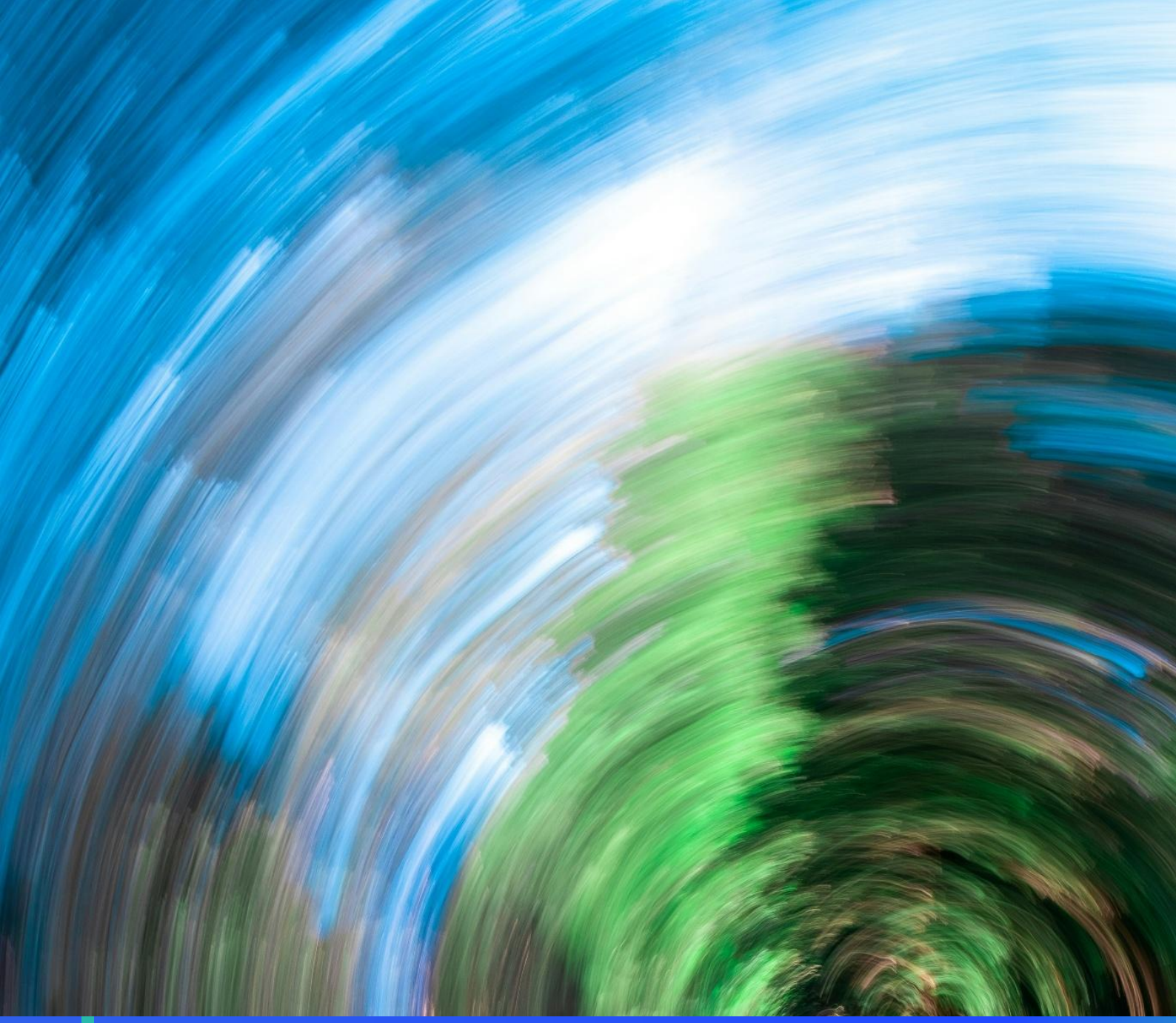

Sustainability Report

2025

ATLA

Circular by nature, excellent by choice

For over 45 years, we have been extending the life of components and maximizing the value of resources. By 2030, we aim to reduce our emissions by 55%

VISION 2030

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Letter to Stakeholders

Dear Stakeholders,

I am pleased to present our 2025 Sustainability Report, a document that enables us to transparently share our commitment to responsible and sustainable growth.

2025 marked a year of further consolidation in ATLA's journey to integrate ESG principles into its corporate strategy and business operations. In a rapidly evolving global environment, we continued to invest in our people, capabilities and innovation, strengthening our ability to generate long-term value for all our Stakeholders.

Among the most significant initiatives of the year was the development of our new production facility. This strategic investment reflects our vision and our commitment to supporting future growth through increasingly modern, efficient and innovation-driven infrastructure.

The past year also held special significance for our Company, as it marked the 15th Anniversary of Mitsubishi Heavy Industries' investment in ATLA. Over the years, this strategic partnership has supported our growth while fostering the development of skills, technologies and shared projects focused on innovation and continuous improvement. We are proud to be part of a Group that continues to distinguish itself through its ability to develop technologically advanced and increasingly sustainable solutions.

We look to the future with confidence, recognizing that collaboration, innovation and responsibility are essential to addressing the challenges of the energy transition and creating lasting value.

Finally, I would like to express my sincere gratitude to everyone who contributed to the preparation of this report and who, through their daily commitment and dedication, make ATLA's sustainable growth journey possible.

Luca GANDINI
Chief Executive Officer

Reporting methodology and principles

GRI 2-2, 2-3 | VSME B1

The 2025 Sustainability Report that ATLA S.r.l. publishes is on a voluntary basis and refers to the period between 1 January and 31 December 2025. The data and information present refer to ATLA and its Chieri plant. It should be noted that the information and data relating to the company TAG (a subsidiary of ATLA) are not included in this document.

With this document, it was decided to inform all stakeholders about the Company's non-financial data and improve the transparency of information. It was decided to use the **GRI Sustainability Reporting Standards** as a **GRI-referenced** methodological reference to allow comparability with companies in the sector.

These standards, issued by the Global Reporting Initiative, provide organizations with a shared language for disclosing non-financial information. The goal of sustainability reporting using the relevant GRI Standards is to transparently disclose how an organization contributes or intends to contribute to sustainable development.

In defining the contents and drafting of this document, ATLA has applied the reporting principles defined by the GRI: accuracy, balance, impartiality, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

It was decided to report on the significant issues after a materiality analysis conducted through a comparison between the issues relevant to the stakeholders and the issues relevant to the company. The issues that emerged in this way and the impacts in environmental, social and economic terms were analysed.

The complete list of the Standards used, with the explanation of the selected topics and the related disclosures reported, is reported in the GRI Content Index.

In the presentation of the contents, it was decided to combine the text with the icons of the most relevant **United Nations Sustainable Development Goals**, to show the correlation between the activities carried out by ATLA and some of the sustainable development goals that constitute the framework of national and EU policies.

In line with regulatory developments, we have integrated the GRI with the related references to the **VSME (Voluntary Sustainability Reporting Standard for non-listed Small and Medium sized Enterprises)**. Recommended by the Council of the European Union in February 2026, their final adoption is expected in 2026 through a Delegated Act of the European Commission. This mapping anticipates the formal application of the VSME standards, which our Company plans to implement starting from the next edition of the Sustainability Report.

It should be noted that the use of estimates has been limited as much as possible, which, if any, are appropriately reported. Where possible, the information contained in the Financial Statements has been provided with a comparison with the previous year.

Greenhouse gas emissions have been recalculated using the GHG Protocol and data provided by **Ispra Italia** on the energy mix and location-based emissions.

Company Profile

GRI 2-1, 2-6, 2-28

ATLA (Azienda Torinese Lavorazioni Aeronautiche) is an Italian company with experience in Special Processes and innovative coatings for the production and repair of aircraft engine components and high-tech gas turbines for the most important OEMs.

Since 2010, it has been a partner of **Mitsubishi Heavy Industries**, one of the world's leading industrial groups in the energy, logistics, infrastructure, industrial machinery, aerospace and defense sectors. As the official workshop of the energy solutions brand, ATLA offers the most comprehensive support through the unique reconditioning of hot path gas turbine parts.

ATLA provides the customer with the verticalization of various Special Processes, with the aim of providing a finished product, such as blades and superalloy sectors that operate at high operating temperatures, managing a chain of qualified suppliers, including the subsidiary **TAG**, specialized in heat treatments for the automotive, aerospace, biomedical and industrial markets. The company was acquired in 2004 to create a leading hub in Integrated Special Processes. The close collaboration allows us to operate by optimizing processes, acting as a single interlocutor.

The ATLA plant has been designed according to the most advanced standards of energy efficiency and industrial sustainability. Located in Chieri, about 15 kilometers from Turin, it benefits from a strategic position within one of the main logistics and manufacturing hubs in the country, with quick connections to the major European aerospace hubs.

To support the company's constant growth, an important industrial expansion plan is currently underway which includes the construction of a new plant at the Chieri site. This investment will allow us to increase production capacity and respond effectively to future market needs.

ATLA adopts and constantly improves its Integrated Management System in compliance with the main **ISO Standards**. It is **AS/EN 9100** and **AS/EN 9110** certified for aerospace requirements and **Nadcap** accredited for strategic Special Processes: Welding, Nonconventional Machining, Coatings, Heat Treating, Nondestructive Testing.

Our history

ATLA was established in Chieri (Turin) on 24 October 1978 by the aeronautical engineer Ettore GANDINI and his wife Laura PREGNO.

Since the beginning, the company has developed the necessary expertise to establish itself as a leader in gas turbine services. Over the years, it has experienced steady growth as a result of important strategic partnerships. Since 2010, it has been part of the Japanese group **Mitsubishi Heavy Industries (MHI)**. Today, the second generation, with Luca and Beatrice, continues the values and vision that have guided the company since its inception.

1978	ATLA establishment
1988	Partnership with **SULZER SURFACE TECHNOLOGY** and **FIAT AVIO**
1995	**ISO 9001** Quality Certification
1998	**SULZER SURFACE TECHNOLOGY** exits from the corporate structure
2004	Acquisition of company **TAG** shares
2005	Focus on Aerospace with **AVIOFIX**, JV between **FIAT AVIO**, **ATLA** and **TAG**, for MRO activities
2006	**DGTSE**, a JV between **MHI** and **ATLA** for the repair of industrial gas turbine parts, is born
2010	**FIAT AVIO** exits from the corporate structure
	Partnership with **MHI** as Qualified Repair Shop
2012	Inauguration of the new energy-efficient plant in Chieri (TO)
2014	**ISO 14001** Environmental and **ISO 45001** Health and Safety Certification
2016	**ISO 50001** Certification for Energy
2018	**AS/EN 9100** and **AS/EN 9110** Certification for Aerospace Quality
2019	**ISO 27001** Certification for Information Security
	Nadcap accreditation of all strategic Special Processes
	Member of the Board of Directors of **AICQ Aerospace**
	Member of the **Piedmont Aerospace District (DAP)** and of the **CTNA (National Aerospace Technology Cluster)**
2020	Obtaining **ex Art. 28 T.U.L.P.S. license**
2021	**ECAP** Certification for Export Compliance
	Admission to the **European Technology Development Clusters** of **AVIO AERO**
2022	Affiliate Member of the **International Aerospace Quality Group (IAQG)**
2023	**NEUMANN** Project partner, co-funded by the EU, and coordinated by **AVIO AERO**, for the development of propulsion systems — Co-funded by the European Union
	Member of the **Italian Association of Aeronautics and Astronautics (AIDAA)**
2024	Consolidation of additional shareholdings in **TAG**
	Member of **Italy-Japan Business Group (IJBG)**
2025	Start of construction of the new production plant

Our Guidelines

In a constantly changing and evolving world, we are committed to responding to challenges with solutions that combine innovation, quality and efficiency.

