

SUSTAINABILITY REPORT 2024

TECHNOLOGY

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

We are pleased to present the ninth edition of our Company's Sustainability Report. In continuity with the work carried out over the years, this document, prepared on a voluntary basis, summarizes the progress made in our journey of growth and awareness in this area.

We believe that growth can only occur on solid and concrete foundations. Therefore, in addition to economic results and financial stability, we focus on the value of people and our commitment to social, environmental, and economic sustainability. For LAST Technology, a sustainable business model is based on ethics, transparency, environmental protection, and the creation of shared value with all stakeholders. This approach strengthens the social dimension, which is essential for productive development and the connection with the territory. The principles expressed in our Code of Ethics make sustainability a strategic lever for long-term value creation. Every day, we work to balance the interests of stakeholders, promoting dialogue and the sharing of objectives.

Over the years, we have made ethics and transparency the pillars of our corporate culture. The desire to represent a point of reference, especially in the pharmaceutical sector in which we operate, has led us to develop solid governance capable of ensuring long-term stability and sustainability. Consequently, attention to people has become a priority. We are committed to providing a serene, transparent, and stimulating work environment, where strategic choices are aligned with our corporate vision. In the past year, we have published the Diversity, Equity, and Inclusion Policy and the Anti-Corruption Policy, the latter based on a risk assessment conducted within the organization. We have introduced greater flexibility in working hours and a company canteen service, with tangible benefits on work-life balance and reducing environmental impact. Furthermore, we continue to invest in training and skills development, with positive effects on individual and corporate performance.

At the same time, we work to reduce consumption and emissions, despite business growth and increased energy needs. This has been possible thanks to the transition to renewable sources and the promotion of sustainable mobility, with the introduction of hybrid vehicles in our company fleet and the installation of charging stations at the production site.

Our approach is inspired by the principles of the UN's 2030 Agenda and the Sustainable Development Goals (SDGs), which provide a common language to communicate our vision of sustainability to companies, organizations, and institutions. This Sustainability Report represents a step in our journey of responsible growth, allowing us to monitor progress and define new commitments. Innovation and technological development remain key factors in addressing an ever-evolving context, seizing opportunities, and anticipating risks. To achieve these goals, we have involved all our staff, particularly the Heads of the main corporate functions, making sustainability a transversal and shared value at all levels. We have analyzed processes, collected data and information to obtain a clear vision of our performance, identify strengths, and address critical issues, with the aim of constant and continuous improvement.

The quality of our products and services is the result of a process that places people (employees, customers, and suppliers) at the center, who are an integral part of our idea of value creation, contributing to the definition of future decisions and investments.

With the desire to convey our commitment and passion to make LAST Technology increasingly sustainable, we thank you for your collaboration and for the time dedicated to reading this Report. We are aware that the path towards a sustainable growth model is still long, but we are ready to face it.

Best regards,

President

Massimo Castellarin

WHO WE ARE

LAST Technology is a company dedicated to the design of process equipment for the pharmaceutical industry. Our headquarters are located in the North-East of Italy, near Venice.

Our corporate philosophy, focused on quality and production flexibility, has led us to achieve significant goals through solutions that offer high performance, safety, and reliability, in line with customer expectations.

The commitment to offering products of the highest quality is one of the main drivers of the company's development, with the ambition to position ourselves in the market with products that stand out for their attention to quality and detail. Our company, thanks to the considerable experience gained over the years and numerous laboratory tests, is now able to offer high-performance equipment and solutions for the global market.



WASHING AND DISINFECTION

Automatic static cleaning and disinfection processes.

DRYING

Static processes to remove humidity from products.

DECONTAMINATION

Static surface bio-decontamination processes.

OUR FOCUS ON

COMBINED PROCESSES

Combined processes, energy savings, compact dimensions and lower investment costs.

STERILIZATION

Static sterilization processes with chemicals, moist heat and dry heat.

DEPYROGENATION

Static hot air depyrogenation processes.



WHAT INSPIRES US

OUR VALUES

- Integrity
- Transparency
- Personal Responsibility
- Consistency
- Sustainability and Shared Value
- Quality and Service Excellence
- Efficiency
- Innovation and Continuous Improvement
- Engagement and Empowerment
- Willingness to Choose

OUR MISSION

We develop and produce cutting-edge solutions for the inactivation of microorganisms, significantly contributing to the processes of drug development and production.

OUR ACTIONS

- We make decisions in our daily activities and take responsibility for them;
- We share information and are collaborative and open to others' contributions;
- We keep our commitments, carrying out activities with determination and passion;
- In everything we do, we strive for excellence;
- We adopt and promote safe behaviors, proactively improving health, safety, and well-being conditions;
- We are committed to inclusion, recognizing and valuing individual differences;
- In our workplace, we ensure the satisfaction of customers and/or colleagues, acting efficiently and swiftly;
- We propose new solutions and do not give up in the face of obstacles or failures;
- We recognize and reward merit.

OUR NUMBERS

INCOME

€ 7.974.244



MACHINES SOLD

43



EBITDA

22 %



OFFERS SENT

438



OUR PRODUCTS IN THE WORLD



INVESTMENTS

In 2023, our company made numerous investments aimed at enhancing environmental sustainability, including the installation of a photovoltaic system to harness clean energy, the optimization of production facilities, and their conversion from LPG to electricity, accompanied by relamping and the installation of electric charging stations to support sustainable mobility. In 2024, although we did not make economically significant investments, we focused on consolidating and implementing the interventions carried out the previous year, further integrating our sustainability journey by replacing combustion engine company cars with hybrid models. The investments planned and made in the last three years aimed at environmental sustainability are fundamental for achieving the Sustainable Development Goals (SDGs), as they allow us to reduce environmental impact, optimize resources, and promote more responsible and resilient business models. By adopting innovative and eco-friendly solutions, we not only respond to global sustainability challenges but also create long-term value for all stakeholders, thereby strengthening our commitment to inclusive, sustainable, and responsible economic growth.



BUSINESS MODEL

LAST has always been committed to developing its business by following a model that aims to generate value through ethical and responsible practices that adapt to the characteristics and challenges of the industry context. The path undertaken aims to integrate sustainability objectives within its business with a view to continuous improvement. The model is developed according to a scheme where the resources inputted are used to produce shared value along the entire supply chain in order to pursue the set objectives and contribute to its sustainable development. Sustainability is integrated into the corporate strategy and business decisions through careful and updated risk analysis to make the best use of the resources inputted. The risk analysis integrated with ESG (Environmental, Social, Governance) factors allows the prevention and mitigation of major threats, protecting business activities. Through a cycle of monitoring financial and non-financial performance, the company produces short- and medium-term results (outputs). The outputs are monitored through dedicated action plans and specific indicators managed by the various corporate departments.



BUSINESS MODEL



BUSINESS MODEL - Resources

	HUMAN	INTELLECTUALS	FINANCIAL	PRODUCTIVE
INPUT	The constant investment in the well-being and training of human resources makes it possible to generate added value for business activities. Corporate values serve as the compass to guide strategic choices and people management.	The intellectual capital of LAST represents a wealth of know-how in the design of process machines for the demanding pharmaceutical industry market. It has been enriched in recent years through the filing of several patents aimed at improving the efficiency and sustainability of the machines. Additionally, the presence of a corporate procedural body, supported by IT systems, established practices, processes, and internal procedures, enables efficient and continuous business management.	The Company's financial structure is characterized by a solid framework and careful management of the net financial position, based on liquidity and credit lines, which ensures business continuity and the realization of planned investments. Utilization of public contributions related to projects and initiatives that promote environmental, social, or economic sustainability, encouraging more responsible practices.	LAST operates from its headquarters in Prata di Pordenone. In 2024, our products were distributed to 45 different countries, many of which were served through a local sales network. In the current year, the company has implemented the energy conversion investments made in the previous two years by establishing a system for monitoring production and corporate energy consumption.
OUTPUT	At the core of the Company's approach is the belief that constant attention to people's well-being is directly proportional to the improvement of corporate performance. Indeed, the commitment to maintaining an inclusive and healthy work environment, developing professional growth paths, and integrating ethics into performance evaluation processes promotes retention and talent attraction.	The policies, internal procedures, and IT systems implemented support the ongoing maintenance of compliance with the highest standards of management system certification. This translates into increasing efficiency of business processes and a stimulus for continuous innovation. In 2024, the company proceeded to implement its organizational structure to ensure compliance with the sustainability standards required by the ECOVADIS certification.	With a view to continuous growth, the Company has defined a strategic plan that includes investments to consolidate and increase resilience and profitability, thereby strengthening the company's positioning in terms of sustainable development.	The Company ensures the high quality of its finished product by adhering to rigorous standards that encompass both processing and testing procedures, as well as innovation and continuous maintenance of production machinery. The recent introduction of new machines interconnected with the factory system and the installation of a supervision system for monitoring consumption aim to significantly improve the performance of the machines produced in terms of reducing environmental impact through energy efficiency and the reduction of pollutant emissions.

RISK MANAGEMENT

In order to preserve value creation and ensure the achievement of objectives in the area of sustainability, the Board of Directors identifies, manages and defines actions to mitigate the main risks to its business. Risk management solutions aim to protect the company from harm and create opportunities to improve business performance. The analysis carried out allowed for the study and categorization of risks within the following four macro-areas, each of which implies specific risks:

- Sustainable supply chain: risks along the supply chain have diverse impacts and are related to many factors including:
 1. Supply-related waste;
 2. Material handling and optimizing freight loads;
 3. Emissions in the supplier transportation cycle;
 4. Inefficiencies with environmental impacts and hidden management costs along the supply chain.
- People development, well-being and retention: this risk refers to attractiveness to new candidates and turnover, particularly among qualified key figures.
- Health and safety: this area contemplates the risks that can most impact the Company operationally, economically, and reputational-whether they originate from issues related to the healthiness of the work environment and the health and safety of employees, or the occurrence of serious accidents.
- Climate change: climate change is a source of risk for several types of impacts, by way of example, extreme weather events that also result in acute and chronic physical damage along the supply chain, or the increasingly recurring extreme events (such as hail and floods or droughts. etc.).

RISK MANAGEMENT

In the context of corporate sustainability, risk management is a fundamental element to ensure the resilience and long-term success of organizations. Including an accurate risk assessment in the sustainability report allows for the identification, evaluation, and management of potential threats and opportunities related to the environmental, social, and economic aspects of business activities. This approach not only promotes greater transparency and accountability but also helps mitigate negative impacts and maximize the benefits derived from sustainability initiatives. From this perspective, the company constantly monitors risk factors and emerging opportunities according to an approach that has been consolidated in the various editions of its sustainability report. For 2024, in continuity with the previous year, the company maintains the existing risk mapping, which correlates the probability of occurrence of the event and its magnitude.

