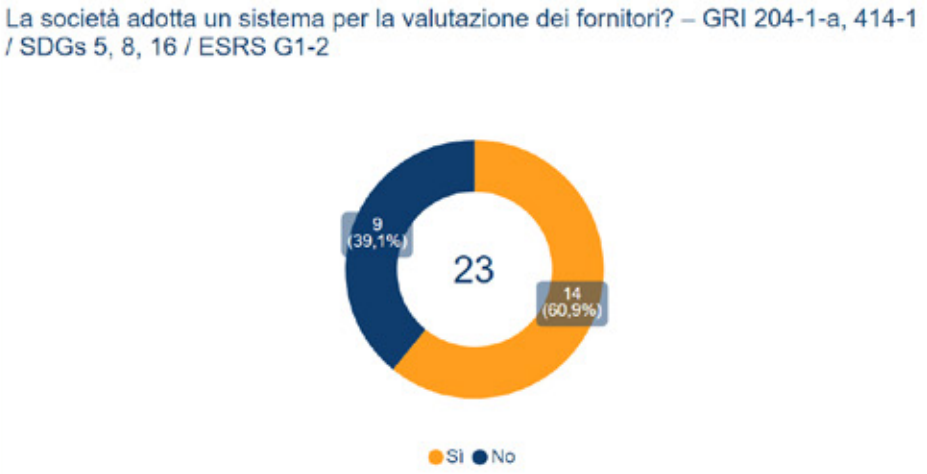


La società è in possesso della certificazione UNI EN ISO 45001 relativamente alla gestione sicurezza e salute lavoratori? – GRI 403-1-a / SDG 3

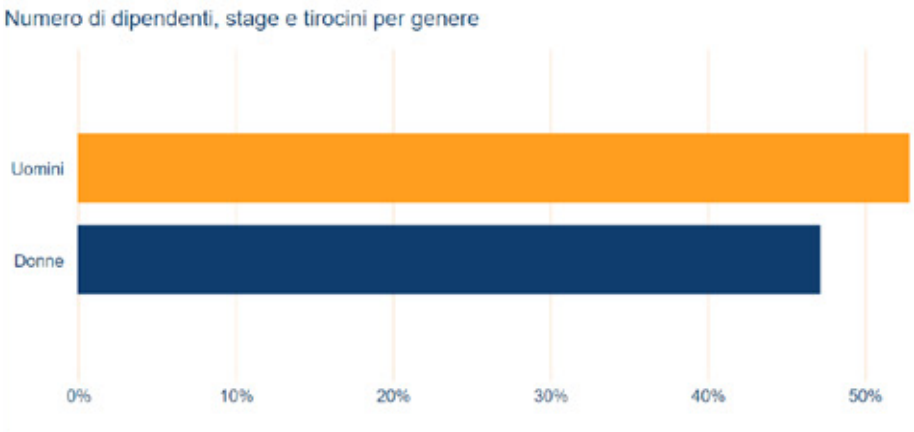


With regard to ISO certifications, it appears that the mapped supply chain pays particular attention to the adoption of ISO 9001 – Quality Management Systems.

With regard to stakeholder management and procurement practices, the majority of companies monitor their own supply chain.



Finally, it is noted that, within the relevant ATECO codes of the certified companies, there is a good average level of gender equality in the composition of the workforce.




VENICE STYLE, EMOTION



Corporate Conduct



Regulatory compliance

GRI 2-22 • GRI 2-23 • GRI 2-26
ESRS 2 MDR-P
VSME B1

On the path towards an increasingly sustainable business model, regulatory compliance plays a central role in ensuring sound management, transparency and reliability. A focus on compliance with applicable laws and regulations translates into a concrete commitment to managing the risks of non-compliance, protecting stakeholders and consolidating a governance system consistent with ESG principles.

VENIX SRL currently has an Integrated Safety, Environment and Quality Policy, which sets out the company's principles and commitments regarding environmental management, safety and continuous improvement (https://www.venix.it/wp-content/uploads/2025/05/ALL-01-POLITICA-INTEGRATARev. 03.pdf).

During 2025, the company also began assessing the implementation of an environmental management system compliant with the ISO 14001 standard.

The company holds the following organisational and product certifications:

- ISO 9001 (Quality Management System);
- IEC 60335-1:2020;
- IEC 60335-2-49:2021;
- EPA 202 NSF/ANSI 4:2024;
- UL 197:2012;
- CSAC22.2#109:2017.

