

Sustainability Report 2025

ESRS REPORTING
STANDARDS



MESSAGE TO STAKEHOLDERS

The Sustainability Report describes the journey through which Athena turns its commitment into responsible growth that can generate value over time.

In a constantly evolving landscape, we continue to develop a business model that combines economic solidity, environmental protection, people development and integrity in corporate management.

During the year, we strengthened internal processes, invested in skills development, further improved the quality of our products and services, and consolidated sustainability as a strategic lever for competitiveness and business continuity.

The double materiality analysis enabled us to identify the most significant ESG topics and to provide a clearer picture of the impacts generated by our activities, the initiatives undertaken and the areas on which we will continue to focus our efforts.

We are aware that a path of sustainable development is built through everyone's contribution and collaboration. For this reason, we would like to thank our employees, customers, suppliers, partners and stakeholders who support the Company's growth every day.

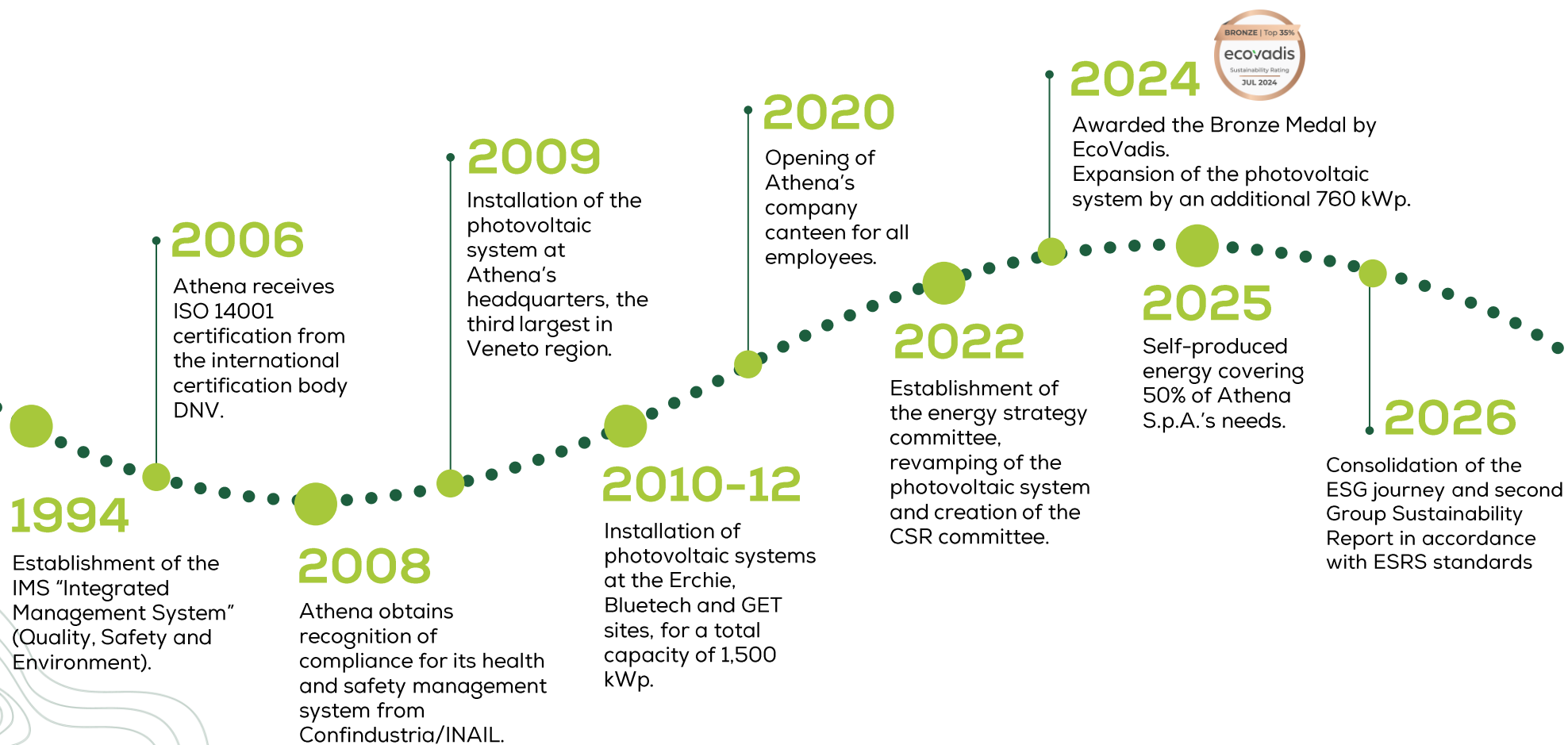
Their support is essential as we move forward together towards an increasingly responsible, solid and lasting future.

Erardo Ratzenbeck
CEO



OUR STEPS TOWARDS A FULLY SUSTAINABLE APPROACH

Through a concrete commitment to innovation, informed decision-making and collective effort, we are gradually transforming our operations and, day after day, leaving our mark on the path towards a greener future.