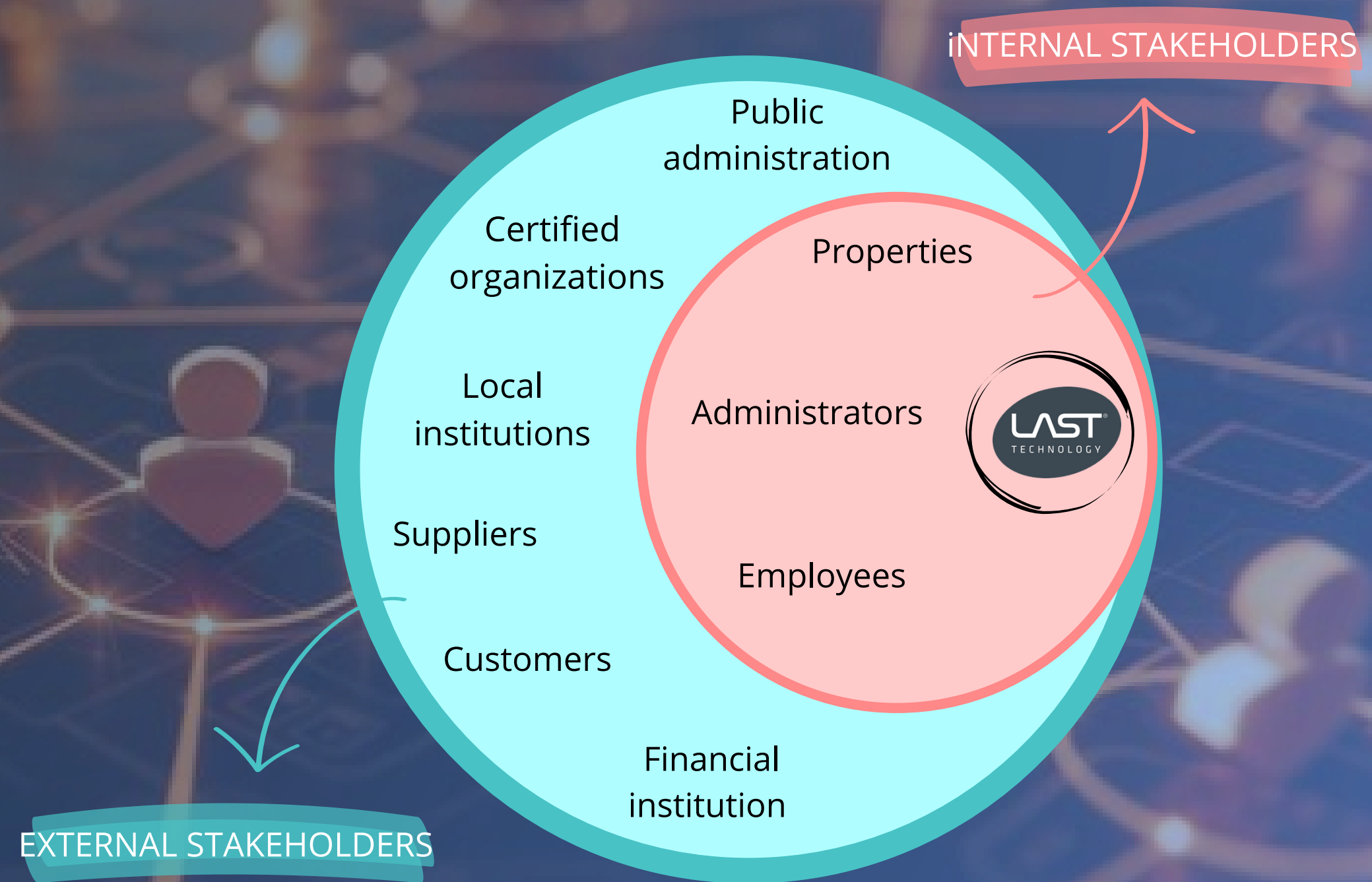
The specific risks have been evaluated and detailed through dedicated interviews with the relevant functions. For each risk, the probability and severity of each event were assessed based on the intensity and extent of their impacts on the environment, people, local communities, and the company itself, while also considering the mitigation actions in place. The results of the analyses are represented through the following heatmap, which correlates the probability of occurrence of the event and its magnitude.



STAKEHOLDERS

Stakeholders are defined as all individuals and groups of people who can influence or be influenced by a company's activities in terms of policies, products, and work processes: owners, directors, employees, customers, suppliers, institutions, environment, banking system, and local community.

Stakeholder engagement is a fundamental process for strategic planning and business development, as well as for sustainability activities and programs in line with the pursuit of the company's sustainable development goals.



THE VALUE OF SUSTAINABILITY



Sustainability today represents an essential imperative for society, as it is based on values that permeate every aspect of economic and social activity. The identification and management of material topics, that is, the most relevant and significant issues for society and the company itself, become fundamental to guiding strategies towards a positive and lasting impact. In this context, the UN's Sustainable Development Goals (SDGs) provide a universal framework, outlining key objectives to address global challenges such as poverty, inequalities, climate change, and environmental protection.



The intersection of sustainability values, corporate material topics, and the SDGs creates fertile ground for innovation, collaboration, and shared value creation, fostering a more equitable, resilient, and prosperous future for all. In this perspective, we examine the importance of sustainability values in relation to corporate material topics and the key role of the SDGs in shaping a more sustainable and inclusive economy and society.



MATERIALITY ANALYSIS

- **We analyze the context:**
To identify and analyze key ESGs, current and future, limiting risks and impacts and taking full advantage of related opportunities.
- **We engage different categories of stakeholders:**
By identifying and assessing priority issues for the Company and its key stakeholders.

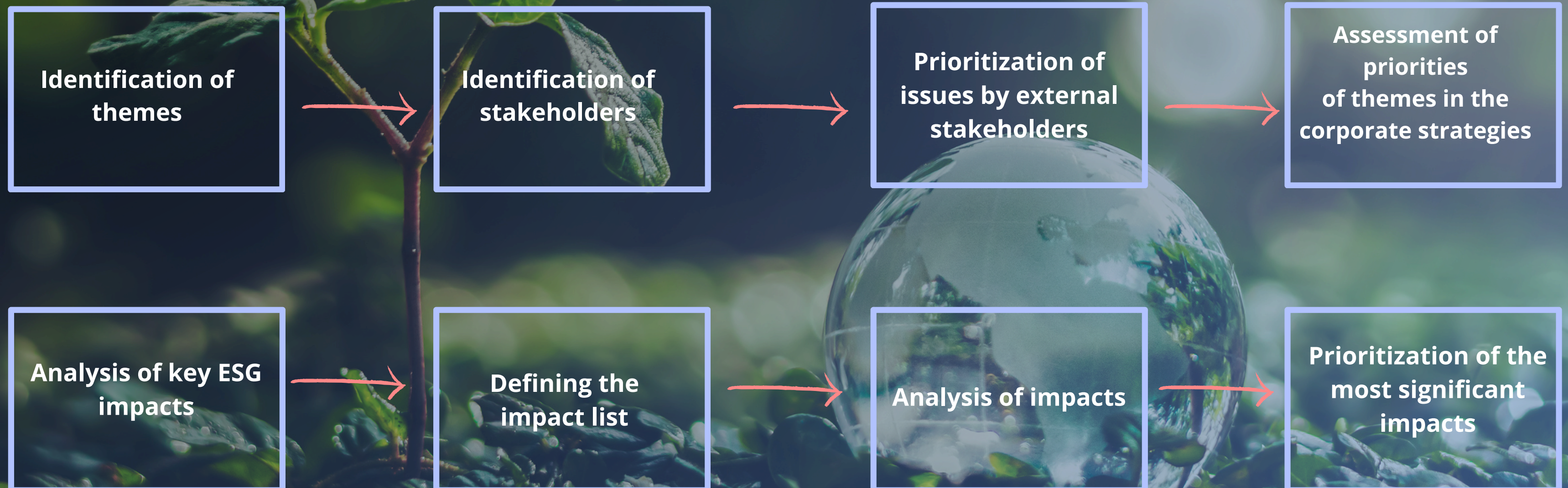
- **We define the matrix of priorities:**
To keep listening at all times with individuals or interest groups that are affected or could be affected by the organization's activities.
- **We assess the impacts generated and suffered:**
To identify the material issues, i.e., the issues that represent the most significant impacts of the organization on the economy, environment and people, including impacts on human rights.

IL PROCESSO DI ANALISI DELLA MATERIALITA'

In order to assess economic, social, and environmental challenges, identify their risks, mitigate their impacts, and fully seize the related opportunities, a comprehensive materiality analysis was conducted, focusing on the main current and future ESG objectives. The sustainability context analysis identified ten key ESG objectives, including climate change, energy efficiency, sustainable innovation, supply chain sustainability, and the enhancement and well-being of people. These phenomena influence the economic, social, and environmental dimensions of sustainable development both today and in the future, often interacting and combining to amplify their individual impacts. The impacts of the ten identified ESG objectives within the social, economic, and environmental context were analyzed and evaluated by a sample of stakeholders.

The materiality analysis, through the involvement of various categories of internal and external stakeholders, allowed for the identification of material topics, which represent the most significant impacts of the organization on the economy, environment, and people, including impacts on human rights. The results of this analysis support the definition of objectives to be included in the strategic sustainability plan, to which various corporate functions contribute. The impact analysis model is fundamental as it enables the Company to identify material topics and thus focus on the best ways to manage them, both in terms of risk management and opportunity enhancement. Furthermore, the Company must recognize its strategic priorities, also considering the perspectives of its stakeholders; therefore, the identification of priority ESG topics on which LAST intends to commit strengthens the impact management view.

PRIORITY IDENTIFICATION PROCESS



PRIORITIZATION EVALUATION OF ISSUES IN BUSINESS

STRATEGIES

For the purpose of developing the 2024 priority matrix, LAST evaluated the priority of topics within its strategies (vertical axis of the matrix), taking into account the directions defined by the Strategic Plan, the objectives of the Functions/Business Lines, and the commitments made by the Company through its policies and conduct criteria. This analysis involved the participation of various corporate functions, function managers, and top executives (President and CEOs) through ad hoc interviews.

Below is the 2024 priority matrix, which considers the contributions of stakeholders, weighted based on their relevance to the type of business in which they operate:

ENVIRONMENTAL THEMES

- A) Environmental sustainability and the fight against change
- B) Energy efficiency

SOCIAL ISSUES

- C) Management, development and motivation of people
- D) Ensuring health and well-being for all
- F) Health and safety at work
- G) Involvement of local communities
- M) Enhancement of diversity

BUSINESS AND GOVERNANCE ISSUES

- H) Creation of Economic and Financial Value
- E) Customer centricity
- I) Innovation, circular economy and digital transformation
- L) Sustainable supply chain
- E) Solid governance and transparent conduct

The following are some of the main priority issues and how to deal with them:

Environmental sustainability:

The fight against climate change is one of the main challenges for the company. In particular, this has led to the development of policies and actions to promote a zero-emission growth model. In this context, LAST has defined specific reduction targets for greenhouse gas emissions, focusing on renewable energy, energy efficiency of the production site, and the introduction of behavioral patterns aimed at raising awareness about the proper use of resources and waste management.

Health and safety in the workplace:

LAST considers people's health, safety, mental and physical integrity among its top priorities.

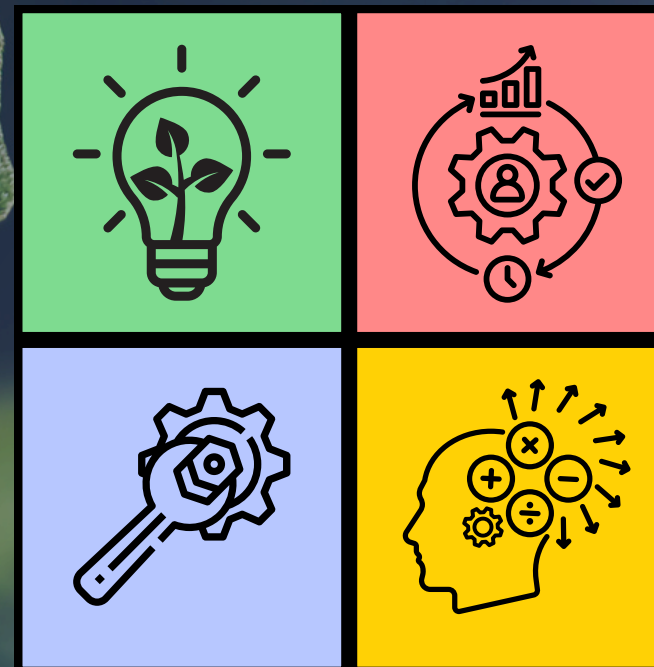
Optimal management of this issue helps generate trust and increase people's commitment to the work they do, which also contributes to improved performance and increased productivity and efficiency.

Management, development and motivation of people:

We work every day to create an open, inclusive and dynamic work environment aimed to the integration of diversity and capable of attracting new talent and enhancing those of our people.

Product innovation:

We propose technological solutions for vaccine and drug production aimed at optimizing production processes and ensuring greater efficiency, quality and safety of products. The company's efforts are focused on understanding industry-specific challenges and proposing innovative solutions to solve or improve processes.