We aim to enhance what is most important to our Customers, anticipating their needs and actively contributing to the development of an increasingly competitive global market.

We constantly strive for Excellence in processes related to the production and maintenance of high-tech gas turbine components. Our mission goes beyond technical quality: we work to meet expectations by integrating environmental, economic, social and ethical sustainability into every aspect of our operations.

To guide us on this path, we embrace a set of Core Values. Together, with these principles as our guide, we are laying the foundations for a future in which excellence, sustainability and customer value merge into a single vision. We are ready to overcome challenges and grow.

Vision

Supporting Customers to give a new life to their products, accepting every challenge and giving our contribution to the global market's growth, in terms of time, quality and costs.

Mission

To be a Centre of Excellence for high-tech gas turbine products for Aerospace and Industrial applications, meeting Customer's expectations in full economic, environmental, social and ethical Sustainability.

Communication

Clear exchange to grow together

Flexibility

Adapt with agility to changes

Responsibility

Commitment and care in every action

Leadership

Leading with vision and inspiration

Quality

Excellence in every detail

Innovation

Constantly evolving, non-stop

Stakeholders identification

GRI 1, 2-29, 3-1

Stakeholders in GRI 1 are defined as persons or groups whose interests are or could be influenced by the activities of an organization.

The most common types of stakeholders in an organization include business partners, civil society organizations, consumers, customers, employees and other workers, governments, local communities, non-governmental organizations, shareholders and other investors, suppliers, trade unions, and vulnerable groups. Stakeholder interests can be positively or negatively affected by the organization's activities. Due diligence focuses on identifying the interests of stakeholders that are or could be negatively affected by the organization's activities.

Engaging stakeholders helps the organization identify and manage positive and negative impacts. Not all stakeholders will be affected by all the organization's activities. The organization should identify stakeholders whose interests need to be considered in relation to a specific activity (relevant stakeholders). Where it is impossible to directly involve all relevant stakeholders, the organization may seek their trusted representatives or bodies acting on their behalf (e.g., non-governmental organizations).

In addition to engaging stakeholders, the organization may consult with experts on specific issues or contexts (e.g., academics, non-governmental organizations) for advice on how to identify and manage impacts. Sometimes it is necessary to distinguish between stakeholders whose interests have been affected (affected stakeholders) and those whose interests have not yet been affected but may be affected (potentially affected stakeholders). This is an important difference in due diligence.

Corporate Sustainability refers to a conception of the activity that is not limited to the maximization of profit, but to the creation of value in the long term for the benefit of various company interlocutors.

The main ATLA **Stakeholders** are:

- *Institutions (Regions and government and local bodies)*
- *Corporate governance (Board of Directors, Shareholders, Board of Statutory Auditors)*
- *Customers*
- *Suppliers*
- *Employees (including interns, interns, etc.)*
- *Financial institutions (credit institutions, any other institutions)*
- *Training institutions (universities, higher institutes and research centers)*
- *Trade Organizations and Associations (Amma, Unione Industriali Torino, IAQG, DAP, CTNA, AIDAA, IJBG, AICQ)*
- *Certification and supervisory bodies (DNV, NADCAP, Inail, INPS)*

Material topics analysis

GRI 3-1

The process of determining the relevant topics in ATLA follows the indications of the GRI 3 standard.

In the **first phase**, relating to the understanding of the context in which the company operates, a documentary analysis was carried out, taking into consideration different categories of sources, both internal and external, including sustainability standards and ratings, industry documents, competitor benchmark analysis and a recognition of the main articles concerning ATLA. In particular, the **SASB Aerospace & Defence standard** was analyzed, some studies published in the MDPI journal as "The content scope of airline sustainability reporting according to the GRI Standards - an assessment for Europe's five largest airline groups". In addition, the analysis took into consideration the entire value chain of the sector in which ATLA operates.

In the **second phase**, regarding the identification of potential and current positive and negative impacts, the current impacts, i.e. those that are currently occurring or have occurred over time, and the potential impacts, i.e. those that could occur in the future, were mapped. Impact refers to the effects that an organization has on the economy, the environment and/or society (positive and/or negative), but also with respect to the expectations, interests and assessments of its stakeholders.

In the **third phase**, i.e. the assessment of the extent of the impacts, all the impacts were assessed through an analysis of the degree of significance in line with the criteria indicated by the **GRI 2021 Standard**. The relevant aspects, to be reported in the Sustainability Report in accordance with the standards, are those that reflect the significant economic, environmental and social impact of the organization. After assessing the actual and potential impacts, the significance was assessed to establish their priority. The definition of priorities allowed ATLA to address the impacts and determine the material issues to be reported. The extent of an actual negative impact depends on the severity of the impact, while that of a potential negative impact, the severity and probability of the event.

Subsequently, through prioritization activities, the material issues for reporting were determined. At the methodological level, the main impacts, negative and positive, identified were prioritized and evaluated respectively according to their degree of severity and probability of occurrence. In fact, the significance of an actual impact is determined by its severity, while the significance of a potential impact is determined by the severity and probability of the impact. In particular, the severity of an impact was assessed taking into account three aspects: severity scale (severity of the impact), scope of application (scope and extent of the impact), irremediability (limits of the ability to bring the affected subjects or environment back to a situation equivalent to the condition in which they were before the negative impact).

Regarding the assessment of potential impacts, all the policies, procedures and activities put in place by the company to prevent and mitigate the identified impact were considered, within the assessment of the probability of occurrence. Finally, based on the degree of severity and probability, each impact initially mapped was classified as having very relevant, relevant, moderate, not very relevant, and irrelevant significance. Impacts with very significant, relevant and moderate significance were considered material.

During 2023, we introduced a new tool, the Corporate Climate Analysis carried out by **GNV Group**, with the aim of actively involving employees in identifying the social issues they consider most relevant. In 2024, the survey specifically involved 96 employees divided between the office and the workshop. The overall participation reached 90.6% of employees. In 2025, the Well-being and Satisfaction Analysis involved 110 resources and had a significant participation of 83%.

As a result of the materiality analysis conducted, the following relevant topics emerged: energy, GHG emissions, waste management, occupational health and safety, diversity and equal opportunities and training.

List of material topics and references

GRI 3-2, 3-3

MATERIAL TOPIC	DESCRIPTION	GRI INDICATOR
Climate change	By using energy, ATLA's direct and indirect activities generate greenhouse gas emissions, contributing to climate change. Energy consumption represents the most significant impact on the environment of indirect Scope 2 emissions. Other consumption concerns cleaning and any internal transport. Indirect Scope 3 emissions represent the most significant percentage of emissions. To mitigate this impact, as of November 2022, the company's own photovoltaic system has been in operation, helping to cover energy needs.	305-1: Direct greenhouse gas emissions (scope 1) 305-2: Indirect energy emissions of greenhouse gases (scope 2)
Waste Management	Waste management is a material issue for ATLA. The SASB (Aerospace) standards consider waste management as a material element and indicate quantitative KPIs.	306-2: Waste by type and method of disposal
Responsible use of resources	The responsible use of natural resources for ATLA involves a special focus on water and energy consumption.	302-1: Energy Consumption Within the Organization 303-3: Water withdrawal 303-5: Water Consumption
Occupational Health and Safety	The health and safety of workers is an issue of priority importance for ATLA. To counter potential risks in the workplace that expose employees and collaborators to the risk of accidents, the company provides employees with training courses on safety at work (refresher courses preparatory to the risks of the job, first aid, firefighting, RLS and related updates). The Occupational Health and Safety Management System is certified with the ISO 45001 Standard. In addition, its importance is underlined in the company policy and in the Code of Conduct.	403-9: Accidents at work
Respect of human rights	As part of ATLA's activities, situations of violations of workers' rights, such as episodes of discrimination, may occur. Any episodes of this type would not be tolerated in any way. This principle is made explicit in the Code of Business Conduct.	406-1: Incidents of discrimination and corrective measures taken

MATERIAL TOPIC	DESCRIPTION	GRI INDICATOR
Employees protection and enhacement	All employees are covered by collective bargaining agreements. Refresher courses on safety are regularly provided, and the company considers training to be a decisive element. In the company policy of the Integrated Management System, this element is formally explicit.	401-1: Hiring of new employees and employee turnover 405-1: Diversity in Governance Bodies and Among Employees
Data security and Privacy Policy	Data security is a key element. The SASB (Aerospace) Standards consider this element as material and include it in the "Sustainability Disclosure Topics and Accounting Metrics" indicating the KPIs to assess its extent.	418- Customer Privacy
Direct and indirect value creation	Through its activities, ATLA participates in the creation of economic value and local induced activities in the territories in which it operates, also thanks to the choice to relate mainly with local suppliers.	201-1: Direct Economic Value Generated and Distributed 204-1: Procurement Practices 203-2: Significant indirect economic impacts
Ethics, integrity and anti-corruption	ATLA is committed to conducting its business with integrity, transparency and in compliance with laws and regulations. Ethics is a material issue for the SASB Standards (Aerospace) indicating quantitative metrics (KPIs) and evaluation.	205-3: Anti-corruption
Safety and quality of products	All products comply with the most advanced regulatory frameworks and UNI EN ISO standards. Product safety is one of the material topics of the SASB (Aerospace) standard. The standard provides quantitative KPIs to assess its scope such as the number of recalls and the total number of units recalled for complaints, or the total financial losses related to court proceedings associated with product safety issues.	416: Customer Health and Safety

European Sustainability Legislation

Regulatory Evolutions from ESRS to VSME

2022 - The new European Sustainability reporting is born

On 22 November 2022, the European Parliament adopted the **CSRD (Corporate Sustainability Reporting Directive, EU Directive 2022/2464)**, which replaces the previous NFRD (Non-Financial Reporting Directive), introducing more stringent and standardized ESG reporting requirements.

2023 - Entry into force of the CSRD and definition of the ESRS

On 5 January 2023, the CSRD enters into force. In December 2023, the Commission adopted Delegated Regulation (EU) 2023/2772, which introduces the first set of **ESRS (European Sustainability Reporting Standards)**, the technical standards developed by **EFRAG** to implement the CSRD (12 thematic standards in 4 areas: general, environment, social, governance).