MISSION & VISION

Mission

The world of mechanical and electronic engineering is moving towards sustainable innovation. In this context, Athena aims to be the ideal, solid and innovative answer, tailored to the needs of its customers worldwide.

Vision

Production, People, Safety and Sustainability. Based on these pillars, Athena aims to bring its products worldwide while improving the quality of life of all its employees.



OUR VALUES



MOTIVATION

We value people by recognizing talent and providing scope, responsibility and growth.



EXCELLENCE

We pursue absolute quality through innovation, lean organization and continuous improvement.



LOYALTY

We act with honesty, transparency and consistency, facing mistakes and challenges with trust and unity.



RESPONSIBILITY

We are guided by autonomy and awareness, respecting rules, goals and commitments with integrity.

ATHENA'S SUSTAINABLE DEVELOPMENT GOALS: A GLOBAL CALL TO ACTION

Adopted by the United Nations in 2015, the 17 Sustainable Development Goals (SDGs) represent a shared agenda to address global environmental, social and economic challenges by 2030.



Athena promotes health, safety and well-being through internal initiatives and environmental and social projects in the local area.



We invest in continuous training and skills development, supporting the professional growth, upskilling and employability of our people.



Athena monitors withdrawals and discharges, treats and reuses water in production processes, and acts to reduce consumption and waste while preventing contamination of water resources.



We monitor consumption and adopt renewable sources to achieve greater energy autonomy, while raising awareness of energy savings.



Athena promotes stable employment and a safe, inclusive and fair working environment, supporting welfare, equal opportunities and professional development.



We are committed to the environment, safety and local development by supporting social, cultural, sports, healthcare and environmental initiatives for the benefit of local communities.



We protect the environment by supporting local conservation and greening initiatives, such as WOWnature, by planting one tree for every employee.



Athena promotes integrity, transparency and responsibility through its Code of Ethics, compliance, whistleblowing, anti-corruption measures, complaints, corrective actions and Supplier Code of Conduct.



Athena integrates sustainability into governance through double materiality, stakeholder engagement, dialogue with the local area and community partnerships.

Athena S.p.A. contributes to the achievement of all 17 Sustainable Development Goals by integrating them into its industrial strategy and daily practices. The 9 Goals shown above are those where the company has achieved its most significant performance, demonstrating a concrete commitment to more equitable and responsible development.

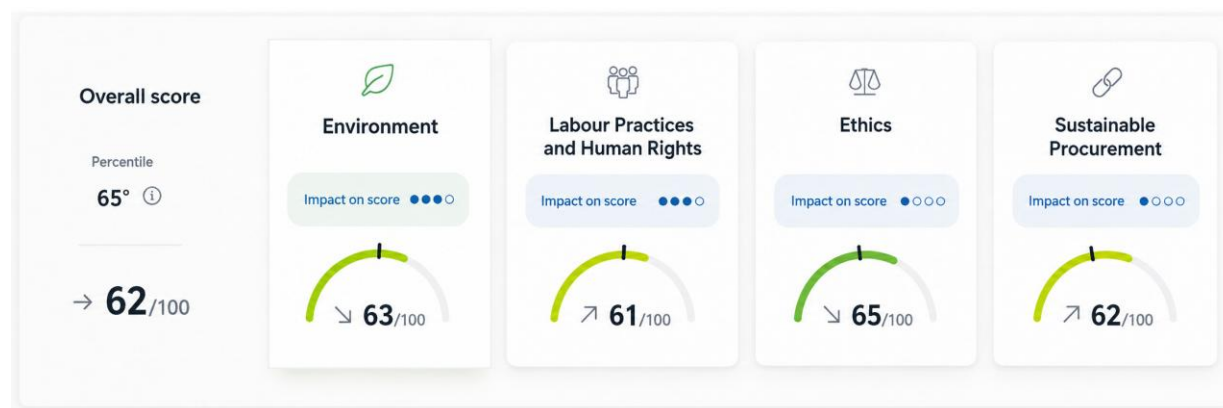
DISCOVER ALL 17 SUSTAINABLE DEVELOPMENT GOALS

[LEARN MORE](#)

ECOVADIS: RECOGNITION OF OUR COMMITMENT TO SUSTAINABILITY

Athena S.p.A. achieved a score that placed it in the **top 35%** of companies assessed on the **EcoVadis** platform, confirming its position for the second consecutive year in the **Bronze** band and exceeding the industry average.

This recognition reflects our concrete, day-to-day commitment to environmental, social and ethical sustainability, certified by one of the most widely recognized international standards.



2025 REPORT SCOPE

_Athena S.p.A.



- 01. HQ Plant (Alonte, VI, Italy)
- 02. Business Unit Bluetech (Alonte, VI, Italy)
- 03. Business Unit GET (Alonte, VI, Italy)
- 04. Erchie Plant (Erchie, BR, Italy)

INNTECK S.r.l.

_Foreign Subsidiaries



- 01. Athena USA, Inc.
- 02. Athena Motor Ibérica
- 03. Athena India Hitech Components Pvt Ltd

INNTECK-USA Corp.

