

SolidWorld GROUP



SUSTAINABILITY REPORT 2024

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Letter to the Stakeholders

Dear Stakeholders,

I am proud to present the SWG S.p.A. Group's first Sustainability Report. Through this report, we hope to communicate the development strategies we pursue and how we intend to achieve them, with clarity and transparency.

I would like to express my sincere thanks to everyone who contributed to the data collection and preparation of this document. For us, this is not the end goal but the beginning of a long journey of challenges and continuous improvement towards economic, financial, social and environmental sustainability.



Since we began our business journey in 2003, we have undergone an extraordinary evolution that has allowed us to become a leader in technological innovation within the IT sector.

The road to sustainability begins with research. In addition to ongoing innovation, research and development, our growth is based on sustainability and the value of human capital.

We are committed to ensuring that every individual enjoys a welcoming, reliable and safe working environment. Finally, environmental sustainability, in particular, is a cornerstone on which we are building the future of our Group.

We recognize that the path to sustainability is complex and constantly evolving, which is why ongoing collaboration and cooperation with all stakeholders is essential.

Reducing the environmental impact of our operations is one of our goals, and we are committed to achieving it.

Signature
The President

Highlights

Human resources	2024
Number of employees	183
Gender diversity - Female (% of total employees)	38.8%
Next generation - Employees under 30 (% of total employees)	13%
Staff turnover rate	+3.4%
Stable employment - % of permanent contracts	99%
Training and development - Average hours of training per employee	10 hours
Health and safety - Number of serious injuries	None
Environment	
Energy consumption	1,894 MWh
Installed photovoltaic systems - Total output	3,000 kWp
% energy from renewable sources consumed	5.2%
GHG emissions (Scope 1 and Scope 2)	448.95 tCO ₂ e
Emissions intensity index	0.01 tCO ₂ e
Percentage of waste sent to recovery	21%
Governance and business model	
Revenues - Euro millions	Euro 57,845,442
Policies and management systems - UNI EN ISO 9001:2015 - Quality - UNI EN ISO 14001:2015 - Environment - UNI ISO 13485:2016 - Medical Device Quality - UNI/Pdr 125:2022 - Gender Equality	
Anti-corruption Whistleblowing Procedure	
SWG for sustainable development - Partnerships and products	
Partnerships with universities for the development of innovative technologies - Department of Industrial Engineering, University of Florence - EndoCAS Center, University of Pisa	
Electrospider - 3D bio-electrospinning printer enabling the printing of complex biological tissues by combining cells and biomaterials for applications in regenerative medicine and biotechnology research.	
SolidWorks Sustainability - Environmental impact assessment tool for evaluating products during the design phase, thereby supporting sustainable choices in materials and processes	

General disclosures

Basis of preparation

ESRS Standards	ESRS 2 BP-1, BP-2
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The Solid World Group's first Sustainability Statement

The Sustainability Statement of Solid World Group S.p.A. and its subsidiaries (hereinafter also the Solid World Group or SWG) for the financial year ended December 31, 2024, represents the first document published by SWG for reporting on sustainability matters. SWG has chosen to publish this statement in recognition of the strategic importance of sustainability matters as a fundamental component of its business model.

The purpose of the Sustainability Statement is to enable stakeholders to understand the company's material impacts on people and the environment, in addition to the material effects of sustainability topics on SWG's development, performance and position.

The 2024 Sustainability Statement has been prepared on a **voluntary basis with reference to the European Sustainability Reporting Standards (ESRS)**, the European sustainability reporting framework. **Selected ESRS standards, or parts thereof, have been reported**, as indicated in the relevant sections of this document and summarized in the ESRS Content Index.

This statement forms part of a progressive and gradual alignment with applicable regulations and an effort to enhance accountability with regard to SWG's stakeholders. It is therefore not, nor does it intend to be, fully compliant with the ESRS. Nonetheless, the decision to reference the ESRS as the reporting criteria is **consistent with and preparatory to meeting future sustainability reporting obligations** under Directive (EU) 2024/2464 - Corporate Sustainability Reporting Directive (CSRD), transposed into Italian law under Legislative Decree No. 125/2024, which mandates the adoption of the ESRS as reporting criteria.

According to the regulatory framework in force at the time of preparing this document, the CSRD is expected to apply to SWG, as a large undertaking not listed on regulated markets within the European Union, starting from the 2027 financial year. The recent approval by the European Parliament of Directive EU 2025/794 has postponed the CSRD's entry into force by two reporting cycles compared to the original 2025 deadline. The obligation to publish a Sustainability Statement entails the adoption of the European Sustainability Reporting Standards (ESRS) as the reporting criteria. We also note that the CSRD's scope of application, particularly regarding company size thresholds, in addition to the content of the ESRS, is currently being reviewed by the European Commission.

General criteria

The ESRS define the information that a company must disclose regarding its **impacts, risks and opportunities** in relation to **material environmental, social and governance sustainability matters**. The materiality of sustainability matters, stemming from direct and indirect business relationships across the upstream and/or downstream value chain, is assessed based on the application of the "double materiality" principle (DMA - Double Materiality Assessment).

The ESRS and related indicators (disclosure requirements) reported are those that represent the sustainability topics identified as material, aligned with SWG's activities and associated impacts, risks and opportunities. The process of analyzing, identifying, assessing and prioritizing material topics, as described in the chapter on *Material Topics*, was conducted in accordance with the ESRS requirements. This process is updated and progressively developed over time as part of SWG's sustainability (accountability) reporting journey.

This document, based on the results of the double materiality assessment (DMA) and within the limits of the approach adopted, covers the entire upstream and downstream value chain.

The summary index of disclosures on the various areas covered (ESRS content index), published in the appendix to this Sustainability Statement and forming an integral part thereof, enables traceability of the data, indicators and other quantitative and qualitative information presented.

SWG has not made use of the option to omit specific disclosures corresponding to intellectual property, know-how, innovation results or ongoing negotiations.

To enable data comparability over time and to facilitate an assessment of SWG's performance trends, comparative data for the previous financial year are presented, even though these disclosures are not required for the first year of reporting under the ESRS.

Reporting Scope

The reporting scope for the qualitative and quantitative data and information covers the performance of the parent company, Solid World Group S.p.A., and its subsidiaries as presented in the consolidated financial statements at December 31, 2024, for the full reporting period (from January 1, 2024 to December 31, 2024). However, the companies Solid Innovation Srl and Solid Energy Real Estate Srl have been excluded as they are considered insignificant, having no employees and no environmental impacts.

Disclosures on specific aspects

Time horizons - SWG defines its medium-term time horizons in alignment with its strategic sustainability objectives, consistent with the ESRS (Section 6.4 - Definition of short-, medium- and long-term for reporting purposes).

Value chain estimation - The metrics reported do not include estimated data relating to the value chain.

Sources of estimation and outcome uncertainty - The process of reporting ESG performance data for certain topics requires the Directors to make estimates. These estimates are based on historical experience, reliable and authoritative external sources, and the input of specialists and external consultants, in addition to other information deemed reasonable under the circumstances. Any use of estimates and the relative methodologies applied are explicitly mentioned in the respective sections covering the relevant reporting topics, to which reference should be made for further detail.

The quantitative metrics subject to estimation uncertainty specifically refer to the following topics and reporting areas:

Key topics / Reporting areas subject to estimates (quantitative data)	Description and Impact
ESRS E5 - Resource use and circular economy	Resource inflows Impact: medium

In order to mitigate the risk of errors relating to estimated ESG performance data, particularly for those areas featuring uncertainty, internal controls and validation processes for the reported data and information are in place.

Changes to the preparation and presentation of information - As this is SWG's first Sustainability Statement, no recalculation or restatement of quantitative data was necessary. Starting from future reporting cycles, any corrections due to errors, changes in measurement methodologies, or changes in the nature of the business will be appropriately highlighted in the relevant chapters and paragraphs, with an indication of the criteria adopted and the effects on the data.

Disclosures required by other regulations or sustainability reporting provisions - Given the reporting approach adopted, this document does not include additional disclosures beyond those required by the ESRS, nor those required by other regulations requiring sustainability-related information disclosures or provisions on sustainability reporting.

Incorporation by reference - There are no incorporations by reference, as this Sustainability Statement is prepared as a standalone document separate from the Directors' Report attached to the Consolidated Financial Statements. As a result, all disclosures are fully contained within this Statement, without references to sections of other corporate documents.

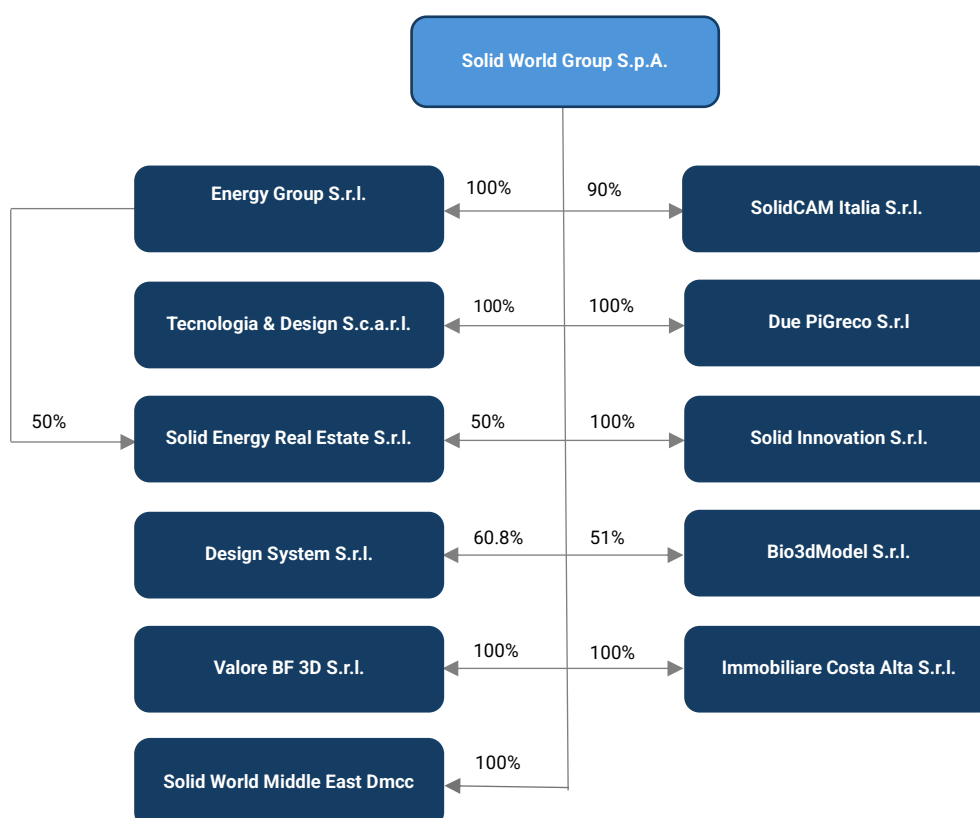
Strategy, business model and value chain

Solid World Group

ESRS Standards	ESRS 2 SBM-1
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The companies within SWG cover **the entire 3D Digital Manufacturing chain**. The Group operates in Italy through **14 operational sites** and **four technology hubs** and also has **an international office** in Dubai, United Arab Emirates.

Solid World Group S.p.A. is headquartered in Treviso, at Via Reginato 87 and operates through a network of subsidiaries, each with specific and complementary expertise. This organizational structure enables the Group to offer a portfolio of innovative and integrated solutions designed to respond to customer needs and **drive digital transformation** across multiple sectors, including **industrial, biomedical, defense and aerospace**. At December 31, 2024, the Group employed 183 people and reported revenues of Euro 57,845,442.



Group Operating Sites and Technology Hubs

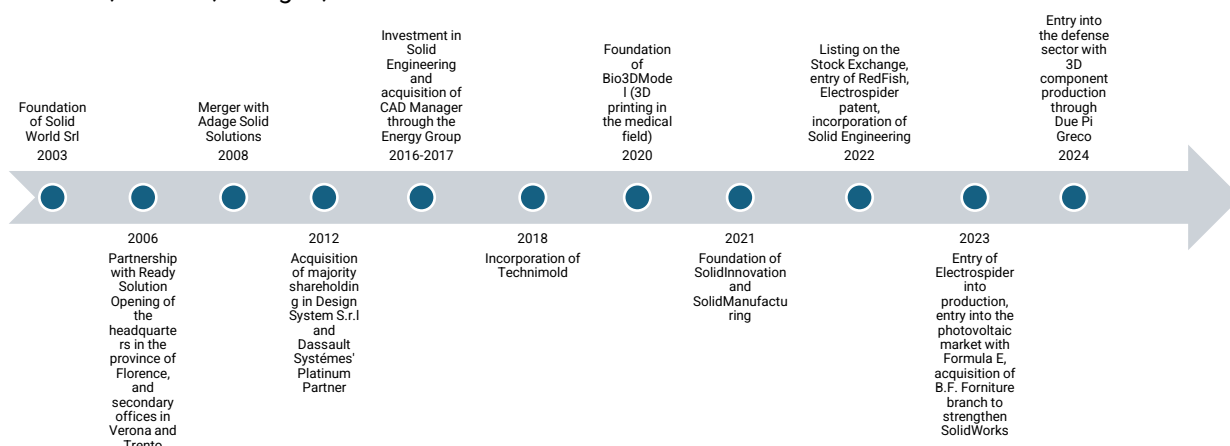


The Group operates in Italy through 14 Operating Sites and 4 Technology Hubs. It has one overseas site in the Middle East, in Dubai

1a Treviso (Headquarters) Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld	1b Resana (TV) Operating Site: ✓ Technology Hub: ✓ Company: Duepigreco	1c Ponzano Veneto (TV) Operating Site: ✓ Technology Hub: ✓ Company: Duepigreco, Tecnologia & Design
1d Verona Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld	2a Brescia Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld, Design Systems	2b Rescaldina (MI) Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld, SolidCAM Italia, Design Systems
2c Gallarate Operating Site: ✓ Technology Hub: ✗ Company: Valore BF 3D	3 Turin Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld	4 Genoa Operating Site: ✓ Technology Hub: ✗ Company: Design Systems
5a Resana (TV) Operating Site: ✓ Technology Hub: ✓ Company: SolidWorld, SolidCAM Italia, Energy Group, SolidInnovation	5b Barberino Tavarnelle (PI) Operating Site: ✓ Technology Hub: ✓ Company: Bio3DModel	6 Montevarchi (AR) Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld
7 Osimo (AN) Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld	8 Modugno (BA) Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld	9 Dubai Operating Site: ✓ Technology Hub: ✗ Company: SolidWorld Middle East

Group History

The Group was founded in 2003 with the establishment of **Solid World Srl**, the **first company dedicated to providing software licenses for 3D design**, alongside the opening of offices in various Italian cities, including Pordenone, Ancona, Bologna, Treviso and Milan.



The Group's growth path began between **2006 and 2008**, with the integration of **EXIS's** customers and staff and a strategic partnership with Ready Solutions, which enabled the opening of new offices in Verona, Trento and the province of Florence. In 2008, Solid Word S.r.l. further strengthened its market position through a merger with competitor **Adage Solid Solutions**.

In **2012**, the company acquired majority stakes in a **Dassault Systèmes' Platinum Partner** and in **Design Systems S.r.l.**, specializing in software solutions such as Catia, Enovia, Delmia and 3D Experience. Two years later, in 2014, Solid Word S.r.l. entered the 3D printing hardware sector by acquiring 60% of **Energy Group**. In

2015, the Group further strengthened its position in the software supply chain by acquiring 60% of **SolidCam** and, at the same time, incorporating **Tecnologia & Design**, a company specialized in additive manufacturing.

During **2016-2017**, the Group continued to expand its reach by investing in **Solid Engineering**, an operator active in Southern Italy, and acquiring a majority stake in **CAD Manager** through its subsidiary Energy Group. In 2018, an agreement with the Stratasys Group led to the incorporation of **Technimold** and the expansion of offices to Turin, Benevento and the provinces of Modena and Latina.

In **2020**, Solid Word Srl established **Bio3DModel**, a division specializing in applying 3D printing solutions in the medical field. During the COVID-19 pandemic, the company made a significant contribution through the production of 3D-printed respiratory masks for use in intensive care and devices equipped with filters for healthcare personnel, manufactured at the Bentivoglio and Ponzano facilities.

In **2021**, the companies **SolidInnovation**, **SolidFactory** and **SolidManufacturing** were established, specializing in the application of industrial 3D design and printing technologies, in addition to the production lines of next-generation photovoltaic panels.

2022 marked a turning point for Solid Word S.r.l with its **listing on the Euronext Growth Milan market** and the entry of RedFish into the share capital, accompanied by a bond loan underwritten with **Riello Investimenti Partners SGR**. Following the completion of the listing, the company assumed its new name, **SolidWorld Group S.p.A**. In the same year, the Group acquired the patent for **Electrospider** from the University of Pisa, a 3D bioprinter for printing human cells, tissues and organs, and initiated a reorganization process with the incorporation of Solid Engineering.

In **2023**, Solid World S.p.A. consolidated its entry into the biotechnology sector by launching the production of **Electrospider**, a 3D bioprinter that replicates human tissue, while simultaneously expanding its presence on the photovoltaic market through the acquisition of a business unit from **Formula E**, part of the Vismunda Group, with the intention of entering the global solar energy market. In parallel, the Group acquired a business unit from **B.F. Forniture Ufficio S.r.l.**, further consolidating its leadership as an authorized **SolidWorks** reseller in Italy and creating a unified vertical structure for the design and development of 3D CAD software.

In **2024**, the **SolidWorld Group** strengthened its position in the aerospace and defense sectors through the launch of specialized production of **military-aerospace components** using advanced prototyping and 3D printing technologies. This important development was entrusted to the subsidiary **Due Pi Greco S.r.l.**, specialized in the design, engineering and 3D printing of high-performance industrial components, recently acquired by the Group.

Vision, mission & values

The SolidWorld Group's mission is to support its customers on their innovation journey, guiding them in adopting the most advanced technologies in the field of 3D Digital Processes. From the design phase through to defining the production process, the Group assists businesses in developing prototypes and finished products through 3D printing solutions.

SWG is Italy's leading operator capable of offering integrated solutions that facilitate and accelerate companies' transition towards the production models of Factory 4.0 and 5.0. This is made possible through an interconnected system based on the most advanced 3D digital technologies, both software and hardware.



The Group positions itself as a **key player in the modernization of the industrial fabric**, contributing concretely to maintaining the competitiveness and excellence of the manufacturing sector.

Values such as loyalty, tradition and commitment are shared principles across all Group companies and are promoted daily. The SolidWorld Group is a testament to innovation, a pioneering spirit and a competitive vision - elements that have always driven its support for projects in multiple fields, including sports and research applied to technological development.

Market landscape and industry trends

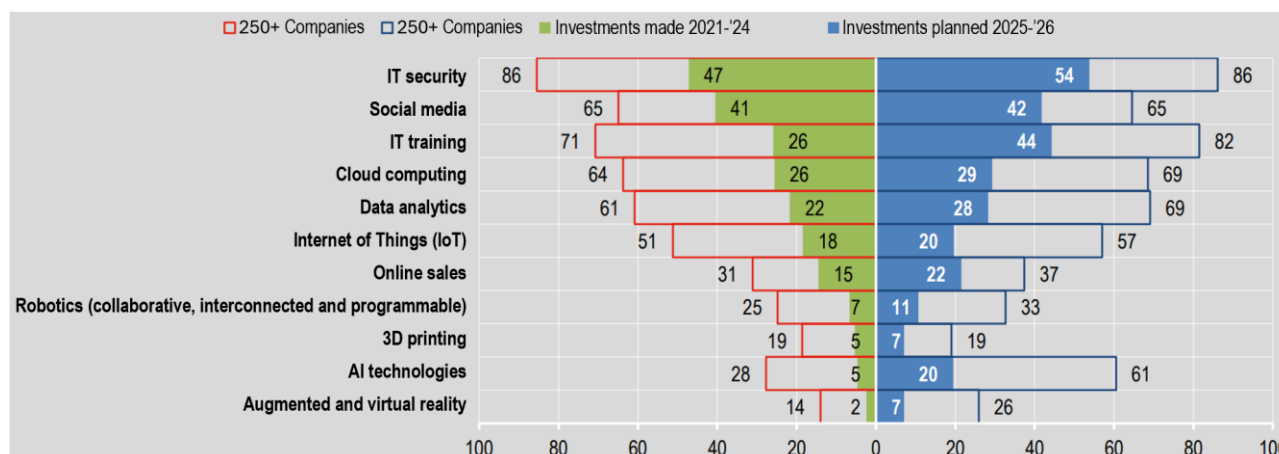
3D printing is a dynamic and constantly evolving sector, rich in innovation and holding vast transformational potential across several industrial fields. Thanks to the development of new materials and the ongoing advancement of technologies, applications range from micro-production to large-scale manufacturing.