It has also adopted:

- a policy and procedure on data privacy and security;
- an Organisational and Management Model (MOG, Legislative Decree 231/2001);
- a Code of Conduct and a Code of Ethics (appropriate training for employees, consultants and suppliers);
- a Whistleblowing policy/procedure.



Leadership ethics and conduct

GRI 1 • GRI 2-3 • GRI 2-4 • GRI 2-9-a • GRI 2-22
ESRS 2 SBM-3 • ESRS 2 IRO-1 • ESRS 2 IRO-2 • ESRS 2 BP-1 • ESRS 2 BP-2 • ESRS 2 GOV-1 VSME C9 • VSME B1 • VSME B2

Sustainability also depends on the quality of leadership. For this reason, ethics, accountability and consistency in the behaviour of senior management are essential drivers for building trust, driving change and fostering strong relationships with people, partners, customers and communities. Leadership is called upon to translate corporate values into concrete decisions that combine performance, integrity and a focus on social and environmental impacts.

The company's governing body is the Board of Directors.

The company publishes its results relating to environmental, social and economic sustainability at https://www.venix.it/sustainability/.

VENIX SRL has carried out an analysis of the risks and opportunities associated with environmental, social and governance factors as part of its Integrated Management System. Following this analysis, improvement measures were initiated relating to waste management, the ESG assessment of suppliers, the energy efficiency of facilities, the installation of a photovoltaic system and the assessment of the adoption of ISO 14001. KPIs and monitoring targets have also been defined.

The company is insured against physical risks.

VENIX SRL has accessed European funds for innovation and the green economy to develop projects. In this regard, it has developed a proprietary patent relating to sustainable innovation and/or digitalisation.


VENIX

Actions recommended by Synesgy



Water, energy and waste

- Implement a water recovery and/or reuse system.
- Measure the company's emissions relating to air pollution to understand its environmental impact and identify appropriate improvement measures.
- Adopt measures aimed at increasing the use of recycled/reused raw materials as production inputs.
- Adopt measures aimed at increasing the proportion of recyclable/reusable products and services.
- Implement a system to monitor pollutants in the environment.

Environmental Certifications

- To implement ISO 14001 certification for environmental management.
- Obtain ISO 50001 certification for energy management systems.



Human Resources Management, Certifications and Regulations

- Adopt policies on human rights and the management of child labour, forced labour and compulsory labour.
- Strengthen regular consultations with key stakeholders.
- Expand the scope of training topics to include, for example, privacy issues.
- Expand the range of training topics to include, for example, the circular economy.
- Expand the range of training topics to include, for example, digital innovation.

Relations with Stakeholders and the Local Community

- Carry out projects in schools or within the local community on topics relating to sustainability.
- Assess the company's supply chain from both an environmental and a social perspective.
- Implement innovative digital systems for providing remote customer support, such as the remote installation, commissioning and start-up of machinery.



Regulatory Certifications

- Adopt the ISO 37001 certification for the anti-bribery management system.

Business and corporate governance

- Assess the possibility of joining Benefit Corporations.
- Strengthen governance controls.
- Carry out a materiality analysis aimed at identifying the main impacts linked to environmental and social factors.
- Consider incorporating the recording of climate-changing gases produced into data analytics/diagnostics.

GRI Index

Statement of Use

VENIX SRL has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.

GRI Standard		GRI Title	Chapter/paragraph	Page
GRI 1: Foundation 2021			Ethics and conduct of the leadership	46
GRI 2: General Disclosure 2021	2-1	Organisational details	Organization Profile	8
	2-2	Entities included in the organisation's sustainability reporting of the organisation	Organization Profile	8
	2-3	Reporting period, frequency, and point of contact	Reporting information	11
	2-3	Reporting period, frequency, and point of contact	Ethics and conduct of the leadership	46
	2-4	Review of information	Reporting information	11
	2-4	Review of information	Ethics and conduct of the leadership	46
	2-5	External assurance	Reporting information	11
	2-6	Activities, value chain and other business relationships	Organization Profile	8
	2-7-a	Report the total number of employees and a breakdown by gender and geographical area	Workforce	28
	2-7-b	Report the total number of employees by category of contract signed	Workforce	28
	2-9-a	Describe the governance structure and the highest governing body	Ethics and conduct of the leadership	46
	2-22	Statement on the sustainable development strategy	Regulatory compliance	44
	2-22	Statement on the sustainable development strategy	Ethics and conduct of the leadership	46
	2-23	Policy Commitment	Regulatory compliance	44
	2-26	Mechanisms for seeking clarification and raising concerns	Regulatory compliance	44
	2-29-a	Describe your approach to engaging the stakeholders	Workforce	28