2025 REPORTING CONTEXT

Athena S.p.A. is **not currently subject to the obligation to prepare** a Sustainability Report, as required by regulations for large undertakings, listed SMEs and parent undertakings of large groups.

However, the company has chosen to **anticipate regulatory developments**, launching a **voluntary reporting process** aimed at strengthening internal processes, transparency and stakeholder dialogue.

The document is inspired by the **European Sustainability Reporting Standards – ESRS**, structured into cross-cutting, ESG topical and sector-specific standards.

The reporting adopts a **double materiality** perspective, considering both the impacts generated by Athena on **the environment and society** as well as the risks, opportunities and effects of ESG factors on the company's activities, results and **outlook**.



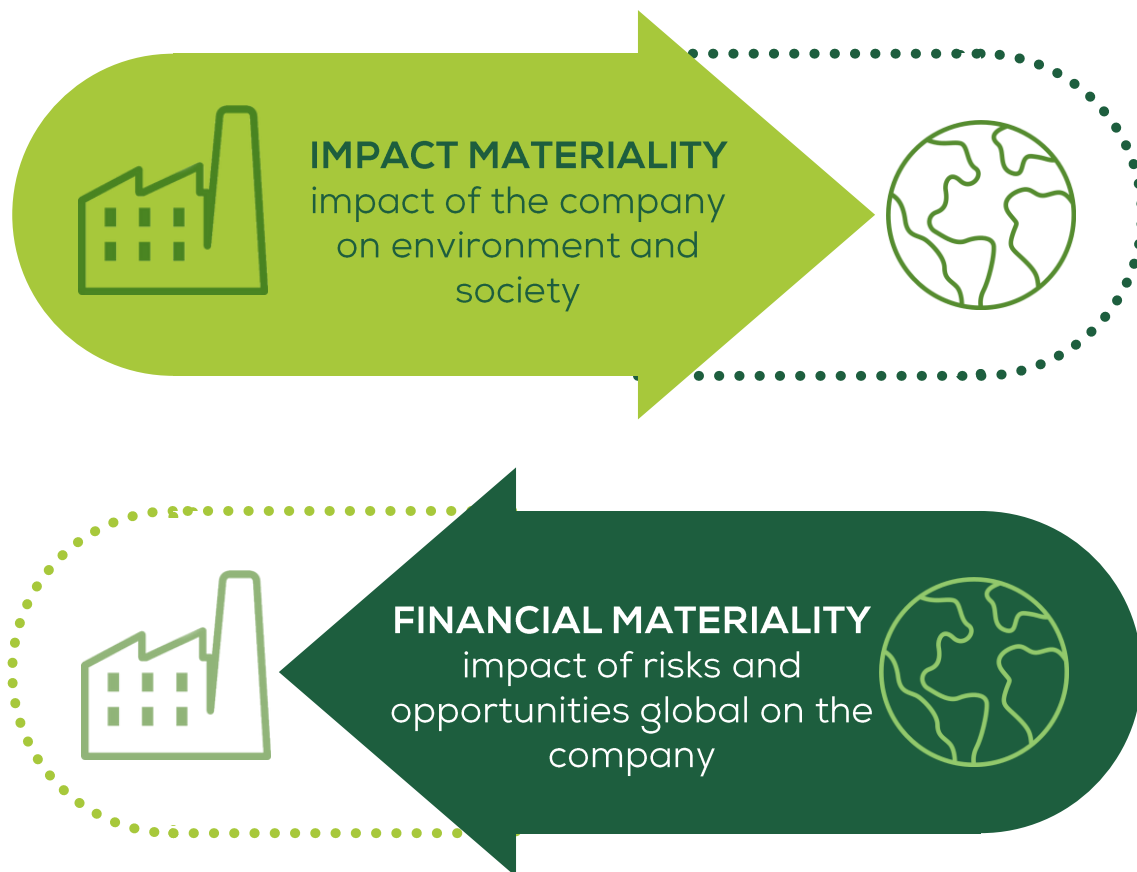
HOW WE CREATE VALUE

We operate responsibly to create shared and lasting value for all our stakeholders and for the local areas where we are present