2024 - First applications and strengthening of due diligence

The 2024 financial year sees the first application of the CSRD: Wave 1 starts, concerning large public interest companies with over 500 employees, with the first report published in 2025. On 25 July 2024, the **CSDDD (Corporate Sustainability Due Diligence Directive, EU Directive 2024/1760)**, on due diligence along the value chain, comes into force. On 10 September 2024, the Italian transposition of the CSRD takes place with Legislative Decree 125/2024, published in the Official Journal on 10 September and entered into force on 25 September 2024. On 17 December 2024, EFRAG submits the **VSME** to the European Commission: the voluntary standard for unlisted SMEs is born.

2025 - From regulatory simplification to the adoption of the VSME

On 26 February 2025, the Commission presented the **Omnibus Package I (COM 2025 - 80 and 81)**, with the stated aim of simplifying CSRD, CSDDD and EU Taxonomy, in response to the "Competitiveness Compass". On 3 April 2025, the European Parliament voted in favour of the *Stop the Clock* measure. On 16 April 2025, **Directive (EU) 2025/794 Stop the Clock** was published in the EU Official Journal, postponing the obligations for companies that had not yet started reporting (Waves 2 and 3) by two years. On 8 August 2025, the Italian government implemented the directive with Law no. 118/2025 (conversion of the Economy Decree). On 30 July 2025, the Commission adopted the VSME through Recommendation (EU) 2025/1710, inviting SMEs to use the voluntary standard in response to ESG requests from large companies and financial institutions. On 3 December 2025, EFRAG submitted to the Commission the technical opinion on simplified ESRSs, with a reduction of around 61% in mandatory datapoints. On 16 December 2025, the European Parliament approved by a large majority (428 votes) the increase in the size thresholds of the CSRD, reducing the mandatory perimeter from around 50.000 to around 20.000 companies (new thresholds: over 1.000 employees and 450 million in net turnover).

2026 - VSME becomes the reference for the value chain

On 24 February 2026, the Council of the EU definitively approved the Omnibus I text. On 26 February 2026, **Directive (EU) 2026/470**, which organically amends Directives 2006/43/EC, 2013/34/EU, CSRD and CSDDD, was published in the EU Official Journal. It also introduces the figure of the protected company: any company with less than 1,000 employees in the value chain has the right to refuse information requests that go beyond the VSME principles. On 18 March 2026, Directive (EU) 2026/470 enters into force, with 12 months granted to Member States for national transposition.

The VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs), the voluntary sustainability reporting standard for unlisted small and medium-sized enterprises, will constitute a common model for companies in the coming years. The information required by the Standard will constitute the so-called "value chain cap", i.e. the limit of information that companies subject to the CSRD will be able to request from companies included in their value chain.

ATLA will evaluate the adoption of VSME standards as early as the next edition of the Report.

Our idea of Sustainability

Concrete and measurable actions

At ATLA, we consider Sustainability to be a fundamental pillar of our business strategy and an essential element for the creation of long-term value.

This is why we have set ourselves concrete and ambitious goals in the Economic, Environmental and Social fields, integrating ESG principles into decision-making processes, operational activities and relations with all our stakeholders.

Our vision is guided by the **United Nations 2030 Agenda** and the **17 Sustainable Development Goals (SDGs)**, which represent the reference for guiding, monitoring and evaluating the effectiveness of our initiatives over time. This framework allows us to ensure the consistency of our growth path with the main global challenges and with the expectations of customers, partners and communities.

Aware that change passes above all through people, we have developed a structured internal communication path dedicated to sustainability issues, contributing to the dissemination of a corporate culture based on responsibility, participation and shared values.

Confirming its commitment, in 2024 ATLA was included in the **TOP 100 ESG Excellence**, a prestigious ranking that recognizes the Italian companies that have most distinguished themselves for their Environmental, Social and Governance performance. The recognition, obtained as part of the **Sustainability Award 2024**, represented an important attestation of the solidity of the path taken and the company's ability to transform the principles of sustainability into concrete and measurable actions.

Today, we continue to promote responsible and sustainable growth, leveraging innovation, people involvement and continuous improvement to generate lasting value for the territory, customers and future generations.

Pillars

- *Medium and long-term sustainability plan*
- *Policies, Certifications and Management Systems on relevant ESG issues*
- *Sustainability Report according to GRI standards*
- *Inclusion Policy*
- *Corporate Governance in line with Best Practices*
- *Ethical business management*
- *Data security*
- *Product safety*

SUSTAINABLE DEVELOPMENT GOALS

ESG objectives and actions taken

GRI 2-22 | VSME B2 - C3 - C4

ESG	MATERIAL AREA	GOAL	EXPIRATION DATE	ACTIONS	SDG
Environmental	**Reducing emissions**	Contribute directly and indirectly to the reduction of emissions into the atmosphere by 55%	**2030**	Reduction of Greenhouse Gas Emissions	13 CLIMATE ACTION
	Energy	Ensuring the safety and efficiency of the plants	**2026**	Analysis of the results of thermographs on motors and electrical panels	7 AFFORDABLE AND CLEAN ENERGY
		Reduce energy consumption	**2025** ✓	Replacement of a compressor with new heat recovery technology	
			2027	Replacement of lighting fixtures with new LED technology	
			2026	Heat recovery from heat treatment furnaces	
			2026	Installing a heat pump	
	Environmental protection	Reduce the environmental impact of waste by reducing the percentage and quantities disposed of	**2025** ✓	Prioritising recovery, reuse and reuse	15 LIFE ON LAND
		Integrate environmental sustainability principles into the onboarding process of new hires	**2026**	Environmental onboarding	

ESG	MATERIAL AREA	GOAL	EXPIRATION DATE	ACTIONS	SDG
Environmental	**Environmental protection**	Reduce the use of plastic packaging	**2025** ✓	Progressive replacement of traditional plastic packaging with WaveBag solutions made of recyclable paper	15 LIFE ON LAND
	Water and sewage	Reduce water consumption and water stress	**2026**	Information and training on a conscious use of water and the fight against waste	6 CLEAN WATER AND SANITATION
Social	**Social inclusion**	Creating job opportunities for young people and the unemployed	**2026**	Training periods aimed at young people and the unemployed through integration, creating tailor-made training paths	10 REDUCED INEQUALITIES
		Promoting inclusion and support for people with disabilities through sport	**2026**	Sponsorship of the activities of the Insuperabili, a club active in the promotion and development of sports projects aimed at children with disabilities	
	Gender equality	Reduce the labour market participation gap between men and women and promote active policies to achieve it	**2027**	Certification for gender equality according to UNI/PdR 125:2022 and increase in female representation in leadership positions	5 GENDER EQUALITY
		Dissemination of a corporate culture and inclusive policies free from discrimination and prejudice capable of enhancing talents in all their diversity	**2025** ✓	Signing of the Equal Opportunities Charter for an inclusive, fair and respectful work environment, combating all forms of discrimination	
	Industry, infrastructure and innovation	Minimization of damage from interruption events	**2027**	Creating an operational strategy for business continuity in the event of disruption	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

ESG	MATERIAL AREA	GOAL	EXPIRATION DATE	ACTIONS	SDG
Social	**Industry, infrastructure and innovation**	Promote the creation of inclusive, sustainable economic activities in relation to the reference community	**2026**	Construction of a new production plant	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Governance	**Business ethics and compliance**	Strengthen regulatory compliance and security of international operations	**2026**	Obtaining AEOF status and Approved Place qualification	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
		Integrating ESG principles into corporate strategy	**2027**	Adherence to the principles of the United Nations Global Compact	
		Integrating sustainability into corporate governance	**2027**	Constitution of the Sustainability Committee	
	Business ethics and the fight against corruption	Promote a corporate culture based on legality and integrity	**2025** ✓	Obtaining the Legality Rating	
		Measuring and enhancing corporate ESG performance	**2027**	Obtaining a certified ESG rating	

Circular Economy

Our Core Business

Today, despite the difficulties that still slow down the spread of a fully circular model globally, Italy is confirmed as one of the most advanced European countries in the adoption of the principles of the Circular Economy.

The Circular Economy is opposed to the traditional linear economic model, which involves the extraction, transformation, use and disposal of resources. Instead, it aims to keep products, materials and resources in circulation for as long as possible, minimizing waste and maximizing the intrinsic value of materials.

According to the 2026 Circular Economy Report prepared by the **Circular Economy Network**, Italy boasts an overall recycling rate of waste (urban and special) of 85.6%, more than double the EU average of 41,2% and clearly ahead of Spain (54,7%), France (52,3%) and Germany itself (44,4%).

In Italy, the rate of circular material use (CMU) reached 21,6% in 2024, the highest in Europe, against an EU average of 12,2%. This means that more than a fifth of the materials consumed in Italy are not extracted or imported but recovered.

ATLA has integrated the principles of the Circular Economy into its business model and corporate strategy.

ATLA's **Core Business**, in fact, consists mainly in the repair of components rather than replacement, bringing important advantages:

- *Replacing a turbine component with a new one is a very expensive operation, requiring the part to be cast through. In manufacturing, the casting process is the most expensive as it is made from high-quality alloys that are designed to withstand extreme conditions. In addition, the size and complexity of the parts have a direct impact on costs.*
- *The advantage of repair in terms of costs lies precisely in the fact that the spindle does not need to be produced. To become operational again, the repaired component receives the same operations as a new component.*
- *Repairing a component at the end of its useful life increases its lifespan compared to replacing it with a new part.*
- *The turbine blades are precisely designed to ensure the correct efficiency of the engine. The repair aims to restore the component to its original specifications, thus maintaining the performance.*
- *Replacing with a component involves a significant amount of time for the acquisition of the spare part, Special Processes and testing. During this time, the turbine is out of service and generates additional costs associated with downtime. Repair can be carried out quickly, reducing time.*
- *The production of new components has a significant environmental impact in terms of resources and CO2 emissions. Repairing an existing blade reduces the need to produce a new one and thus contributes to reducing the overall environmental impact of the industry.*
- *The business of repairing critical components requires a great deal of expertise. The tasks may require advanced welding, coating, and non-destructive testing techniques to ensure that the repaired component is safe and efficient.*

Valorisation of waste materials

Sustainable resource management is a central element of ATLA's environmental strategy. Although the company constantly pursues the reduction of waste at source through the improvement of production processes, certain types of residual materials continue to be generated during operations.