PRIORITY IDENTIFICATION PROCESS

THEME MATERIAL	IMPACT DESCRIPTION	REFERENCE GRID	MANAGEMENT IMPACT	SDG	STAKEHOLDER INVOLVED
Environmental sustainability and combating climate change	Contribution to international and national goals to achieve a zero-emission global economy and society and limit the global average temperature increase (1.5 °C - 2 °C).	GRI 305: Emissions	The commitment is to bring its direct emissions to zero (so-called "Net Zero"). For this purpose, LAST is implementing an energy conversion project at its production site through the installation of a photovoltaic system and the integration of electric machines to replace fossil-fueled machines.	 	Local communities Customers Staff Media Institutions
Energy efficiency	Strong and widespread commitment to efficient and sustainable energy use in all business processes through initiatives to improve and accelerate the transition to more efficient technologies aimed at reducing energy consumption and promoting renewable sources.	GRI 302: Energy	Commitment to the efficient and sustainable use of energy is ensured through the adoption of energy efficiency measures and improvement of energy consumption in all industrial processes. In pursuit of this goal, the transition to more efficient and renewable technologies plays a crucial role in order to promote a process of electrification of energy consumption.		Local communities Customers Staff Media Institutions
Economic and financial value creation	Increased investment/financial resources aimed at fostering energy transition and low-carbon technologies.	GRI 201: Performance economic GRI 2 - 2-6: Assets, value chain and other business relationships.	The use of capital is focused on the energy reconversion of society, making the most of renewable energy and new technologies offered by the market. Developing new products with low environmental impact (energy saving and reduced consumption of natural resources).		Local communities Suppliers Staff Community Financial Institutions Customers

THEME MATERIAL	IMPACT DESCRIPTION	REFERENCE GRID	MANAGEMENT IMPACT	SDG	STAKEHOLDER INVOLVED
Health and safety in the workplace	Occupational accidents/occupational diseases	GRI403: Occupational Health and Safety GRI 410: Safety Practices	LAST considers the health, safety and mental and physical integrity of people as the most valuable asset to be protected at all times of life. In order to promote an appropriate environment of health, safety and well-being in the company, constant monitoring of epidemiological and health developments is active, with the aim of implement plans for preventive and protective measures for the health of its workers.		Staff
Management, development and motivation of people	Increased quality of life and well-being of workers through improved work-life balance and mental and physical well-being	GRI 401: Employment	LAST is committed to developing and disseminating a strong culture of health, safety and well-being for staff so as to ensure a health and safety risk-free work environment and to promote “work-life integration” oriented behaviors. Therefore, it is actively committed to fostering personal and organizational well-being as enablers of people's involvement and innovative potential. LAST places people at the center, considering psychological well-being, work-life balance, physical, social, economic as well as ethical and cultural well- being as fundamental.		Staff
Ensuring health and well-being for all	To contribute to the enhancement of the drug production row through the development of equipment for the inactivation of microorganisms	GRI 416: Customer health and safety	Making expertise, products and services available to improve public health and collective well-being. Investing in innovation to develop new technologies that have a positive impact on the population.		Global community

THEME MATERIAL	IMPACT DESCRIPTION	REFERENCE GRID	MANAGEMENT IMPACT	SDG	STAKEHOLDER INVOLVED
Enhancement of diversity	Enhancement of diversity (e.g., inclusion of people with disabilities, diversity in terms of age, gender, ethnicity, etc.) to develop and attract new talent by ensuring its recruitment	GRI 405: Diversity and equal opportunity	LAST promotes the principles of diversity, inclusion, equal treatment and opportunity and is committed to ensuring the right to working conditions that respect the dignity of every person as well as to creating a work environment in which people are treated fairly and valued for their uniqueness.	 	Staff
Involvement of local communities	Social and economic development in areas where the Company operates through the use of local resources. Contributing to the training of new generations through educational internships (Alternating school-work; welcoming university internships)	GRI 413: Local communitiesli	LAST promotes the development of the area through the hiring of workers from the area. LAST is committed to supporting training programs with internships in various fields within its organization by entering into agreements with educational institutions and universities.		Local communities Educational institutions
Customer centricity	Low customer retention and satisfaction due to poor service quality	GRI 417: Marketing and labeling	LAST is committed to a high level of service quality and maximum customer satisfaction to ensure reliable responses and establish lasting relationships based on dialogue, cooperation and trust. In addition, LAST monitors the satisfaction rate of its customers regularly , with timely analysis aimed at understanding the trend and putting in place any corrective actions in a timely manner. Increasing the quality of services provided to customers (e.g., monitoring of in-utility machines and preventive maintenance services).		Customers

THEME MATERIAL	IMPACT DESCRIPTION	REFERENCE GRID	MANAGEMENT IMPACT	SDG	STAKEHOLDER INVOLVED
Innovation, circular economy and digital transformation	Cyber attacks by cybercriminals with impacts on business continuity and protection of sensitive data	—	LAST respects the confidentiality and privacy rights of its stakeholders and is committed to the proper use of data and information that is provided by staff, customers and other stakeholders. In terms of cyber security, the Company has integrated its information systems by adopting the most stringent security requirements. Personnel are periodically involved in training and awareness initiatives on cyber security.		Staff
Sustainable supply chain	Reduction of atmospheric emissions and waste. Increased well-being and work quality of employees.	GRI 204: Procurement Practices. GRI 308: Environmental assessment of suppliers	Supplier selection is ensured by analysis and monitoring activities of the entire procurement process: - at the qualification stage, potential suppliers are evaluated based on indicators on quality, health and safety, and environmental management; - during the duration of the relationship, LAST monitors compliance with requirements. Minimization of material handling and optimization of goods loads, reducing transportation costs, waste disposal management.		Suppliers Local communities
Solid governance and transparent conduct	To contribute to internal awareness and dissemination to external stakeholders (business partners) of the principles of integrity and ethics in business conduct.	RI 1: Basic Principles 2-23: Policy Commitment, GRI 205: Anticorruption GRI 206: Anti-competitive behavior	LAST rejects corruption in all its direct and indirect forms as it is recognized as one of the factors undermining institutions and democracy, ethical values and justice, welfare and development of societies. LAST has adopted as part of its corporate governance a Code of Ethics. Awareness campaigns are developed regarding the principles of integrity and ethics in business conduct.		Staff Suppliers

SUSTAINABILITY STRATEGY

The Business Plan is strongly related to the sustainability goals that LAST has committed to achieve in the short, medium and long term.

The Goals are, in fact, indispensable elements for strengthening the strategy, and increasing the competitiveness of LAST.

Taking into account the values and the sector in which the Company operates, we can see how certain Goals are very much connected to the company's actions.

In particular:

- ensuring health and well-being for all;
- responsible consumption and production;
- clean and affordable energy;
- combating climate change;
- well-being;
- empowering staff

The Plan is divided into several thematic areas of action and covers the entire value chain:

1. RESEARCH AND DEVELOPMENT

2. OPERATION

Autonomy and energy efficiency;
Environmental management;
Sustainable supply chain and circular economy;
Technological and energy efficiency of products.

3. SOCIAL IMPACTS

Business integrity and human rights;
Social commitment.

4. SOLUTIONS AND CUSTOMER SUPPORT

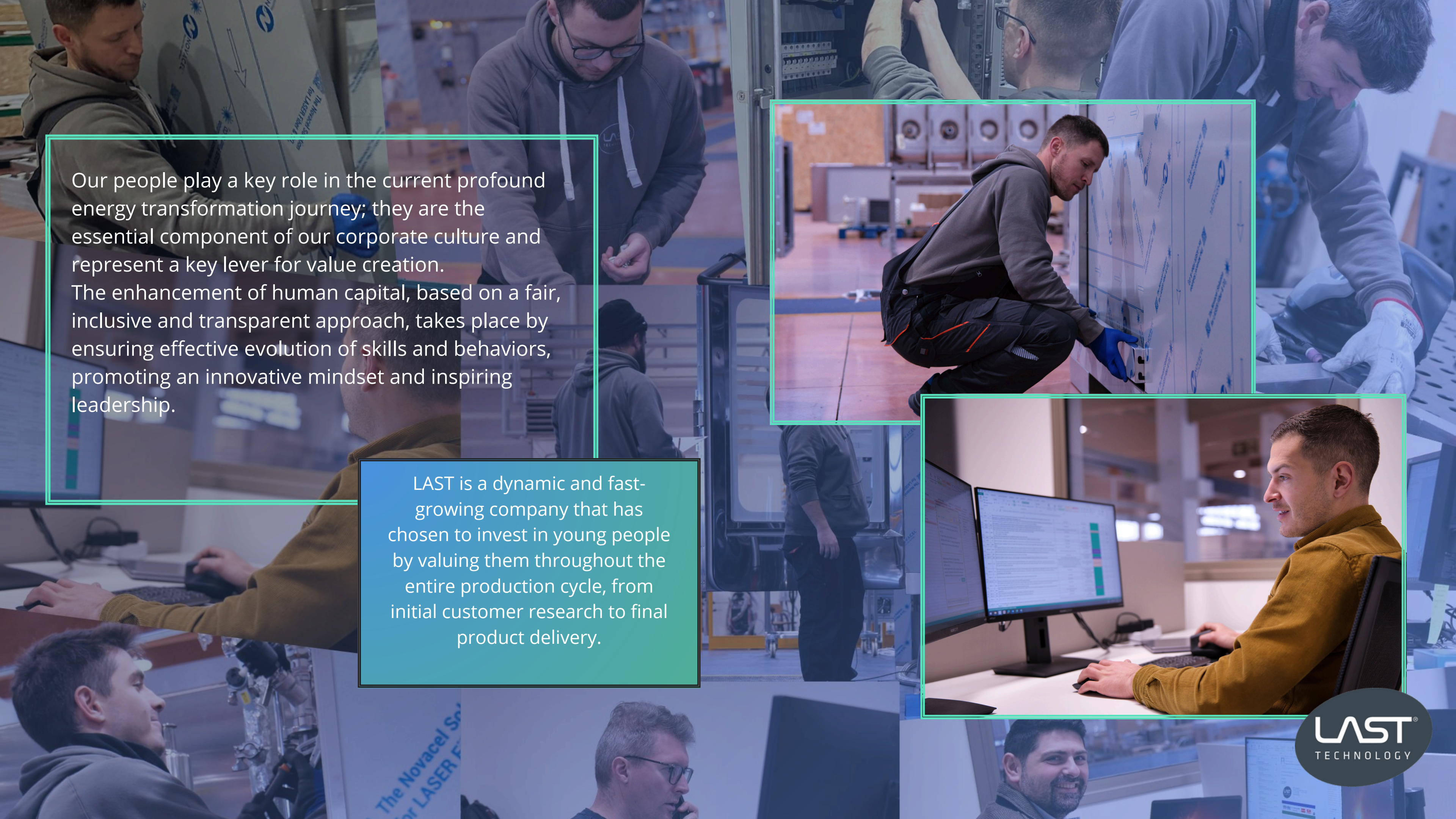
Propose technological solutions for inactivation of microorganisms in pharmaceuticals.

				
FOCUS OF OUR CONTRIBUTION	Combating Climate Change. (SDG 13.2 - Integrating climate change measures into national policies) Reduce CO₂ emissions by minimizing dependence on fossil fuels and improving efficiency in the use of renewable energy.	Clean and Affordable Energy. (SDG 7.2 - Increasing the share of renewable energy; SDG 7.3 - Improving energy efficiency)	Health and well-being (SDG 3.b - Goal: Support health research and innovation) To support research and development of vaccines and medicines for communicable and noncommunicable diseases that primarily affect developing countries by promoting access to affordable essential drugs and vaccines in accordance with the Doha Declaration.	Decent work and economic growth (SDG 8.8 - Protection of workers' rights)
OUR ACTIONS	• Energy data analysis: use monitoring systems to assess consumption and production patterns. • Operational planning: schedule energy-intensive activities during peak PV production. • Staff training: raise employee awareness of the importance of energy efficiency and sustainable practices. • Process review: adopt technologies and methodologies that reduce resource use and environmental impact. • Maintenance of ISO 14001:2015 environmental certification. • Obtaining Ecovadis Certification.	Advanced consumption monitoring to identify waste and optimize energy use. Automation and smart grid to dynamically adjust consumption based on PV production. Replacement of obsolete equipment with more efficient technologies (e.g., LEDs, energy-efficient motors, inverters). Planning of production processes based on solar energy availability. Training programs for employees on responsible energy use. Corporate energy efficiency policies with incentives for those who reduce consumption. Stakeholder involvement to promote good energy practices in suppliers as well.	• LAST in carrying out its core business designs and manufactures process machines for sterilization and washing in the pharmaceutical industry, contributing to the drug production chain. • To support the research and development of innovative technological solutions contributing to improve and make more efficient and effective the integrated processes of the pharmaceutical industry and consequently to improve the general living conditions of the community that will have safe access to medicines and vaccines.	• Ensure that all workplaces comply with health and safety regulations; • Provide opportunities for training and professional development; • Promote a culture of open and constructive feedback; • Involve employees in decision-making processes and listen to their opinions and suggestions; • Recognize rewards linked to the achievement of company goals; • Promote inclusiveness and diversity policies to ensure a respectful and welcoming work environment for all; • Maintain transparent communication about business decisions, performance and organizational changes.
OUR GOALS	• Collaborate with our stakeholders to promote sustainable practices throughout the supply chain; • Optimize transportation: reduce transportation-related emissions by improving logistics, favoring the use of electric vehicles; • Being transparent in our journey by publishing regular reports on our progress	Reduce energy consumption and achieve consumption coverage through renewable energy of 80% of total consumption. Implement advanced monitoring systems to analyze consumption in real time and identify waste.	Contribute significantly to the pharmaceutical supply chain by enabling the efficient and safe production of high-quality drugs. We firmly believe that innovating in this area not only improves the effectiveness of manufacturing processes, but also has a direct impact on the well-being of the world's populations. Through cutting-edge technology solutions, we are committed to supporting our pharmaceutical partners in their efforts to make medicines more affordable and safe, thereby promoting global health.	LAST strives to create a work environment that supports the physical, mental and professional well-being of its employees, enhancing their satisfaction, productivity and loyalty to the company. The company also strives to promote a healthy work-life balance through policies of flexible hours and remote work.