2025 REPORTING CONTEXT

Double Materiality



2025 REPORTING CONTEXT

Material Sustainability Matters

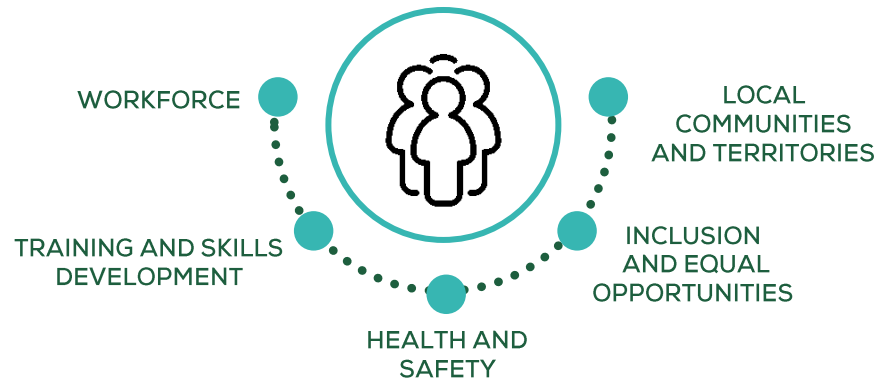
ENVIRONMENT



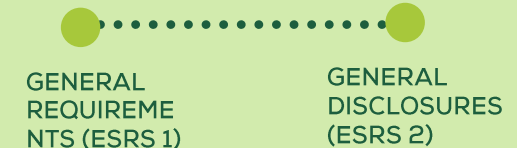
GOVERNANCE



SOCIAL



CROSS-CUTTING PRINCIPLES



2025 REPORTING CONTEXT

2025 Sustainability Report Comparison with the previous year



643 +3.4%

Employees covered by the report

Athena Group



2.26 MWp +50.6%

Installed photovoltaic capacity

Athena S.p.A.



40% (+12 p.p.)

Energy autonomy

Athena S.p.A.



83%

Waste recovered

Athena S.p.A.



0

Corruption cases

Athena S.p.A.



100%

OHS System coverage

Athena S.p.A.

For Athena, sustainability translates into concrete results: environmental investments, people development and governance based on ethics, transparency and responsibility.



Summary of **impacts, risks and opportunities** material



IMPACTS

- Energy consumption and emissions
- Impacts from substances, discharges and waste
- Use of water resources
- Material recovery and circular economy



RISKS

- Energy cost volatility
- Environmental non-compliance
- Availability of water resources
- Dependence on raw materials and suppliers



OPPORTUNITIES

- Energy efficiency
- Renewable sources
- Clean energy and hydrogen
- Valorization of scrap and alternative materials



Summary of **impacts, risks and opportunities** material



IMPACTS

- Welfare, health and safety
- Training and skills development
- Local initiatives
- Product quality and safety



RISKS

- Skills shortage
- Rising labor costs
- Reputational risks
- Quality non-compliance



OPPORTUNITIES

- Employee retention
- Company attractiveness
- Local reputation
- Greater customer trust

ESRS GOVERNANCE



Summary of **impacts, risks and opportunities** material



IMPACTS

- ESG compliance
- Code of Ethics
- Supplier Code of Conduct
- ESG reporting



RISKS

- Misconduct in the supply chain
- Reputational and regulatory risks



OPPORTUNITIES

- Strengthening ESG reputation
- Sustainable partnerships
- Innovation and business development