According to the 3D Printing Trend Report 2024¹ by Protolabs, a global leader in 3D printing, CNC machining and injection molding, the 3D printing market is growing at a rate 10.5% faster than previously forecast. The market size is estimated at USD 28.1 billion for 2024, with a growth projection reaching USD 57.1 billion by the end of 2028.

¹ Protolabs. (2024). 3D Printing Trend Report 2024. https://www.protolabs.com/media/ktnlshtk/pl_3dp-trend-report-2024_en-2-1.pdf



According to the Protolabs Network Survey (conducted in March 2024), 77% of respondents identified the **medical and healthcare** sector as having the highest potential impact, where 3D printing is already revolutionizing the production of microscopic components and customized devices.



The following chart, taken from the *Imprese e ICT - Anno 2024*² report published by ISTAT, illustrates the main **areas of digital investment** in Italy. On the left, it shows the fields in which companies invested between 2021 and 2024; on the right, it highlights the areas where companies plan to invest during the 2025-2026 period.

According to the report, 52.6% of Italian companies with at least 10 employees have already made digital **investments** across one to four areas between 2021 and 2024. In addition, approximately 38% of companies plan to continue investing in digital fields during 2025-2026. While 3D printing represents a significant component of Italy's technological landscape, it is not among the most prevalent areas of investment.

² ISTAT. (2025). *Imprese e ICT - Anno 2024*. Istituto Nazionale di Statistica. <https://www.istat.it/wp-content/uploads/2025/01/Statreport ICT2024-1.pdf>

The sector displays varying dynamics depending on company size. Digital investments are more widespread among companies with at least 250 employees. However, smaller companies are showing a growing awareness of the importance of enhancing digital skills. In particular, the share of small companies planning to invest in this area for the 2025-2026 period has increased significantly, rising from 22.3% in the previous period to 40.5%.

The Solid World Group's contribution to sustainable development

The SDGs - Sustainable Development Goals

Since 2015, the 2030 Agenda for Sustainable Development has also served as a guide for the private sector, steering global efforts toward environmental protection, reducing inequality and eradicating extreme poverty. At the heart of the Agenda are the 17 Sustainable Development Goals (SDGs), which promote an integrated approach to economic, social and environmental development.

The Solid World Group recognizes its strategic role in **accelerating the transition toward a more equitable and sustainable development model**. SWG is committed to bringing advanced, long-lasting technological solutions to market, actively promoting environmental sustainability through responsible production processes oriented toward the circular economy. The company strategy is based on continuous research and development aimed at innovation and the creation of technologies that support the efficient and responsible use of natural resources.

When developing a new product, the Group designs its production with a circular mindset, considering not only the full life cycle but also end-of-life disposal. This vision of a "**digital factory**" aligns with values of modernity, efficiency and sustainability. In line with this, SWG has defined three core principles that all Group designers must follow:

- reduce the use of raw materials
- improve disposal methods
- manufacture locally (0km production)

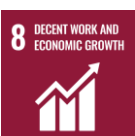
From algorithms that optimize a component's shape to minimize raw material use, to 3D printers that work with biodegradable materials, the Group's companies and their customers pursue sustainability from the earliest design stages, empowered by technology. The outcome is a green and sustainable 3D design product throughout the entire value chain.

The material topics identified by the Group and their associated targets (see the dedicated section [Objectives and actions on material sustainability topics](#)) have been mapped to the most relevant SDGs, with a specific focus on **responsible innovation, digitalization of production processes, resource efficiency and the design of solutions with high social and environmental impact**.



SDG 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Quality education: Ensure high-quality education by promoting accessible training programs for all Group employees, offering fair and inclusive professional development opportunities aligned with business needs and the challenges of the sustainability tradition.

	SDG 5 Achieve gender equality and empower all women and girls Gender equality: Eliminate all forms of discrimination against women by ensuring equal leadership opportunities and full participation at all decision-making levels.
	SDG 7 Ensure access to affordable, reliable, sustainable and modern energy for all Clean and affordable energy: Promote energy efficiency within the Group by implementing energy-saving measures, reducing consumption and increasing the use of renewable energy sources.
	SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all Decent work and economic growth: Foster a healthy, safe and inclusive work environment, safeguard workers' rights and promote professional development, job stability and employee empowerment within the organization.
	SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation Industry, innovation and infrastructure: Promote product innovation and modernization by adopting advanced, low-impact technologies to improve safety, efficiency and sustainability.
	SDG 10 Reduce inequality within and among countries Reduce inequality: Promote and strengthen the inclusion of all people, regardless of age, gender, disability, origin, ethnicity, religion, economic status or other characteristics, contributing to reducing inequality in outcomes.
	SDG 12 Ensure sustainable consumption and production patterns Responsible consumption and production: Promote sustainable practices at all Group sites by optimizing consumption, improving material life cycles, using low-impact solutions and encouraging reuse and recycling initiatives.
	SDG 13 Take urgent action to combat climate change and its impacts Climate action: Integrate climate considerations into corporate policies, operational strategies and planning processes, while promoting concrete actions to reduce emissions and strengthen the Group's environmental resilience.
	SDG 16 Peace, justice and strong institutions Promote transparent, ethical and responsible business conduct - ensuring respect for suppliers and stakeholders - and strengthen corporate governance to support robust institutions and a workplace culture based on integrity and legality.

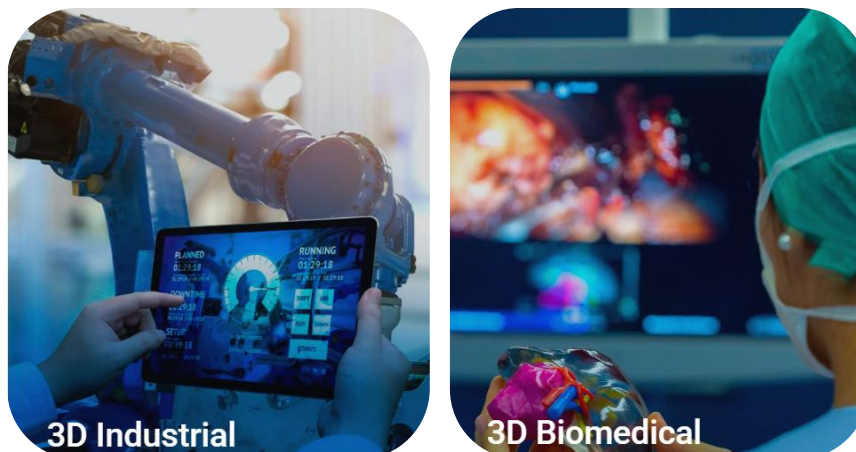
In line with its role as a digital and sustainable enabler, and considering its business segments, the Solid World Group and its subsidiaries identify the following as priority SDGs: **SDG 7** "Ensure access to affordable, reliable, sustainable and modern energy for all," **SDG 12** "Ensure sustainable consumption and production patterns," and **SDG 13** "Take urgent action to combat climate change and its impacts."

Sectors, Products and Services

ESRS Standards	ESRS 2 SBM-1
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Sectors

The Solid World Group offers innovative solutions and technologies across several areas of activity.



Thanks to its consolidated expertise in 3D design and additive manufacturing, the Group provides customized solutions by integrating CAD/CAM software with 3D printing technologies, automation and advanced prototyping.

In the biomedical sector, the presence of specialized divisions and subsidiaries - including Bio3DModel S.r.l. and 3D bioprinting projects such as Electros spider - underscores the Group's commitment to supporting medical research and healthcare institutions through the development of cutting-edge devices and technologies.

The Group's recent entry in 2024 into the defense and aerospace sectors, made possible by the acquisition of a company operating in those fields, represents a further strategic step in strengthening SolidWorld's position as a forward-looking, high-tech enterprise.

Industrial Sector

Since its foundation, the Solid World Group has assigned a strategic role to the **production and commercialization of software and hardware solutions**, progressively developing specialized capabilities across several technological domains. This activity has been steadily expanding, both in volume and in the diversification of its offering, encompassing a wide range of products and services.

This business evolution is also reflected in the Group's current organizational structure, composed of several operating companies, each focused on specific areas of expertise, in order to optimize management efficiency and serve as a point of reference in different market segments.



Valore BF 3D S.r.l.

Supports small and medium-sized enterprises in their digital transformation journeys by offering innovative solutions designed to optimize resource use and help achieve business goals. Valore BF 3D provides a wide range of technologies for the industrial sector, with particular expertise in 3D CAD design, 3D printing, 3D scanning and advanced manufacturing technologies.



SolidCAM Italia S.r.l.

One of the leading independent players in the CAM sector, with a global network of resellers. After years of successful software development, the company adopted a strategy of integration with leading CAD systems, such as SOLIDWORKS and Inventor. This decision has made SolidCAM one of the most efficient solutions for integrated CAM programming, allowing users to work directly within their CAD environment for CNC machine management.



Energy Group S.r.l.

A specialized reseller of 3D printers for professional applications, with over twenty-five years of experience in three-dimensional design. The company focuses on distributing additive technologies that support product development and the optimization of product development cycles. Its solutions are used across multiple sectors, including manufacturing, medical, education and industry.



Tecnologia & Design S.c.a.r.l.

The company can be described as the Solid World Group's Digital Factory. Founded to promote the adoption of innovative technologies by companies, particularly in the design and engineering phases of new products, it specializes in Additive Manufacturing using 3D printers. Today, it represents a point of reference in the Additive Manufacturing sector.



SolidInnovation S.r.l.

The Group's division specialized in Industry 5.0 solutions, with a focus on Data Management applications. It handles the integration of enterprise information systems to increase flexibility, improve security and reduce time-to-market. Through its proprietary software *Integr@*, it offers tailored solutions to optimize production processes and fully harness the potential of integrated technologies.



SolidWorld Middle East DMCC

The Group's division operating in the Middle East, based in Dubai, which focuses on the digital transformation of enterprises. It offers integrated 3D scanning and 3D printing solutions, promoting the concept of Factory 5.0 to support industrial modernization across the region.

Biomedical Sector



Bio3DModel S.r.l.

A company specialized in the medical field, focusing on personalized medicine. It provides technologies, software, medical 3D printers, services and training to develop tailored solutions for patients. It controls BIOD3DPRINTING S.r.l., a division dedicated to 3D bioprinting capable of reproducing human cells and tissues. Created in collaboration with the SolidWorld Group and the University of Pisa, this division develops advanced 3D bioprinting tools to meet future needs. Its key technology, Electros spider, enables the creation of complex 3D cellular constructs, offering innovative solutions destined to revolutionize surgery.

Aerospace and Defense Sector



Due Pi Greco S.r.l.

Specialized in the design, engineering and 3D printing of high-performance industrial components, this company will serve as the Solid World Group's sole point of reference for the defense and aerospace sectors. This acquisition further strengthens the Group's strategic positioning in a highly technological and innovative domain.

Products and Services

Specifically, the Group's products can be grouped as follows:

INDUSTRIAL	
3D SOFTWARE	
SOLIDWORKS	Comprehensive and integrated 3D CAD software that supports all stages of design, from initial concept to simulation and environmental impact assessment. It includes features for creating technical manuals, inspection documentation and managing design data, making it the ideal solution for designing and developing complex products.
3DEXPERIENCE	A collaborative cloud platform that enables project sharing and access to a wide portfolio of applications. It promotes efficient design and centralized project management, supporting real-time collaboration across business teams.
Integr@	Manages and coordinates key information within an integrated system that includes CAD, PDM and ERP. This advanced platform significantly accelerates new product development processes, while optimizing product lifecycle management.

Driveworks	Automates design processes in SolidWorld, allowing quick generation of part, assembly and drawing variants. It reduces time and costs in creating customized configurations while maintaining accuracy and quality.
SWOOD	Optimized for the woodworking industry. It facilitates the design of customized, made-to-measure products, enhancing productivity and ensuring precision and quality.
SolidAR/VR	Enables the creation of immersive virtual reality experiences by generating 3D environments that simulate real-world scenarios. Ideal for realistically exploring, interacting with and testing prototypes using advanced devices to ensure an immersive experience.
Logopress	Specialized software for the metal forming and stamping sector. It provides tools for bend simulation, nesting optimization and die design, ensuring accuracy in sheet metalworking processes.
CADFeature	Many CAD systems have difficulties reading files from different platforms or maintaining the feature tree when converting to another format. CADFeature solves these problems by allowing models and files to be converted exactly as they were originally designed.
Smap3D Plant Design	A comprehensive suite for plant and piping network design. With advanced tools for industrial design challenges, it is a benchmark for creating complex systems with precision and reliability.
Power Surfacing	A specialized module for designing organic surfaces and complex shapes. It allows engineers and designers to develop innovative, highly competitive products, improving aesthetics and functionality.
DraftSight	A versatile platform for 2D drafting and 3D design, compatible with DWG files. It offers intuitive tools for creating, editing and annotating drawings, meeting the needs of professionals from a variety of sectors, such as architects, engineers and designers.
CATIA	A collaborative, multidisciplinary design platform ideal for complex products. Its advanced simulation and modeling capabilities enable design teams to develop and optimize innovative solutions across various industrial sectors.
ENOVIA	An advanced product lifecycle management platform designed to optimize design, development and production processes. Integrated tools facilitate team collaboration and provide effective control over 3D designs, improving the consistency and monitoring of even the most complex products.
DELMIA	Allows simulation of equipment and machinery, including CNC systems, to optimize manufacturing processes. CNC programmers can model and simulate machine movements and machining processes, improving accuracy and reducing production risks.
EXALEAD OnePart	An enterprise search solution that speeds up the reuse of components and technical data, optimizing standardization and sourcing. It uses advanced semantic technologies to quickly find information from various sources, improving decision-making efficiency.
DELMIAWorks	An ERP system designed to manage and optimize key business processes, including sales, planning, production and inventory management. It supports integrated and streamlined operations management.
SolidCAM	A complete solution for CNC milling integrated with 3D CAD. With the innovative iMachining technology, it delivers significant cost savings and operational efficiency improvements in CNC machining.

iMachining	A patented CNC milling technology that reduces machining time and optimizes tool paths. With the "Technology Wizard", it automatically adapts to materials, geometries and machine specifications to boost productivity and precision.
Peel 3.CAD	An integrated 3D scanning solution for reverse engineering. It extracts necessary data and sends it directly to CAD software, streamlining design and analysis processes.
nTop	Advanced software for rapid iterations in the design of complex products. It eliminates bottlenecks in the design process, increasing development efficiency.
GrabCAD Shop	Simplifies the management of 3D printers and work queues in service centers and school labs, offering a centralized system to organize and optimize workflow operations.
3D Printing	
Stratasys	A US brand of industrial 3D printers. Used to produce components, semi-finished goods and finished products in plastic and metal. Stratasys printers are used for prototyping and medical applications, such as creating organ models and anatomical parts that mimic the look and feel of real tissues.
XACT Metal	Laser metal 3D printers using power bed fusion, designed for use with Product Manufacturing Information (PMI). 3D Xact Metal additive manufacturing systems deliver high performance and high sustainability.
DyeMansion	DyeMansion 3D printers enable the management of post-processing workflows and full integration into industrial production, to produce extremely high-quality parts, with low unit costs, and high sustainability.
Desktop Metal	Affordable 3D metal printing systems for designers and manufacturers. These devices support direct production of stainless steel parts, metal alloys and continuous fiber composite materials, ideal for low-to-medium production volumes.
Formlabs	Resin 3D printers using laser stereolithography to produce detailed, high-quality models. Their compact design makes them suitable for offices, labs and schools.
3D Scanning	
Creaform	Creaform 3D scanners reduce the time-to-market of product development workflows, satisfying 3D non-contact measurement quality control needs.
Peel 3D	The latest generation 3D scanner capable of handling all kinds of applications in different sectors, including heritage and art conservation, product design, healthcare, virtual reality, augmented reality, education, and digital content production.
Hexagon	3D scanning systems for industrial metrology, integrated with design software. They reduce programming and validation time, improving productivity and quality control in industrial processes.

BIOMEDICAL

Biomedical 3D Printing

Stratasys	Designed for the biomedical sector, these printers enable the creation of detailed anatomical models such as soft tissues, muscles, cartilage and bones, using specialized resins for medical applications. In dentistry, they allow the production of dental models, arches, frameworks and aligners with biocompatible materials, ensuring precision and speed directly in the lab.
3D Bioprinting	
Electrospider	An advanced biofabrication platform that combines technologies such as micro-extrusion, electrospinning and inkjet printing to create 3D cellular structures replicating

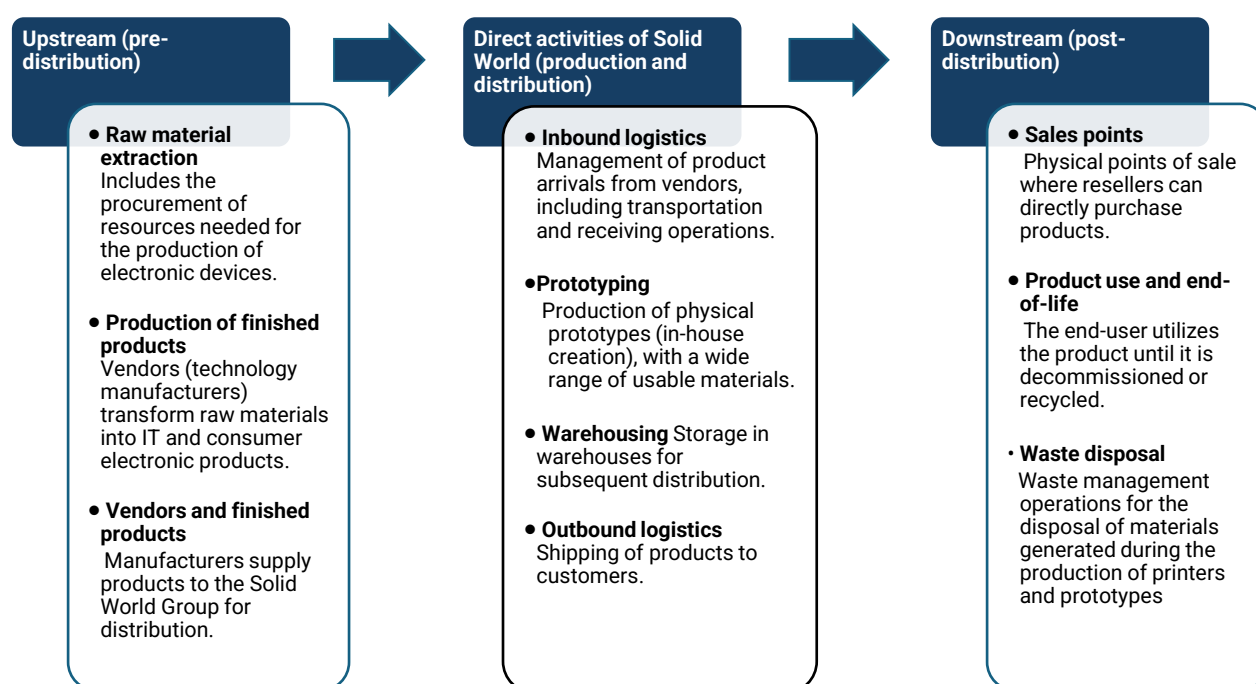
the complex topologies of human tissues. Protected by international patents, it enables the processing of biomaterials on a micro and nano scale within a single printing process, offering customizable solutions for advanced medical applications.

Value chain

ESRS Standards	ESRS 2 SBM-1
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SWG's value chain operates across two main areas: the distribution of IT products and the production of 3D printers. The Group's value chain is structured into three key phases: upstream, direct operational activities and downstream.

The term value chain refers to the set of business activities and processes required to create and deliver a product or service. The concept encompasses all stages from design to distribution and after-sales services, including sourcing (raw materials, semi-finished products, components, equipment, etc.), production, marketing and after-sales services. Each phase of the chain (whether involving a single company or multiple entities) adds a different degree of value for the consumer. Upstream impacts are those generated by SWG's suppliers, while the Group's own impacts are illustrated in the "Direct Activities" box of the following diagram.



Customers and markets

ESRS Standards	ESRS 2 SBM-1
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SWG primarily operates in the **Italian market** as an industrial contractor. The **Solid World Group** serves over 10,000 customers, including leading industrial groups and companies operating in strategic sectors such as industry, aerospace, automotive, home design and fashion. Each department and design or production office has specific needs, especially during the introduction or replacement of existing technologies with advanced digital solutions.

The technological transition is supported by **system integrators** equipped with technical expertise and human resources capable of implementing the most suitable 3D solutions for each company's specific requirements. This approach enhances the level of innovation, optimizes **time-to-market** through more efficient material management, reduces development time and ensures the rational use of resources. In this way, the Solid World Group plays a key role in helping its customers stay competitive in increasingly dynamic and demanding industrial environments.