GRI Standard		GRI Title	Chapter/paragraph	Page
	2-29-a	Describe your approach to stakeholder engagement	Customers and users	32
	2-29-a	Describe your approach to stakeholder engagement	Community	34
	2-29-a	Describe your approach to stakeholder engagement	Workers in the supply chain value	35
	2-30-a	Report the percentage of total employees covered by collective agreements	Workforce	28
General information 2016	102-2	Climate Change Adaptation Plan	Pollution and Emissions	22
	102-3	Just Transition	Pollution and Emissions	22
	102-4	Targets and progress in reducing greenhouse gas emissions Greenhouse	Pollution and Emissions	22
	102-6	Scope 2 greenhouse gas emissions	Climate change management climate	20
Management arrangements 2016	103-2	Energy consumption and self-generation within the organisation	Pollution and Emissions	22
GRI 203: Indirect economic impacts 2016	203-1	Investments in infrastructure and services supported	Community	34
GRI 204: Procurement practices 2016	204-1	Proportion of expenditure incurred spent on local suppliers	Workers in the supply chain value	35
GRI 205: Anti-corruption 2016	205-2	Communication and training on anti-corruption regulations and procedures anti-corruption	Workforce	28
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Resource use and circular economy	24
	301-2	Recycled input materials used	Resource use and circular economy	24
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Pollution and Emissions	22
GRI 303: Water and water discharge 2018	303-5	Water consumption	Water resources	23
GRI 305: Emissions 2016	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Pollution and Emissions	22
	305-2	Indirect greenhouse gas (GHG) emissions from consumption (Scope 2)	Pollution and Emissions	22
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Pollution and Emissions	22

GRI Standard		GRI Title	Chapter/paragraph	Page
	305-5	Reduction of greenhouse gas (GHG) emissions	Climate Change Management	20
GRI 306: Waste 2020	306-2-a	Measures taken, including circularity metrics, to prevent waste generation in the organisation's upstream and downstream activities within its value chain and to manage significant impacts resulting from the waste generated	Resource use and circular economy	24
	306-2	Management of significant wasterelated impacts	Resource use and circular economy	24
	306-3-b	Contextual information needed to understand the data and how it was compiled	Pollution and Emissions	22
GRI 308: Environmental assessment of suppliers 2016	308		Workers in the supply chain value	35
GRI 401: Employment 2016	401-2	Benefits for full-time employees that are not available to fixed-term or part-time employees	Workforce	28
GRI 403: Occupational health and safety 2018	403-5	Training of workers on health and safety at work	Workforce	28
	403-9	Accidents at work	Workforce	28
GRI 404: Training and education 2016	404-1	Average number of training hours per year per employee	Workforce	28
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity in governance bodies and amongst employees	Workforce	28
	405-1 a-iii	Percentage of individuals within the organization's governance bodies who belong to other diversity categories, where relevant (such as minorities or vulnerable groups)	Workforce	28
	405-2	Ratio of base salary and total remuneration for women compared to men	Workforce	28
GRI 414: Assessment supplier social chain 2016	414-1	New suppliers who have been selected using social	Workers in the supply chain value	35

Index VSME

VSME	Indicator Title	Paragraph	Page
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	Basis for preparation	Ethics and conduct of the leadership	46
	Basis for preparation	Workforce	28
VSME B2	Future practices, policies and initiatives for the transition to a more sustainable economy	Climate Change Management	20
	Future practices, policies and initiatives for the transition to a more sustainable economy	Community	34
	Future practices, policies and initiatives for the transition to a more sustainable economy	Ethics and conduct of the leadership	46
VSME B3	Energy consumption and GHG emissions	Pollution and Emissions	22
VSME B4	Air, water and soil pollution	Pollution and Emissions	22
VSME B6	Water	Water resources	23
VSME B7	Resource use, the circular economy and waste management	Resource use and the circular economy	48
VSME B8	Workforce – General characteristics	Workforce	28
VSME B9	Workforce – Health and safety	Workforce	28
VSME B10	Workforce – Pay, National Collective Labour Agreements and training	Workforce	28
VSME C2	Description of practices, policies and future initiatives for the transition to a more sustainable economy	Climate Change Management	20
VSME C5	Workforce – Additional characteristics	Workforce	28
VSME C9	Gender diversity on the Board of Directors	Ethics and conduct of the leadership	46

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