ENVIRONMENT

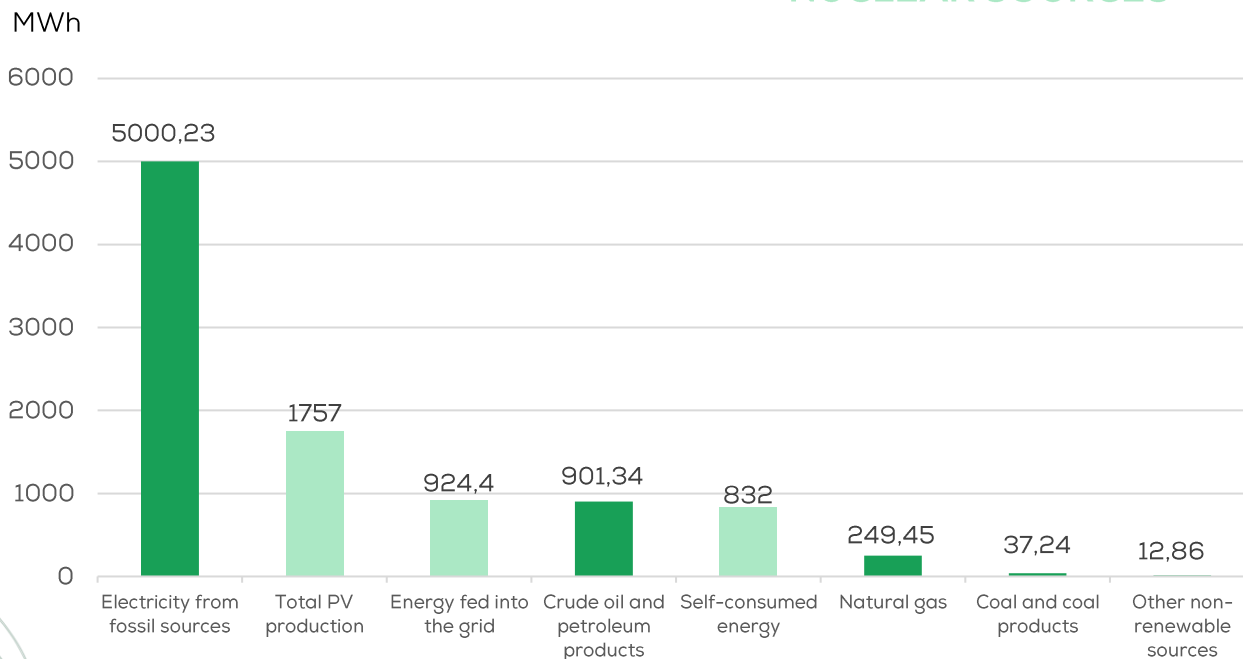
ENVIRONMENT ENERGY CONSUMPTION



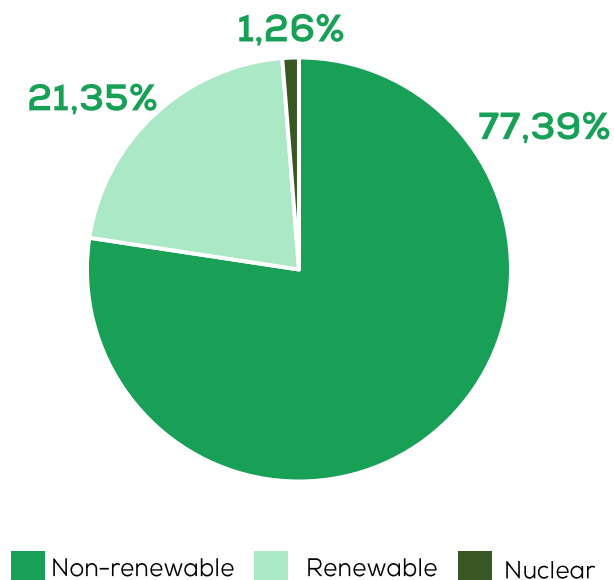
_Athena Group

FOSSIL SOURCES

RENEWABLE AND NUCLEAR SOURCES



BREAKDOWN BY SOURCE



ENVIRONMENT

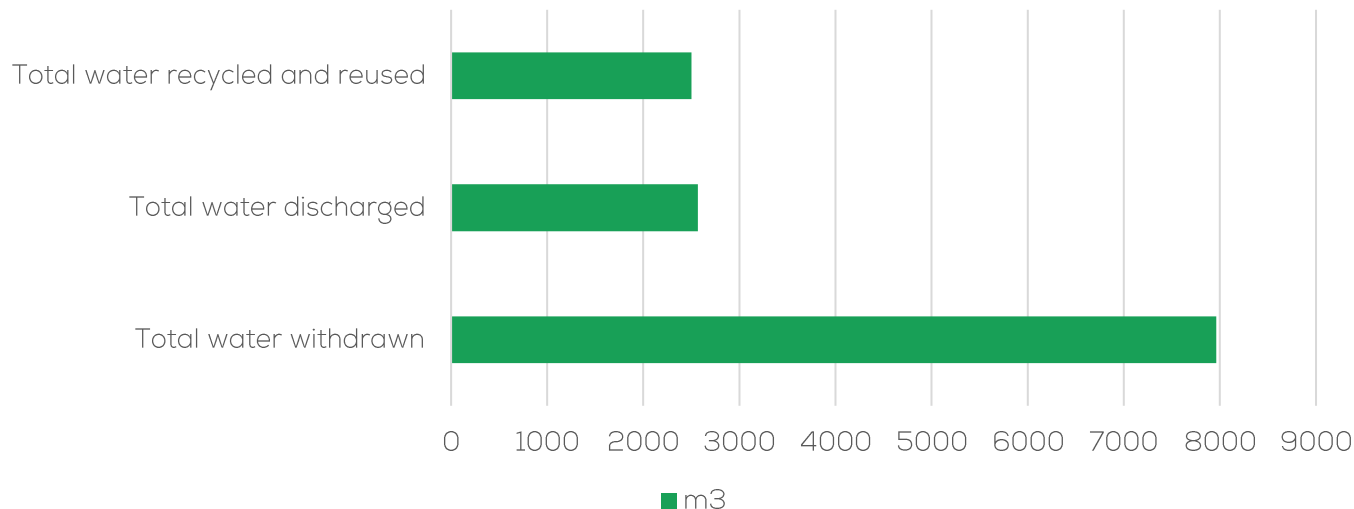
WATER CONSUMPTION



_Athena Group

WITHDRAWALS, DISCHARGES AND REUSED WATER IN M³

INDICATOR	VALUE
Calculated net water consumption	3,500 m ³
Net revenue	€78m
Calculated water intensity	44.9 m ³ /€m

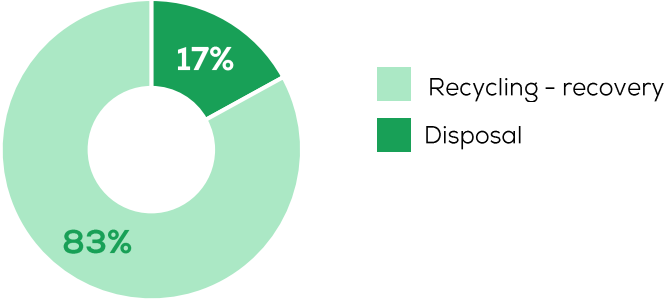


ENVIRONMENT WASTE

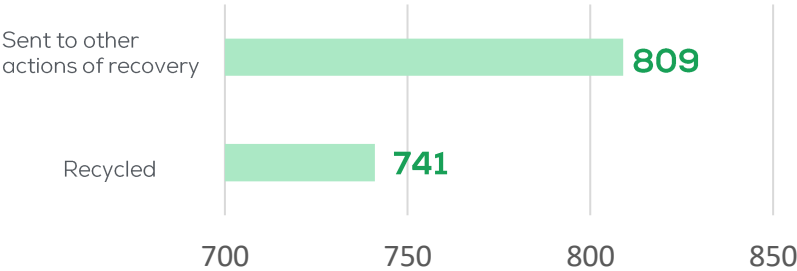


_Athena S.p.A.