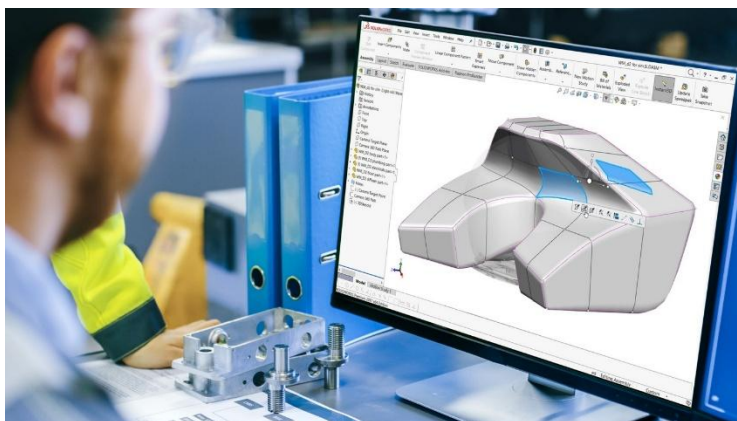
Research and development: Solid World Group projects

In line with its role, sector of activity and strategic vision, SWG's R&D investments serve both market needs and strategic objectives, aimed at strengthening the Solid World Group's competitive position and economic growth, in addition to its commitment to a tangible ecological transition. These investments include the:

- Adoption of sustainable materials and processes
- Reduction of environmental impact across the entire product life cycle
- Integration of circular economy principles into the Group's industrial practices

Research, development and technological innovation activities are focused on projects of significant technological relevance and value. At the same time, the Group ensures continuous updates and maintenance of its proprietary software to preserve competitiveness and efficiency.

Among the main initiatives carried out during the year were the design and development of software modules within the **Integr@** suite, and the implementation of advanced technologies to integrate **SolidWorks** and **SolidCam** software, with the goal of supporting **Manufacturing Execution Systems (MES)** solutions. Special attention was also paid to **Product Data Management (PDM)** system integration and the development of **add-ins** to expand **SolidWorks'** application into markets not traditionally associated with mechanical design, such as leather goods and clothing.



The Solid World Group actively collaborates with several national and international universities, including the **Department of Industrial Engineering's research team at the University of Florence** and the **EndoCAS center at the University of Pisa**, to remain abreast of the development of innovative technologies.

To optimize and expand its offering in the biomedical sector, **Bio3DModel**, a Group subsidiary, has established partnerships with two leading Italian research centers:

- **TIP - Team for Product and Process Innovation, Department of Industrial Engineering, University of Florence:** this research team develops tailored design methods and tools across various applications. TIP's mission is to offer customized and innovative solutions for the treatment of pediatric conditions, using 3D printing and CAD procedures. Its research activities include the use of advanced **additive manufacturing** techniques for biomedical applications.
- **E. Piaggio Research Center, University of Pisa:** the biofabrication team, led by Professor Giovanni Vozzi, is considered a point of excellence in Italy. The group developed and patented the Electrospider technology, now owned by Bio3DPrinting S.r.l.
- **BioCardioLab:** BioCardioLab is a Bioengineering Unit laboratory. It was established in 2008 as an interdepartmental research lab and subunit of the Division of Adult Cardiology of the G. Monasterio Foundation. BioCardioLab works in synergy with adult and pediatric clinical units with the specific objective of translating patient-specific modeling into clinical benefits.

The Group also collaborates in various capacities with:

- Santo Stefano Hospital, Prato
- Pediatric Surgery of the Niguarda Grande Ospedale Metropolitano in Milan
- San Giovanni di Dio Hospital, Florence
- Department of Physics, University of Milan
- Santa Chiara Lab
- Rizzoli Orthopedic Institute

In addition, the Group collaborates with **e-Spres3D S.r.l.**, a company belonging to the University of Pisa's **EndoCAS** center. This company develops models for medical training, the management of complex surgical challenges, machine testing and other applications to support marketing and research.

These strategic collaborations strengthen the Group's leadership in the biomedical sector and promote its international technological excellence. **3D printing** continues to emerge as a field with significant technological potential and strategic opportunity. In the coming years, the use of 3D printing in large-scale production is expected to expand. Key trends include the development of new specialized materials, such as plastics and composites with advanced properties (elasticity, conductivity and biocompatibility), and the emergence of hybrid techniques combining additive and traditional manufacturing.

The potential applications of technologies such as multi-material and metal 3D printing are greatly expanding, especially in the aerospace, automotive and medical sectors. At the same time, new finishing techniques, such as vapor smoothing, are emerging to enhance product surface quality.

Another critical trend will be smart automation, powered by sensors, computer vision and artificial intelligence, which will reduce costs and boost production efficiency. AI will also play a crucial role in enhancing the accessibility of 3D printing by facilitating design and optimizing processes.

Stakeholders: interests and expectations

ESRS Standards	ESRS 2 SBM-2
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Stakeholders include all individuals or groups who, in various ways, have an interest in the company or may be affected by its activities, either positively or negatively. These interests can take different forms but always represent something of value to the people or organizations involved.

Stakeholder dialogue is regarded as a core element by the Group, as it enables the consolidation of relationships built on mutual trust, strengthens competitiveness, and generates long-term shared value. A structured and ongoing engagement process is seen as a strategic opportunity to gather valuable insights, guide business decisions and respond effectively to changes, emerging risks and new opportunities. In this light, the Group is committed to building and maintaining effective, long-lasting relationships, fostering stakeholder engagement that captures expectations, needs and feedback, translating them into concrete goals and actions that are fully integrated into corporate strategies.

The Group's stakeholders were identified based on their sector, operational model, and relationships established over time. Stakeholders were classified as internal or external, and each category was assigned a level of influence (high, medium/high, medium, medium/low or low).

The stakeholder relationship management system is based on differentiated tools and engagement methods, tailored to the nature and strategic relevance of each relationship. This enables the Group to maintain effective and constructive dialogue, adjusted to the unique characteristics of each stakeholder.

Solid World Group stakeholders	Engagement activities Projects - Initiatives - Relationships
Shareholders, financiers/investors, banks	Shareholders' Meetings - Investor relations activities - Company website/dedicated section - Regular meetings
Workers - Employees, non-employees and union representatives	Dialogue with Human Resources Management - Internal communication channels - Periodic surveys - Training plans and events - Workplace climate surveys (Energy Group) - Meetings with trade unions - Corporate welfare tools and initiatives - Whistleblowing system
Board of Directors	Regular meetings - Training and refresher sessions - Involvement in strategic and sustainability goal setting - Meetings with key stakeholders - Institutional events
Customers	Business meetings and site visits - Events and trade fairs - Customer service - Website, social media, e-mail, postal mail - Informative newsletters - Satisfaction surveys
Suppliers	Meetings to define and share standards - Site visits - Product and innovation project partnerships - Business meetings
Competitors	Participation in trade fairs and industry events - Technical and regulatory working groups - Industry associations - Thematic forums and conferences

Solid World Group stakeholders	Engagement activities Projects - Initiatives - Relationships
Universities	Collaboration on innovation projects - Participation in joint research programs - Joint meetings and seminars
The local community	Meetings with local community representatives - Site visits - Project and initiatives - Sponsorship of local sports teams
Public administration	Meetings / correspondence and information exchange for compliance or specific requests - Correspondence

The Solid World Group actively promotes the dissemination of the core principles that guide its operations, engaging key stakeholders in this process, including business partners and local educational institutions. Through strategic collaborations and joint initiatives, SWG fosters the sharing of knowledge, skills and best practices, creating synergies that contribute to sustainable growth and innovation. This approach not only raises awareness of corporate values among stakeholders but also strengthens the local economic and social fabric by promoting a model of responsible development.

A significant example is Energy Group S.r.l., which has supported RaceUp, the Formula Student team at the University of Padua, since 2021. This support includes the free provision of materials and 3D printers used to produce components for race cars, in collaboration with a customer company. RaceUp, composed of university students, dedicates each year to the design and construction of two racing vehicles, fostering innovation and technical skills.

Since 2021, Energy Group has also supported the international Women in 3D Printing initiative, founded by Nora Tourè, which seeks to promote inclusion and increase female representation in the additive manufacturing sector. Cinzia Milioli, Co-Founder and Marketing Manager at Energy Group, serves on the Italian Committee and actively participates in events such as roundtables to promote the association's values.

In 2024, Energy Group also contributed to the “Metal 3D Printing in Construction” course during the Summer School at the University of Bologna. This educational program, aimed at students and professionals, explores the applications of metal 3D printing in the construction industry. The sponsorship included catering for students and faculty, and the participation of a Group expert who presented advanced additive technologies and showcased practical examples of metal-printed components.

Governance

The role of the administrative, management and supervisory bodies

ESRS Standards	ESRS 2 GOV-1
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The Solid World Group's corporate governance framework defines the rules intended to ensure the reliability and effectiveness of the company's management and oversight activities.

The **corporate governance structure adopted by the parent company, Solid World Group S.p.A.**, is based on a traditional organizational model and consists of the following corporate bodies:

- Shareholders' Meeting (responsible for resolutions on matters prescribed by law and the company By-Laws);
- Board of Directors (responsible for managing the Company);
- Board of Statutory Auditors (responsible for the supervisory function).

The Board of Directors

As outlined in Solid World Group S.p.A.'s By-Laws, the Board of Directors holds full authority over the ordinary and extraordinary management of the Company, except for powers reserved by law to the Shareholders' Meeting. Within the Board, the following roles have been appointed:

- Chairperson, who is vested with the legal representation of the Company, as provided by the By-Laws;
- Chief Executive Officer, entrusted with autonomous management and organizational powers, in compliance with the responsibilities attributed to the Board by the By-Laws.

All Directors are appointed based on an assessment of their professional qualifications, integrity and, where required, independence. Members of the Board of Directors are appointed by the Shareholders' Meeting based on candidate lists submitted by shareholders who - individually or jointly - hold a number of shares at least equal to the threshold established by applicable laws and regulations at the time of submission.

The Company is managed by a Board composed of five members, including one Independent Director, appointed by the Shareholders' Meeting.

Board of Directors	
Roberto Rizzo	Chairperson of the BoD and CEO
Marco Calini	Vice-Chairperson and Chief Executive Officer
Lucio Ferranti	Director
Paolo Pescetto	Director
Michele Pellegrini	Independent Director

The members of the Board of Directors were appointed based on their competencies and experience, which are suitably diversified from both a managerial and professional perspective, with a view to ensuring a well-balanced and complementary skill set.

The Directors also possess in-depth knowledge of the Group's specific target markets, thereby contributing to the definition of strategic objectives and ensuring their effective achievement.

BoD – Gender Equality					
Female		Male		Total	
No.	%	No.	%	No.	%
-	-%	5	100%	5	100%

BoD - Composition by age group					
Under 30		30 - 50		Over 50	
No.	%	No.	%	No.	%
-	-%	-	-%	5	100%

The role of the Board of Directors

The Board of Directors (BoD) plays a central role in the Group's management, with its primary responsibility being the approval of strategic objectives and ensuring their achievement, in compliance with applicable laws and contractual obligations. The BoD plays a key role in promoting and integrating **sustainability** into the corporate strategy, steering the business towards long-term economic growth while ensuring fair and responsible management of resources and stakeholders.

The Solid World Group's Board of Directors defines the Group's strategies, oversees their implementation and determines the most effective corporate governance system to support the company's operations and strategies in accordance with applicable regulations. It also evaluates and promotes necessary adjustments, submitting them to the shareholders' meeting where required.

The Board of Directors is vested with the broadest powers for the ordinary and extraordinary management of the Company and is granted all authority necessary to implement and achieve the corporate purposes, except for those powers that are expressly reserved to the Shareholders' Meeting by law or by the company's By-Laws.

The Board of Directors plays a key role in the development, approval and updating of the organization's purpose, values or mission statements, in addition to its strategies, policies and objectives related to sustainable development and in the processes to identify and manage related impacts.

The Group's commitments and policies are periodically reviewed by the Board of Directors to reinforce oversight of competencies and responsibilities related to sustainability topics, which are integral to the business management approach.

The Group's governance structure also provides for the delegation of certain managerial powers from the Board of Directors to the Chief Executive Officer, including responsibilities related to legal representation, personnel and labor relations management, administrative management, contract and agreement execution and financial management.

Board of Statutory Auditors

The Board of Statutory Auditors is composed of three Statutory Auditors and two Alternate Auditors. The current composition of the Board of Statutory Auditors is as follows:

Board of Statutory Auditors	
Paolo Bramezza	Chairperson
Simone Lo Giudice	Statutory Auditor
Vittorio Masina	Statutory Auditor
Paolo Fabbro	Alternate Auditor
Davide Cappellari	Alternate Auditor

The legally-required audit of the Company's financial statements is entrusted, in accordance with current legal provisions, to a leading independent audit firm registered in the official register: RSM Società di revisione e organizzazione contabile S.p.A., until the approval of the financial statements for the year 2026.

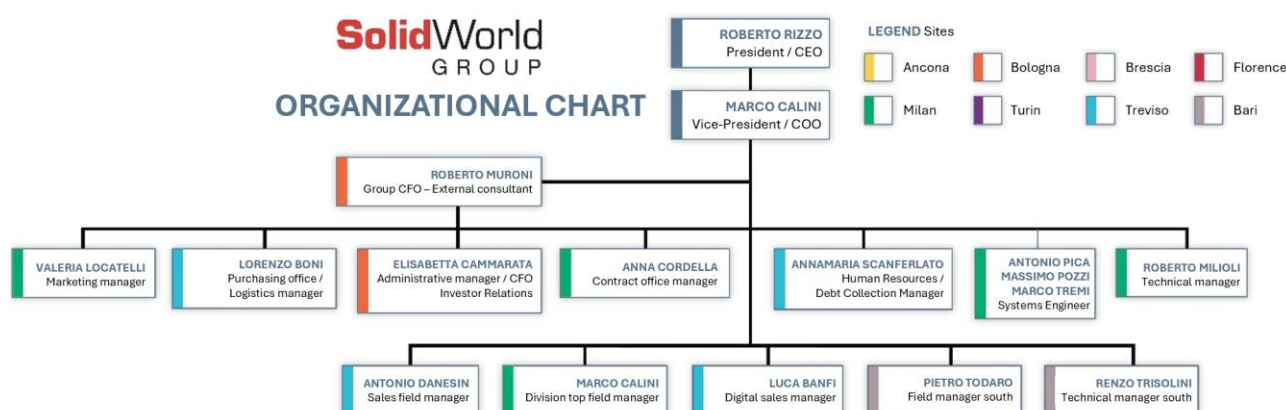
Organizational structure

The organizational structure has been developed with the goal of optimizing the delivery of centralized services and ensuring effective oversight and coordination between the parent company and its subsidiaries. It seeks to facilitate coordination between the various entities of the Group by defining the principles of corporate organization, process management and resource administration.

Solid World Group S.p.A. is structured into several departments and organizational units that manage the company's operations. These have been designed to best oversee key factors across different areas: a) achieving business objectives; b) ensuring compliance with legal regulations; and c) monitoring and managing various risk areas.

The organizational structure of the Solid World Group is described below.

4



Sustainability Governance

The Board of Directors approves the Sustainability Statement, in addition to the material topics identified through the assessment and prioritization of impacts.

Sustainability-related matters (environmental, social and personnel topics, respect for human rights, and combating corruption and bribery) are managed centrally and at a senior level by the relevant functions (HR Manager, Technical Manager, Purchasing Manager and Executive Management). These functions are operationally supported by their respective functional reports at the Group's operating sites.

The process for managing and disclosing sustainability matters

ESRS Standards	ESRS 2 GOV-2
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To ensure effective management of sustainability matters and the related reporting process, the Solid World Group has established an internal ESG Specialist function. This role interfaces with company departments and their respective managers. All reference figures from the entities included within the reporting scope, together with the Parent Company's Management, are actively involved in the sustainability reporting process.

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Sustainability performance and incentive systems

ESRS Standards	ESRS 2, GOV-3
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Currently, there are no incentive systems or remuneration policies in place that are linked to sustainability topics and/or targets for members of the administrative, management and supervisory bodies. In accordance with the provisions of the company's By-Laws, the remuneration of Directors and Statutory Auditors is determined by the Shareholders' Meeting.

Due diligence process with regard to sustainability matters

ESRS Standards	ESRS 2 GOV-4
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As outlined in the OECD guidelines³, due diligence is the process companies should implement to identify, prevent, mitigate and account for how they address actual and potential negative impacts within their operations, supply chain, and other business relationships (the value chain as a whole).

The Group has not yet adopted a formal due diligence process. However, a range of measures and policies are in place to monitor material ESG aspects, with particular attention to environmental, social and governance (ESG) factors. These initiatives seek to align with major international guidelines, including those issued by the OECD, United Nations and European Union directives. Through this approach, the Group reinforces its commitment to responsible business management, promoting a company culture geared toward long-term value creation.

The Sustainability Statement provides a detailed and structured mapping of how due diligence is applied, clearly and systematically indicating which sections of the report address each key phase of this process.

Core components of due diligence	Sustainability Statement section
Integrating due diligence into the governance, strategy and business model	GOV-1 - The role of the administrative, management and supervisory bodies GOV 2 - The process for managing and disclosing sustainability matters GOV-3 - Integration of sustainability-related performance in incentive schemes SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model(s)
Engaging stakeholders in all key phases of due diligence	SBM-2 - Stakeholders: interests and expectations
Identifying and assessing actual and potential negative impacts	SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model(s) IRO-1 - The process to identify and assess material impacts, risks and opportunities
Taking action to address negative impacts	E1-3 Actions and resources in relation to climate change policies E3-2 Actions and resources related to water and marine resources E5-2 Actions and resources related to resource use and circular economy S1-4 Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own

³ OECD Due Diligence Guidance for Responsible Business Conduct - available via the following [link](#).

	workforce, and effectiveness of those actions and approaches S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions S3-4 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions
Tracking the effectiveness of actions and reporting	SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model(s)

Management of impacts, risks and opportunities

The process of analyzing material topics

ESRS Standards	ESRS 2 IRO-1 ESRS 2 IRO-2
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Identification and assessment of material impacts, risks and opportunities

The purpose of this section is to provide all stakeholders with a clear understanding of the process through which **impacts, risks** and **opportunities** were identified and assessed for **materiality**. This process determines which information is included in the Sustainability Statement.

Material topics according to the ESRS

The European Sustainability Reporting Standards (ESRS) require that material topics (IROs - Impacts, Risks and Opportunities) be identified and assessed based on impact materiality, financial materiality, or both (covering environmental, social and governance aspects).

Impact materiality - Refers to significant actual or potential impacts on people and the environment, directly linked to a company's activities, products and services.

Financial materiality - Refers to sustainability-related risks and opportunities that may affect the undertaking's value (in terms of financial effects).

Material impacts, risks and opportunities also include those arising or potentially arising from direct and indirect business relationships across the value chain (activities/sectors, geographical areas, operations, suppliers, customers or other relationships where material IROs are likely to occur or already exist).

Materiality assessment process and methodology

The process for identifying and assessing material impacts, risks and opportunities consists of the following phases:

- Understanding the context
- Identifying actual and potential IROs
- Assessing and determining material IROs

Understanding the context - The reference context fits into the framework outlined in the preceding sections regarding general disclosures, which describe the Solid World Group's strategy and business model, including key aspects such as the value chain and stakeholder relationships. This context also takes into account sustainability matters, providing a comprehensive and integrated view of business dynamics and their impact on stakeholders and the environment in which the company operates.

This information seeks to offer a holistic overview of the dynamics that influence business decisions and stakeholder interactions, highlighting the importance of a sustainable and responsible approach in achieving strategic objectives.

Identifying actual and potential IROs - The process for identifying both actual and potential IROs (material topics) relating to people and the environment was carried out using a methodology that combined internal and external sources, integrated with stakeholder engagement and feedback.

The analysis took into account the specific characteristics of the Group's business activities, business model, commercial relationships, geographical scope of operations and other factors that could pose a higher risk of negative impacts. As previously mentioned, both direct impacts from the company's own operations and those connected to business relationships were examined. Particular attention was paid to stakeholder engagement to understand how they might be exposed to these impacts. The evaluations and opinions of external experts were indirectly incorporated through the analysis of various external sources.