OUR PEOPLE





Our people play a key role in the current profound energy transformation journey; they are the essential component of our corporate culture and represent a key lever for value creation.

The enhancement of human capital, based on a fair, inclusive and transparent approach, takes place by ensuring effective evolution of skills and behaviors, promoting an innovative mindset and inspiring leadership.

LAST is a dynamic and fast-growing company that has chosen to invest in young people by valuing them throughout the entire production cycle, from initial customer research to final product delivery.

LAST
TECHNOLOGY

DIVERSITY AND INCLUSION

The Company views the inclusiveness of its work environment as essential to the well-being of its employees and is committed to ensuring that every employee has equal opportunities for professional development and growth.

LAST Technology's approach to Diversity & Inclusion is based on the fundamental principles of non-discrimination, equal opportunity and inclusion of all forms of diversity. As well as integration and work-life balance. LAST's focus on an inclusive culture is stated in the Policy published on the company website.

A healthy, safe and inclusive work environment can increase the prospects of a stable job, the attractiveness of the company and the quality of the work offered as a result of which there is an improvement in people's satisfaction and sense of belonging.

INCLUSIVITY

LAST promotes a culture of plurality for a participatory work environment based on values of transparency, sustainability and listening, supporting dialogue and the spread of an inclusive and collaborative mindset

UNIQUENESS

LAST gives voice to the distinctiveness present in the different working groups through the recognition and inclusion of different languages, ways of acting and interacting, skills, modes of operation, attitudes, individual propensities and experiences gained.

EQUITY

LAST is committed to ensuring a physically and socially equitable work environment, providing each person with the necessary tools to have equal access to company resources and opportunities based on the principle of equal opportunity and non-discrimination.

THE ENHANCEMENT OF DIVERSITY

LAST is committed to recognizing the expression of individual characteristics, considering people as distinct identities to determine a work environment that averts incidents of discrimination

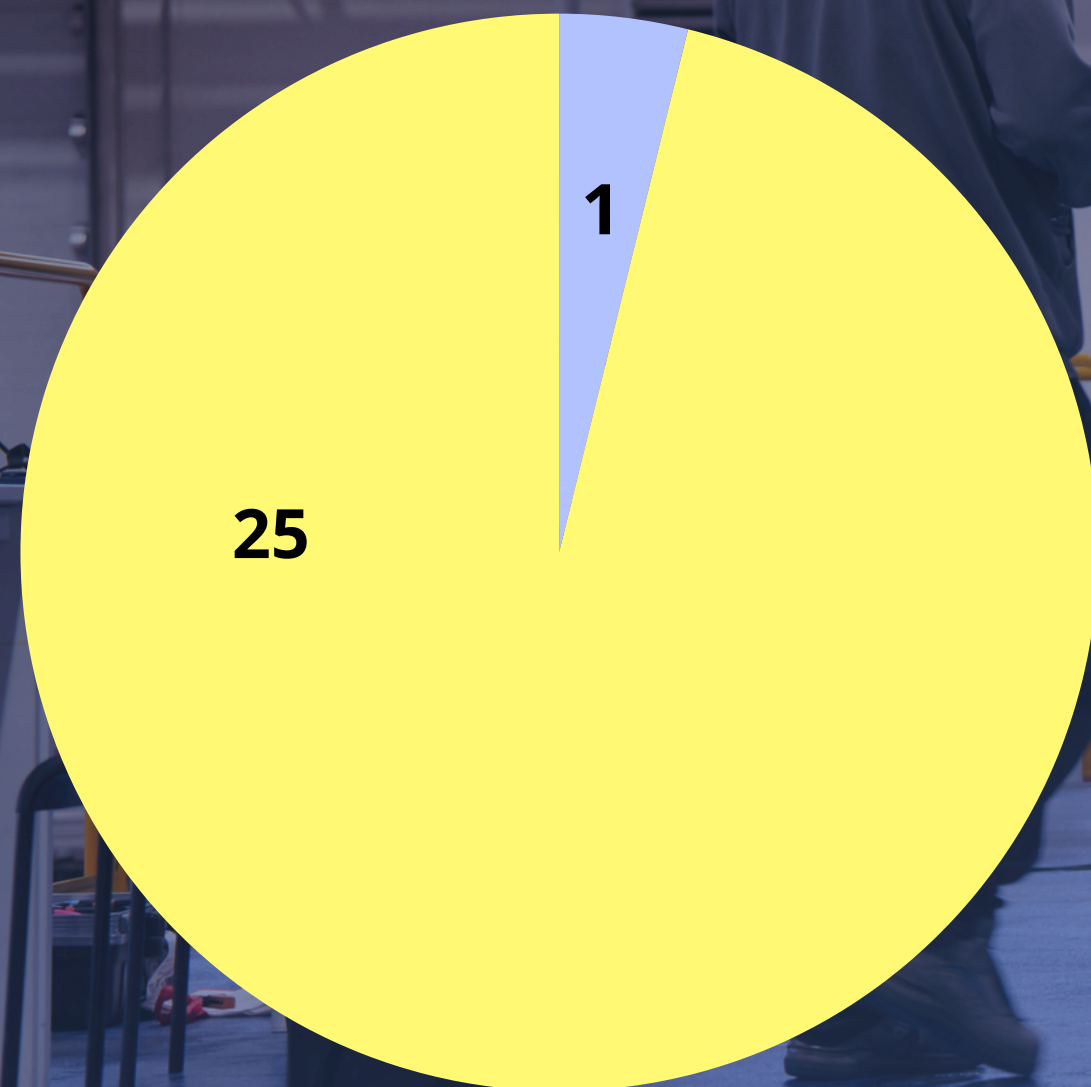


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CONTRACTUAL RELATIONS:

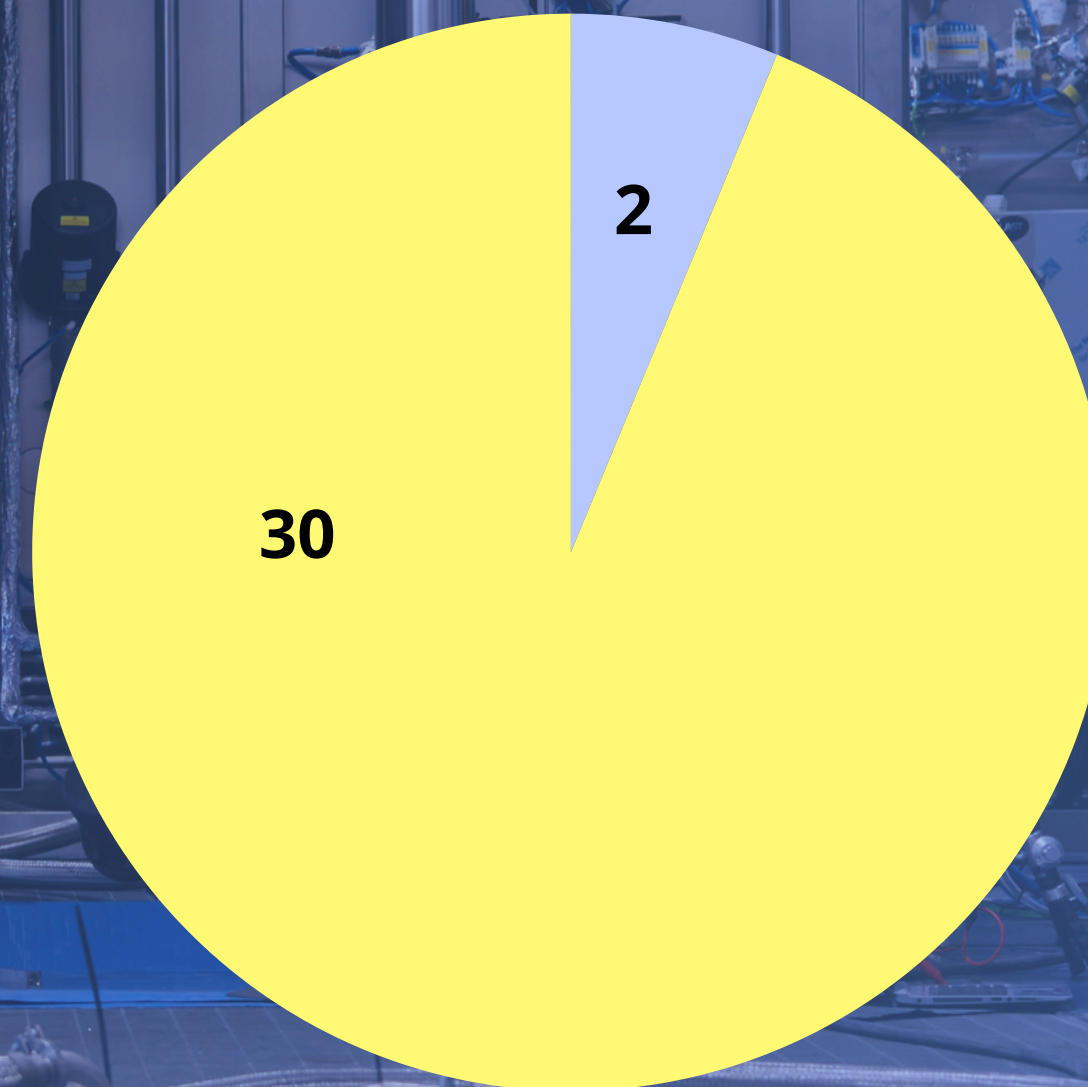
2023

■ FIXED TERM ■ PERMANENT



2024

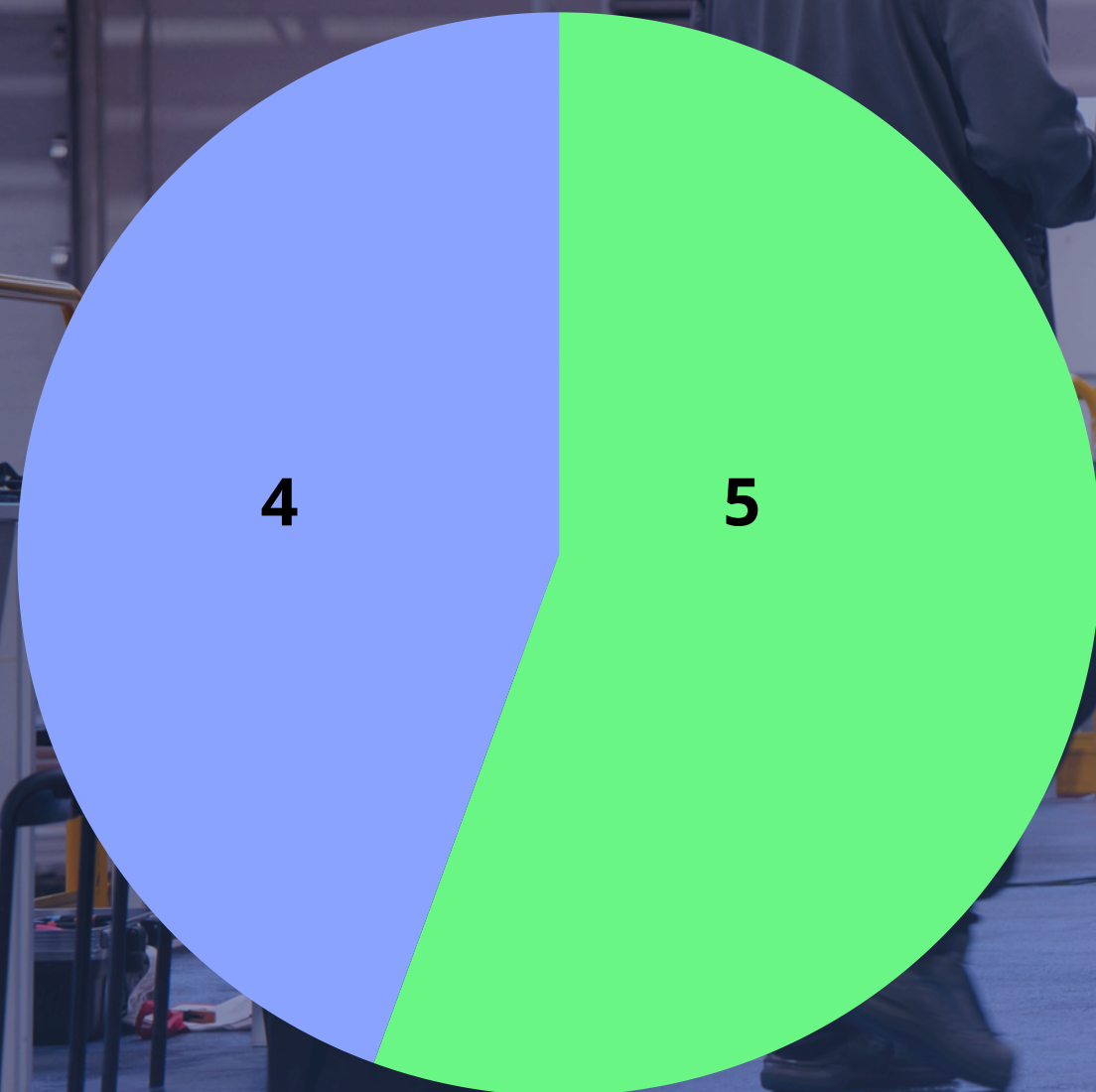
■ FIXED TERM ■ PERMANENT



PEOPLE HIRED:

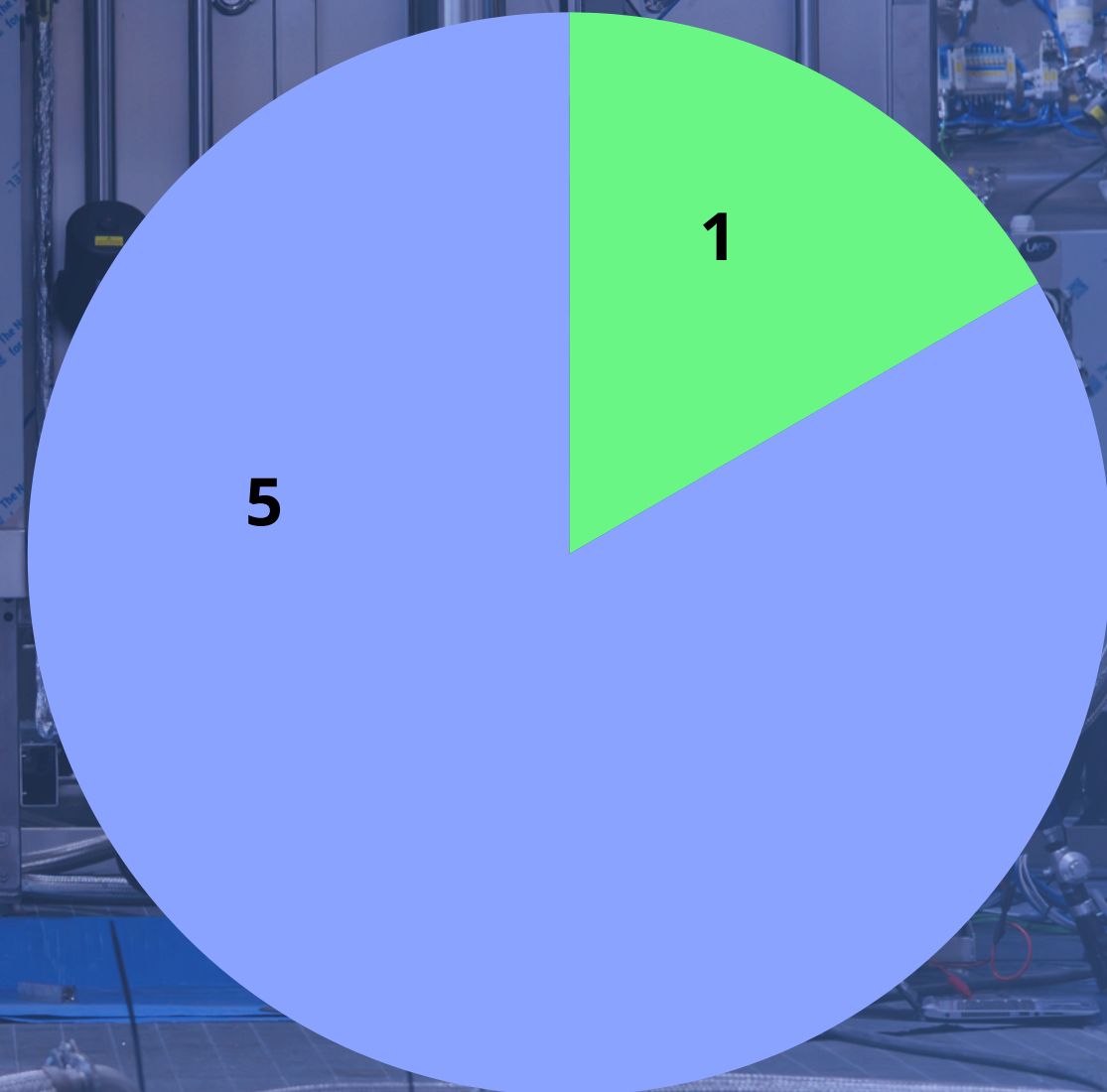
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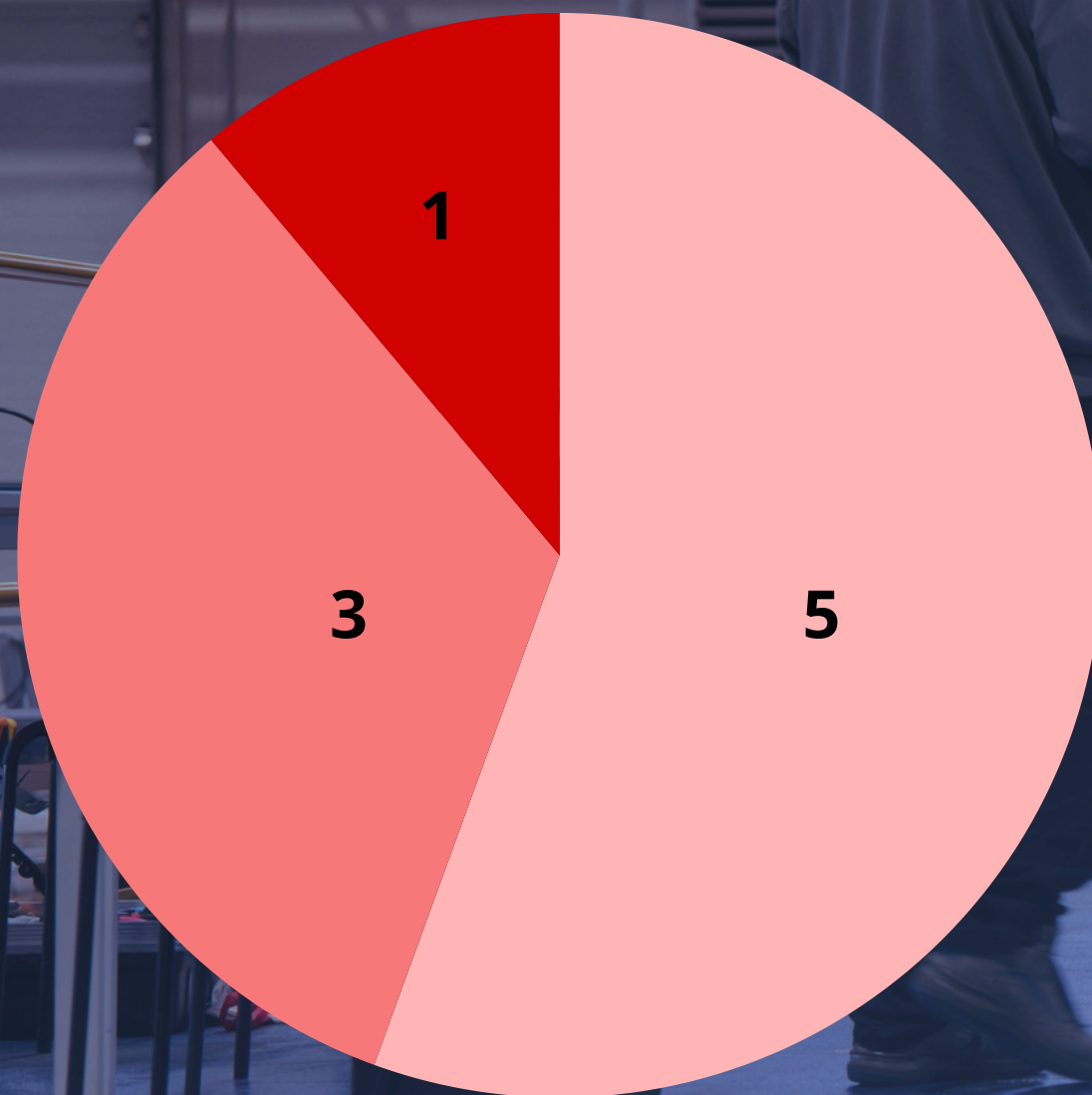
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TERMINATED EMPLOYMENT:

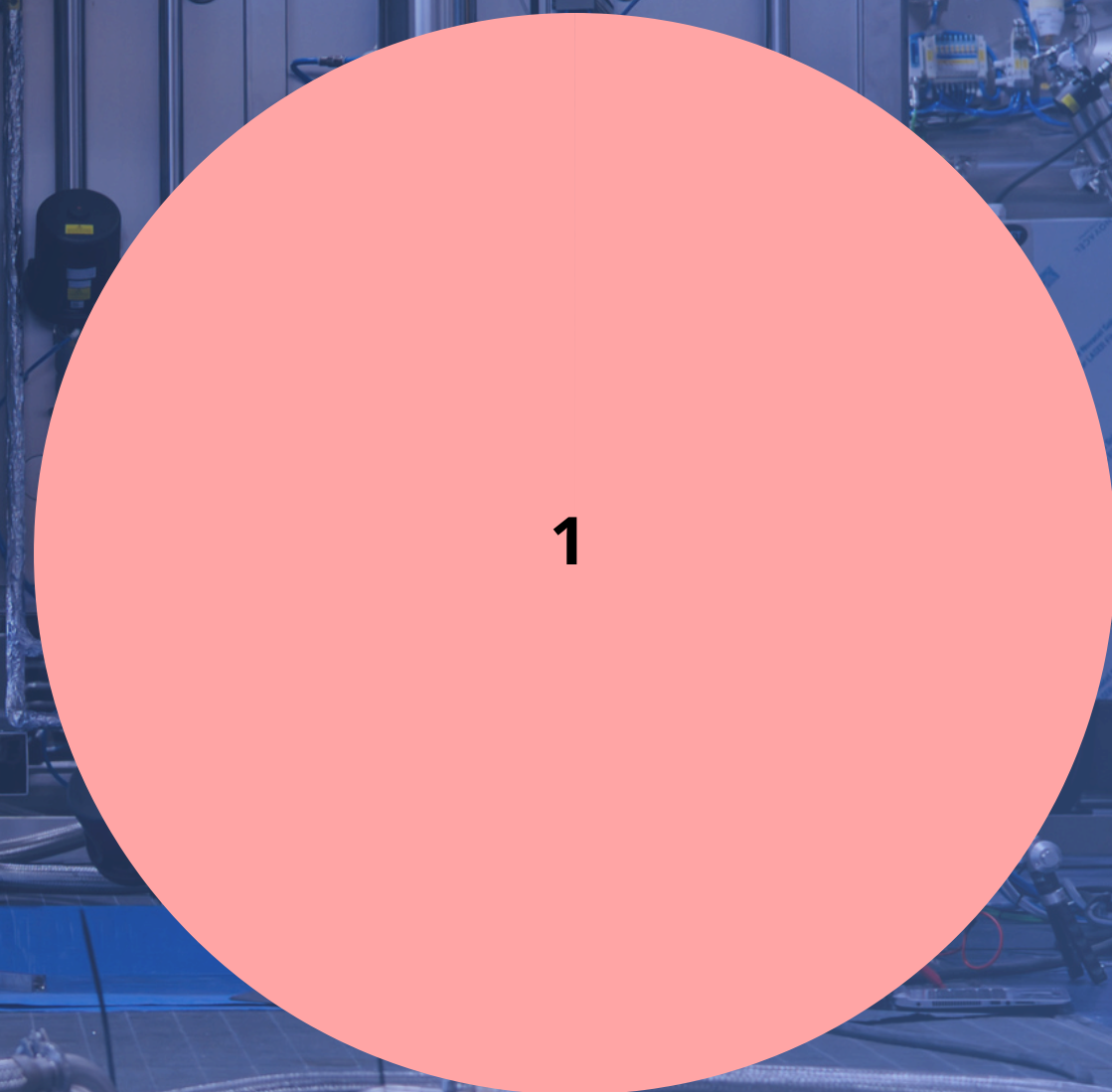
2023

■ < AGE OVER 30 ■ AGE OVER 30-50
■ > AGE OVER 50



2024

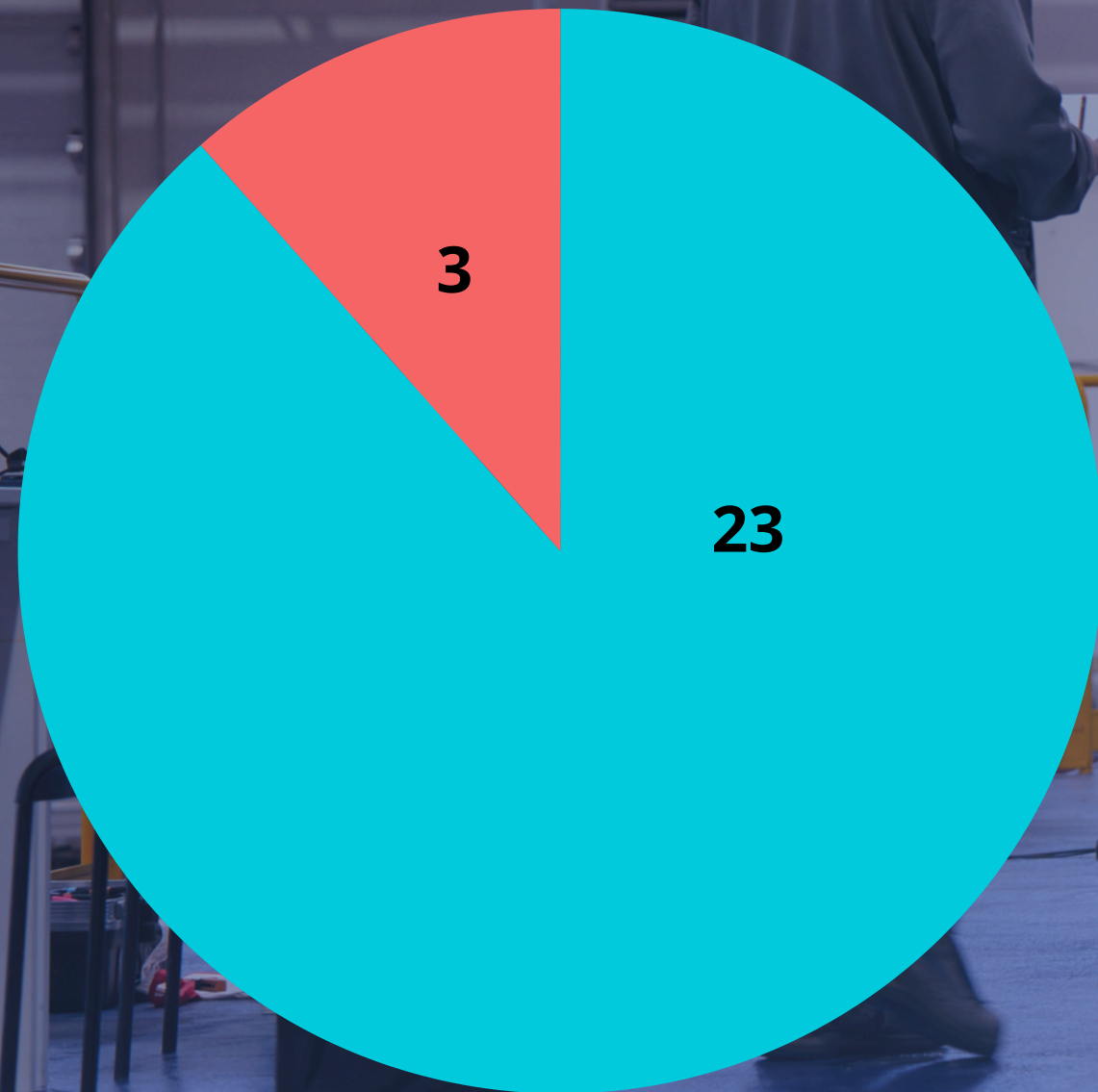
■ < AGE OVER 30



STAFF COMPOSITION:

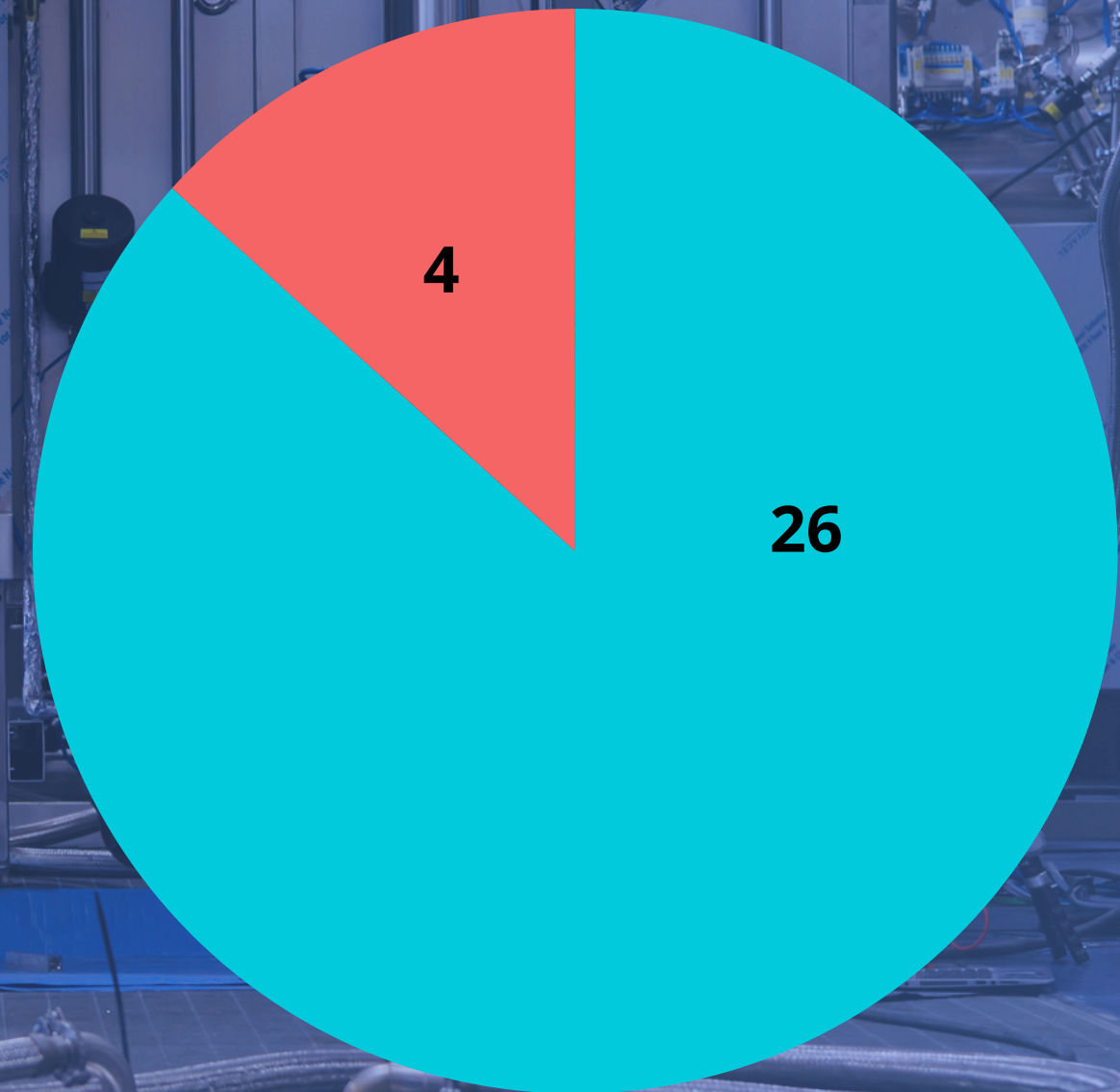
2023

 MEN  WOMEN

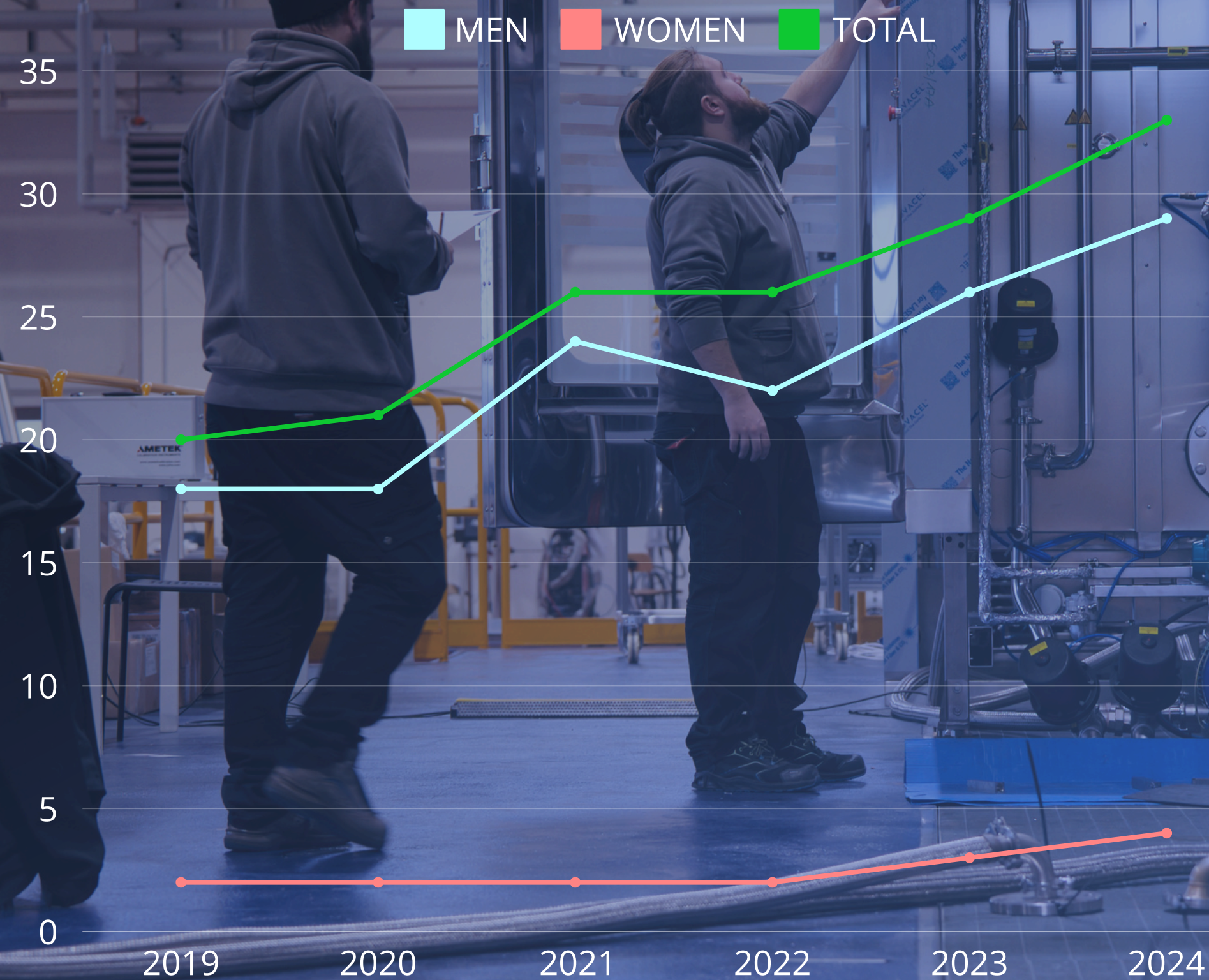


2024

 MEN  WOMEN



GENERAL STAFFING TREND:



STRATEGIC PLANNING OF ROLES AND SKILLS

The strategic levers of the business plan direct management's action to build a business environment supportive of business strategy. Rapid changes in the competitive environment, technology and regulatory framework require organizations to be able to adapt and respond faster and faster.

Against this backdrop, the approach to the workforce planning process has continued with the goal of identifying and bridging the gaps between the current and future situations, defining quality, quantity, timing, and location of the workforce



SELECTION AND PLACEMENT PROCESS

To improve its competencies, LAST focuses on attractiveness and quality of selection. For some time, the levers on which these processes rest have been digitization, simplification, agility, and people analytics. The overall recovery of the labor market, socio-demographic evolution combined with a context in which people seek an alignment between individual and collective purpose, the growing gap between labor supply and demand, and new challenges related to energy and environmental transition are the main elements that are characterizing this historical period.