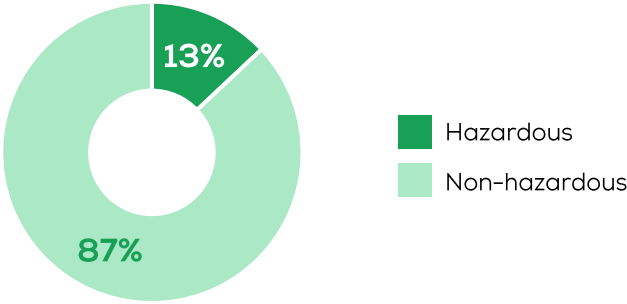
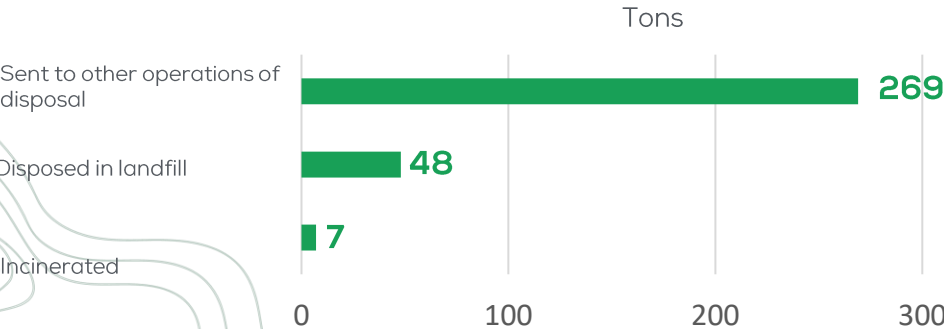
WASTE BREAKDOWN BY DESTINATION