External sources

OECD - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and other published documents
ILO - Transforming enterprises through diversity and inclusion
WEF - Strategic Intelligence
Global Business Initiative - Integrating human rights into company climate action
UNHR - Guiding Principles on Business and Human Rights
Benchmarking of material topics, policies and risks
SASB - Industry Standards
Industry studies & research - ICT sector trends and megatrends:
- ISTAT - Imprese e ICT - 2024
- Protolabs - 3D Printing Trend Report 2024
- Anitec-Assinform, Il digitale in Italia 2024
- Deloitte - Manufacturing Industry Outlook 2024
- Open Data Maturity Report 2024 & Country Overview 2024 [Italy - Factsheet]
- EU Commission - Report on the state of the Digital Decade 2024 & Country overview (Italy)

Internal sources

Management systems - ISO 9001 - ISO 14001 / context analysis and management review documents
UNI/PdR 125:2022 Management System
Business climate surveys
Risk and opportunity assessment - HSE (Legislative Decree No. 81/2008)
Whistleblowing: procedures and documentation
Privacy Policy - Procedures
News and press reviews

Assessing and determining material impacts, risks and opportunities - The assessment of material topics (material IROs) included, in summary, the following steps:

EVALUATION PHASES	SUMMARY OF PROCESS AND CONTENTS
Quantitative analysis	Identification and in-depth review of potential IROs - Impacts, Risks and Opportunities - in relation to the material topics that emerged during the preliminary identification phase.
IRO characteristics - Impacts, risks and opportunities	Definition and characterization of the IROs under analysis Impact characteristics ▪ Actual / Potential ▪ Positive / Negative ▪ Short / Medium / Long Term ▪ From own operations / Along the value chain Risk/opportunity characteristics ▪ Short / Medium / Long Term ▪ From own operations / Along the value chain
Quantitative analysis	Evaluation of impact materiality: materiality assessed based on severity and likelihood of occurrence. Severity is defined using the scale, scope and irremediable character of negative impacts. Quantitative and/or qualitative thresholds were established accordingly. Evaluation of risks and opportunities: assessed based on likelihood of occurrence and potential magnitude. In this context, and in line with the impact assessment, quantitative and/or qualitative thresholds were applied to evaluate financial effects related to sustainability topics (economic performance, financial position, cash flows and access to finance).

The final phase of the process involved assigning priority (prioritization) to the identified and assessed impacts, risks and opportunities (IROs), based on their significance and a defined threshold established for this purpose. The impacts that were identified as most material are disclosed within this document.

Material impacts, risks and opportunities and their interaction with strategy and business model(s)

ESRS Standards	ESRS 2 SBM-3
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This section summarizes the material impacts, risks and opportunities identified through the assessment process (see also the following paragraph: "Material Topics - IRO-1") and explains how these material topics are integrated into the Group's strategy and business model.

Material topics (IROs)

The **Double Materiality Assessment**, as outlined in the ESRS framework, is a key process in sustainability reporting. It enables the evaluation and understanding of the Group's impact on the environment and society, in addition to the financial risks and opportunities related to environmental, social and governance (ESG) factors.

This approach considers the actual or potential, positive or negative, short-, medium- or long-term impacts (impact materiality) that the Group may have on people and the environment, and how environmental, social and governance (ESG) factors may influence the Group's financial performance and resilience (financial materiality). The introduction of the European Sustainability Reporting Standards (ESRS) has facilitated the identification of material ESG risks and opportunities, aligning them with the results of the impact analysis.

This approach reflects the Group's increased awareness of these factors and their consistent and integrated assessment.

The table below provides a description of the sustainability-related impacts, risks and opportunities considered material by the Solid World Group, based on the double materiality assessment used to draft this statement.

Material topics (IROs)	Topic description	Characteristics
[Topic / Sub-topic / Sub-sub-topic]	(Impacts, Risks and Opportunities)	(Impacts, Risks and Opportunities)
ENVIRONMENTAL TOPICS		
E1 Climate change		
Energy	Impacts Negative impacts related to energy and fuel consumption for business locations and activities: prototyping, logistics, and raw material procurement.	Actual Negative Short/medium/long-term From own operations
	Risks Economic, operational and strategic risk related to unavailability and/or volatility of energy prices.	Short/medium/long-term From own operations and along the value chain
	Opportunities Reduced long-term energy supply costs through energy efficiency operations.	Short/medium/long-term From own operations
Climate change mitigation	Impacts Greenhouse gas (GHG) emissions from energy consumption to run Group offices and business units. Direct and indirect impacts caused by emissions generation along the value chain.	Actual Negative Short/medium/long-term From own operations and along the value chain
	Risks Transition risks related to Group non-compliance, or that of its suppliers with recurrent and systematic updating of European and international environmental and climate change-related legislation (sustainability reporting, EU Directives and Regulations related to specific areas)	Short/medium/long-term From own operations and along the value chain
	Opportunities Development and sale of innovative solutions offering elevated energy efficiency and low environmental impact as a strategic lever of sustainable growth.	Short/medium/long-term From own operations and along the value chain
E5 Circular economy		
Resource inflows, including resource use	Impacts Negative impacts related to the use of raw materials used in production processes and packaging of incoming products.	Actual Negative Short/medium/long-term From own operations and along the value chain
	Risks Economic risk related to rising raw materials costs due to scarcity and regulatory changes regarding materials and packaging, which may lead to fluctuations in purchasing costs.	Short/medium/long-term From own operations
	Opportunities Economic opportunity related to the development of innovative products and services that facilitate the use of	Short/medium/long-term From own operations

Material topics (IROs)	Topic description	Characteristics
[Topic / Sub-topic / Sub-sub-topic]	(Impacts, Risks and Opportunities)	(Impacts, Risks and Opportunities)
	alternative and more sustainable raw materials, with the goal of accelerating the transition to Industry 5.0.	
Waste	Impacts Impacts related to managing waste generated in production and prototyping processes.	Actual Negative Short/medium/long-term From own operations Short/medium/long-term From own operations
	Risks Risks related to increased costs of waste treatment and disposal.	Short/medium/long-term From own operations and along the value chain
	Opportunities The development of technological and design solutions that reduce the use of virgin raw materials, minimize waste, and promote resource recovery and reuse throughout the product life cycle is an opportunity to strengthen the company's competitive positioning.	Short/medium/long-term From own operations and along the value chain
SOCIAL TOPICS		
S1 Own workforce		
Working conditions - Secure employment - Adequate wages - Social dialogue - Freedom of association, the existence of works councils and the information, consultation and participation rights of workers - Collective bargaining, including the percentage of workers covered by collective agreements - Work-life balance	Impacts Creation of a safe and inclusive work environment through stable employment, adequate wages and respect for rights such as social dialogue and collective bargaining.	Actual Positive Short/medium/long-term From own operations
	Risks Inadequate management of human capital potentially causing a competitive disadvantage due to difficulty in attracting and retaining talent, high turnover and loss of key skills.	Short/medium/long-term From own operations
	Opportunities Economic and strategic opportunities related to the existence of a positive work environment that provides secure employment.	Short/medium/long-term From own operations
Working conditions Health and safety	Impacts Monitoring and control of health and safety risks to workers at production and administrative offices.	Potential Negative Short/medium/long-term From own operations
	Risks Increased risk of injuries and cases of work-related ill health caused by low levels of monitoring of health and safety risks in the workplace.	Short/medium/long-term From own operations
	Opportunities Improved staff well-being, corporate reputation and reduction in costs.	Short/medium/long-term From own operations
Equal treatment and opportunities for all Gender equality and equal pay for work of equal value	Impacts Creation of a work environment that ensures respect, equal opportunity, diversity and inclusion for all workers and protects them against all forms of discrimination.	Actual Positive Short/medium/long-term From own operations

Material topics (IROs)	Topic description	Characteristics
[Topic / Sub-topic / Sub-sub-topic]	(Impacts, Risks and Opportunities)	(Impacts, Risks and Opportunities)
• Training and skills development • Diversity	Risks Reputational risks related to incidents of discrimination in the corporate population because of inadequate measures and protocols to protect diversity and equal opportunity.	Short/medium/long-term From own operations
	Opportunities Talent attraction and employee retention. Increased business competitiveness related to strengthened offerings across the board and the consolidation of strategic knowledge.	Short/medium/long-term From own operations
S2 Workers in the value chain		
Working conditions • Secure employment • Working time • Adequate wages • Social dialogue • Freedom of association, the existence of works councils and the information, consultation and participation rights of workers • Collective bargaining, including the percentage of workers covered by collective agreements • Health and safety	Impacts Monitoring, protecting and valuing workers along the value chain, upstream and downstream, with emphasis on their health and safety, working hours, adequate wages and work-life balance.	Potential Negative Short/medium/long-term Value chain, upstream and downstream
	Risks Legal, operational repercussions with financial effects caused by a lack of or inadequate due diligence in the supply chain to verify the existence of adequate working conditions for workers.	Short/medium/long-term Upstream value chain
	Opportunities Improved risk management and business competitiveness through the adoption of appropriate sustainability criteria in supply contracts and supply relationship management, reducing critical issues related to human rights and social compliance.	Short/medium/long-term Upstream value chain
S4 Consumers and end-users		
Personal safety of consumers and/or end-users • Health and safety • Personal safety	Impacts Ability to develop and deliver high-quality services and solutions that meet customers' expectations and needs, in compliance with relevant regulations.	Potential Negative Short/medium/long-term From own operations and along the value chain
	Risks Risk of non-compliance with applicable industry regulations with economic and legal consequences.	Short/medium/long-term From own operations and along the value chain
	Opportunities Customer loyalty created the sale of safe and high-quality products, creating value and strengthening brand reputation.	Short/medium/long-term From own operations
Information-related impacts for consumers and/or end-users • Privacy	Impacts Impact related to cybersecurity management and data protection, through the adoption of security measures to protect customer and employee information while ensuring access to quality information and proper management of it.	Potential Negative Short/medium/long-term From own operations and along the value chain
	Risks Compromising the confidentiality of supplier or customer personal data because of unintentional mistakes made by internal staff or as a result of a cyber/malware attack.	Short/medium/long-term From own operations and along the value chain

GOVERNANCE TOPICS		
G1 Business conduct		
Corporate culture	Impacts Impact related to ethical business conduct, supported by a strong corporate culture through policies and procedures that address negative impacts and ensure corporate integrity and regulatory compliance.	Actual Positive Short/medium/long-term From own operations
	Risks Loss of employees' identification with the company, leading to an increased turnover rate due to a failure to align with corporate principles.	Short/medium/long-term From own operations
	Opportunities Increased corporate retention thanks to the development and spread of a corporate culture (Identification).	Short/medium/long-term From own operations
Management of relationships with suppliers, including payment practices	Impacts Taking measures to ensure transparent relationships with suppliers contributes positively to spreading a culture of environmental and social responsibility throughout the supply chain.	Potential Negative Short/medium/long-term From own operations and along the value chain
	Risks Failure to meet payment terms and lack of transparency in supply relationships could jeopardize the continuity of supplier relationships and create disruptions in the value chain.	Short/medium/long-term From own operations and along the value chain
	Opportunities Incorporating ESG criteria into supplier selection and qualification enables stronger corporate resilience, promoting transparency and environmental and social sustainability throughout the supply chain.	Short/medium/long-term From own operations and along the value chain
Corruption and bribery • Prevention and detection including training • Incidents	Impacts Impacts due to potential corruption and bribery in stakeholder relations.	Potential Negative Short/medium/long-term From own operations
	Risks Legal and economic repercussions following incidents of corruption or bribery, with the potential loss of stakeholder trust and governance impacts.	Short/medium/long-term From own operations

Solid World Group policies and management systems

ESRS Standards	ESRS 2 MDR-P
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The policies and actions taken to prevent, mitigate, and correct actual and potential material impacts, along with those used to manage significant risks and seize relevant opportunities, are summarized below. These aspects are then described and analyzed in more detail in the sections devoted to reporting on individual material environmental, social and governance issues.

Key policies and management systems adopted by Solid World Group S.p.A. and its subsidiaries

The Group does not currently have homogeneous or widely adopted management policies and systems in place, highlighting the need to begin a harmonization process to foster greater integration at the organizational level.

The process of integrating policies into business operations, however, began with the subsidiaries most exposed by nature of their business or by expected impact along the value chain, such as Energy Group, Technology and Design and Bio3DModel. The objective is to strengthen the entities with greater strategic relevance or risk potential, by adopting organizational models under Legislative Decree No. 231/2001, the Ethics Code, diversity and gender equality policies, whistleblowing procedures, cybersecurity policies and system certifications (ISO 9001, ISO 13485, ISO 14001, UNI/PdR 125).

Policies / Management Systems	Topical ESRS	Scope
Organization, Management and Control Model pursuant to Legislative Decree No. 231/2001	G1 Business conduct S1 Own workforce	Energy Group Srl
Ethics Code	G1 Business conduct S1 Own workforce	Energy Group Srl
D&I and Gender Equality Policy	S1 Own workforce	Energy Group Srl
Environmental Policy	E1 Climate change E5 Resource use and circular economy	Technology and Design Scarl
Quality Policy	S4 Consumers and end-users	Technology and Design Scarl
Whistleblowing	G1 Business conduct S1 Own workforce S2 Workers in the value chain S4 Consumers and end-users	Solid World Group SpA Energy Group Srl
Information & Cyber Security Policy	G1 Business conduct S4 Consumers and end-users	Solid World Group SpA
ISO 14001:2015 Management System	E1 Climate change E5 Resource use and circular economy	Technology and Design Scarl
ISO 9001:2015 Management System	S4 Consumers and end-users	Technology and Design Scarl
ISO 13485:2016 Management System	S4 Consumers and end-users	Bio3DModel Srl
UNI/PdR 125:2022 Management System	S1 Own workforce	Energy Group Srl

Organization, Management and Control Model pursuant to Legislative Decree No. 231/2001

The **subsidiary Energy Group S.r.l.** has adopted the Organization, Management and Control Model (231 Model) in accordance with Legislative Decree No. 231/2001, which governs the administrative liability of entities for certain offenses committed in their interest or to their advantage.

Adoption of the 231 Model is a vital tool in preventing the offenses covered by the regulations and is a strategic element for the continuous improvement of the corporate governance system. This model is structured as an organic set of principles and rules governing the company's internal activities and its external relations, providing a specific control system for sensitive activities. Its objective is to prevent the commission or attempted commission of offenses.

The 231 Model is periodically updated to incorporate any regulatory changes and consists of a General Section and Special Sections. The General Section explains the regulatory framework, the role and functioning of the Supervisory Board, and the system of sanctions provided for violations of the provisions of the Model. The Special Sections define the conduct principles and control protocols related to the various categories of offenses considered relevant to the Company.

Ethics Code

The Ethics Code adopted by the subsidiary Energy Group S.r.l. defines the lines of conduct, rights, duties and responsibilities that guide the company's activities, establishing the ethical criteria necessary to properly balance the expectations and interests of the various stakeholders. It also sets out principles and guidelines for managing any ethical risk areas.

Adopting the Ethics Code testifies to the commitment to prioritizing the satisfaction of customers' and stakeholders' needs and expectations through:

- continued promotion of high professional standards within the organization;
- full and consistent compliance with applicable regulations in the countries in which it operates;
- compliance of business activities with the principles of consistency, transparency and control; management of relations with third parties (suppliers, customers, the public sector) to prevent potential episodes of corruption.



Whistleblowing

The Group has adopted a specific policy to prevent fraud and violations of the Ethics Code and to handle whistleblowing reports. This policy summarizes the principles dictated by the Company to effectively prevent and counter fraudulent and illegitimate conduct by all Solid World Group employees.

Information & Cyber Security Policy

Cognizant of the importance of IT protection, the Solid World Group has prepared the Information & Cyber Security Policy to ensure adequate protection of information and the information system as a whole. Through this document, the Group defines the general safety principles to be adopted within all processes and activities carried out by internal and external personnel. These general



principles provide a framework for adequately protecting the Company's information assets through ongoing improvement of organizational processes and the search for innovative technological solutions in relation to developments in technology, threats and defense tools.

Management systems The Group has introduced a management system for individual legal entities and is in the process of establishing a central, integrated control model

ISO 14001:2015 - Environmental Management System to improve environmental performance, reduce environment impacts and ensure compliance with environmental regulations

ISO 9001:2015 - Quality management system which seeks to ensure customer satisfaction and continuously improve business processes, optimizing product and service quality.

ISO 13485:2016 - Quality management system for design, development, manufacturing, installation and technical support for medical devices or related services.

UNI/PdR 125:2022 - Gender equality management system that provides for the adoption of specific KPIs relating to organizational gender equality policies.

Objectives and actions on material sustainability topics

SWG's sustainable development model - The digital factory

As previously described in the section *The Solid World Group's contribution to sustainable development*, we highlight the Solid World Group's central role as a digital factory and ongoing commitment to research and development activities in the interests of innovation and the creation of technologies that promote efficient and conscious use of natural resources and advanced and durable technological solutions.

SWG's sustainability goals focus primarily on strengthening its sustainable development model, which is based on three core principles that guide the design phase:

Reduced raw material use

Improved disposal processes

Km 0 production

The focus is therefore on innovation, digitalization of production processes, efficiency in resource use, and designing solutions that generate positive social impacts and mitigate environmental impacts along the value chain.

Material topics and objectives

The first Sustainability Report sought to report, transparently and in a structured way, on the environmental, social, and governance issues that are relevant to SWG, and how related performance is managed and monitored.

The process of analyzing ESG issues also enabled an initial mapping of short- and medium-term objectives and underlying action lines, which are key in developing SWG's business model and strengthening stakeholder relations.

The result of this process, as set out below, does not yet constitute a structured sustainability plan, nor does it comprehensively and systematically cover all material topics; it is intended as an initial operational tool for SWG, which shall be progressively supplemented and expanded in the coming years, becoming part of future Sustainability Reports.

The areas of focus currently identified reflect SWG's strategic priorities and include, among the most critical areas, governance issues, which are viewed as an enabling factor and an essential lever in effectively managing ESG issues and their smooth integration into the company's business plan.

Environment

Material topic	Work area	SDGs
Climate change / Climate change mitigation	Adoption of a Group environmental policy	
Climate Change / Energy	Assess the feasibility of installing photovoltaic systems to improve energy performance and reduce environmental impacts	

Social

Material topic	Work area	SDGs
Own Workforce / Working conditions	Introduction and implementation of the Group Ethics Code	
Own Workforce / Working conditions	Development and adoption of a structured HR system that ensures the engagement of all workers	
Own workforce / Equal treatment and opportunities for all		

Governance

Material topic	Work area	SDGs
Business conduct	Implementation of 231 Organization and Management Model (Legislative Decree No. 231/01) within the Group	
Business conduct / Management of relationships with suppliers including payment practices	Mapping and assessment of the Group's supply chain to identify associated risk factors.	

Environmental information

E1 Climate change

Topic	Sub-topic	SDG
E1 Climate Change	- Energy - Climate change mitigation	 

Governance

Integration of sustainability-related performance in incentive schemes

ESRS Standards	ESRS 2, GOV-3
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The Solid World Group has not yet formalized a system for integrating sustainability performance into its incentive systems for members of administrative, management and supervisory bodies.

In particular, the Company's incentive and remuneration mechanisms do not include specific criteria that take into account climate change considerations or greenhouse gas (GHG) emissions reduction targets.

Strategy

Transition plan for climate change mitigation

ESRS Standards	ESRS E1-1
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At the reporting date the Group has not yet adopted a **Transition Plan** for climate change mitigation.

Management of impacts, risks and opportunities

Process to identify and assess relevant impacts, risks, and opportunities

ESRS Standards	ESRS 2 IRO-1 ESRS 2 SBM-3
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Energy	Impacts Negative impacts related to energy and fuel consumption for business locations and activities: prototyping, logistics, and raw material procurement. Risks Economic, operational and strategic risk related to unavailability and/or volatility of energy prices. Opportunities Reduced long-term energy supply costs through energy efficiency operations.
Climate change mitigation	Impacts Greenhouse gas (GHG) emissions from energy consumption to run Group offices and business units. Direct and indirect impacts caused by emissions generation along the value chain.

Risk

Transition risks related to Group non-compliance, or that of its suppliers with recurrent and systematic updating of European and international environmental and climate change-related legislation (sustainability reporting, EU Directives and Regulations related to specific areas)

Opportunities

Development and sale of innovative solutions offering elevated energy efficiency and low environmental impact as a strategic lever of sustainable growth.

An analysis was carried out on the following climate change-related aspects: energy consumption and greenhouse gas (GHG) emissions related to business activities (headquarters, prototyping, logistics, procurement). The mapping identified negative impacts related to energy and fuel use, economic and operational risks due to energy price volatility and possible regulatory non-compliance along the value chain, and finally opportunities both in terms of energy efficiency and cost reduction, and the development of low-impact solutions as leverage for the Group's sustainable growth.

For a more in-depth description of the processes employed to identify and assess the impacts, risks and opportunities related to the Group's business model, including the methodologies used, see the section [Management of impacts, risks and opportunities](#).