TRAINING AND PERSONAL GROWTH

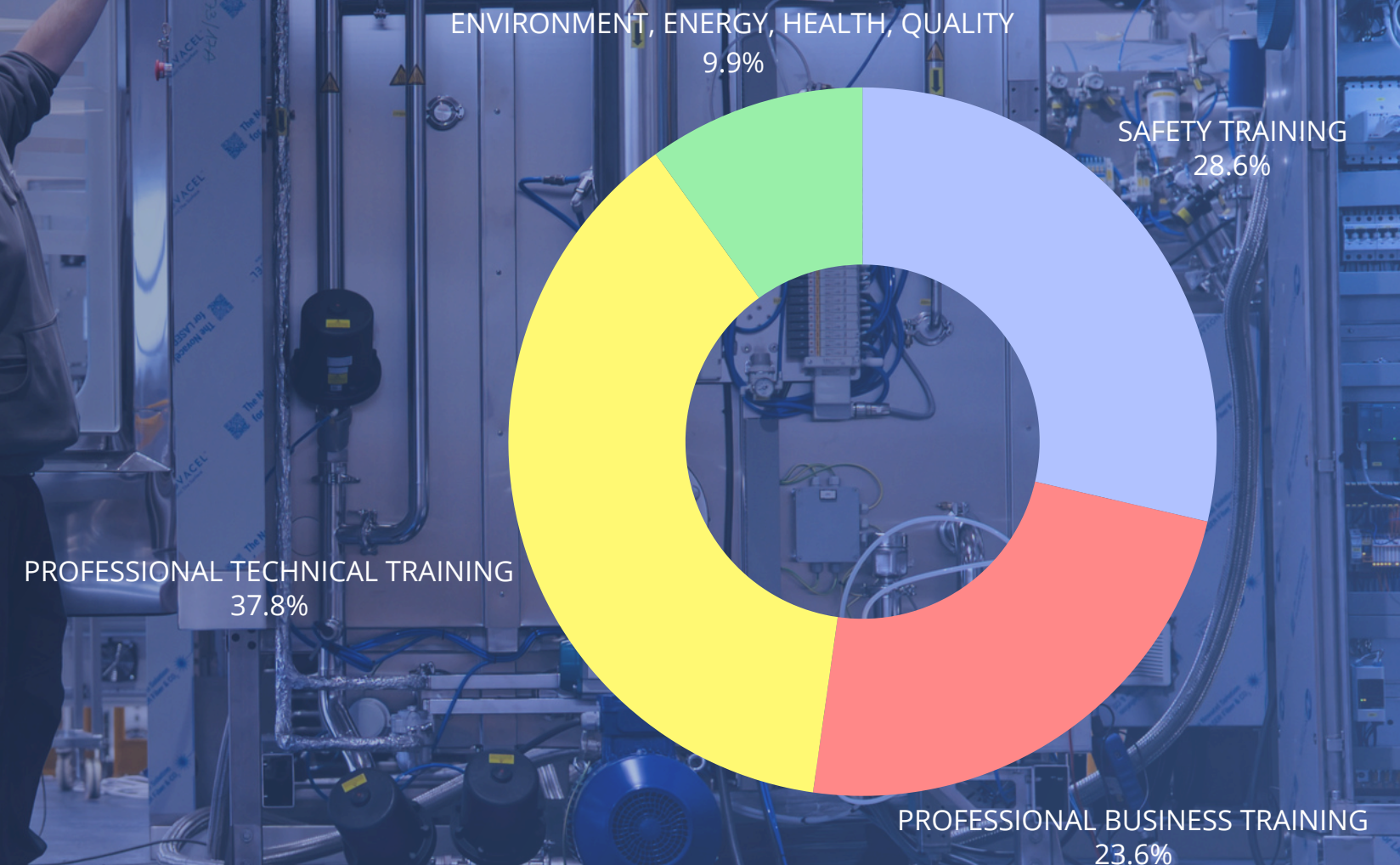
LAST considers training a fundamental tool to support change and ensures its use through classroom and distance training sessions. Training courses are generally entrusted to external companies and in the last three years have mainly covered the following topics:

- Skills in health, safety and hygiene in the workplace;
- Technical/business skills;
- Management skills.

In order to constantly stimulate the growth and updating of its collaborators, LAST regularly participates in qualified seminars, webinars and conferences, related to a multitude of topics, both specific to the pharmaceutical sector and of a general nature on economic and industrial trends.

It is LAST's prerogative to enhance the skills of employees with the help of subject matter professionals and industry technicians through a dual mode: on-the-job training and theoretical training classes.

Digital transition, adaptation to new industry standards, and skill enhancement are the central themes in the development of LAST people's skills, consistent with corporate strategies. LAST's goal is to impact soft skills and hard skills, accompanying and supporting people in the ongoing transformation process.



TRAINING AND GROWTH OF YOUNG PEOPLE

On our path toward sustainable and responsible growth, we firmly believe in the value of training and the importance of providing concrete opportunities for young people. For this reason, we enthusiastically welcome students on training internships both as part of the School-Work Alternation and in university internships, with the aim of contributing to their professional and personal development.

In addition to providing technical skills, we are committed to conveying our corporate values to young people, promoting an inclusive, stimulating and future-oriented learning environment. We believe that investing in the talent of the younger generation means actively contributing to building a more equitable society prepared for the challenges of tomorrow.

Welcoming students and interns to our organization is a great responsibility for us, but also an extraordinary opportunity to grow together, enriching our team with new perspectives, ideas and positive energy.

We will enthusiastically continue to promote training initiatives and collaboration with schools and universities, in the belief that only by investing in young people can we build a sustainable and prosperous future for all.

NUMBERS

During 2024 we had:

- 2 University Internships
- 1 School-Work Alternation



REMUNERATION

Remuneration policies for LAST employees are defined according to a model aimed at promoting a pay progression linked exclusively to meritocratic criteria referring to the skills expressed in the role held, the performance achieved and local pay market references. Based on the United Nations principle of “equal pay for equal work,” LAST annually monitors the pay gap between the female and male population (gender pay ratio), using a comparative methodology at the same role level and seniority that shows, a substantial alignment between women's and men's pay.



WELFARE

During the year, LAST continued to invest in the welfare of its employees through a robust corporate welfare program, with the aim of improving the quality of life and purchasing power of its resources.

Among the initiatives implemented, the company disbursed fuel vouchers and restaurant tickets and household utility reimbursement.

The disbursement of fuel vouchers has been a significant support in a context of rising energy costs, offering tangible help to employees in their daily commute. In parallel, restaurant vouchers have provided greater flexibility in the management of lunch breaks, encouraging diversified and affordable dining solutions.

These initiatives are part of LAST's broader strategy to promote an inclusive work environment that is attentive to the needs of its people, confirming its commitment to sustainable growth that puts employee well-being at the center.



COMMUNITY

Businesses are called to play an increasingly active role within the communities in which they are present, contributing positively to building shared social value. LAST is aware that its growth path must be accompanied by the assumption of a more important role in the economic and social fabric of the territories in which it operates, and this generates a deep sense of responsibility towards people, entities and institutions, as well as the environment.

In recent years, the Company has participated in a number of initiatives to involve and support local communities, with the aim of bringing concrete support to the territory.

THE PINK RIBBON

In 2024, we participated in the Pink Ribbon for the Fight against Cancer prevention campaign sponsored by the City of Prata di Pordenone in order to offer free breast examinations mainly to women who have never had breast examinations who are under 44 years old. As a reminder, women over 45 participate in regional screening, free of charge, conducted every 2 years.



ECONOMIC VALUE GENERATED AND DISTRIBUTED FOR STAKEHOLDERS

	2024	2023
ECONOMIC VALUE GENERATED	9.604	9.451
ECONOMIC VALUE DISTRIBUTED	8.253	7.393
SUPPLIERS	5.641	4.874
EMPLOYEES AND COLLABORATORS	1.711	1.473
FINANCERS	61	53
PUBLIC ADMINISTRATION	840	993
RETAINED ECONOMIC VALUE	1.351	2.058

Our business model, diversified in terms of end markets, geographic areas and customer portfolio, succeeds in meeting new challenges by seizing all opportunities without ignoring their social and environmental implications. In this context, the distribution of Economic Value represents the pre-eminent impact of the Company's activities for the benefit of the main stakeholder categories.

The structure of distributed value provides numerical evidence of the creation of wealth that results from the economic process conducted by the business, with a significant component of suppliers. This is to be understood as the strategically integrated supply chain and the employees, who are the primary driver, through the work and skills they bring. Also important is the distribution of economic value to the public administration, ideally representing the remuneration of services, infrastructures and the community in general.

The total economic value generated by the company in 2024 is EUR 9,604 thousand (EUR 9,451 thousand in 2023). The distribution of this value among stakeholders is broken down as follows: 58% to suppliers, 14% to the company as retained resources, 18% to employees and collaborators, 1% to lenders as interest and charges, 9% to the public administration as taxes and contributions paid.

SUPPLIERS

The transformation of the production system, coupled with the digital transformation, entails a change and evolution in the way work is carried out and goods and services are supplied, making suppliers indispensable partners for sustainable progress in the entire context in which we operate.

Suppliers are our partners on the path to sustainable growth. We work with them to maximise the economic, production, social and environmental benefits of the transition. We strive to create sustainable, innovative and circular processes that also allow us to better quantify, and thus mitigate, the total impacts they generate, aware of the need to minimise pressure on critical materials and components through technological innovation and continuous recycling, and to support the resilience and upgrading of our partners.

All this with behaviour oriented towards mutual loyalty, transparency and cooperation.

We ask our suppliers not only to guarantee the necessary quality standards, but to commit to best practices in terms of governance, human rights and the environment.

LAST's suppliers are almost exclusively Italian and predominantly local.

This choice was made to maintain and enhance the link with the local area by encouraging processes of "good local economy" and to create a monitoring activity of suppliers.

Below you can see the percentages of Italy turnover by region.



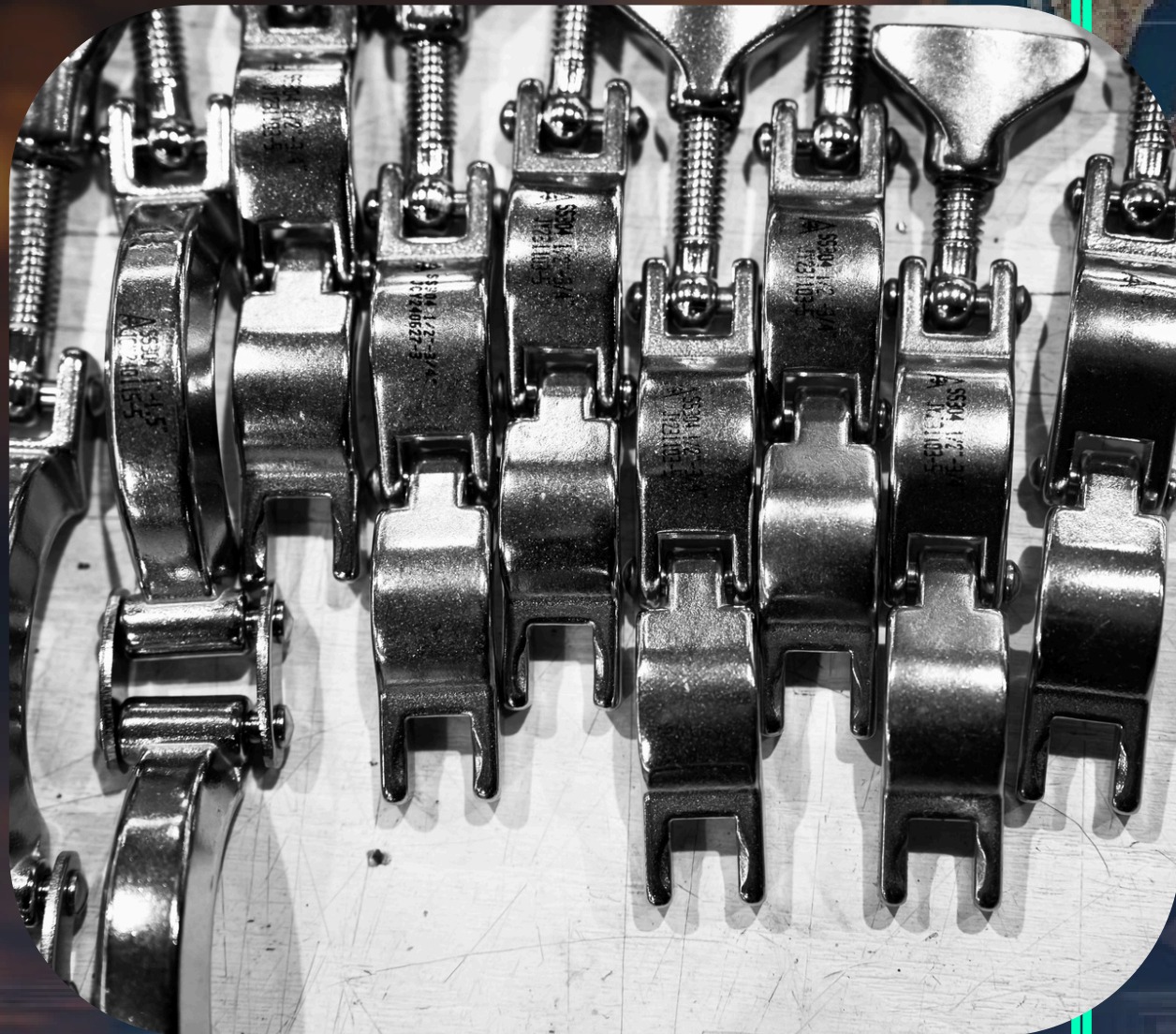
SUPPLIER QUALIFICATION SYSTEM

For each potential supplier, taking into account its business, a qualification process is undertaken that takes into account legislative compliance, environmental, health and safety aspects. With regard to health, safety and environmental aspects, for critical product categories and processing, an on-site assessment is conducted at the supplier's site.