WASTE SENT FOR RECOVERY



WASTE SENT FOR DISPOSAL



Tons



PEOPLE

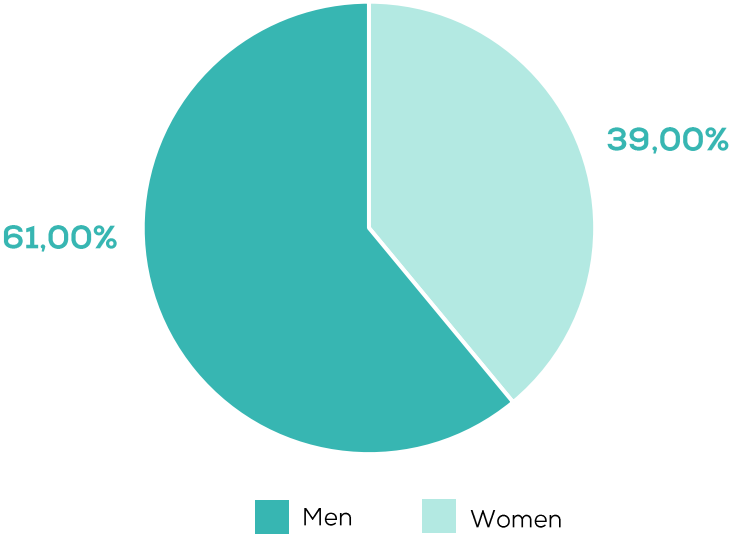


PEOPLE OWN WORKFORCE

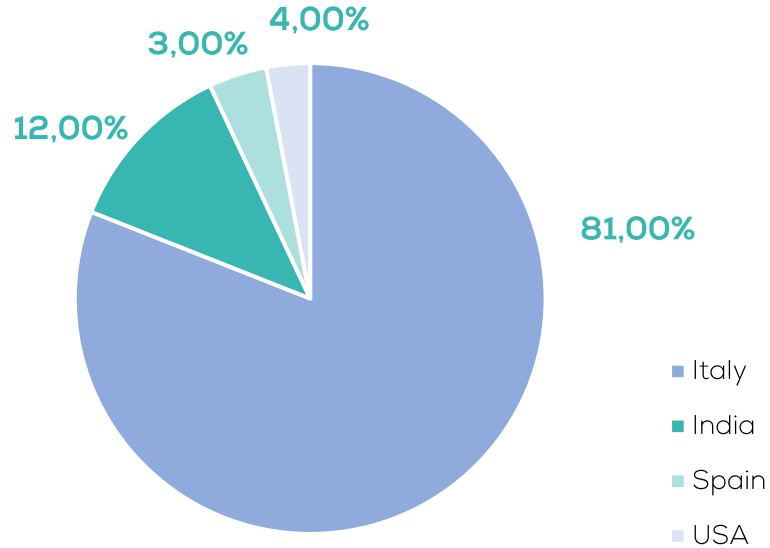


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BREAKDOWN BY GENDER



DISTRIBUTION BY GEOGRAPHIC AREA



PEOPLE OWN WORKFORCE

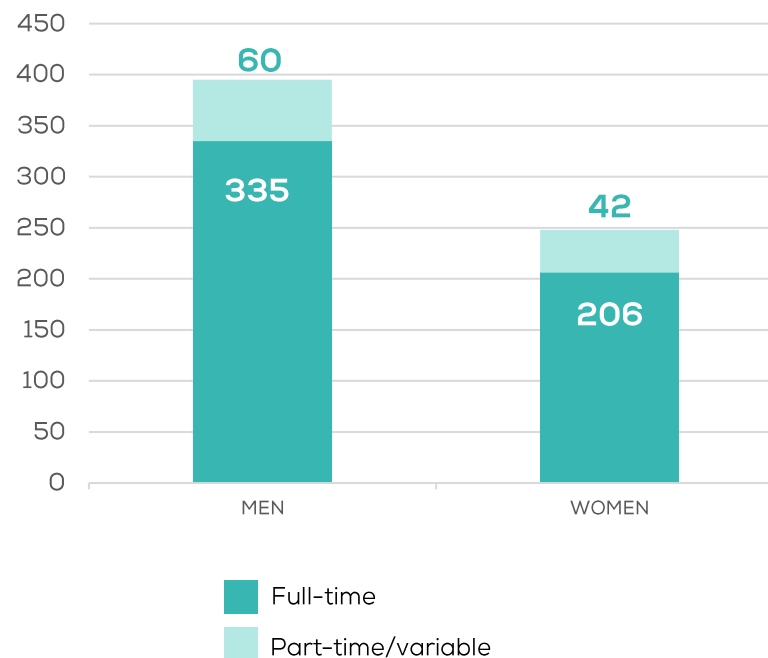


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DISTRIBUTION BY CONTRACT TYPE AND GENDER