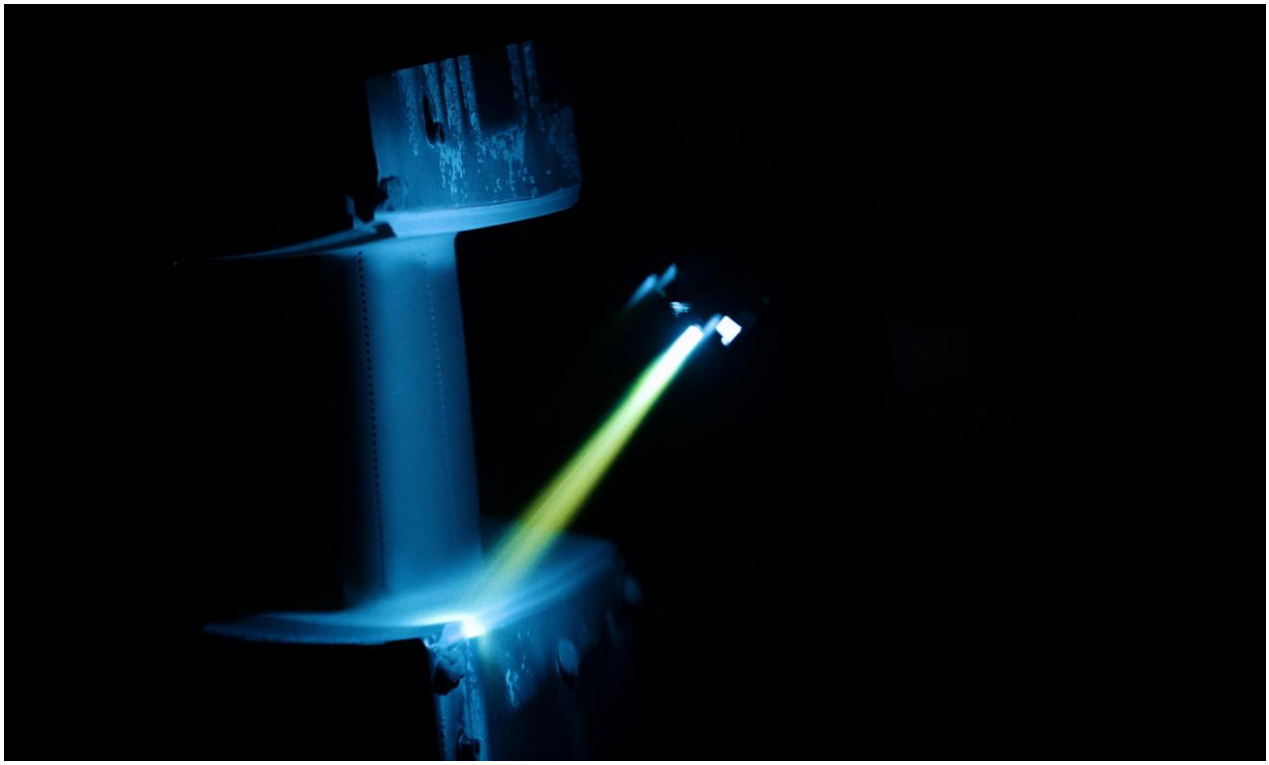
ATLA promotes initiatives aimed at the recovery and enhancement of waste, applying the principles of the Circular Economy to increase efficiency in the use of resources and reduce the environmental impacts associated with its activities.

In 2025, ATLA collaborated with the **University of Turin**, hosting a student of the *Master's Degree Course in Georesources and Eco-sustainable Business Management* for the development of a thesis dedicated to the analysis of opportunities for the enhancement of company residual materials. The activity made it possible to explore possible solutions for the recovery and reuse of process waste, helping to enrich the company's wealth of knowledge on the issues of sustainability, circularity and efficient use of raw materials.

At the same time, ATLA continued the project dedicated to the valorisation of spent dust deriving from component coating processes, with the aim of transforming a material currently managed as waste into a resource that can be recovered through the regulatory process provided for **by the by-product** regulations. The initiative aims to reduce the quantities destined for disposal, contain the consumption of virgin raw materials and generate environmental and economic benefits along the entire supply chain.

To support the project, ATLA has launched a technical and regulatory process with the support of **Unione Industriali Torino**, aimed at verifying the requirements necessary for the qualification of the material as a by-product. During the year, activities were carried out to characterise the material, analyse the possible intended uses and prepare the required technical documentation. Among the main results achieved is the drafting of the technical data sheet of the material, an essential document to define its characteristics, management methods and potential applications in compliance with current legislation.

Through these initiatives, ATLA confirms its commitment to the development of increasingly sustainable, circular and resilient production models, transforming the environmental challenges and uncertainties of the global context into opportunities for innovation and the creation of shared value.



Environmental Topics

Energy consumption

GRI 302 | VSME B3

ATLA is committed to reducing the consumption of natural resources, focusing on clean production processes that minimize air, water, soil and noise contamination and counteract the use of toxic substances, preserving biodiversity.

ATLA trains its employees in environmental education and sustainable production and consumption models. In addition, it implements risk management plans related to natural disasters, in terms of prevention, response and recovery along the value chain. Since 2016, ATLA has certified its Energy Management System with the **ISO 50001** standard and since 2014 the **ISO 14001** certification relating to environmental management. ATLA promotes careful and responsible management of its energy consumption. The main consumption derives from the use of natural gas and the purchase of electricity. In addition to these consumptions, there is that of the fuel used by the company's own logistics vehicles and the kerosene used in the Coating department for the coating treatment of components.

During 2025, significant energy uses increased compared to 2024, particularly in heat treatment and coating processes. This increase is due to the higher number of hours worked related to FAI activities. To this end, the Energy Team held quarterly meetings, with the support of qualified external personnel (Task Force) to optimize energy consumption related to significant uses and implement improvement actions. Despite the increase in absolute consumption, the performance indicators in relation to the hours worked show a substantial maintenance of the company's energy efficiency.

In the table below, the details of the energy consumed within the organization:

ENERGY SOURCES	Units	2025	2024	%
Electricity from the grid (Scope 2)	kWh	4.186.468	3.776.852	10,85%
Natural Gas (Scope 1)	mc	173.500	137.170	26,49%
Kerosene (Scope 1)	lt	60.000	45.000	33,33%

ATLA guarantees the use of energy-efficient technologies, starting with the production plant, designed in compliance with the most innovative energy efficiency systems. Specifically, the photovoltaic system of the Chieri plant can deliver a maximum power of 360 kWp, with savings on the cost of electricity and a simultaneous reduction in the carbon footprint. Production in 2024 amounted to 416.259 kWh. During 2025, production increased to 446.526 kWh, which is equivalent to 10.66% of total consumption. This share of energy produced and fed into the grid was not deducted from the calculation of the energy consumed.

The photovoltaic system has enabled greenhouse gas emission savings of approximately 93.19 tCO2e during 2025. In line with the industrial expansion plan launched at the Chieri site, the new plant has been equipped with a second 77 kWp photovoltaic system, which complements the existing one.

CONSUMPTION PERFORMANCE INDEX ENERGY PER HOURS WORKED (kWh/HOUR)	kWh	Hours worked	kWh/hour	%
2024	3.776.852	169.815	22,24	2,47%
2025	4.186.468	183.708	22,79	
CONSUMPTION PERFORMANCE INDEX NATURAL GAS PER HOURS WORKED (mc/HOUR)	**mc**	**Hours worked**	**mc/hour**	**%**
2024	137.170	169.815	0,81	16,05%
2025	173.500	183.708	0,94	

Emissions

GRI 305 | VSME B3

ATLA wants to monitor its greenhouse gas emissions (including GHG or GHG), seize the opportunities related to the decarbonization process and mitigate the risks of climate change.

The analysis was conducted on total emissions (Scope 1, Scope 2 using GHG Protocol and ISPRA):

Scope 1: includes all GHG emissions from sources owned or controlled by the organization (direct GHG emissions), which includes emissions from the combustion of fossil fuels in mobile and stationary sources (owned or controlled boilers, power generators, and vehicles) and GHG emissions from chemical and physical processes, as well as fugitive emissions from the use of cooling and air conditioning systems.

Scope 2: includes indirect GHG emissions from the generation of electricity, steam, heat, or cooling purchased by the organization from external energy suppliers. Scope 2 guidance of the GHG Protocol requires organizations to provide two distinct values for Scope 2: one based on geographic location and the other based on market. A geographic location-based method reflects the average GHG emission intensity of the power grids where the energy is consumed, primarily using data on the average emission factor in relation to the electricity grid. A market-based method reflects emissions resulting from electricity generation that an organization has chosen deliberately or through lack of choice. It obtains emission factors from contractual instruments, which include any type of contract entered between two parties for the sale and purchase of bundled energy with power generation attributes or for claims of functionally and accountingly separate attributes (unbundled) - GRI 305-2 Disclosure Guidelines.

In the table below, the details of the organization's emissions:

TYPE OF ISSUE	Unit	2025	2024	%
Scope 1	**tCO2e**	**490,55**	**382,44**	**28,27**
Stationary combustion of natural gas	tCO2e	327,05	258,57	26,48
F-Gas Leaks	tCO2e	0	0	0
Kerosene	tCO2e	160,32	120,24	33,33
Company vehicle transport	tCO2e	3,18	3,63	-12,4
Scope 2	**tCO2e**	**873,72**	**966,87**	**9,48**
Purchase of electricity (Location-based)	tCO2e	873,72	966,87	9,48

EMISSION INTENSITY INDEX	2025	2024
Total Scope 1 and 2 emissions (tCO2e)	1.364,27	1.349,31
Annual turnover (M€)	24.444.405	21.345.902
Emission intensity index (tCO2e/Turnover million euro)	55,81	63,21

Consumption and water discharges

GRI 303 | VSME B6

With reference to the management of water resources, ATLA is committed to monitoring water consumption and implementing effective measures for the correct management of the resource, also for the purposes of ISO 14001 Environmental Management System certification.

ATLA mitigates the environmental impact of production activities and the use of hazardous materials and chemicals, ensuring sustainable management, through a strict consumption and reuse policy. Within the company, it reduces plastic pollution, guaranteeing everyone access to drinking water through the provision of free dispensers.

ATLA is in possession of a **Single Environmental Authorization (AUA)** for emissions into the atmosphere and for discharges into public sewers (pursuant to Articles 124 et seq. of Legislative Decree 152/2006). For discharges from machinery, the authorization allows a daily quantity of discharge, subject to five-year analysis. About 300 cubic meters are discharged per year and a dedicated meter has been installed, with relative billing.

In 2025, water withdrawal amounted to 7.436 cubic meters. Compared to 2024, water withdrawal increased by 22.61%. The performance index in relation to the number of hours worked remained unchanged. From a qualitative point of view, the impacts caused using water resources are not considered particularly significant.

WATER CONSUMPTION	Unit	2025	2024	%
Drinking water consumed	mc	7.436	6.065	22,61%

To provide an additional indicator of water consumption within ATLA, we calculated the consumption performance index with reference to hours worked.

CONSUMPTION PERFORMANCE INDEX WATER PER HOURS WORKED (Mc/HR)	mc	Hours worked	mc/ore	%
2024	6.065	169.815	0,04	0
2025	7.436	183.708	0,04	

Waste management

GRI 306 | VSME B7

During 2025, ATLA generated 123,892 tons of waste. 80.05% is non-hazardous waste while hazardous waste accounts for 19.95% of the total.