Policies and actions related to climate change mitigation

ESRS Standards	ESRS E1-2
	ESRS E1-3

Though the Group has not adopted a specific, formalized policy on climate change mitigation, it is committed to managing and monitoring its environmental impact in accordance with internationally recognized standards. This commitment translates into a willingness to identify concrete goals and targeted actions to be taken Group-wide to reduce greenhouse gas emissions and promote sustainable practices.

The Solid World Group does not currently have policies in place on the management of material impacts, risks and opportunities related to climate change. In 2024, however, the Group adopted some measures to mitigate its negative impacts on climate change.

The Group, in its role as a distributor and the originator of innovative energy-efficient and environmentally friendly solutions, seeks to enable the energy transition as a structural part of its business model.

Technology & Design S.c.a.r.l., as a Group company active in the aesthetic and functional prototyping of products in the field of industrial design, has adopted an **integrated Quality and Environment management system** that complies with the requirements of the **ISO 9001** and **ISO 14001** standards. This system ensures not only that high quality standards are maintained in production processes, but also that a structured and continuous focus remains on managing environmental impacts. This approach supports the adoption of responsible and innovative practices in design and production that align with increasingly onerous climate and environmental challenges.

The Group companies have long been committed to minimizing their consumption of natural resources such as electricity, gas, and fuels, and have now introduced a number of strategies to improve energy consumption efficiency and use energy produced from renewable sources.

Renewable energy production

Technology & Design S.c.a.r.l. has invested in the installation of a **3,000 kWh-capacity photovoltaic system** at its production site. This move seeks to promote a sustainable energy transition by reducing CO₂ emissions. The energy generated by the plant allows a portion of energy needs to be met using renewable sources, actively contributing to the achievement of climate change mitigation goals.

Like Technology & Design, the companies **Energy Group S.r.l.** and **SolidCAM Italia S.r.l.** also use energy produced by photovoltaic panels installed at their operating sites.

Purchasing energy with Guarantee of Origin

In 2024, the Solid World Group did not sign contracts with Guarantee of Origin (GO) to purchase electricity from renewable sources. In 2023, meanwhile, the amount purchased was the equivalent of 53.65 MWh, 2.79% of electricity consumption. For detailed quantitative information on electricity consumption and renewable energy production, see the section [Energy consumption and mix](#).

Metrics and targets

Targets related to climate change mitigation

ESRS Standards	ESRS E1-4
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As of December 31, 2024, the Solid World Group has not identified measurable quantitative targets relating to Greenhouse Gas emissions reduction. However, none of the companies included in this document's reporting scope fall into the category of energy-intensive companies as defined in the Interministerial Decree, implementing Article 39 of Decree-Law No. 83 of June 22, 2012 (known as the "*Development Decree*").

Energy consumption and mix

ESRS Standards	ESRS E1-5
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Energy consumption is expressed in MWh, and a distinction is made between fossil and renewable sources. In 2024, energy consumption totaled **1894.65 MWh**, a 9% increase on the previous year.

Energy consumed (MWh)	2024	2023
Total energy consumption	1,894.65	1,738.44
Fuels from crude oil and petroleum products		
Diesel for vehicles	1,173.87	987
Gasoline for vehicles	244.37	214.70
Fuel consumption from natural gas		
Gas for heating	67.70	36.81
Electricity consumption from fossil sources	310.73	375.47
Share of fossil sources in total energy consumption (%)	94.8%	92.8%
Electricity consumption from renewable sources	97.98	124.46
Renewable energy production	124.88	144.93
Less energy released to the grid	26.90	20.47
Share of renewable sources in total energy consumption (%)	5.2%	7.2%

Source

Electricity: [Conversion, factors from - ENEA - Energy Efficiency Unit Department](#)

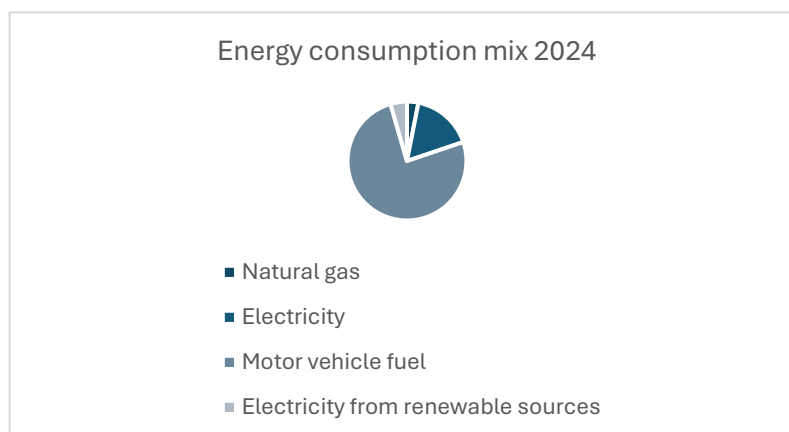
Fuels: [DEFRA Greenhouse gas reporting: conversion factors 2024 - GOV.UK](#)

Methane: [DEFRA Greenhouse gas reporting: conversion factors 2024 - GOV.UK](#)

Energy consumption from fossil sources

Fossil sources covered 94.8% of the Group's total energy consumption, up from 92.8% in the previous year, confirming an increased use of this type of energy. Consumption is mainly attributable to the use of **fuel for company vehicle fleets, natural gas** used for heating, and **electricity purchased from the grid**, which is not covered by contracts with Guarantee of Origin.

The increase in total consumption relates mainly to an increase in the use of gasoline for motor vehicles, which grew by 13.82%, and diesel for motor vehicles, which accounted for 1,173.87 MWh in 2024. The increase in fuel consumption can be attributed to expansion of the vehicle fleet and the integration of newly acquired companies. Use of natural gas also saw significant growth of 83.9%.



Electricity purchased without a guarantee of origin fell by 17.24% to 310.73 MWh in 2024.

Energy consumption from renewable sources

Albeit to a limited extent, the Group uses renewable sources to cover some of its energy needs. Procurement from clean energy comes exclusively from the photovoltaic system installed at the headquarters of some of the companies in the reporting scope.

In 2024, energy generated by this plant amounted to 124.88 MWh, of which 97.98 MWh was consumed internally, and 26.90 MWh was released to the grid. Total renewable energy produced decreased by 13.8% on the previous year.

There were no reported purchases of electricity with Guarantee of Origin, which in 2023 contributed to increasing the share of renewable sources in total consumption. In the absence of such contracts, renewable energy use fell to 5% of total energy consumption.

Energy consumption - High climate impact sectors

The high climate impact sectors in which some of the companies in the reporting scope operate are shown in the following table. The companies considered in this scope are Bio 3D Model, Valore BF 3D and Energy Group, which are active in the sectors identified by the NACE Codes 46.51 and 46.66.

ATECO Code	Group companies	Industry description
46.51	Energy Group Srl Bio 3D Model Srl Solid World Group S.p.A.	Wholesale of computers, IT peripherals and software
46.66	Valore BF 3D Srl	Wholesale of other office machinery and equipment

The four companies thus classified reported consumption of **1,665.16 MWh**, equivalent to 88% of the energy consumption of the entire Solid World Group.

Energy consumed (MWh)	2024	2023
Total energy consumption	1,665.16	1,520.83
Fuels from crude oil and petroleum products		
Diesel for vehicles	1,082.13	872.8
Gasoline for vehicles	239.29	211.53
Fuel consumption from natural gas		
Gas for heating	24.26	26.38
Electricity consumption from fossil sources	297.86	364.23
Share of fossil sources in total energy consumption (%)	98.7%	97.9%
Electricity consumption from renewable sources	21.61	31.41
Electricity consumption from purchased renewable sources	-	-
Renewable energy production	24.28	35.47
Less energy released to the grid	2.67	4.06
Share of renewable sources in total energy consumption (%)	1.3%	2.1%

Source

Electricity: [Conversion, factors from - ENEA - Energy Efficiency Unit Department](#)

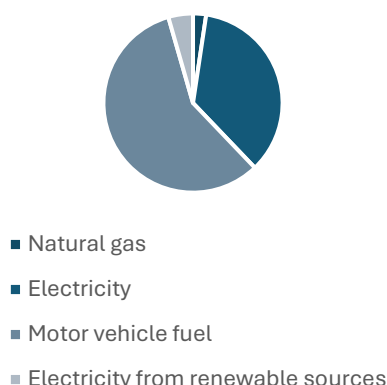
Fuels: [DEFRA Greenhouse gas reporting: conversion factors 2024 - GOV.UK](#)

Methane: [DEFRA Greenhouse gas reporting: conversion factors 2024 - GOV.UK](#)

In 2024, the Group's three most climate-affecting companies reported an overall increase in energy consumption, reaching a total of **1,665.16 MWh** (+9.5% on the previous year). This growth is mainly attributable to intensification in the production and business activities carried out at the respective operating sites and offices.

The increase in consumption was largely driven by increased use of energy from fossil fuels, which was up 9.5%. Specifically, there was an increase in the use of automotive diesel (+24% on 2023). While accounting for a smaller share of the overall energy mix, gasoline also contributed 239.29 MWh of consumption. As a result, non-renewable energy reached 98.7% of the total, reflecting a high dependence on fossil sources.

Energy consumption mix 2024



Meanwhile, there was a significant decline in the use of renewable sources, with total consumption amounting to 21.61 MWh, down 31.2% on the previous year. This figure can be attributed to a technical failure at one of the company's photovoltaic plant, which resulted in a temporary interruption of power production. Domestic production of renewable energy is minimal compared to reported energy consumption, as only one of the three companies, which operates in a high climate impact sector, has a photovoltaic system at its headquarters.

Energy intensity

The energy intensity indicator is calculated as the ratio of total energy consumption in MWh to the value of production in Euro and allows the Group's energy efficiency to be evaluated in relation to its production capacity. In 2024, the energy intensity indicator was 0.03.

Energy intensity	Unit	2024
Total energy consumption	MWh	1,894.65
Value of production	Euro	66,210,895
Energy intensity	MWh/ Euro thousands	0.03

The energy intensity index indicates that the Group consumed 0.03 MWh of energy to generate Euro 1,000 in revenue (Value of production).

Meanwhile, the Group's energy intensity index for **high climate impact sectors**, with reference to the companies Bio 3D Model, Valore BF 3D, Solid World Group and Energy Group, is shown below. The indicator, calculated as the ratio of total energy consumption to the value of production, stood at 0.03 MWh per thousand Euro of sales in 2024.

Energy intensity - High climate impact sectors	Unit	2024
Total energy consumption	MWh	1,665.16
Value of production - High climate impact sectors	Euro	59,010,474
Energy intensity	MWh/ Euro thousands	0.03

Scope 1 and 2 emissions and total GHG emissions

ESRS Standards	ESRS E1-6
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GHG emissions, reported in metric tons of carbon dioxide equivalent (tCO₂e), are divided between Scope 1 and Scope 2.

Direct emissions (GHG Scope 1) are emissions that relate to the use of fossil fuels in production processes, heating systems within the organization's scope, and company vehicles.

Indirect emissions (GHG Scope 2) come from energy consumption related to the production of electricity used for Group plant and offices and from external supplies (electricity), net of self-production from renewable source plant (photovoltaic plant). Indirect emissions from electricity consumption (GHG - Scope 2) are calculated using two distinct methodologies:

- The **location-based method**, which calculates emissions from electricity consumption by applying national average emission factors for the production of electricity.
- The **market-based method**, which involves calculating Scope 2 GHG emissions from electricity purchases using specific emission factors provided by suppliers. For electricity from renewable sources, a zero tCO₂e emission factor is applied. Where no specific contractual agreements have been defined, this approach requires the use of the national “residual mix” emission factors, where technically applicable.

Direct and Indirect Emissions: GHG Scope 1 - Scope 2

Measuring and monitoring emissions, expressed in metric tons of CO₂ equivalent (tCO₂e), is an essential step in understanding environmental footprint and devising effective reduction strategies in line with the goals of transition to a more sustainable, low-emission economic model.

Total emissions - GHG Scope 1 + GHG Scope 2 (tCO ₂ e)	2024	2023
Total Scope 1 (direct) GHG Emissions	368.78	308.38
Total Scope 2 (indirect) GHG Emissions - Location-based	80.17	96.87
Total Scope 1 / Scope 2 GHG emissions - Location-based	448.95	405.25

Source

Fuels and other emission sources - DEFRA UK - [Greenhouse gas reporting: conversion factors 2024 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024)

Total Scope 1 and Scope 2 (location-based) greenhouse gas emissions increased by 10.8%. The increase was mainly driven by direct emissions (Scope 1), which grew by **19.6%** due to increased consumption of fossil fuels for vehicles.

Direct emissions - Scope 1

The Group's Scope 1 emissions are generated through the use of **diesel, gasoline and natural gas** used in company vehicles and production processes.

In 2024, the Solid World Group's direct Scope 1 emissions were **368.78 tCO₂**, a **19.6% increase** on the previous year. This change reflects the increased use of fossil fuels, with a 19% increase in emissions from automotive diesel fuel, a 13% increase from gasoline, and an 84% increase from natural gas for heating, as operational activities intensified.

Scope 1 Emissions (tCO ₂ e)	2024	2023
Fuels from crude oil and petroleum products		
Diesel for vehicles	298.23	250.68
Gasoline for vehicles	56.82	50.23
Fuels from natural gas		
Gas for heating	13.73	7.46
Direct emissions - Scope 1	368.78	308.38

Source

Fuels: [DEFRA Greenhouse gas reporting: conversion factors 2024 - GOV.UK](#)

Methane: [DEFRA Greenhouse gas reporting: conversion factors 2024 - GOV.UK](#)

Indirect emissions - Scope 2

Scope 2 considers GHG emissions from the consumption of electricity purchased by the Group. The primary data used in the calculation correspond to the previously reported electricity consumption. The table below reports Scope 2 emissions in line with the Location-based and Market-based methodologies. In 2024, indirect Scope 2 location-based emissions were down 17.2%, from 96.87 to 80.17 tCO₂e. This decline relates to the absence of purchases of electricity from renewable sources with Guarantee of Origin in 2024.

Indirect emissions - GHG Scope 2	2024	2023
Electricity purchased - Location-based method	80.17	96.87
Electricity purchased - Market-based method	155.54	187.95

Source

Italy - ISPRA - Ministry of Environment - ISPRA Efficiency & decarbonization indicators ITA Europe 404-2024 Tab 2.7 GHG emission factors for total electricity production (g CO₂eq/kWh) - location-based method

Emissions intensity

Scope 1 and Scope 2 greenhouse gas (GHG) emission intensity indices are calculated in relation to the value of production, following the same logic applied for energy consumption intensity. The indicator expresses the total quantity of emissions generated by the Group for each Euro of production value.

Emissions intensity - Location-based	2024
Total Scope 1 emissions	448.95
Value of production (Euro)	66,210,895
Emissions intensity - Location-based	0.01

In 2024, the emissions intensity as calculated by the location-based method shows that the Group emitted **0.01 tCO₂e** to generate Euro 1,000 in revenue.

E5 Resource use and circular economy

Topic	Sub-Topic	SDG
E5 Resource use and circular economy	- Resource inflows, including resource use - Resource outflows related to products and services - Waste	

Management of impacts, risks and opportunities

Process to identify and assess circular economy-related impacts, risks and opportunities

ESRS Standards	ESRS 2 IRO-1
Resource inflows, including resource use	Impacts Negative impacts related to the use of raw materials used in production processes and packaging of incoming products. Risks Economic risk related to rising raw materials costs due to scarcity and regulatory changes regarding materials and packaging, which may lead to fluctuations in purchasing costs. Opportunities Economic opportunity related to the development of innovative products and services that facilitate the use of alternative and more sustainable raw materials, with the goal of accelerating the transition to Industry 5.0.
Waste	Impacts Impacts related to managing waste generated in production and prototyping processes. Risk Risks related to increased costs of waste treatment and disposal. Opportunities The development of technological and design solutions that reduce the use of virgin raw materials, minimize waste, and promote resource recovery and reuse throughout the product life cycle is an opportunity to strengthen the company's competitive positioning.

An analysis was conducted on aspects relating to use of resources (raw materials and packaging) and waste management from production processes. The mapping identified **negative impacts** related to raw material consumption and waste generation, economic **risks** caused by increased procurement and disposal costs and regulatory changes, and **opportunities** related to the development of innovative and sustainable solutions. These include the use of alternative materials, resource recovery and reuse, and circular design rethinking, thereby contributing to the transition to more resilient production models in line with the principles of Industry 5.0.

The Solid World Group operates in the business-to-business distribution of technological products, serving as a wholesale distributor along the IT supply chain. A key consideration is that the Group contributes some materials to the supply chain for which it does not have the burden of disposal, as the responsibility falls on its customers. Such materials include packaging used to assemble deliveries, which only becomes waste when it arrives at the customer-retailer or end user, who then disposes of it. The Group is also responsible for

disposing of some waste, which comes mainly from manufacturers or third-party suppliers responsible for transporting products to Group warehouses. This waste includes packaging used to transport goods.

For a detailed overview of the processes adopted to identify and assess the impacts, risks, and opportunities associated with the Solid World Group's business model, including an explanation of the methodologies adopted and methods of engagement with corporate stakeholders, see the section [Management of impacts, risks and opportunities](#).

Policies related to resource use and circular economy

ESRS Standards	ESRS E5-1
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The Group is committed to protecting the environment through a focused approach to responsible resource management, waste reduction and selection of recyclable raw materials. It makes good on this commitment by adopting consolidated policies and practices that reflect a commitment to environmental responsibility and responsible resource management.

The Solid World Group offers high-quality integrated solutions for Industry 4.0, including 3D modeling software, virtual scanning and reconstruction systems, 3D printers, and additive manufacturing services. Product development is based on an approach that is oriented towards the circular economy, analyzing not only the entire life cycle of the product, but also how it is ultimately disposed of. Against this backdrop, the Solid World Group acts as a strategic partner for companies wishing to adopt sustainable and innovative practices in their production process.

ISO 14001 Management System

Technology and Design Scarl, a Group operating company engaged in the **design and engineering of Additive Manufacturing applications**, has adopted an Environmental Management System, certified to the **ISO 14001:2015 Environmental Standard**. This choice was driven by the desire to clearly define the company's approach to environmental compliance, ensuring that business activities are responsibly managed.

The adoption of an Environmental Management System meets the following requirements:

- demands of a customer base that is cognizant of and attentive to the environmental and social aspects of its choices;
- optimized consumption of resources (raw materials);
- compliance with environmental rules and regulations.

The action areas for environmental protection, as highlighted in the Integrated Environmental Policy, are:

Monitoring resource consumption, the amount of waste generated, and improving management of it

Adopting measures to improve the environmental sustainability of production processes

Design, implementation and offer of sustainable products, also considering indirect environmental impacts

There are currently no specific guidelines in the ISO 14001 environmental policy regarding the use of recycled, renewable materials or detailed guidance on the waste hierarchy. However, these aspects are managed and enacted through established practices and operating procedures within the company. These procedures ensure compliance with applicable regulations and promote sustainable resource management, with an emphasis on recycling, material recovery and waste minimization, in line with corporate strategic objectives.

Producing printed parts using 3D printing technologies is one of the central elements of the Group's business. In this area, a number of relevant factors that directly influence the environmental impact of domestic production have been identified. These mainly include the consumption of the electricity required to power the 3D printers, atmospheric emissions generated during production processes, and the generation of waste from both the materials used and waste produced during processing.

Alongside these internal aspects, the organization also considered external factors that contribute to its overall impact on the environment. These mainly include the transportation of raw materials required in production and logistics processes to deliver finished products to customers.

See the section [Policies and management systems](#) for further details on the aforementioned policies and management systems.

Actions and resources related to resource use and circular economy

ESRS Standards	ESRS E5-2
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Circular economy: design and development

As part of its commitment to the circular economy, the Solid World Group places great emphasis on collecting detailed information regarding the characteristics of products and materials placed on the market. This approach allows performance to be constantly monitored, enabling the company to improve its contribution towards a more responsible production model that aligns with the principles of environmental sustainability.

The Solid World Group adopts the principles of circularity at every stage of the production and design process, developing products and materials with a strong focus on durability, reparability and recyclability. Specifically, the use of CAD/CAE technologies and simulation analysis helps improve durability and optimize component design, extending the useful life of products from the very earliest stages of development.

3D printing and rapid prototyping technologies enable repairable parts or modules to be created, reducing waste and extending the life cycle of manufactured goods. Modular design, along with the use of materials that can be easily reassembled or reworked, facilitates the replacement or remanufacturing of specific components without the need to rebuild the entire product.

Materials selection, mainly relating to thermoplastic polymers and composites, is oriented toward recovery and remelting, encouraging the incorporation of waste and residues into production processes.

As part of its commitment to the circular economy, the Solid World Group places great emphasis on collecting detailed information regarding the characteristics of products and materials placed on the market. This approach allows performance to be constantly monitored, enabling the company to improve its contribution towards a more responsible production model that aligns with the principles of environmental sustainability.