DISTRIBUTION OF WORKING HOURS BY GENDER

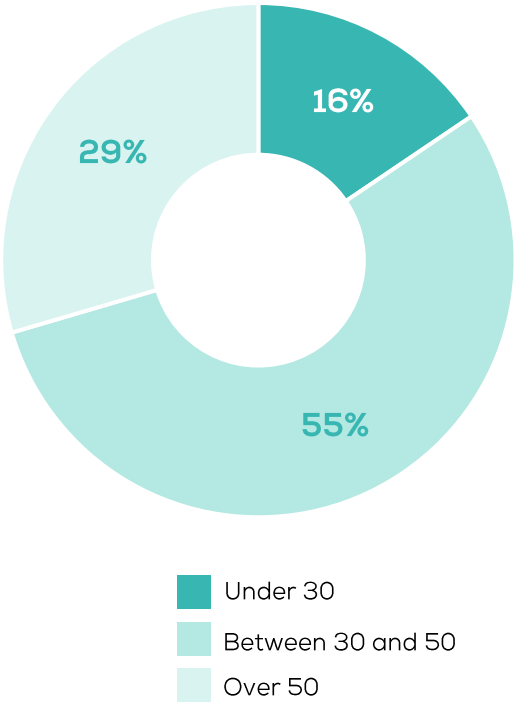


PEOPLE OWN WORKFORCE

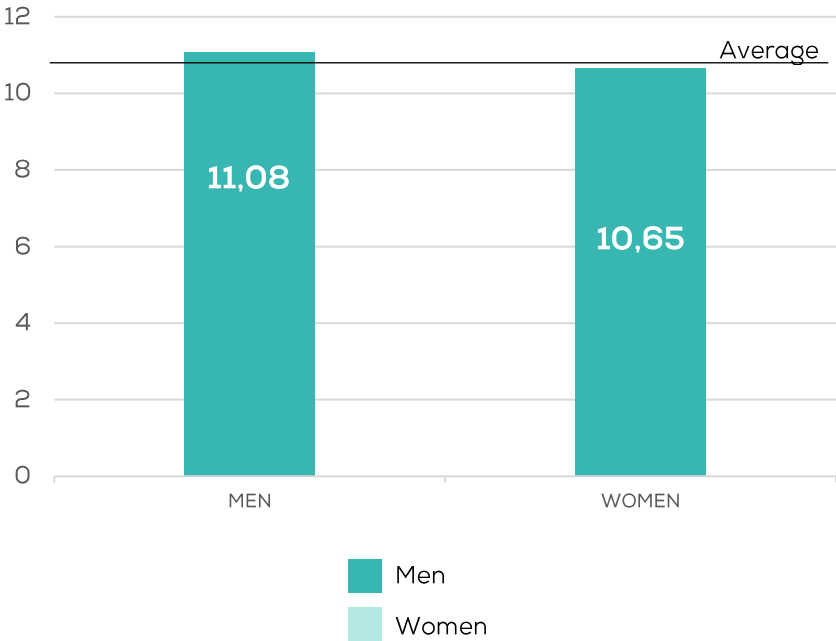


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DISTRIBUTION BY AGE GROUP



AVERAGE TRAINING HOURS BY GENDER



PEOPLE AFFECTED COMMUNITIES



Athena's approach to communities, initiatives and monitoring



DIALOGUE

- ✓ Discussion with local authorities
- ✓ Partner
- ✓ Stakeholder



IMPACT MANAGEMENT

- ✓ Listening
- ✓ Handling communications
- ✓ Support from the CSR team



INITIATIVES

- ✓ Social
- ✓ Cultural
- ✓ Sports
- ✓ Environmental
- ✓ Healthcare



MONITORING

- ✓ Ongoing dialogue
- ✓ Participation
- ✓ Feedback
- ✓ No critical issues



GOVERNANCE

- ✓ Code of Ethics
- ✓ Company policies
- ✓ Supplier Code

PEOPLE CONSUMERS AND END USERS



Relationship with consumers and end users

Athena is committed to ensuring the quality of products and services, transparency of information and protection of customer rights throughout the entire business relationship.



CODE OF ETHICS

Fairness, transparency,
human rights and
stakeholders



CUSTOMER REQUIREMENTS

Technical, quality,
environmental, CSR and
sustainability requirements



MONITORING AND REPORTING

Internal controls, collection
of any reports and
management of assessments



REMEDIES AND CORRECTIVE ACTIONS

Corrective actions, disciplinary
measures, resolution of
complaints and disputes



DUE DILIGENCE IMPROVEMENT

Targeted process assessments
with appropriate improvement
actions in line with
UN, ILO and OECD standards



CONSUMERS AND END USERS

Product quality, transparency
and protection of rights

PEOPLE CONSUMERS AND END USERS



Complaints, monitoring and key evidence



- ✓ Dedicated channels are in place to manage complaints and reports
- ✓ Continuous improvement through analysis of critical issues and corrective actions
- ✓ Monitoring through KPIs, customer scorecards, internal metrics and customer satisfaction
- ✓ Support from certified management systems:
 - ISO 9001
 - IATF 16949
 - ISO 14001

PEOPLE INITIATIVES FOR EMPLOYEES AND THE COMMUNITY





GOVERNANCE

GOVERNANCE BUSINESS CONDUCT



Business Ethics, Integrity and Whistleblowing

Governance guides Athena's choices and strengthens stakeholder trust through effective risk oversight and the integration of ESG criteria into business processes.

Integrity, transparency and compliance guide a sustainability model capable of generating shared value over the long term and consolidating responsible relationships.

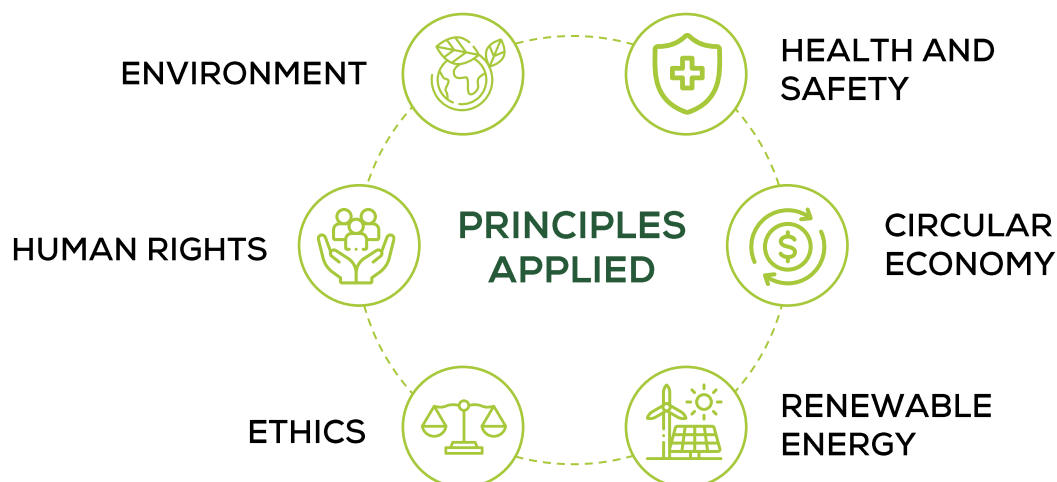


GOVERNANCE BUSINESS CONDUCT



Responsible Supplier Relationship Management

Athena integrates ethical, social and environmental criteria into supplier management, promoting responsible business relationships and oversight of the main ESG risks along the value chain.



GOVERNANCE BUSINESS CONDUCT



Business Conduct Performance

0

Convictions

0

Fines

0

Corruption

0

Proceedings

- ✓ No lobbying activities
- ✓ No political contributions
- ✓ Active whistleblowing system
- ✓ Monitoring of business relationships and payment practices

CONCLUSIONS

2025 SUSTAINABILITY REPORT



*With the 2025 Sustainability Report, Athena gives shape to a journey already underway: it makes **commitments and results**, makes **dialogue** visible, strengthens stakeholder dialogue and turns reporting into a concrete lever to **improve** processes, decisions and **creation** of **value** over time.*



ATHENA



ESG
ATHENA TEAM

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Thank you