The main type of hazardous waste consists of residues of materials containing hazardous substances, absorbents and contaminated filter materials, as well as packaging with traces of these substances. As regards non-hazardous waste, it is mainly residues of dust, particulates, solid materials and liquid wastes.

Waste like urban waste, mostly coming from the office building, is instead collected separately and delivered to the municipal collection service, without the possibility of knowing the quantities delivered.

ATLA promotes responsible waste management through awareness-raising and training activities on the importance of separate waste collection. To support this commitment, the company has adopted separate waste collection containers that comply with the guidelines of the UNI 11686 standard, promoting proper waste separation and greater environmental awareness within the workplace.

At the same time, ATLA promotes the reduction of single-use waste through the adoption of solutions with a lower environmental impact, such as cups in **Hybrid** technology, characterized by a reduced CO2 footprint. To encourage sustainable behavior, the company has also distributed a reusable cup to all employees and prepared beverage dispensers for the use of personal containers, thus contributing to the reduction of disposable waste.

In the table below, the details of the type of waste produced:

TYPE OF WASTE (Kg)	2025	2024
HAZARDOUS WASTE	**24.727**	**23.925**
Packaging containing residues of hazardous substances	1.375	1.360
Paints, varnishes, resins	824	5
Oils and fuels	0	0
Absorbents, filter materials	2.460	1.679
Electrical and electronic equipment	930	0
Lead-acid batteries	0	0
Gas in containers	286	100
Aqueous solutions	0	130
Residues of material containing hazardous substances	18.540	20.430
Aqueous liquid waste containing hazardous substances	0	0
Others	312	221
NON-HAZARDOUS WASTE	**99.175**	**77.848**
Toner	0	0
Activated charcoal	2.430	2.219

TYPE OF WASTE (Kg)	2025	2024
Alkaline battery	30	0
Dust, particulate matter and material residues	36.790	26.848
Aqueous liquid waste	39.350	32.030
Glass	430	253
Electronic equipment	7.695	10.748
Wooden packaging	4.200	2.520
Organic waste	0	0
Others	8.250	3.230
TOTAL	**123.902**	**101.773**

The following table provides details of the total weight of waste not sent for disposal by GRI 306-4 recovery methodology:

RECOVERY METHOD (Kg)	2025	2024
Hazardous waste	1.518	288
Non-hazardous waste	23.035	18.970
TOTAL	**24.553**	**19.258**

The following table provides details of the total weight of waste sent for disposal by GRI 306-5 management methodology:

DISPOSAL METHOD (Kg)	2025	2024
Hazardous waste	23.199	23.637
Non-hazardous waste	76.140	58.878
TOTAL	**99.339**	**82.515**

In 2025, 19.82% of the waste produced was sent for reuse and/or recycling, an increase compared to 2024 when the share of waste sent for recovery/recycling was approximately 18.92%. We are committed to constantly increasing this figure in relation to the amount of waste produced as part of the production activity.

Regarding the total production of waste, there was an overall increase of 22,129 kg; specifically, the total quantity of non-hazardous waste increased by 21.327 kg while the increase in hazardous waste amounted to 802 kg. The increase in the quantity of waste is related to the increase in the number of components processed and the disposal of assets.

During 2025, ATLA completed the adoption of **RENTRI (National Electronic Register for Waste Traceability)**, the information system managed by the **Ministry of the Environment and Energy Security** for the digitization and traceability of waste streams. The integration of the new system represents a further step forward in the digitization of business processes and in strengthening compliance with current environmental regulations.

At the same time, in collaboration with the supplier **OFFMAR**, ATLA has launched a project aimed at reducing the plastic packaging used for the shipment of certain types of components. The initiative involved the gradual replacement of traditional bubble wrap with paper *WaveBag* solutions, recyclable and from sustainable supply chains, while maintaining the same product protection requirements during transport and handling. The project is part of the broader company strategy aimed at reducing the consumption of plastic materials and finding solutions with a lower environmental impact along the entire value chain.

Economic Topics

Nadcap

Economic value produced and distributed

GRI 201

The calculation of the economic value generated and distributed makes it possible to represent the company's ability to create wealth and distribute it among the various stakeholders. Sustainability and value creation are closely related concepts.

The concept of distribution of economic value allows the data of the Financial Statements to be interpreted using a different interpretation. According to this perspective, the wealth produced by a company is not limited to the economic result achieved in the year but considers multiple remunerations that represent the true economic imprint that the company imprints on the community.

Through the activities carried out, ATLA creates value and wealth and contributes to the economic growth of the context in which it operates. This wealth is defined as Added Value generated and distributed to its Stakeholders. This calculation operation is based on the values of the Income Statement. This makes it possible to understand the process of wealth creation and the economic impacts produced by the company.

In 2025, the economic value generated amounted to € 25.500.817, an increase compared to 2024.

The economic value retained and reinvested is equal to € 3.176.871, corresponding to approximately 12,5% of the economic value generated.

ECONOMIC VALUE GENERATED AND DISTRIBUTED (€)	2025	2024
Economic value generated	**25.500.817**	**23.346.942**
Economic value distributed	**22.323.946**	**20.385.772**
Value distributed to suppliers	13.343.031	12.523.211
Value distributed to employees	7.908.732	6.997.138
Value distributed to capital providers	169.577	223.660
Value distributed to the Public Administration	596.947	408.241
Value distributed to the community	305.659	233.522
Economic value retained and reinvested	**3.176.871**	**2.961.170**
Depreciation and amortization	1.540.440	1.232.073
Profits allocated to reserves	1.636.431	1.729.097

59,7%
Suppliers

35,4%
Employees

0,8%
Suppliers of capital

2,7%
Public Administration

1,4%
Community

Procurement

GRI 204

The geopolitical dynamics of 2025 have affected global supply chains. ATLA has addressed these challenges by strengthening collaborations with strategic partners and diversifying supply sources, thus ensuring business continuity.

In 2025, the total value of procurement reached €17.1 million, compared to €14.5 million in 2024. The purchasing strategy continues to favour national suppliers, who account for 90% of total expenditure (86% in 2024), contributing both to the reduction of supply risks and to the reduction of emissions associated with the transport of goods. Purchases made from suppliers in Turin, its province and the rest of Piedmont account for 44% of the total.

To strengthen control of the supply chain, in 2025 ATLA introduced **Compri**, a digital platform that allows you to monitor spend, supplier performance and supply flows, supporting faster, data-driven decisions.

The company also continues its commitment to reducing the environmental impact of logistics activities by joining **DHL** *GoGreen Plus* program, which involves the use of sustainable aviation fuel (SAF) to reduce CO2 emissions generated by international shipments.

ATLA intends to establish commercial relationships with its suppliers based on transparency, fairness, compliance with ethical, economic, environmental and social principles throughout the value chain. The development of transparent and lasting relationships with suppliers, attention to quality, safety and respect for the environment, compliance with current regulations, are objectives to be pursued with a view to consolidating the value generated and distributed to Stakeholders. Therefore, in line with its Code of Conduct, ATLA has adopted a purchasing procedure for the selection of suppliers and for its constant evaluation, aimed at guiding relations in the supply chain.

ATLA undertakes to comply with all control activities pertaining to Import-Export operations provided for by national, European and international policies and regulations, continuously applying an **Export Compliance Management System (ECAP)** based on the **EIFEC Export Compliance Code (EIFEC Standard EC1001.01:EU-CEC)**. Compliance by all parties interacting with ATLA is considered an indispensable condition for maintaining business relations with our Company.

Finally, to guarantee the quality of its processes, ATLA maintains the **ISO 9001**, **AS/EN 9100** and **AS/EN 9110** certifications, referring respectively to aerospace production activities and maintenance, repair and overhaul services.

GEOGRAPHICAL AREA	2025 (€)	%	2024 (€)	%
Turin and province	6.003.749	35,2%	4.863.695	33,5%
Piedmont	1.431.101	8,4%	1.201.786	8,3%
Italy	7.852.188	46%	6.338.914	43,6%
Abroad	1.767.593	10,4%	2.133.984	14,7%
TOTAL	**17.054.631**	**100%**	**14.538.379**	**100%**

Social Topics

Employment

GRI 401, 405-1 | VSME B8

ATLA guarantees stable and continuous working relationships, also favoring forms of part-time work that can increase flexibility on the part of employees. In 2025, 90% of people employed in the company have a permanent employment contract.

ATLA is aware of the importance of the employment aspect, the training of workers and health and safety at work. The management considers the professionalism and dedication of Human Resources an essential corporate asset, the development of which is a fundamental factor in achieving the set objectives.

ATLA adheres to the National Collective Labour Agreement for workers in the **Metalworking Industry**. Relations between employees, at all levels, are based on criteria and behaviour of fairness, loyalty and mutual respect. Therefore, the correct management of personnel, also based on the principles described in the **Code of Conduct**, is a duty of all those who are responsible for it. ATLA uses its Code as a reference document to report violations and abuses. Acts of discrimination are not tolerated, and a working environment is guaranteed in which people are treated with dignity, trust and respect, in the absence of intimidation, oppression and exploitation, in respect of human rights.

Within the Integrated Management System, the procedures provided for by Legislative Decree no. 24 of 10 March 2023 (which implements Directive 2019/1937/EU concerning the protection of the person who reports violations of national or European Union provisions, regulations) are also active. Specifically, the **Whistleblowing** procedure guarantees adequate protection for employees, collaborators, professionals who report wrongdoing of which they have become aware due to their employment relationship. This provides for enhanced protection for whistleblowers, implementing the previous existing practices.

ATLA operates in compliance with the **231 Organisational Model**, ensuring compliance with current regulations and promoting a corporate culture based on ethical principles, transparency and integrity. The Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 adopted by the Company represents an organic system of guidelines, principles, procedures, protocols, rules, organisational structures, tasks and responsibilities aimed at preventing predicate offences.

During 2025, the company increased its workforce with the hiring of fifteen new employees.

NUMBER OF EMPLOYEES	2025	2024
Executives	6	6
Middle managers	1	1
Employees	44	39
Workers	63	53
TOTAL	114	99

The management of the employment relationship is based on the principles of **non-discrimination**, **equal opportunities** and **enhancement** of **diversity**, in line with the Company Code of Conduct. ATLA promotes an inclusive work environment, based on respect for people, integrity and transparency. To confirm this commitment, the company has joined the *Charter for Equal Opportunities and Equality at Work*, promoted by the **Sodalitas Foundation**, strengthening its path aimed at promoting inclusion, equity and enhancement of skills at all levels of the organization, regardless of gender, age, disability, origin, sexual orientation, religion or personal beliefs.

NUMBER OF EMPLOYEES	2025	%	2024	%
Permanent	102	89,5%	93	94%
Fixed-term	12	10,5%	6	6%
TOTAL	114	100%	99	100%

In the field of Human Resources management, the importance of **equal opportunities** is one of the main objectives. ATLA adopts a policy aimed at women, young people and disadvantaged groups, to ensure **equal opportunities** for development and career advancement.