The main goal is to ensure that products are designed with a focus on durability, reparability, and recyclability, promoting innovative solutions that satisfy the requirements of both customers and the environment. Using advanced tools such as **SOLIDWORKS Sustainability**, the Group offers the ability to conduct real-time environmental assessments throughout the design process. These tools help optimize product life cycles, identifying alternative materials and simulating end-of-life scenarios to ensure that environmental impacts are reduced.

In line with its vision for the circular economy, the Solid World Group collaborates with universities and specialized partners to support companies in their ecological transitions. The company brings together

innovative technologies such as additive manufacturing and digital design to develop sustainable products from the concept stage, giving consideration not only to their use but also to final disposal.

Sustainable production system design

SOLIDWORKS Sustainability - The Solid World Group is committed to reducing natural resource consumption and the generation of waste, promoting recovery wherever possible. This was the driving force behind the development of *SOLIDWORKS Sustainability*, an advanced tool that enables real-time environmental assessments during the product design phase. Integrated into the design environment, *SOLIDWORKS Sustainability* uses internationally recognized life cycle assessment (LCA) methodologies, providing immediate feedback to support rapid optimizations and transform sustainability goals into tangible results.

The software includes features such as **SustainabilityXpress**, which enables the user to analyze individual components, explore alternative materials and see overall environmental impacts. The parameters considered include means of transport, distance traveled, energy required for assembly, and energy consumption during use. Environmental comparisons can also be made between various design options and considering different life cycles. These data are stored for each configuration, thereby facilitating comparative analysis between versions.



The production approaches adopted and promoted by the Solid World Group in relations with all its customers are based on the following pillars:

Principles of Eco-Design: SWG integrates eco-design principles into product design, taking an approach that seeks to minimize environmental impacts throughout the product life cycle. This means prioritizing materials that ensure durability, reparability and recyclability, in order to progressively reduce the need for new materials and minimize the waste generated. Eco-design allows a rethinking of products from a circular perspective, also considering final disposal and promoting innovative solutions for more responsible production.

Use of advanced technologies: The use of advanced technology tools such as *SOLIDWORKS Sustainability* allows designers to assess the environmental impact of materials in real time as part of the design process.

This software enables product life cycle to be optimized by identifying more sustainable materials and simulating scenarios to reduce emissions and waste associated with production. These technologies allow the Solid World Group to support companies in improving their environmental performance and transitioning to more sustainable production models.

Local production: SWG promotes local, or "0 km", production as a means of reducing transportation-related emissions and optimizing efficiency in the value chain. Local production not only reduces environmental impacts, but also facilitates the recovery and reuse of materials within local communities, reinforcing the principles of the circular economy. This approach helps to create a "diffused production network", in which sustainability is integrated into every stage of the production process.

Natural resources are shared assets, and adopting circular economy strategies often requires a collective commitment. With this in mind, the Group has long been active in creating partnerships and initiatives with educational institutions located in the territories in which it operates. For more information on this subject, see the section [Stakeholders: interests and expectations](#).

Metrics and targets

Targets related to resource use and circular economy

ESRS Standards	ESRS E5-3
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The Solid World Group recognizes the importance of developing strategies that can integrate sustainability principles into the management of resource and material flows throughout the cycle of production and consumption.

The Solid World Group undertakes to consider specific targets related to resource inflows and outflows, with a focus on waste management and promoting the circular economy. In line with the Group's principles of technological innovation, these goals could potentially include adopting design solutions to increase the durability, reparability, and recyclability of products, and to increase the use of circular and sustainable materials. The use of advanced tools such as "SOLIDWORKS Sustainability" is an example of this, allowing for real-time environmental assessments during the design process.

The Group also intends to explore the possibility of integrating responsible sourcing practices, focusing on the use of renewable resources and reducing environmental impacts throughout the value chain by constantly monitoring results.

Resource inflows

ESRS Standards	ESRS E5-4
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Resource inflows refer only to some of the companies included within the reporting scope. Specifically, **Bio 3D Model, Energy Group and Technology & Design** have production processes at their operating sites exclusively dedicated to prototype development.

Though the limited quantities of goods produced mean that these activities are not comparable to mass production, **Solid World adopts circular economy principles in its processes**. Even in the context of small-scale production, SWG adopts sustainable practices that target resource recovery and use. Solid World's circular approach translates into a commitment to minimize waste, extend the useful life of products, and reintroduce materials back into the production cycle through reuse, repair, remanufacturing, and recycling processes, thereby contributing to environmental sustainability.

Solid World Group uses mainly **technical materials** in its production processes. Of these, nylon is the most common. It is used across the board because of its versatility and high technical properties, making it particularly suitable for additive manufacturing and prototyping. Use of nylon follows a cycle that involves the mandatory mixing of new and reused powder, use in the production of prototypes, and then management of the residual powder. This can be reintroduced back into the process or, once when its technical value is exhausted, disposed of.

In 2024, raw material inflows increased 11% on the previous year. Use of materials required in production processes but which are not part of the finished product increased by 13% (particularly the use of FDM Support and Nylon). Finished products also showed significant growth (+18%). By contrast, use of packaging materials fell sharply (-65%) due to a reduction in the use of cardboard.

The main types of resources used in the two-year reporting period (2023-2024) are expressed in metric tons. This analysis includes raw materials, materials used in production processes but which are not part of the final product, purchased semi-finished or finished products, and materials for packaging and wrapping. The data in these tables were calculated using direct measurements of materials purchased by Group companies included in the reporting scope.

Materials used to manufacture products and offer services (kg)						
	2024			2023		
	Technical material	Biological materials	Total	Technical material	Biological materials	Total
Raw materials/Natural resources						
Resins	469	-	469	310	-	310
Nylon	8,000	-	8,000	7,150	-	7,150
Powders (nylon, metal, and other types of powders)	605	-	-	793	-	793
TPU (Thermoplastic polyurethane)	6	-	6	18	-	18
Grit (Blasting media)	-	-	-	81	-	81
FDM (Thermoplastic filament)	450	-	450	223	-	223
Total	9,530	-	9,530	8,574	-	8,574

Materials needed for the production process that are not part of the finished product						
Sodium metasilicate	2	-	2	-	-	-
Isopropyl alcohol (IPA)	5	-	5	10	-	10
Liquids	27	-	27	17	-	17
Caustic soda	1	-	1	-	-	-
Support resins	8	-	8	12	-	12
Support FDM	115	-	115	68	-	68
Nylon	4,800	-	4,800	4,290	-	4,290
Accessories (miscellaneous components)	55	-	55	39	-	39
Total	5,013	-	5,013	4,436	-	4,436
Finished products						
Resins	32	-	32	48	-	48
Nylon	3,200	-	3,200	2,860	-	2,860
FDM (Thermoplastic filament)	387	-	387	164	-	164
Total	3,619	-	3,619	3,072	-	3,072
Packaging materials						
Cardboard	1,517	-	1,517	4,402	-	4,402
Total	1,517	-	1,517	4,402	-	4,402

Circular economy: waste management

ESRS Standards	ESRS E5-5
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Waste produced

The waste generated by Solid World Group refers to **the production unit of Bio3DModel S.r.l., Energy Group S.r.l. and Tecnologia & Design (T&D) Scarl**, and related activities that generate industrial waste. This is mostly non-hazardous waste, including **plastics** (2,339 t), discarded **equipment** (3,422 t) and **paper and cardboard** (1,228 t), in addition to hazardous waste, including **hazardous liquid waste** (5,390 t) and **packaging contaminated with hazardous substances** (100 t).

Waste classification (recovery/disposal) is based on the technical documentation completed upon collection (waste forms in Italy) and considers the information and estimates prepared in this regard by environmental managers. From 2025, as stipulated in Ministerial Decree 59/2023, Solid World will adopt loading and unloading records using the new templates and in digital format, utilizing its own management systems or support services provided by RENTRI.

Waste management in the collection and disposal phases is mixed, i.e., delegated both to external private suppliers and to municipal collection for the categories of paper, cardboard and plastic produced by offices.

In 2024, the Group managed significantly more waste than in the previous year, with a total of **17.09 tons** of waste generated, up **65% on 2023**, consistent with the growth in the Group's production activities. The increase involved both hazardous and non-hazardous waste, with an overall increase in volumes sent mainly for disposal, which represents 80% of the total.

Waste by category (t)	2024			2023		
	Recovery	Disposal	Total	Recovery	Disposal	Total
Hazardous waste						
Hazardous liquid wastes (emulsions, inks, aqueous washing solutions)	-	5.39	5.39	-	2.56	2.56
Packaging containing residues of hazardous substances	0.02	0.08	0.10	-	0.16	0.16
Lead batteries	-	-	-	-	0.18	0.18
Other sources and reaction residuals	-	-	-	-	-	-
Total hazardous waste	0.02	5.47	5.49	-	2.90	2.90
Non-hazardous waste						
Non-hazardous liquid wastes (emulsions, inks, aqueous washing solutions)	1.09	0.09	1.18	0.50	0.04	0.54
Discontinued equipment	-	3.42	3.42	-	2.76	2.76
Plastic waste	2.33	-	2.33	3.49	0.28	3.77
Paper and cardboard (packaging)	-	1.22	1.22	-	0.26	0.26
Wood	-	0.92	0.92	-	-	-
Exhausted printing toner	0.06	-	0.06	0.03	0.02	0.05
Mixed material packaging	0.05	0.85	0.90	0.03	0.05	0.08
Non-powder solid waste	-	1.56	1.56	-	-	-
Insulating materials	-	-	-	-	-	-
Air filters	-	0.01	0.01	-	0.00	0.00
Total non-hazardous waste	3.53	8.07	11.60	4.05	3.41	7.46
Grand total	3.55	13.54	17.09	4.05	6.31	10.36

Waste sent for recovery

Solid World is committed to responsibly managing the waste generated by its operations, recognizing the importance of proper materials management to reduce its environmental impact.

In the two-year reporting period, the Group's waste management focused mainly on recovery through intermediate operations almost exclusively for non-hazardous waste. A total of **3.55 metric tons** of waste was **recovered** in 2024, down on the previous year.

To December 31, 2024, the percentage of waste sent to recovery operations - such as regeneration, transformation to energy, and recovery of inorganic substances - was 21%, a decrease on the previous reporting year.

Waste sent for recovery (t)	2024	2023
Total waste sent to recovery	3.55	4.05
Total waste produced	17.09	10.36
Waste sent for recovery as percentage of total	21%	39%

Waste directed to disposal

Waste sent for disposal in 2024 increased significantly on the previous year, totaling **13.54 metric tons**. This increase mainly relates to hazardous waste, which is predominantly managed through chemical-physical treatment, while a smaller but growing share remains for non-hazardous waste, which is more often sent to landfill.

Waste directed to disposal (b)	2024	2023
Total waste directed to disposal	13.54	6.31
Total waste produced	17.09	10.36
Waste directed to disposal as percentage of total	79%	61%

Solid World does not generate any type of radioactive waste as defined by Article 3, paragraph 7 of Council Directive 2011/70/EURATOM. As such, no disposal or recovery streams are attributable to materials of this kind.

Social information

S1 Own workforce

Topic	Sub-topic	Sub-sub-topic	SDGs
S1 Own workforce	Working conditions	- Working time - Social dialogue - Work-life balance - Health and safety	 
	Equal treatment and opportunities for all	- Gender equality and equal pay for work of equal value - Training and skills development - Employment and inclusion of persons with disabilities - Diversity	 

Strategy

Interests and views of stakeholders

ESRS Standards	ESRS 2 SBM-2
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The Solid World Group recognizes its stakeholders as a group of internal and external actors, each with their own interests and perspectives. These include the workforce, a key element in achieving business objectives and guiding strategic decisions.

The Group promotes an environment of open and transparent communication through engagement initiatives that encourage discussion and direct participation. The Group is cognizant that active employee involvement is also essential in developing and strengthening corporate policies. Constant dialogue with its employees and employee representatives seeks to integrate their input into key decision-making stages.

For an analysis and overview of the Group's main stakeholder categories and the methods adopted to engage them, see the section included in the General Disclosure "[Stakeholders: interests and expectations](#)" and the section [Engagement of the workforce](#).

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS Standards	ESRS 2 SBM-3
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Working conditions •Secure employment •Adequate wages •Social dialogue •Freedom of association, the existence of works councils and the information, consultation and participation rights of workers •Collective bargaining, including the percentage of workers covered by collective agreements •Work-life balance	Impacts Creation of a safe and inclusive work environment through stable employment, adequate wages and respect for rights such as social dialogue and collective bargaining. Risks Inadequate management of human capital potentially causing a competitive disadvantage due to difficulty in attracting and retaining talent, high turnover and loss of key skills. Opportunities Economic and strategic opportunities related to the existence of a positive work environment that provides secure employment.
Working conditions •Health and safety	Impacts Monitoring and control of health and safety risks to workers at production and administrative offices. Risks Increased risk of injuries and cases of work-related ill health caused by low levels of monitoring of health and safety risks in the workplace. Opportunities Improved staff well-being, corporate reputation and reduction in costs.
Equal treatment and opportunities for all •Gender equality and equal pay for work of equal value •Training and skills development •Diversity	Impacts Creation of a work environment that ensures respect, equal opportunity, diversity and inclusion for all workers and protects them against all forms of discrimination. Risks Reputational risks related to incidents of discrimination in the corporate population because of inadequate measures and protocols to protect diversity and equal opportunity. Opportunities Talent attraction and employee retention. Increased business competitiveness related to strengthened offerings across the board and the consolidation of strategic knowledge.

For a detailed overview of the processes adopted to identify and assess the impacts, risks, and opportunities associated with the Solid World Group's business model, including an explanation of the methodologies adopted and methods of engagement with corporate stakeholders, see the section [Management of impacts, risks and opportunities](#).

Policies related to own workforce

ESRS Standards	ESRS S1-1
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Human resources are an indispensable value for business continuity and development. To enhance the abilities and skills of its employees, the Group adopts merit-based criteria and guarantees equal opportunities for all.

While the **Ethics Code** is formalized only for **Energy Group S.r.l.** (the Group's operating company specializing in the sale of 3D printers for professional applications, which employs more than 10% of the Group's total workforce), the principles contained therein are, in practice, sent to and applied by all Group companies, including the parent company.

Working conditions

The Solid World Group is also committed to ensuring that authority is exercised fairly and equally, avoiding any abuse. Though the Group has not adopted formalized policies in this regard, it ensures that authority never becomes an exercise of power that is detrimental to the dignity and autonomy of employees and workers in the broadest sense. The organization's choices for safeguarding the value of its employees and workers align with relevant internationally recognized instruments, including the Declarations of the International Labour Organization (ILO), the United Nations (UN), and by the European Union at the community level.

In the interests of protecting and promoting the value of the human person, no discriminatory conduct or any form of harassment and/or personal or sexual offense is tolerated. The Group is committed to providing a work environment that excludes all forms of discrimination and harassment related to race, gender, religious beliefs, nationality, age, sexual orientation, disability, language, political and union views, or other personal characteristics that are not related to work.

The Solid World Group guarantees the physical and moral integrity of its employees and workers, working conditions that respect individual dignity, and safe and healthy working environments. Requests or threats designed to induce individuals to act in contravention of the law or to behave in a manner contrary to their moral and personal beliefs are strictly prohibited.

The use of child labor (defined as where the worker is under the age of 16) is categorically prohibited, and compliance with this principle is ensured even if the Solid World Group makes use of staff managed by temporary employment agencies.

The Group does make use of or support the use of forced labor. All work performed by all staff employed is entirely voluntary; no one is the victim of threats or other intimidation that would force them in any way to work for the company.

Through its **Diversity, Equity and Inclusion Policy**, the subsidiary company Energy Group S.r.l. is committed to ensuring that all its employees can balance their work and family responsibilities. It does so by applying flexible work organization rules to create a balance that takes into account both the company's business objectives and the worker's psychological and physical well-being resulting from greater freedom of self-determination.

The principles behind the work-life balance are as follows:

- work-life balance measures designed for all staff regardless of gender;
- a choice of part time, flexible hours and smart working;
- a comprehensive welfare plan that is attentive to managing maternity/paternity and personal care;
- telematic connection for all staff working from outside (regardless of contract), for work operations and participation in meetings.



Health and Safety

The Solid World Group is active in protecting its employees and workers in the workplace. In accordance with current health and safety regulations, each Group company has set as its primary goal the achievement of "Zero Injuries". By engaging workers in ongoing training and awareness-raising on compliance with occupational health and safety regulations, the Group seeks to raise the level of individual awareness and consolidate proper rules and conduct.

To ensure a rapid response to emergencies, fire and first aid officers have been identified and properly trained. All employees receive health and safety training that is customized according to job description, machinery used and the degree of risk associated with the role.

The Solid World Group is committed to maintaining an objectively safe working environment in full compliance with applicable regulations (Legislative Decree No. 81/2008, Legislative Decree No. 196/2003, Legislative Decree No. 231/01). All workplaces are inspected annually by the **Employee Health and Safety Representative** (RSPP) and **company doctor** to determine health and safety conditions and identify concrete methodologies for continuous improvement. During these inspections, workers are actively involved.

Preventing accidents, injuries and ill health is based on empowering workers and strengthening a culture of safety within the company. In this regard, periodic screening programs are provided to prevent health-related issues. All employees also have the opportunity to join a fund for discounted access to medical and health services.

For a more thorough understanding of the system adopted by the Group to ensure constant monitoring of occupational health and safety issues, see the section entitled [Health and safety metrics](#).

Equal treatment and opportunities for all

As regards **Diversity, Equity and Inclusion**, the subsidiary **Energy Group S.r.l.** has adopted a dedicated Policy that seeks to promote a work-life balance for all employees, providing for flexible organizational models that consider both the psychological and physical well-being of individuals and corporate objectives. Measures adopted include **part-time work, hourly flexibility, remote working**, a **welfare** plan that is attentive to parents and personal well-being, and digital tools that ensure external staff are also connected and engaged. These initiatives are designed for all staff, regardless of gender.

An **Internal Diversity, Equity and Inclusion Policy** (D&I) was adopted by the subsidiary **Energy Group S.r.l.** in 2023 after the achievement of **UNI PdR 125:2022** certification on gender equality. This policy is based on fundamental principles, including respect for equality and the prevention of all forms of discrimination, that align with human rights and international regulations. The principles contained in the policy are in practice sent to and applied by all Group companies.

The policy encourages an **inclusive internal culture** that ensures equal opportunities for all employees and promotes a sense of belonging. It is also committed to integrating the principles of diversity and inclusion into all business activities, from human resource management to governance to external stakeholder relations, ensuring that these values are an integral part of the company's mission.

The policy's operational objectives include establishing clear parameters to monitor performance, introducing training programs to improve staff awareness, and actively involving corporate leadership in promoting a shared vision. **Energy Group S.r.l.** has identified an internal Gender Equality Policy Officer who is available for employees with questions or who believe they are reporting violations of laws, rules, or regulations. However, the Human Resources Department and Directors also oversee the proper implementation of the regulations contained in the D&I Policy.

Internal communication - which is supported by tools including newsletters, digital platforms, company bulletin boards, the website and social channels - promotes transparency and engagement, conveying information and updates.

Recruitment, training, management and professional development are conducted without discrimination of any kind, on the basis of merit, competence and professionalism. Solid World views learning and training as a permanent acquisition model that allows knowledge to be attained, change to be effected, new ideas to be acquired, productivity to be improved, and enables individual growth that also contributes to the Group's overall development.

An enterprise's development necessarily involves valuing the role of all employees and establishing appropriate career paths for each staff member. These growth processes are enacted over time and, if conducted systematically and consistently, lead to the development of high-level, multidisciplinary skills within the organization, enabling it to adapt and respond effectively to changes in the industry.

Also included in the **Diversity and Inclusion Policy** adopted by the subsidiary **Energy Group S.r.l.** are guidelines that direct recruitment and hiring practices, with the goal of promoting a fair and inclusive work environment. The policy is based on the belief that every candidate should be assessed solely on his/her abilities and skills, regardless of gender or other personal characteristics. This approach commits the Company to ensuring that the recruiting process is transparent and meritocratic, actively pursuing gender equality at the recruitment and hiring stages.

Meritocracy lies at the heart of the **recruitment and hiring process**; in fact, experience, skills and specific competencies are always prioritized in selecting the best candidates. To ensure equal opportunity at every stage of the selection process, a standardized methodology has been introduced that prohibits interview questions or requests relating to sensitive topics such as marriage, pregnancy or care responsibilities. This approach seeks to eliminate all forms of bias and create an environment in which all candidates feel respected and valued.

Energy Group is committed to training those involved in staff selection processes, including recruiters, to be aware of gender dynamics and best practices on inclusion. These measures see the company not only

promoting diversity within its workforce, but also help create a corporate culture that values individual uniqueness and fosters a climate of trust and collaboration.