NUMBER OF EMPLOYEES BY GENDER	2025	%	2024	%
Women	20	17,5%	20	20,2%
Men	94	82,5%	79	79,8%
TOTAL	114	100%	99	100%

NUMBER OF EMPLOYEES	2025	2024
Resignations	1	3
Consensual resolutions	0	0
Dismissal	0	1
Retirement	0	0
TOTAL	1	4

ATLA considers people's well-being and satisfaction to be fundamental elements for the quality of work and business growth. For this reason, it promotes corporate **Welfare** initiatives and tools to support purchasing power, providing a dedicated platform that facilitates the use of the benefits provided by the National Collective Agreement and offers services to support personal and family life.

The company also promotes sustainable mobility, through the figure of the **Mobility Manager** and the development of the **Home-Work Travel Plan (PSCL)**, with the aim of promoting modes of transport with a lower environmental impact and contributing to the well-being of employees.

With a view to continuous improvement, ATLA periodically carries out initiatives to listen to and involve people. In this context, in 2025, a new **Wellbeing and Satisfaction Analysis** was launched in collaboration with **GNV Group**, which recorded a participation rate of 83%, considered highly representative of the company population. The results showed an overall very positive level of involvement and perception of the meaning of work, with strength in the *Engaging Work* and *Meaningful Work* dimensions, confirming the quality of the work environment and the effectiveness of the initiatives dedicated to the enhancement of people.

90%
Permanent employment contracts

40
Average age (years)

13
Average length of service (years)

0,9%
Staff turnover

+15%
Staff increase vs 2024

Training and skills development

GRI 403 | VSME B10

ATLA adopts a Human Resources management model that focuses on continuous training, which is essential for the development of technical and professional skills, and for the strengthening of the soft skills necessary to promote managerial growth. Training, in fact, is considered a strategic asset, as it supports the process of creating value, both for individual employees and for the organization as a whole.

In 2025, ATLA invested a total of 22.381 hours in the training of its staff, specifically in the training of new resources, a commitment that underlines the importance attributed to the enhancement of human capital. The average number of hours of training per employee was 196 hours, an indicator that highlights the company's attention to the growth of the skills of its employees.

PERSONAL TRAINING	2025	2024
Hours of training employed	7.026	2.831
Hours of training for workers	15.355	8.193
TOTAL	22.381	11.024
TOTAL HOURS OF TRAINING PER CAPITA	196	111

ATLA promotes the culture of the **Human Factor**, recognizing the central role of people in ensuring quality, safety and reliability of processes. Through awareness-raising and skills development activities, the company promotes greater awareness of the human factors that influence organizational performance and safety product.

ATLA continues to be committed to supporting young talents through the School-Work Alternation program, with a focus on professional training and orientation to the world of work. In 2025, a student was involved in a **PCTO (Pathways for Transversal Skills and Orientation)** path, carried out in collaboration with the **ITTS C. Grassi** of Turin.

In the context of collaborations with the academic world, ATLA has further consolidated its commitment to the training and development of the skills of the new generations, promoting curricular internships and thesis projects in companies aimed at promoting the integration between university education and industrial reality. During 2025, in collaboration with the **Polytechnic University of Turin** and the **University of Turin**, the company hosted three students, supporting them in the development of their respective thesis projects on topics of interest to the company, offering them the opportunity to deal with real activities and processes and contributing to their professional growth and future inclusion in the world of work.

In 2025, ATLA launched a **Higher Education Apprenticeship** course in collaboration with the **ITS Sustainable Mobility, Aerospace and Mechatronics of Turin**, confirming its commitment to the development and enhancement of young talents. The initiative involved two students, offering them the opportunity to combine academic training with direct experience in the company, encouraging the acquisition of highly qualified technical and professional skills and contributing to the training of future specialists in the sector.

In addition, ATLA has confirmed its commitment to the **Formazione in Rete** project, an initiative dedicated to the development of skills in the mechanical sector, in collaboration with the **Gruppo Imprese Chieresi (GIC)**, the **CIOFS-FP Piemonte** and various local realities. Thanks to this project, two curricular internships for mechanical and mechatronic experts have been activated.

Finally, ATLA has consolidated its collaboration with the **Andriano Technical Institute** of Castelnuovo Don Bosco (AT) through the activation of a two-year **Dual Apprenticeship** course, dedicated to industrial maintenance.

ATLA Corporate Academy

Our training center

During 2025, ATLA continued the consolidation and development of the ATLA Corporate Academy, a strategic initiative aimed at enhancing the company's human capital through continuous training, knowledge management and the dissemination of key skills within the organization.

The **Corporate Academy** is a central tool to support the professional growth of employees, encourage the transfer of knowledge and facilitate the inclusion of new resources, students and young talents. The project was developed to respond in a structured way to the company's training needs and promote a culture oriented towards continuous learning.

The Academy is divided into a physical dimension, through training activities carried out at the ATLA plant and the R. Rosato Sports Center, and a digital dimension, designed to ensure more flexible and widespread access to training content. Recently, ATLA has also started the implementation of a new *Learning Management System (LMS)* platform, intended to make training management more structured, personalized and monitorable. The system will make it possible to trace training paths, facilitate knowledge sharing and develop learning programs consistent with the professional needs of employees and the company's strategic objectives.

The Academy also coordinates activities to open to the outside world, through the organization of company visits dedicated to schools, universities, research institutions and other stakeholders, contributing to the dissemination of industrial, technological and aerospace culture and encouraging dialogue with the territory and the world of education.

A key element of the Corporate Academy is represented by the **SMEs (Subject Matter Experts)**, internal professionals who make their specialized skills and experience gained in the field available to the organization. Through the Train the Trainer model, SMEs contribute to the sharing of corporate know-how, promoting the growth of internal skills, the transfer of knowledge and the enhancement of ATLA's professional assets. Their involvement also ensures constant alignment between training content and operational needs, strengthening a corporate culture oriented towards collaboration, innovation and continuous improvement.

Health and Safety at work

GRI 403 | VSME B9

ATLA considers the physical integrity of its resources an inalienable value. It operates in full respect of human dignity and is committed to ensuring working conditions in a healthy and safe environment, respecting the environment and in compliance with all regulations to protect the safety of the worker and the environment.

ATLA adopts an **ISO 45001** certified Health and Safety Management System to meet the obligations deriving from national legislation and pursue the continuous improvement of measures against accidents and injuries at work, ensuring the health and safety of employees and interest groups. The Code of Conduct and the procedures provided for the Health and Safety certification provide for company measures for the prevention of crimes against the individual personality as well as crimes committed in violation of accident prevention regulations and on the protection of hygiene and health at work.

For a more complete understanding of the topic of Occupational Safety in ATLA, we have taken into consideration two additional **INAIL** indices: the frequency index and the severity index. The frequency index is obtained by dividing the number of accidents by the total hours worked during the year, multiplied by 1.000.000 (the number chosen by convention as the normalization coefficient). The severity index, on the other hand, is obtained by dividing the number of days lost due to the accident by the total hours worked during the year, multiplied by 1.000.000. The lower this index, the safer the work environment can be considered.

ACCIDENTS AT WORK	2025	2024
Total accidents	1	0
of which road accidents	0	0
of which occupational accidents	1	0
of which general accidents	0	0
FREQUENCY INDEX	**5,443**	**0**
SEVERITY INDEX	**0,163**	**0**

ATLA promotes a work environment that is attentive to people's health, safety and well-being, encouraging the adoption of healthy lifestyles through initiatives dedicated to physical activity and the prevention of a sedentary lifestyle. To support this commitment, the company provides employees with a **company gym**, specific courses and agreements at the **R. Rosato Sports Center** in Chieri (TO).

The attention to the protection of people is also reflected in the commitment to spreading the culture of prevention: ATLA is in fact a **cardio protected company**, equipped with defibrillators and personnel trained in their use, helping to ensure an increasingly safe work environment prepared for the management of health emergencies.

Among the initiatives aimed at promoting well-being and socialization, the usual company Padel Tournament was also held in 2025. The event, made possible thanks to the collaboration between **ATLA**, **SSD AC Chieri** and **TENNIS+**, helped to strengthen team spirit, involvement and collaboration among employees.

Health and Safety of Customers

GRI 416

ATLA is committed to providing its customers with products that comply with the most advanced regulatory frameworks and UNI EN ISO standards.

The safety of the company's products and services, for the benefit of consumers, is one of the material themes of the **SASB (Aerospace) Standard** for companies in the aerospace and defense sector, given the important role of the sector in commercial aviation and military operations.

Product safety incidents could have financial repercussions, including increased costs, regulatory penalties, or repercussions on the reputation of the entire company. In addition, there is a real risk of counterfeit products in the aerospace supply chain, which increases the risk of security incidents due to poor product quality.

Through process design, control over suppliers and the entire value chain, ATLA aims to ensure the safety of its products in the long term, maintaining the goal zero in terms of recalls issued and units recalled.

To this end, ATLA raises awareness among employees about process control and monitoring, strengthening aspects related to the Human Factor and related risks.

PRODUCT SAFETY	2025	2024
Number of recalls issued	0	0

Privacy and Security of Information

GRI 418

ATLA is committed to ensuring the Privacy and Information Security of the company, Customers and Interested Parties, thanks to the maintenance and continuous improvement of its own Information Security and Privacy Management System GDPR, ISO/IEC 27001 certified.

For reasons related to international security and national foreign policy objectives, ATLA pays great attention to the protection and safe custody measures of sensitive items, including software and technologies. **Cybersecurity**, an increasingly central issue for companies, is a fundamental element for the Company. It is managed through Corporate Security initiatives, with the task of operationalizing the measures and carrying out controls.

The current context and new ways of working have led to a strong digital boost, making it necessary to take appropriate measures to prevent the risks related to the theft or unauthorized removal of sensitive data and technologies by employees, suppliers or simple visitors and the tampering/hacking of controlled software.

During 2025, no requests were received from the Guarantor Authority regarding privacy violations, and no leaks, thefts or losses of data were detected.

DATA SECURITY	2025	2024
Number of data breaches	0	0
% of breaches involving confidential information	0	0

Aware of the importance of prevention, each employee is trained in the behaviors to be adopted for the correct management of information in terms of confidentiality, integrity and availability.

By choosing one of the reporting channels present in the company, employees are invited to immediately notify the IT Department of the presence of situations or episodes that endanger data security, thus initiating Data Breach management procedures.

Innovation and Digitalization

A new lever of competitiveness

Innovation is one of the main factors of growth and competitiveness of ATLA. To promote continuous improvement and foster the spread of an innovation-oriented culture, the company employs a multidisciplinary Innovation Team, in charge of supporting the development of new ideas, projects and solutions capable of generating value for the business, people and stakeholders.

During 2025, ATLA has further strengthened this approach through the launch of the first edition of the **ATLA - Andrea ALBRILE Innovation Award**, an initiative dedicated to the memory of **Andrea ALBRILE**, a central figure in the history of the company, who passed away in 2024 after facing a serious illness with extraordinary courage. The award was established with the aim of enhancing the creativity, involvement and proactive capacity of employees, promoting active participation in corporate innovation. The initiative, open to all employees, promotes cross-functional collaboration through the presentation of projects in the areas of process innovation, digitization and automation, environmental and energy sustainability, safety and organizational well-being.

At the same time, ATLA has continued its digital transformation path by launching, in collaboration with the **Competence Industry Manufacturing 4.0 (CIM4.0)** of Turin, a project dedicated to the implementation of a **Machine Monitoring System**, an activity that is still ongoing. The initiative involves the real-time monitoring of production machines and the development of customized dashboards for the collection, analysis and visualization of process data, with the aim of improving the control of production performance, supporting data-based decisions and identifying new opportunities for efficiency.

A further step in the digital transformation process is the introduction of a new **corporate intranet portal** developed in collaboration with **Dinova**. Designed to improve internal communication, information sharing and document management, during 2025 it has become a reference point for collaboration between business functions and for the digitization of processes. The platform, available to the entire company population, makes it possible to centralize documents, procedures and information flows, helping to make operational activities more efficient and promoting greater integration between people, data and business processes.

The company is also investing in the adoption of **Artificial Intelligence (AI)** based solutions, recognizing their potential to improve operational efficiency, process quality and decision-making capacity. Aware of the opportunities and responsibilities associated with the use of these technologies, ATLA adopts a structured and responsible approach, paying particular attention to information security, data quality and reliability of results. The **Compri AI** platform was introduced in 2025 to support Purchasing and Supply Chain processes, with the aim of making supplier onboarding, performance assessment and vendor rating activities more effective and timely. The solution allows for more structured information management and more effective monitoring of the supply chain, facilitating data-driven decision-making processes oriented towards continuous improvement.

Through these initiatives, ATLA confirms its commitment to combining innovation, people participation and digitization of processes, developing technological solutions that contribute to making the organization increasingly efficient, competitive and sustainable in the long term.

Research Projects and Collaborations

Throughout 2025, ATLA continued to promote innovation, learning and technological development, consolidating its role as a strategic partner in research and development (R&D) projects carried out in collaboration with leading companies in the sector, trade associations, universities and national and international research centers.

ATLA strengthened its collaborations with **AVIO AERO** and **Mitsubishi Heavy Industries (MHI)**, participating in periodic meetings dedicated to research, technological innovation and automation of production processes, promoting the exchange of skills and the identification of new development opportunities. Among the most important initiatives, the company actively participated in the activities of the **European Technology Development Clusters (E-TDCs)**, the collaboration model promoted by **AVIO AERO**, **GE Aerospace** European affiliates, universities, research centers and innovative SMEs.

In 2025, ATLA also strengthened its presence within the **International Aerospace Quality Group (IAQG)** as an Affiliate Member, actively participating in general assemblies and international working groups dedicated to the development and evolution of quality standards for the aerospace and defense industry. In this context, the company promoted initiatives to disseminate and share best practices, organizing the *IAQG Project Management and APQP* webinar, which recorded an important participation from industry professionals interested in the topics of project management and Advanced Product Quality Planning. ATLA also contributed to the in-depth activities dedicated to the **Supply Chain Management Handbook (SCMH)**, supporting the dissemination of tools and methodologies aimed at improving the quality and performance of the aerospace supply chain.

The company's commitment to international association activities was also confirmed by its participation in the *XXXIV General Assembly* of the **International Japanese Business Group (IJBG)**, an opportunity for strategic discussion between companies and international stakeholders on the issues of competitiveness, technological innovation and industrial development. In this context, ATLA presented its experience and skills, contributing to the dialogue between the main players in the manufacturing and aerospace sectors.

Also, during 2025, the ATLA headquarters hosted the official visit of a delegation composed of representatives of **the Ministry of Economy, Trade and Industry of Japan (METI)** and the **Society of Japanese Aerospace Companies (SJAC)**. The meeting represented an important opportunity for international discussion on advanced technologies, production processes and prospects for collaboration between the Italian and Japanese aerospace industries.

ATLA has also participated in numerous trade fairs, conferences and industry events in **Europe** and the **United States**, strengthening its presence in the main international contexts dedicated to aerospace, quality, manufacturing innovation and supply chain development. These activities have fostered the consolidation of relationships with customers, industrial partners, institutions and industry bodies.

The company continued to be an active member of the **Italian Association of Aeronautics and Astronautics (AIDAA)**, contributing to initiatives aimed at promoting and developing aeronautical, astronautical and space culture. At the same time, it continued its commitment as a Founding Member of the **Piedmont Aerospace District (DAP)**, supporting the growth of the regional aerospace ecosystem through networking, innovation and technology transfer activities. A similar contribution was made to the **Italian Association of Quality Culture (AICQ)**, with the aim of promoting the dissemination of the culture of quality and continuous improvement in the aerospace sector.

Finally, as a Founding Member of the **Gruppo Imprese Chieresi (GIC)**, ATLA has continued its commitment to supporting the economic development of the territory, promoting initiatives aimed at strengthening the competitiveness of the local production system and creating synergies between companies, institutions and the world of training.

Global Partnership, shared value

15 years of strategic collaboration with MHI

2025 was a particularly significant milestone for ATLA, which celebrated the 15th Anniversary of the entry of Mitsubishi Heavy Industries (MHI) into its share capital, a strategic partnership that has contributed to the company's development and growth in international markets since 2010.

Over the past fifteen years, the collaboration with MHI, one of the world's leading industrial groups active in the energy, infrastructure, logistics, aerospace and defense sectors, has allowed ATLA to strengthen its technological capabilities, expand its operational capacity and consolidate its offer in maintenance and reconditioning services for high-tech gas turbine components.

Created with the aim of developing and enhancing service activities for gas turbines in the markets of Europe, the Middle East and Africa, the partnership has progressively evolved into an increasingly integrated collaboration, characterized by joint research and development projects, continuous improvement initiatives and participation in international tables dedicated to innovation and industrial automation.

For ATLA, this path represents a concrete example of how the creation of stable and long-term relationships with industrial partners of international importance can generate shared value, encourage the transfer of skills and support the sustainable growth of the organization. The partnership with MHI has in fact contributed to strengthening the company's competitiveness, promoting high standards of quality, innovation, safety and operational excellence.

The anniversary was celebrated during an institutional event that brought together representatives of the two companies, offering the opportunity to retrace a path based on mutual trust, collaboration and a common vision of the future. This important anniversary confirms the desire of ATLA and Mitsubishi Heavy Industries to continue together along a path of technological innovation, industrial development and responsible growth, creating value for customers, collaborators and stakeholders.

Contributions to institutions

In 2025, ATLA continued to strengthen its commitment to the community and the territory, confirming its role as a protagonist in initiatives ranging from sports and cultural projects to the public good.

ATLA has confirmed the **Collaboration Agreement** with the **Municipality of Chieri** for the care and management of the green area of the roundabout between Strada Fontaneto and Corso E. Olia. In compliance with the Regulations of public urban green areas and Common Goods, ATLA has financed the maintenance activity by the specialized company **AGER**.

In the sports field, ATLA has continued to invest resources in the management of the **R. Rosato Sports Center**, a symbol of growth for the city and support for the local football team. In addition, it has supported the **I Tennis Foundation** association, contributing to the third edition of **Intesa Sanpaolo Assicura Little Tennis Champions**, a scholarship program for young talents, which offers less fortunate children's opportunities for sports and school training. Also in this context, ATLA sponsored the *Rugby Day 2025* organized by **A.S.D. Chieri Rugby 1995**, a day dedicated to the promotion of the values of rugby, designed to offer children and adults the opportunity to approach this sport.

ATLA is committed to the sustainable enhancement of abandoned production areas, through the concession to local voluntary associations. In particular, the Chieri section of the **National Carabinieri Association**, the **Piedmont Region Civil Protection Coordination** and the **Chieri Volunteer Group**.

In 2025, ATLA strengthened its commitment to culture and inclusion, becoming the protagonist of initiatives that enhance the territory and people. These include the sponsorship of the **Nice Festival Chieri**, an event organized by the **blucinQue Nice National Production Center** in collaboration with the **Cirko Vertigo Foundation**. ATLA shows its closeness to the territory, supporting the promotional activity of the **Pro Chieri** association, sharing moments of celebration and participation.

In collaboration with the **Rotary Club Torino Lagrange**, ATLA became the protagonist of the initiative *A smile for the children of the Regina Margherita*, bringing gifts to the young guests of the Turin Children's Hospital.

To celebrate ATLA's 47th anniversary, employees have chosen to voluntarily contribute to the *Project Silva* di **Piantando**, supporting the care and monitoring of a forest in Abruzzo. A concrete gesture in favor of biodiversity and future generations, an expression of a shared commitment that comes from people and goes beyond the company itself.

A land that generates value

Did you know that the land earmarked for the future ATLA plant was temporarily used as pasture for local livestock?

This solution has allowed natural management of greenery, reducing the use of mechanical means and related emissions. The initiative has also generated a benefit for the territory, offering support to a local farmer and promoting a responsible use of spaces while waiting for the start of construction work on the new plant.

ATLA and Insuperabili, a more inclusive sport

The collaboration between ATLA and Insuperabili continued in 2025, consolidating a path started in the 2023-2024 season and based on the sharing of values such as inclusion, participation and enhancement of diversity.

Insuperabili is a reality founded in Turin in 2012 with the aim of promoting the inclusion of people with disabilities through football. Today it operates throughout the country through a network of offices that involves hundreds of athletes with cognitive, relational, affective-emotional, behavioral, physical, motor and sensory disabilities. Sport thus becomes a tool for personal growth, wellbeing, socialization and overcoming cultural barriers.

During the year, ATLA renewed its support for the association by actively participating in initiatives dedicated to the promotion of inclusive sport. Among these, participation in the first *B2B Insuperabili* represented an important opportunity to discuss with the other partners of the association and to deepen the social impact generated by the projects developed in the area. The event made it possible to share results, objectives and future prospects, strengthening awareness of the value that partnerships can generate in favor of a more inclusive society.

ATLA also hosted the *Shooting Days 2025* at the **R. Rosato Sports Center** in Chieri, an event dedicated to Unsurpassed athletes that combined sport, training and sharing. The initiative, in addition to representing an important meeting point for the different categories involved, allowed the creation of the official shots of the 2025-2026 sports season, transforming the sports center into a space open to inclusion and the enhancement of diversity.

The availability of the R. Rosato Sports Center, now managed by **AC Chieri S.r.l.**, a sports club of the ATLA group, is part of a broader strategy to support local communities and promote initiatives with a high social impact. Through this collaboration, ATLA confirms its commitment to projects capable of generating shared value, concretely contributing to the social inclusion goals promoted by the United Nations 2030 Agenda.