Engagement of the workforce

ESRS Standards	ESRS S1-2
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Own Workforce engagement is achieved through a variety of methods and activities designed to ensure continuous dialogue, ongoing professional development, and the overall well-being of the organization. The interrelated engagement activities reflect an inclusive approach to the management of the workforce, in line with corporate principles and values, and are a key element in achieving organizational goals.

The **Solid World Group** intends to introduce and enact an internal procedure to establish a structured plan for managing the participation and involvement activities of its **Own Workforce** and their representatives. This procedure sets out to define the frequency and manner of dialogue, and to identify an internal figure with operational responsibility for ensuring the effective implementation of these initiatives.

This figure will also be responsible for making sure that the results of engagement processes actually help guide the company's strategies and approach, thereby fostering an inclusive and participatory corporate culture.

The Human Resources function plays the central role in this process, ensuring constant relationships and interactions with staff and constituting a point of reference for individual and collective needs. Periodic meetings are held and opportunities are presented for informal dialogue, encouraging direct interaction and sharing of information that is essential in strengthening interpersonal relations and internal cohesion.

Another key element is the events included in the Solid World Group's **training plan**, which are designed to enhance employees' technical and soft skills while ensuring their professional growth and adaptation to organizational challenges. In support of this target, activities geared towards career path management, professional development and performance appraisal are implemented through tools that ensure that achievements are recognized and individual progress is stimulated.

Processes to remediate negative impacts and channels for own workers to raise concerns

ESRS Standards	ESRS S1-3
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As part of the applicable regulatory requirements, the Solid World Group has adopted a whistleblowing policy and established a whistleblowing channel to enable whistleblowers to report illegal conduct relevant under Legislative Decree No. 231/2001, offenses falling within the scope of EU or national acts relating to the sectors identified by Legislative Decree No. 24/2023, or violations of company procedures.

The Group has therefore established a dedicated platform to allow internal and external stakeholders to send such reports and which ensures the confidentiality of the reporter.

The activities involved in verifying a report are the responsibility, subject to any specific provisions of the law, of the Supervisory Board, which must carry out a timely and thorough investigation in accordance with the principles of impartiality, fairness and confidentiality with respect to all those involved.

This system is designed to encourage a transparent, accountable work environment in which every employee can express his or her concerns freely, thereby contributing to ongoing improvement in corporate culture and compliance with ethical and legal standards.

The system and the related whistleblowing procedure are available on the Group's website: [Whistleblowing - Solid World Group](#).

Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches

ESRS Standards	ESRS S1-4
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The Solid World Group has adopted a number of initiatives to prevent, mitigate and manage any negative impacts while promoting positive effects for its employees.

The subsidiary **Energy Group S.r.l.** adopted an **internal Diversity, Equity and Inclusion Policy** (D&I) in 2023 after achieving **UNI PdR 125:2022** certification. In this regard, see the information reported in the section [Equal treatment and opportunities for all](#).

Metrics and targets

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

ESRS Standards	ESRS S1-5
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As part of its commitment to responsible and sustainable management, the Company has, as one of its priority targets, identified the introduction and implementation of the **Group's Ethics Code** as a reference tool for promoting ethical, transparent conduct that is consistent with corporate values. Meanwhile, plans are in place to develop and adopt a **structured human resource management system** designed to ensure the active and continuous engagement of all workers. These initiatives are of particular significance in relation to the strategic category of **internal stakeholders**, namely the Group's employees and workers, who are recognized as critical to the organization's sustainable growth. The above targets will be progressively implemented over the next reporting years, and the Company will provide periodic updates on the progress of the measures adopted.

Solid World Group employees

ESRS Standards	ESRS S1-6
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Personnel data refer to headcount at the end of the period. The total number of Group employees at December 31, 2024 is **183**.

The table presents data on the number of employees at the end of the two-year period, broken down by contract type and gender. The geographical area of focus includes Italy (179 employees) and the United Arab Emirates (4 employees).

The Group's commitment to stable and lasting employment is reflected in the preponderance of permanent contracts, which account for 99% of the total. Only two employees (1.1% of the total), are employed on temporary contracts. 18 workers have a part-time arrangement (9.8% of the workforce).

Employees (HC)	2024			2023		
	Female	Male	Total	Female	Male	Total
Total number of employees at the end of the period by gender	71	112	183	66	111	177
Italy	70	109	179	65	110	175
United Arab Emirates	1	3	4	1	1	2
Total number of employees by gender / contract type						
temporary	2	-	2	2	1	3
permanent	69	112	181	64	110	174
Total number of employees by employment type / gender						
Full-time	56	109	165	54	107	161
Part-time	15	3	18	12	4	16

At the reporting date the Group has not formalized an internal communication procedure for employees who do not identify themselves in male or female gender categories. At the reporting date, moreover, no communications have been received from employees stating that they do not identify with these genders or that they have expressed a desire not to disclose their gender, regardless of their biographical data and biological sex.

Turnover

In 2024, the total number of Group employees increased by 3.4%. The hiring rate during the year was 15.8%, while the departure rate was 12.4%, showing a net employment gain. The difference between positive and negative turnover is a net figure of 3.4% in 2024. Overall turnover remained low, reflecting the Group's ability to attract new talent while ensuring continuity and stability in its workforce.

In 2024, the Group made 28 total hires, down from 37 in 2023. Hiring distribution shows a significant increase in the under-30 age group (46.43% of the total), with 13 hires (including 8 women).

Departures, on the other hand, mainly involved workers between 30 and 50 years of age (54.55%), but this was largely due to voluntary exits. To December 31, 2024, there were a total of 22 departures, down from 38 in 2023.

New employee hires and turnover	2024			2023		
	Female	Male	Total	Female	Male	Total
Hires - Total	14	14	28	17	37	54
<30	8	5	13	3	8	11

30-50	4	7	11	8	26	34
>50	2	2	4	6	3	9
Departures - Total	9	13	22	11	27	38
<30	1	1	2	3	5	8
30-50	4	8	12	6	17	23
>50	4	4	8	2	5	7
Reason for departure						
Voluntary departure	7	12	19	9	21	30
Retirement	-	-	-	-	-	-
Dismissal	2	-	2	2	1	3
Conclusion of temporary contract	-	1	1	-	5	5
Total turnover	7.6%	0.9%	3.4%			
Positive turnover - Hires	21.2%	12.6%	15.8%			
Negative turnover - Departures	13.6%	11.7%	12.4%			

Characteristics of non-employee workers

ESRS Standards	ESRS S1-7
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The figure for non-employees includes workers not classified as employees, who work on behalf of Solid World without establishing a direct, subordinate employment relationship. The data refer to December 31, 2023 and 2024.

In 2024, there were a total of 3 non-employee workers.

Workers who are not employees (HC)	2024			2023		
	Female	Male	Total	Female	Male	Total
Total number of non-employee workers by gender	1	2	3	4	3	7
Temporary staff	1	1	2	1	-	1
Interns	-	1	1	2	1	3
Co-ordinated and Ongoing Collaboration (Co.co.co)	-	-	-	-	-	-
Freelancers	-	-	-	-	1	1
Occasional consultants	-	-	-	1	1	2

Collective bargaining coverage and social dialogue

ESRS Standards	ESRS S1-8
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All **Solid World Group** employees in the Italian territory are hired in accordance with the relevant national collective bargaining agreements (CCNL). Specifically, administrative and commercial staff are regulated by the provisions set forth in the **Tertiary Trade** Collective Bargaining Agreements, while workers at the production companies included in the reporting scope are protected by the **Metal-Mechanical Industry** Collective Bargaining Agreements and the **Tertiary, Distribution and Services Sector** National Collective Bargaining Agreements, which regulate the specific contractual conditions of the sector to which they belong.

As regards workers employed by the company Solid World Middle East DMCC with registered office in the United Arab Emirates, the authority that manages labor contracts and business activities within the area is the DMCC Authority, a specific government agency that deals only with DMCC areas.

Non-employee workers involved in the Group's operational activities in the Italian territory are protected by the applicable regulations and national collective bargaining agreements applied by temporary agencies as defined by Legislative Decree No. 81 (Chapter IV) of June 15, 2015.

The Group's own workforce is protected by **union representation**, which safeguards the rights and interests of workers, in accordance with applicable national legislation. Employees' views are critical in guiding Solid World's decisions and activities, ensuring responsible management of significant impacts, both actual and potential, that could directly affect them.

Diversity metrics

ESRS Standards	ESRS S1-9
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The Solid World Group is committed to valuing every single member of its staff, fostering conditions that allow individuals to express their skills and personalities to the fullest, to receive equal opportunities for professional growth without discrimination.

The workforce is predominantly male (61.2%), while women make up 38.8%. The Group's female workers are mainly concentrated in the office worker (36%) and middle managers (2.9%) categories, substantially in line with the previous year.

The largest employee category within the Group is white-collar workers, who make up 92% of the workforce.

The following data refer to the two-year period 2023-2024, collected on the basis of headcount at December 31 of each year. Age brackets are determined according to age at the same date.

Employee diversity	2024			2023		
	Female	Male	Total	Female	Male	Total
Employees by category / gender (HC)	71	112	183	66	111	177
Executives	0	2	2	0	2	2
Managers	4	8	12	5	8	13

White-collar	67	101	168	61	100	161
Blue-collar	-	1	1	-	1	1
Employees by category / gender (%)	38.8%	61.2%	100.0%	37.3%	62.7%	100.0%
Executives	0.0%	1.1%	1.1%	0.0%	1.1%	1.1%
Managers	2.2%	4.4%	6.6%	2.8%	4.5%	7.5%
White-collar	36.1%	55.2%	91.3%	33.9%	56.5%	90.4%
Blue-collar	0.0%	0.5%	0.5%	0.0%	0.6%	0.6%

Employee diversity	2024				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Employees by category / age group (HC)	24	117	42	183	22	109	46	177
Executives	-	-	2	2	-	1	1	2
Managers	-	6	6	12	-	5	8	13
White-collar	24	110	34	168	22	102	37	161
Blue-collar	-	1	-	1	1	-	-	1
Category / age group %	13.1%	63.9%	23.0%	100%	12.4%	61.6%	26.0%	100%
Executives	0.0%	0.5%	1.1%	1.6%	0.0%	1.1%	0.6%	1.7%
Managers	0.0%	3.3%	3.3%	6.6%	0.0%	2.8%	4.5%	7.3%
White-collar	13.1%	59.6%	18.6%	91.3%	11.9%	57.6%	20.09%	90.4%
Blue-collar	0.0%	0.5%	0.0%	0.5%	0.6%	0.0%	0.0%	0.6%

In terms of age, the majority of employees are between 30 and 50, a group that constitutes 64% of the total. This is followed by workers over 50 (23%) and finally those under 30 (13%). The demographic distribution has remained substantially stable from the previous year.

Employee diversity	2024			2023		
	Female	Male	Total	Female	Male	Total
Employees by age group / gender (HC)	71	112	183	66	111	177
<30	9	15	24	7	15	22
30-50	47	70	117	42	67	109
>50	15	27	42	17	29	46
Employees by age group / gender (%)	38.8%	61.2%	100%	37.3%	62.7%	100%

<30	4.9%	8.2%	13.1%	4.0%	8.5%	12.4%
30-50	25.7%	38.3%	63.9%	23.7%	37.9%	61.6%
>50	8.2%	14.8%	23.0%	9.6%	16.4%	26.0%

The Solid World Group guarantees full respect for workers' rights, assuring them, within the prescribed contractual constraints, the freedom to form and join the trade unions of their choice, in addition to the right to participate in collective bargaining. Any employee initiative - such as joining public events or forming internal committees - is also supported in full compliance with the provisions of the law and without any form of interference or hindrance from management. The Group thus promotes an inclusive work environment that respects individual freedoms and values the contribution of every employee.

Adequate wages

ESRS Standards	ESRS S1-10
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The Group pays its employees wages as established in accordance with the National Collective Labor Agreements, which provide for minimum wage levels that vary according to professional categories, and periodic increases in base pay.

All Solid World Group employees receive adequate remuneration in accordance with the National Collective Bargaining Agreements (CCNL). The salaries paid to Solid World's workforce are regularly aligned and updated in line with the prescribed minimums on the pay scale. In addition to strict compliance with these contracts, the company applies a remuneration policy that is based on meritocratic principles, valuing both fixed and variable components of remuneration. This policy means that remuneration can be offered above the minimums set by the relevant national collective bargaining agreements.

The remuneration of workers in the employ of Solid World Middle East DMCC is defined by UAE labor law, which does not provide for a specific minimum wage; however, the applicable legislation requires, in general terms, that wages be sufficient to cover workers' basic needs.

Social protection

ESRS Standards	ESRS S1-11
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All of the company's employees and non-employee workers receive **social protection coverage** through public programs guaranteed by social security institutions, such as the National Institute of Social Security (INPS) and the National Institute for Insurance against Work-Related Injuries (INAIL). These measures give workers access to a protection system that offers healthcare and financial support in difficult situations including job loss, illness, need for medical care, maternity and childcare, and retirement.

Persons with disabilities

ESRS Standards	ESRS S1-12
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Employees in protected categories	2024			2023		
	Female	Male	Total	Female	Male	Total

Total number of employees at the end of the period by gender	6	1	7	5	1	6
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Under Italian law, **workers in protected categories** are those individuals who, because of specific personal or social conditions, require special protections to facilitate their inclusion and integration into the labor market. The regulations in question are mainly those contained in **Law No. 68 of March 12, 1999**, which promotes the right to work for people with disabilities and other categories of disadvantaged people using targeted employment tools and recruitment obligations for public and private employers.

Protected categories include **people with disabilities**, i.e., those whose work capacity is reduced by 45% or more, as recognized by a commission of doctors, and those with work disabilities with a disability rating of more than 33%, as determined by INAIL. Also included are war invalids, civilian war invalids, service invalids, the blind, the deaf and dumb, and the orphans or surviving spouses of individuals who have died from causes of work, war or service.

In the UAE, people with disabilities have equal rights in employment, regardless of their citizenship status. This policy protects their rights at every stage of employment, from recruitment and training to job retention, guaranteeing equal employment opportunities and providing an adequate working environment. The legal definition of a person with a disability includes an individual suffering from a deficiency or infirmity, whether temporary or permanent, total or partial, physical, sensory, mental, communicative, educational, or psychological, to an extent that limits his or her ability to perform the normal activities required of persons without special needs.

Training and skills development metrics

ESRS Standards	ESRS S1-13
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A total of **1,857 hours of training** were provided in 2024, up on 2023. In 2024, the most popular type of course was health and safety, where a total of 528 hours was provided. This was followed by language courses (up from 792 hours in 2023 to 610 hours in 2024), marketing (300 hours), apprenticeships (179 hours), and other, less popular courses.

Employee training (h)	2024			2023		
	Female	Male	Total	Female	Male	Total
Total hours of training	579	1,278	1,857	403	1,428	1,830
Executives	-	-	-	-	22	22
Managers	6	51	57	36	35	71
White-collar	573	1,227	1,800	367	1,371	1,738
Blue-collar	-	-	-	-	-	-
Average training hours	8.2	11.4	10.1	6.1	12.9	10.3
Executives	-	-	-	-	11.0	7.3
Managers	1.5	6.4	4.8	7.1	4.4	5.4
White-collar	8.7	12.1	10.8	6.1	13.7	10.9

Blue-collar		-	-		-	-
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The Solid World Group has invested in strengthening ongoing education, promoting the development of both technical and soft skills in line with the evolving technological and operational environment in which it operates.

The courses offered covered several areas, including language courses, to support the Group's international dimension, alongside modules dedicated to the use of digital tools, such as advanced Excel, which are fundamental in the day-to-day management of business processes. There was no shortage of attention to cybersecurity issues, addressed through training sessions on data breaches and IT management, which sought to strengthen the culture of digital responsibility. To support the commercial and strategic functions, marketing courses were offered, while cross-cutting apprenticeships that aimed to achieve effective and integrated insertion into the business environment were introduced for new staff. Finally, specialized technical training was also provided through courses delivered directly by Stratasys solution providers and through Digital Lab activities.

Career development and staff evaluations

The Solid World Group does not currently have a remuneration policy with structured mechanisms or formal systems for staff **performance evaluation** or review.

Health and safety metrics

ESRS Standards	ESRS S1-14
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Worker health and safety is a material topic, particularly for the higher-risk activities carried out in production areas (Bio 3D Model S.r.l., Energy Group S.r.l., and Tecnologia e Design S.c.a.r.l.). Personnel are constantly sensitized on the proper procedures to be adopted while carrying out company activities, and this process is integrated into daily operations. Monitoring and risk analysis are conducted periodically with the support of key figures, including the **Employee health and safety representative (RLS)**, who is appointed directly by employees.

The Solid World Group monitors injuries, accidents and significant near misses, applying techniques to eliminate or reduce the risks of work-related injuries and ill health. The occupational health and safety monitoring system is reviewed annually to prevent accidents, eliminate hazards and minimize risks. It covers all employees and non-employees who perform their duties at Group company operating sites.

In 2024, the total number of work-related injuries among employees remained the same as in 2023 (1 incident).

In the two-year reporting period, there were no accidents or incidents of work-related ill health involving non-employee workers performing Solid World Group activities.

Work-related injuries - Employees	Unit	2024	2023
Work-related injuries	No.		
Fatal injuries		-	-
Severe injuries		-	-

Other incidents		1	1
Total incidents recorded		1	1
of which: Commuting incidents		-	-
Days of absence due to injury	No.	5	74

Work-life balance metrics

ESRS Standards	ESRS S1-15
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In Italy, all employees are entitled to take parental leave, in accordance with current regulations, on the birth of a child. Specifically, Legislative Decree No. 151/2001 and the relevant national collective bargaining agreements (CCNL) govern the use of this right. Article 32 of the aforementioned Decree stipulates that each parent, for each child, has the right to a total period of parental leave not exceeding 10 months, to be taken within the first 12 years of the child's life. Data on the take-up of this leave are provided below.

As regards legislation in the United Arab Emirates, Article 19 of Federal Decree-Law No. 49 of 2022, relating to the Human Resources Law in the Federal Government, grants female permanent employees the right to three months of maternity leave with full pay. For a period of six months after resuming work following this leave, mothers are also entitled to reduce their working time by two hours per day. This may be taken at the beginning or end of working hours and is designed to allow mothers to breastfeed their child. These reduction hours are fully paid.

Employees of the Group's Italian companies, both mothers and fathers, are eligible for family-related leave lasting five working days. This leave is fully paid and may be taken from the birth of the child until s/he is six months old.

212 employees are entitled to take family-related leave. In 2024, 8 employees took advantage of this option, including 4 women and 4 men, as shown in the table below.

Family-related leave (HC)	Unit	2024			2023		
		Female	Male	Total	Female	Male	Total
Number of employees entitled to family-related leave by gender	HC	70	142	212	65	111	176
Number of employees that took family-related leave by gender		4	4	8	6	1	7
Percentage of entitled employees that took family-related leave	%	5.7%	2.8%	3.7%	9.2%	0.9%	4.0%
Percentage of total employees that took family-related leave	%	5.6%	3.6%	4.4%	9.1%	0.9%	4.0%

Incidents, complaints and severe human rights impacts

ESRS Standards	ESRS S1-17
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As regards social aspects, **no incidents of discrimination**, including harassment, **occurred or were reported** through the channels set up for reporting such concerns during the reporting period.

Incidents of discrimination are defined according to the principles enshrined in the ILO (Convention 190 on the Elimination of Violence and Harassment in the World of Work, International Labour Organization Declaration on Fundamental Principles and Rights at Work, 1998, and the eight core conventions of the International Labour Organization: No. 29, 87, 98, 100, 105, 111, 138, 182), concern discrimination based on race, color, sex, religion, political opinion, national descent or social origin, or other relevant forms that involve internal and/or external stakeholders.

S2 Workers in the value chain

Topic	Sub-topic	Sub-sub-topic	SDGs
S2 Workers in the value chain	Working conditions	- Secure employment - Adequate wages - Freedom of association, the existence of works councils and the information, consultation and participation rights of workers - Health and safety	 

Strategy

Interests and views of stakeholders

ESRS Standards	ESRS 2 SBM-2
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For a detailed overview of the Group's main stakeholder categories and the methodologies adopted to engage them, see the section [Stakeholders: interests and expectations](#). This section explores the dynamics of stakeholder relations, highlighting the ways in which the Group collects, analyzes and responds to their expectations, in accordance with the principles of transparency and ongoing dialogue.

As regards workers in the value chain, Solid World Group has not currently defined a specific engagement system.