The partnership with Insuperabili testifies to ATLA's desire to be an active part in the construction of more accessible and participatory contexts, in which sport can represent an opportunity for growth, integration and development for all.

Governance Topics

Organization Corporate

ATLA's corporate organization is structured according to the traditional system: the Shareholders' Meeting, the Board of Directors, the Board of Statutory Auditors and the Independent Auditors are present.

The Board of Directors is responsible for the management of the company and the completion of the operations necessary for the implementation of the corporate purpose. Among the roles assumed, the promotion of an ethical and transparent approach through national and international corporate governance best practices is of particular importance. The principles that guide the company's operations are transparency and responsibility. These values must be inspired to continue the expansion undertaken over the years and for this reason the company has adopted a Code of Conduct.

Board of Directors

The **Board of Directors**, composed of seven directors, ensures the protection of all Stakeholders by allowing the correct management of the company in terms of governance and control. The collegial body is vested with the broadest powers of ordinary and extraordinary management of the company. The current Board will expire in 2029, with the approval of the financial statements as at 31/12/2028.

The composition of the Board of Directors as of 31/12/2025 is given by the Chairman **Ettore GANDINI**, two Vice-Chairmen and 4 directors. The Board of Directors is therefore made up of 7 members, of whom 5 are men and 2 women. Of the total, 2 are in the 30-50 age group while the remaining 5 are in the >50 age group.

The table below shows the composition of the Board of Directors by office, gender and age:

NAME SURNAME	ROLE	GENDER	AGE GROUP
Ettore GANDINI	President	Men	>50 years
Laura PREGNO	Vice President	Women	>50 years
Toshihisa SUGIMURA	Vice President	Men	>30 <50 years
Luca GANDINI	Counselor	Men	> 50 years
Beatrice GANDINI	Counselor	Women	>30 <50 years
Shoji ISHIDA	Counselor	Men	>50 years
Katsuhiko ABE	Counselor	Men	>50 years

Board of Statutory Auditors

The **Board of Statutory Auditors**, composed of three statutory auditors appointed on 24/04/2025, has the task of supervising compliance with the law and the Articles of Association, compliance with the principles of proper administration and the adequacy of the Company's organisational structure for the aspects of competence, the internal control system and the administrative-accounting system, as well as the reliability of the latter to correctly represent the operating facts. The current Board of Statutory Auditors will expire with the approval of the Financial Statements as at 31/12/2027.

The composition of the Board of Statutory Auditors as at 31/12/2025 is made up of three members: the Chairman **Luca ASVISIO**, **Edmondo MONDA** (Standing Auditor), **Davide BARBERIS** (Standing Auditor). In addition, there are two alternate Auditors, **Federica LAGNA** and **Pamela MACCARINI**.

The table below shows the composition of the Board of Statutory Auditors by office, gender and age:

NAME SURNAME	ROLE	GENDER	AGE GROUP
Luca ASVISIO	President	Men	>50 years
Edmondo MONDA	Advisor	Men	>50 years
Davide BARBERIS	Advisor	Men	>50 years

Auditing firm

The **statutory audit** of the accounts in ATLA is carried out by the company **EY-ERNST & YOUNG**. The duties of the auditors, or of the auditing firm, are inherent in the statutory audit of the accounts and express an opinion on the financial statements and consolidated financial statements, if drawn up, and verify, during the year, the regular keeping of the company's accounts and the correct recording of management facts in the accounting records.

Supervisory Body

The **Supervisory Body** was established at the same time as the adoption of the organisational and risk management model provided for by Legislative Decree no. 231/2001. The Body is made up of two members with all the requirements of independence, autonomy, professionalism, integrity and continuity of action required by law.

The body is composed of an external member, **Giorgio GAETANI** and an internal component **Rosalba VISCA**.

Disclosure on main risks and opportunities

Prioritization of risks

VSME - C4

2025 was the third warmest year ever recorded globally, ranking just after the historical records of 2024 and 2023. According to the Copernicus Climate Change Service, 2025 recorded a global average temperature of 14.97°C, marking an anomaly of +0.59°C compared to the 1991-2020 average. All the last 11 years (2015-2025) are among the 11 warmest on record.

Considering this evidence, ATLA carefully monitors climate risk factors, analyzing studies and reports produced by leading national and international organizations. Although the economic impact of climate change varies across geographies, available data indicate that Southern Europe may be among the most exposed regions.

Climate events will have repercussions on the real economy through several channels: damage to infrastructure, reduced agricultural productivity and difficulties in the supply of certain raw materials, with consequent disruptions along the supply chain.

ATLA believes that a correct assessment of climate risks is also functional to a correct assessment of the balance sheet items. The analysis and risk assessment process must allow the understanding of how these risks can influence the company's business model and the preparation of adequate financial statement information to provide a truthful and fair representation to its Stakeholders.

Considering the recommendations set out in the guidelines of the **Task Force on Climate-related Financial Disclosure (TCFD)**, ATLA has analysed and classified climate change-related risks into two macro-categories: physical risks (impacts related to climate and its manifestations) and transition risks (impacts deriving from the transition process to a low-CO2 emission economy). Physical risks are analysed and classified as: acute risks (business interruptions caused by extreme weather events) and chronic risks (effect of gradual changes). Transition risks, on the other hand, have been divided into the following categories: legal or regulatory risks (impositions of policies or legislation aimed at containing change), technological risks (obsolescence caused by technological renewal), reputational risks (related to trust between customer and company) and market risks (choice towards green products or services). We considered potential risks in our analysis:

Acute physical hazards:

- *Extreme weather events*
- *Heat waves*

Chronic physical hazards:

- *Water stress*
- *Changing climate patterns*
- *Altering the reliability of critical raw material supply chains*

Transition risks:

- *Carbon pricing and EU ETS*
- *CBAM (Carbon Border Adjustment Mechanism)*
- *Regulatory pressure on the sector*
- *Reputational and access to capital risk*
- *Rising insurance costs*

A process such as climate change can also create opportunities for companies. ATLA has therefore analyzed the opportunities that have been classified into the following categories: resource efficiency (benefits produced in the medium to long term by technological innovation), energy sources (potential savings produced by green energy sources), product innovation, access to new markets, resilience and adaptation.

From this analysis, some risks emerged that may jeopardize the achievement of the sustainability objectives, generated or suffered, related to the relevant sustainability issues that ATLA's activity, its products, services or commercial relationships may generate in the environmental (water discharges, pollution into the atmosphere with greenhouse gas emissions, waste), social (Privacy and Data Protection legislation, Cybersecurity) and economic and governance (fight against active and passive corruption).

From an **environmental** point of view, a careful assessment was made of which aspects related to climate change can impact the company's activities or create potential risks on the business. In this context, it is believed that the risks may be linked to exceptional weather phenomena for which ATLA has adequate insurance coverage and that the risk is in any case very limited.

As far as **water discharges** are concerned, ATLA presents a limited risk since the discharges are considered as domestic wastewater and assimilated. The liquids produced during processing are disposed of through specialized companies. ATLA has a **Single Environmental Authorization (AUA)** pursuant to Presidential Decree no. 59/2013 for water discharges and emissions into the atmosphere. In particular, the company is equipped with chimneys for emissions and the most significant ones are monitored and controlled. ATLA has also adopted an environmental management system compliant with the **ISO 14001** standard and a specific protocol for the verification of potential risks related to Environmental Crimes. In the sites managed by ATLA, production processes capable of creating potential risks related to polluting emissions into the atmosphere do not take place.

Regarding the risk factor related to **waste management**, the analysis conducted led to the consideration of a moderate level of risk. In the production sites and at the main site, waste is essentially considered waste like municipal waste with characteristics and commodity composition such as to allow recovery or disposal. The production of special waste is under control.

As regards the more purely social area of risk management, it is believed that there are potential risks in the field of **Privacy (Data Protection)** and **Cybersecurity**. In the normal context of carrying out its activities, personal data of customers, suppliers as well as collaborators and employees are processed. In this regard, to comply with the provisions of the **European GDPR Regulation** (General Data Protection Regulation), ATLA has equipped itself with all the tools provided for in the regulation. In addition, on a voluntary basis, it has adopted **a Privacy Organizational Model**, appointed a Data Processor and identified delegates. All this to strengthen control and compliance.

The threat of **attacks** and **data security breaches** that could cause losses in terms of business, productivity and damage to the Company's reputation is increasingly present. In this context, ATLA has adopted a management compliant with the **ISO 27001** standard for Information Security Management Systems, which analyzes the potential risks related to cybersecurity and the protection of intellectual property rights through the creation of special protocols.

Regarding the **health** and **safety** of **workers** who, due to the tasks performed, are more exposed to higher risk factors, monitoring is provided with health surveillance activities carried out by the competent doctor. In addition, since 2014, ATLA has adopted an Occupational Health and Safety Management System compliant with the **ISO 45001** standard.

At an **economic** level, one of the main and potential risk factors is that relating to **active** and **passive corruption**, which could cause reputational repercussions. Therefore, ATLA has adopted a **Code of Conduct**. Finally, a protocol relating to the so-called **Whistleblowing** for reports, including anonymous reports, has been put in place to monitor any unlawful facts or conduct. The potential risks due to the lack of transparency and integrity of suppliers (undeclared work and criminal infiltration) have also been the subject of an analysis process that has led to the creation of procedures and control measures for technical and professional suitability checks and preventive checks on pending charges and convictions. As further confirmation of its commitment to legality, transparency and proper business management, ATLA has obtained the **AGCM Legality Rating** of 2 stars.

In terms of **Compliance**, ATLA has adopted: Financial Statements audited by the company **EY-ERNST & YOUNG**, Privacy Compliance pursuant to **EU Reg. no. 679/2016 (GDPR)**, **ISO 9001**, **EN 9100**, **EN 9110** Quality Certification, **ISO 45001** for Occupational Health and Safety, **ISO 14001** for the Environment, **ISO 50001** for Energy, **ISO 27001** for Data and Information Security, **EIFEC EC 1001:01 EU** - Export Compliance Administration Program and **NADCAP** Accreditations.

Comparison GRI used and GRI index

GRI 1
Fundamental principles

Version 2021

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Coordination
Marketing & Communication, ATLA

Reporting
Kevin FORESTO
Gianluca STELLATO
Riccardo PANDOLFI

GES-GHG issue data processing
QHSEE, ATLA

Release date
October 2026
MD0025_96R0

ATLA S.R.L.
Gas Turbine Services

Via Secondo Caselle, 10
10023 CHIERI (TO) - ITALY

T (+39) 011 9472346
E infoatla@atla.it

www.atla.it

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QUALITY SYSTEM CERTIFICATION DNV ISO 9001 AS/EN/JISQ 9100

QUALITY SYSTEM CERTIFICATION DNV ISO 9001 AS/EN/JISQ 9110

INFORMATION SECURITY MANAGEMENT SYSTEM DNV ISO/IEC 27001

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