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS Standards	ESRS 2 SBM-3
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Working conditions - Secure employment - Working time - Adequate wages - Social dialogue - Freedom of association, the existence of works councils and the information, consultation and participation rights of workers - Collective bargaining, including the percentage of workers covered by collective agreements - Health and safety	Impacts Monitoring, protecting and valuing workers along the value chain, upstream and downstream, with emphasis on their health and safety, working hours, adequate wages and work-life balance. Risks Legal, operational repercussions with financial effects caused by a lack of or inadequate due diligence in the supply chain to verify the existence of adequate working conditions for workers. Opportunities Improved risk management and business competitiveness through the adoption of appropriate sustainability criteria in supply contracts and supply relationship management, reducing critical issues related to human rights and social compliance.
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The analysis considered working conditions along the value chain, focusing on the protection of fundamental rights. Positive impacts relate to the protection and development of workers upstream and downstream of business activities. The main risks relate to potential failures in due diligence on suppliers, with legal,

operational and financial effects. Opportunities lie in strengthening risk management and increasing competitiveness by integrating sustainability criteria into contracts and supply relationships.

For a more in-depth description of the processes employed to identify and assess the impacts, risks and opportunities related to the Group's business model, including the methodologies used, see the section [Management of impacts, risks and opportunities](#).

Management of impacts, risks and opportunities

Policies related to value chain workers and engagement processes

ESRS Standards	ESRS S2-1 ESRS S2-2
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At the reporting date, the Solid World Group has not adopted a specific policy regarding workers in the value chain and does not have processes to actively engage them. However, all Group companies operate with respect for labor law and equal opportunity, promoting the dignity, health, freedom and equality of all workers and repudiating all forms of discrimination, direct and indirect.

As described in the Energy Group's Ethics Code, the Solid World Group rejects all forms of involvement in practices of forced labor, human trafficking, exploitation of child labor and forced labor in general. It also identifies payment of the minimum wage and benefits established by law, alongside working conditions, working hours and compensation that are fair and consistent with the regulations and standards applicable in the countries in which its business partners operate, as essential criteria.

Processes to remediate negative impacts and channels for value chain workers to raise concerns

ESRS Standards	ESRS S2-3
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In the area of regulatory requirements, the Solid World Group has adopted a whistleblowing policy and established a whistleblowing channel to enable the whistleblower to report illegal conduct pursuant to Legislative Decree No. 231/2001. The system and related whistleblowing procedure are available on the Group's website at [Whistleblowing Procedure - Solid World Group](#).

Metrics and targets

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

ESRS Standards	ESRS S2-5
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The Solid World Group recognizes the importance of integrating a strategic vision that considers the needs and conditions of workers throughout the value chain.

In order to strengthen its supply chain with a view to responsibility, resilience and sustainability in a medium- to long-term perspective, the Solid World Group has identified the development of a supply chain mapping and

assessment process as a priority area. The objective of this move is to identify the environmental, social and ethical risk factors associated with the Group's supply chain. The Group seeks to identify critical issues and strengths along the entire supply chain, with the goal of making it more resilient, transparent and consistent with the principles of sustainable growth.

S4 Consumers and end-users

Topic	Sub-topic	Sub-sub-topic	SDGs
S4 Consumers and end-users	Information-related impacts for consumers and/or end-users	• Privacy • Access to (quality) information	
	Personal safety of consumers and/or end-users	• Health and safety • Personal safety	

Strategy

Interests and views of stakeholders

ESRS Standards	ESRS 2 SBM-2
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For a detailed overview of Solid World's main stakeholder categories and the methodologies adopted to engage them, see the section [Stakeholders: interests and expectations](#). This section explores the dynamics of stakeholder relations, highlighting the ways in which the Group collects, analyzes and responds to their expectations, in accordance with the principles of transparency and ongoing dialogue.



Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS Standards	ESRS 2 SBM-3
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Personal safety of consumers and/or end-users • Health and safety • Personal safety	Impacts Ability to develop and deliver high-quality services and solutions that meet customers' expectations and needs, in compliance with relevant regulations. Risks Risk of non-compliance with applicable industry regulations with economic and legal consequences. Opportunities Customer loyalty created the sale of safe and high-quality products, creating value and strengthening brand reputation.
Information-related impacts for consumers and/or end-users • Confidentiality	Impacts Impact related to cybersecurity management and data protection, through the adoption of security measures to protect customer and employee information while ensuring access to quality information and proper management of it. Risks Compromising the confidentiality of supplier or customer personal data because of unintentional mistakes made by internal staff or as a result of a cyber/malware attack.

The Group has identified a number of impacts and opportunities relating to end consumers identified in ESRS 2 IRO-1 [Description of the processes to identify and assess material impacts, risks and opportunities](#) to which reference should be made for further details.

The analysis covered the personal safety of consumers and end users, including health, safety and security, and information protection relating to personal data and cybersecurity. **Positive impacts** were identified in the Group's ability to offer regulatory-compliant services and products that meet customer expectations. The main **risks** relate to potential non-compliance with industry regulations and compromised data confidentiality. The **opportunities** lie in creating customer loyalty through privacy protection, which helps create value, strengthen brand reputation and ensure stakeholder trust.

For a detailed overview of the processes adopted to identify and assess the impacts, risks, and opportunities associated with the Solid World Group's business model, including an explanation of the methodologies adopted and methods of engagement with corporate stakeholders, see the section [Management of impacts, risks and opportunities](#).

Management of impacts, risks and opportunities

Policies related to consumers and end-users

ESRS Standards	ESRS S4-1
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Quality and Safety

Customer focus guides corporate leadership decisions. The policies enacted by the Solid World Group are designed to ensure compliance and quality in the products and services offered and to communicate truthful and accurate information to its stakeholders.

Solid World's business is based on a commitment not only to **creating products and services that meet high standards of quality and security**, but also to **protecting** its customers' **sensitive information and data**.

Quality management policies are applied in order to minimize potential negative impacts and thus elements of risk that may affect all categories of customers and end-users. The Solid World Group has not identified categories of consumers and/or end-users excluded from the scope of these policies.

Quality Management System - Technology & Design Scarl

Technology & Design Scarl, a Group subsidiary, has adopted the **ISO 9001 management system**, an international standard that not only ensures the effectiveness of the quality management system but also establishes strict controls over business processes, ensuring that every product is designed, manufactured and distributed in full compliance with quality standards. The management system enables improvements in business processes, reduced operational risks, and ensures that all products are safe and comply with applicable regulations. This approach also helps increase consumer transparency, ensuring that their trust and confidence in using products and services remains high.

The **Quality Policy** is an integral part of the Quality Management System and formalized only for the certified company Tecnologia e Design Scarl. The principles contained therein are adopted by all Group companies in practice.

The ISO 9001 management system is adopted in the production and assembly of industrial parts and components using an additive technology system. In developing and applying the ISO standard, the management system identifies the following principles as cornerstones:



Commitment to customer care is based on a number of principles:

- Determination, understanding, and satisfaction of customer needs and demands, in line with applicable legal and regulatory requirements;
- Constant analysis and management of risks and opportunities that may affect product and service compliance, and the ability to improve customer satisfaction levels;

Guidelines regarding the quality of products and services offered are shared with all those involved in the Group companies' operational activities. The document is made available and kept up to date for use, particularly by all company personnel, by posting it in specially dedicated common areas. It is also provided to interested parties, with copies available upon request.

Quality in medical devices

The subsidiary company **Bio 3D Model S.r.l.** specializes in the medical field and focuses on personalized medicine. Specifically, through its subsidiary **BIOD3DPRINTING S.r.l.**, it offers technology, software and medical 3D printers that are capable of reproducing human cells and tissues.

Bio 3D Model S.r.l. is in the process of adopting the **ISO 13485** management system. ISO 13485:2016 is an internationally recognized standard for **quality management systems in the medical device industry**. The system is designed to ensure that organizations active in the design, development, manufacture, and distribution of medical devices are able to demonstrate their ability to provide safe and effective products, guaranteeing compliance and harmonization with various national legislations on medical devices.

To ensure reliability in the supply chain, Bio3DModel adopts a risk-based approach: the organization conducts a systematic analysis of the risks associated with its products and processes at every stage of the life cycle. By doing so, it ensures that any potential threat to the security and effectiveness of the device is identified and managed appropriately.

The scope of the ISO standard also includes human resource management. Staff must be adequately trained and competent to carry out all those activities that affect the quality of the final product.

Adopting the management system also promotes production performance monitoring through periodic audits, management reviews and corrective actions designed to ensure continuous improvement.

Cybersecurity and privacy regulations

In conducting its business, the Solid World Group respects personal privacy and has established a comprehensive IT security policy covering its activities, recognizing the importance of privacy and making a commitment to process personal information with care in today's digital environment.

The Solid World Group's [Privacy Policy](#) aligns with the directives of Regulation (EU) 2016/679, the Privacy Code as amended by Legislative Decree No. 101/18, and the measures and guidelines of the Supervisory Authorities.

Under the **GDPR regulations** on personal data breaches, such a breach occurs in cases where:

- accidentally or unlawfully (due to a breach in the company's security system),
- there is unauthorized access and/or destruction and/or loss and/or modification and/or disclosure
- of personal data stored or transmitted on electronic networks by the company.
- In the event of a personal data breach, the GDPR stipulates that the data controller must notify the relevant supervisory authority (in Italy, the *Garante per la protezione dei dati personali*) of the breach no later than 72 hours after it becomes aware of it, unless the breach is unlikely to present a risk to the rights and freedoms of natural persons.

To manage the risk of customer or supplier personal data breaches, the parent company Solid World Group S.p.A. has adopted an organizational model in line with the principles enshrined in **Regulation (EU) 2016/679**. The Group ensures that the personal data being processed are retained and controlled, considering the state of the art and the nature of the data, so as to minimize, by adopting appropriate security measures, the risks of destruction or loss (including accidentally) of the data.

Processes for engaging with consumers and end-users about impacts

ESRS Standards	ESRS S4-2 ESRS S4-3
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Effective communication is essential to the development, reputation, and competitiveness of a company, especially one operating in the manufacturing and technology sector. Building a strong corporate identity renders the company recognizable and trustworthy, allows it to optimize processes, identifying critical issues and implementing best practices to better manage relationships with customers and suppliers, strengthening loyalty and ensuring solid partnerships.

For the Solid World Group, industrial communication functions not only as an operational support, but is also a strategic pillar in its corporate growth and sustainability. Investing in robust and consistent communication means investing in the future of the enterprise. It therefore employs various communication methods to effectively interact with customers, who are considered a strategic stakeholder category. These methods include business meetings and company visits as key opportunities to establish direct and in-depth dialogue. Industry events, on the other hand, are the ideal showcase for products, services and innovations, and help strengthen the company's presence in its target market.

The development of Marketing Automation, Digital marketing and Lead generation, allied with targeted publications and content shared through social channels, enable constant contact with customers and the possibility of reaching a wider audience. Corporate websites, which are verticalized for all technologies, play a central role as an information reference point and as a communication channel.

Technical meetings are another crucial tool, as they seek to define specific requirements in detail, thereby supporting the customization of the services offered. The Solid World Group also uses evaluation tools such as questionnaires and supply chain platforms to facilitate the exchange of feedback, and, when necessary, organizes audits to ensure quality and compliance with customer expectations.

Customer satisfaction is the primary objective of quality management systems, as provided under ISO 9001. To guarantee an effective and personalized service, a dedicated customer service project is offered. This provides communication channels that are always active, fostering a constructive two-way relationship.

Also within the organization, communication plays a key role in disseminating information: keeping employees up to date on company goals, strategies and news is essential in keeping everyone aligned and involved. It also contributes to creating a shared corporate culture in which every employee feels that they are an integral part of the project and shares its values. Transparency, feedback and clarity improve the work climate, improve motivation and foster engagement. Good communication also reduces internal conflicts, clarifies responsibilities and procedures, and facilitates collaboration between teams.

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

ESRS Standards	ESRS S4-4
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Quality and safety of products and services

A focus on quality, safety and innovation in the products and services offered is a pillar of the Group's operations. This commitment is reflected in the adoption of internationally recognized certifications of

excellence, including "Certified Gold Product", "Value Solutions Platinum Partner", and ISO 9001. These not only ensure compliance with the highest industry standards, but also reflect the Group's dedication to creating value for its customers.

The Solid World Group intends to take preventive and corrective measures to address potential negative impacts on consumers and seize new market opportunities. Initiatives under development include the introduction of feedback tools and advanced monitoring systems to improve direct communication with consumers and ensure constant analysis of business performance.

To prevent reputational and legal risks, which may arise from non-compliant products or non-transparent business practices, the Solid World Group is considering the introduction of more effective control systems designed to detect critical issues early and implement corrective actions proactively.

Privacy and Cybersecurity

To measure the effectiveness of its Privacy Policy, SWG monitors the annual number of violations and data breaches. In 2024 and in the previous reporting period, there were no events involving data loss (data breaches) or resulting substantiated complaints regarding customer privacy breaches or loss of customer data.

Metrics and targets

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

ESRS Standards	ESRS S4-5
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As a facilitator of the sustainable development-oriented digital factory, the Solid World Group recognizes the central role of its customers in driving the responsible evolution of business models. The Group's commitment is embodied in a path of continuous innovation that is designed to offer technological solutions which not only meet operational needs but are also sustainable, transparent, and planned for the long term.

Consistent with the principles expressed in the section "The Solid World Group's contribution to sustainable development", see the section [Objectives and actions on material sustainability topics](#) for an in-depth discussion of the issues and initiatives undertaken in this area.

Governance information

G1 Business conduct

Topic	Sub-topic	Sub-sub-topic	SDG
G1 Business conduct	Corporate culture		
	Management of relationships with suppliers, including payment practices		
	Corruption and bribery	• Prevention and detection including training • Incidents	

Governance

The role of the administrative, management and supervisory bodies

ESRS Standards	ESRS 2 GOV-1
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For a more in-depth look at the Solid World Group's governance structure of, see the section "**Sustainability Governance**", which describes the administrative, management and supervisory bodies in detail, with a focus on their composition and related functions.

Management of impacts, risks and opportunities

Description of the processes to identify and assess material impacts, risks and opportunities

ESRS Standards	ESRS 2 IRO-1
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Corporate culture	Impacts	Impact related to ethical business conduct, supported by a strong corporate culture through policies and procedures that address negative impacts and ensure corporate integrity and regulatory compliance.
	Risks	Loss of employees' identification with the company, leading to an increased turnover rate due to a failure to align with corporate principles.
	Opportunities	Increased corporate retention thanks to the development and spread of a corporate culture (Identification).
Management of relationships with suppliers, including payment practices	Impacts	Taking measures to ensure transparent relationships with suppliers contributes positively to spreading a culture of environmental and social responsibility throughout the supply chain.
	Risks	

	Failure to meet payment terms and lack of transparency in supply relationships could jeopardize the continuity of supplier relationships and create disruptions in the value chain. Opportunities Incorporating ESG criteria into supplier selection and qualification enables stronger corporate resilience, promoting transparency and environmental and social sustainability throughout the supply chain.
Corruption and bribery • Prevention and detection including training • Incidents	Impacts Impacts due to potential corruption and bribery in stakeholder relations. Risks Legal and economic repercussions following incidents of corruption or bribery, with the potential loss of stakeholder trust and governance impacts.

The analysis of material topics (details on how to read them are provided in the chapter [Management of impacts, risks and opportunities](#)) was conducted with specific consideration given to the business sector - namely the distribution of products, particularly 3D printers, and IT solutions for design - and the Group's direct operating regions, namely Italy and the United Arab Emirates.

Aspects related to business conduct, management of relationships with suppliers and preventing corruption were also analyzed. The mapping underlined **positive impacts** from an ethical and regulatory-compliant approach, transparency in supply relationships, and corporate practices that are geared toward social and environmental responsibility. **Risks** were identified in relation to loss of employee identification, potential value chain disruption caused by a lack of transparency in supplier relationships, and possible incidents of corruption with legal, economic and reputational consequences. Meanwhile, **opportunities** were identified in relation to strengthening internal engagement, increasing supply chain resilience by integrating ESG criteria, and strengthening stakeholder trust through active integrity and prevention practices.



Corporate culture and business conduct policies

ESRS Standards	ESRS G1-1
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The Solid World Group establishes and develops its **corporate culture** on issues such as **integrity, collaboration, innovation and social responsibility**, based on the principles currently outlined in Energy Group's **Ethics Code**.

Corporate culture is periodically discussed by the Board of Directors and governing bodies, usually on a semi-annual basis or on the occasion of major strategic updates that are designed to ensure that the conduct of business is given a significant weighting when setting operational and sustainability goals.

The commitment to promoting the corporate culture is reflected in structured internal communication and opportunities for **dialogue**, during which top management provides guidelines based on shared responsibility, innovation founded on ethical principles, and a balance between economic performance and **social development**.

By adopting a whistleblowing procedure, the Group has created a system that allows anyone who detects a potential violation of corporate culture - such as workers, employees and external stakeholders - to report this violation in complete safety and confidentiality.

Management of relationships with suppliers

ESRS Standards	ESRS G1-2
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At December 31, 2024, the Solid World Group does not have a formalized policy for the **management of relationships with suppliers**, particularly with regard to meeting payment terms to small and medium-sized companies.

The Group does, however, recognize the strategic role of **ongoing** and **transparent dialogue** with its business partners and seeks to foster practices that align with the **principles of environmental** and **social** sustainability. Supplier **selection** and **assessment** focus on compliance of goods and services, economic reliability, and compliance with legal and tax regulations.

To strengthen its supply chain, Solid World Group sets out to develop **internal guidelines** that include assessment of suppliers' environmental and social performance, thereby encouraging responsible procurement. This assessment will be supported by a supply chain monitoring system and the involvement of corporate stakeholders in identifying critical issues and strengths.

Going forward, the Group intends to strengthen its supply chain, making it more resilient and in tune with a vision of sustainable growth. It will achieve this, on the one hand, by ensuring that it avoids late payments and, on the other, by clearly establishing selection parameters that take into account the needs of the most vulnerable suppliers, guaranteeing not only business continuity, but also reducing its environmental impact and consolidating relationships based on trust and shared value creation.

Prevention and detection of corruption and bribery

ESRS Standards	ESRS G1-3
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Energy Group adopts an integrated approach to the **prevention** and **detection of corruption and bribery** that is consistent with the contents of the organization, management and control model pursuant to Legislative Decree No. 231/2001, paying particular attention to risk mapping and the implementation of internal **control programs** for all operational areas.

The Solid World Group is considering adopting additional Organization, Management and Control Models (pursuant to Legislative Decree No. 231/2001) within the Group. The Model is currently in place exclusively at the company Energy Group, where its main purpose is to prevent the administrative liability of companies for offenses committed by internal individuals, such as employees and executives, in the interest or to the benefit of the entity itself.

The **periodic assessment** of transactions potentially exposed to the risk of corruption is based on audits carried out by the **Supervisory Board**, which acts independently of the hierarchical lines directly involved in the day-to-day management and preventive monitoring of such risks. Where critical issues are detected, inspection results are reported to the Board of Directors and the management and control bodies through periodic reports summarizing the investigations and any corrective measures to be taken.

The Group also complies with the Whistleblowing reporting procedures set forth in Legislative Decree No. 24/2023 and is committed to further strengthening internal investigation processes where specific needs for updates or new international best practices emerge.

Metrics and targets

Confirmed incidents of corruption or bribery

ESRS Standards	ESRS G1-4
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The Solid World Group has not currently implemented a specific action plan to address the impacts, risks and opportunities associated with corruption, wither active or passive. However, the adoption of the Whistleblowing reporting channel pursuant to Legislative Decree No. 24/2023 allows employees, suppliers and other stakeholders to safely and confidentially report any incidents of corruption or violations of internal procedures.

In 2024 and in the previous reporting period, there were no investigations or convictions against Solid World Group for violations of regulations on corruption and bribery.

Political influence and lobbying activities

ESRS Standards	ESRS G1-5
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The Solid World Group does not exert any political influence or engage in lobbying. It makes no financial contributions to political parties, their elected representatives or candidates for political office. As such, the Group is not obliged to enroll in the European Union's Transparency Register or equivalent registers established by member states.

The company Solid World Group S.p.A. has been duly registered with the Companies Register of the Treviso-Belluno Chamber of Commerce since January 24, 2020, as defined by applicable regulations.

Payment practices

ESRS Standards	ESRS G1-6
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Management of payments to suppliers is a key aspect of the Group's success. Establishing clear contractual terms and complying with them is not only a matter of fairness, but also a matter of business strategy. Payment terms, which define the period within which invoices received must be paid, may vary according to requirements and agreements made with counterparties. Generally, the most common deadlines involve 30- or 60-day payments, as defined by Directive 2011/7/EU of the European Parliament and of the Council.

Respecting these conditions goes beyond mere legal or contractual compliance, but contributes to building strong supplier relationships that are based on mutual trust, thereby supporting the Group's growth.

ESRS content index

ESRS content index			
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