Additional assessments are also carried out prior to qualification in particular:

- a reputational audit of the potential supplier aimed at verifying compliance with relevant laws and regulations, as well as adherence to the principles identified in the company's Code of Ethics to which stakeholders are asked to align themselves.
- an assessment pertaining to aspects of human rights, particularly with regard to labor practices (such as rejection of forced or child labor, respect for diversity and non-discrimination, freedom of association and collective bargaining, fair and favorable working conditions, including hours worked and adequate wages, protection of workers' privacy, and verification of the supply chain).

If these analyses and assessments are successful, the supplier may be qualified and be required to participate in the company's procurement procedures. The company's fulfillment of the requirements must be ensured throughout the qualification process.



INNOVATION

In a world where businesses continue to change workflows and become increasingly digital, we focus on new technologies and continue to collaborate to bring sustainable progress to life. To further the production cycle of the pharmaceutical industry, we are committed to constantly developing and improving our process machines using the most innovative technologies, to adapt them to specific customer needs by putting innovation as the focus of our strategy.

It is a path that involves traditional businesses and the development of new models and technologies that leverage cutting-edge innovation, passion, and ideas, not only inside, but also outside the company. The model we are inspired by considers innovation as one of the main values that inspire our daily actions.

We support innovation to make sure that the best and most creative ideas help improve the drug manufacturing process. Only by rethinking the way we innovate can we truly revolutionize the industry and develop technologies and solutions that can improve the drug supply chain.

The culture of innovation has recently been joined by an “agile” approach, with the aim of providing business with 360-degree support, from the initial idea of a project to its adoption phase, through the use of creativity, lateral thinking and agile techniques.

Indeed, agile innovation and transformation have great potential for synergy as essential factors in creating competitive advantage and optimizing resources over time.

Studies or projects are being conducted on:

- operator recognition through biometric factors to ensure secure access to equipment;
- development of advanced artificial intelligence applications and models to improve machine operation;
- development of new products to enhance our offerings.

SUSTAINABLE DIGITALIZATION

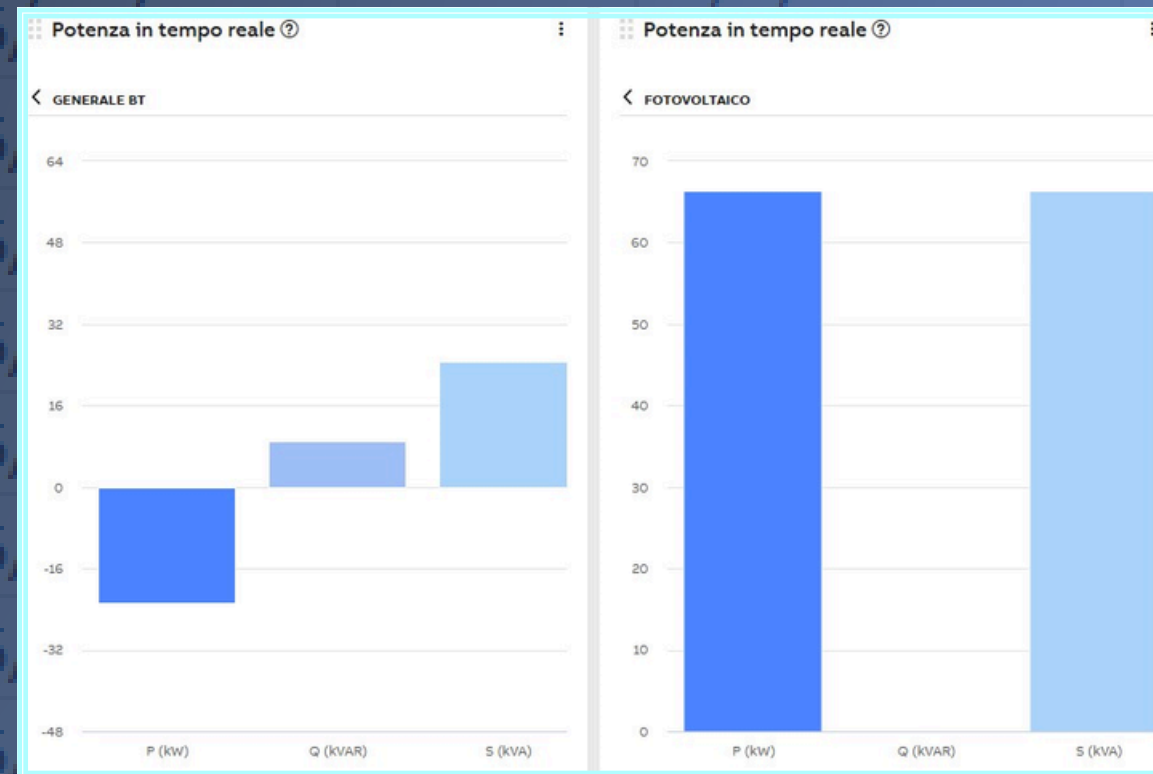
Our digital transformation aims to employ digital solutions as tools for the development of a sustainable future, and to develop them based on sustainability criteria.

The main lines of action in 2024 included:

- implementation of monitoring system of electricity production and consumption;
- circularity of digital devices and materials that make up the company's digital assets.

Digitization represents the orientation toward sustainability of the company's initiatives.

With this in mind, we are committed to ensuring that the company's digital solutions comply with sustainability criteria, as well as promoting the sustainable use of technologies in all business processes, at all stages of the life of the company's initiatives.



CLOUD

The cloud is a key strategic enabler that enables the use of IT resources, both infrastructural and application-related, and which, by making full use of the access possibilities made available by the network, allows wastage of unused resources to be reduced.

DIGITAL DEVICE CIRCULARITY

The disposal of corporate devices generates waste whose disposal deserves special attention.

For this reason, circular management of digital assets is done by safeguarding both the extension of the useful life of devices, through selling them to employees or third parties, and through disposal with specialized suppliers, in recycling digital devices.

MACHINE LEARNING AND PREDICTIVE MAINTENANCE

We adopt machine learning technologies to conduct predictive analytics in relation to the maintenance of utility machines, identifying possible errors in advance and taking action before failures occur on major components.

Reducing the risk of malfunctions has a significant impact not only economically but also on the environment and human safety. Thus, the use of such technologies allows a better quality of the service provided, making it more sustainable over time, an optimized use of internal resources, and inspections focused on the equipment most exposed to the risk of failure.



DIGITAL FOR PEOPLE

The Company is committed to disseminating to LAST staff the culture of “digitization” as an indispensable element in contributing to the achievement of the Sustainable Development Goals of the United Nations 2030 Agenda. The guidelines for which the Company advocates aim to increase the awareness of all of us on the behaviors related to the use of digital technologies, enabling us to understand the contribution we can make in our daily lives to sustainability.

The Society in particular has focused on:

- The use of video conferencing significantly reduces the carbon footprint associated with business travel, contributing to the fight against climate change (less travel means less CO2 emissions and reduced environmental impact);
- E-learning platforms provide access to education to people in remote areas or with travel difficulties;
- Digitization of production processes through the introduction of computerized mobile workstations at workstations improve operational efficiency and significantly reduce paper production.



CYBER SECURITY

In the era of digital transformation, cyber security assumes a key role in ensuring business operations. The types of cyber attacks have changed dramatically in recent years: the number has grown exponentially, as has their degree of sophistication and impact, and for these reasons it is increasingly difficult to identify their source in a timely manner. Many of the most relevant attacks globally have been carried out by exploiting the supply chain and compromising third parties, enabling attackers to target the primary target's customers, partners and suppliers; in this way, the number of victims has greatly increased and attacks have gone increasingly unnoticed, realizing the so-called "scale effect." It is also interesting to note that the majority of attacks on the industrial sector include those of the ransomware type, an increasingly common mode that results in the exfiltration (unauthorized copying, transfer, or recovery) of victim data and its encryption, giving attackers additional leverage to collect ransom payments.



In such a cyber-warfare context, the only possible defense is through processes and technologies, fine-tuned and evolved over time and aimed at mitigating cyber risk. LAST has taken a systemic view of cyber security issues through a model of governance, infrastructure, and security services in order to make the most of available opportunities, also aided by cutting-edge technologies, to increase the cyber resilience of infrastructure and applications.

Specifically working on:

- Firewall and Antivirus;
- Network Security;
- Authentication and Access;
- Backup and Recovery;
- Training and Awareness;
- Password Management;

Physical Security Controls (Physical Protection of Servers).

The where in-house expertise was limited the company outsourced the management of IT security to specialized security service providers.

Efforts also focused on staff training in order to educate employees on cybersecurity best practices, such as recognizing phishing emails and using secure passwords.

CIRCULAR ECONOMY

For LAST, the circular economy is a strategic lever to support the decarbonization strategy and the path towards an ecological transition with the aim of progressively applying it to the entire business model in order to make it increasingly sustainable, resilient and competitive. In our energy transition process, we have adopted from the very beginning an integrated approach that includes on the one hand the development of energy production from renewable sources, and the consequent abandonment of fossil fuels, and on the other hand the adoption of a circular approach through the pursuit of energy efficiency in asset management (technologies and processes aimed at improving energy efficiency in all business segments).

Main circular design projects:

- **Circular design** - we are developing new generations of machines that minimise energy consumption and reuse energy and waste resources from the production process (thermal energy and condensate water)
- **Circular use** - extending the useful life of the machines in use. Among the various initiatives implemented, we are equipping our equipment with devices to implement predictive maintenance in in-use systems and extend their life cycle.
- **Transport and Heating** - we are gradually upgrading the company vehicle fleet with the introduction of electric and hybrid vehicles.
- **Recycling and Reuse** - we adopt policies to reuse materials to minimise carbon emissions associated with production and consumption.

In our efforts to promote a circular economy model, we aim to reuse materials at every stage of our production process. When reuse is not possible, we ensure that materials are carefully sorted. The collected materials are then disposed of through specialised companies, which take care of their recovery and reintroduction into the production cycle. In this way, we minimise waste and contribute to environmental sustainability.



HEALTH AND SAFETY

For us, the health, safety and psychological and physical integrity of people represent the most precious asset to be protected at all times of life, at work, at home and at leisure. We are committed to developing and promoting a strong safety culture that ensures a healthy and hazard-free working environment for all those who work with and for the Group.

The constant commitment of everyone, the integration of safety into processes and training, the reporting and analysis of events, continuous quality control, sharing of experiences and comparison with top international players are the founding elements of the safety culture.

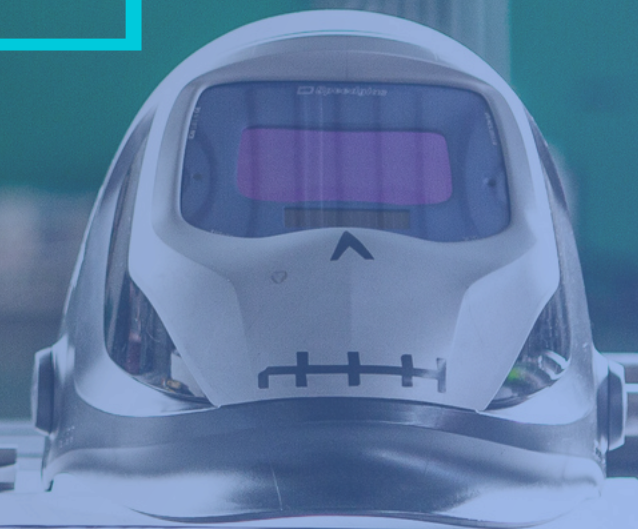
Health and safety protection is the responsibility of everyone who works at LAST.

Good safety performance can only be achieved through the commitment of each and every one of us, and despite the good results we achieve, we must never take safety for granted. We must not tire of promoting correct and safe behaviour in all work environments, setting a tangible and credible example ourselves. Innovation and awareness-raising are the pillars to increase and spread a culture of attention and awareness to safety and thus contribute significantly to the company's well-being and excellence.



HEALTH AND SAFETY SYSTEM

In line with the Code of Ethics, we have defined a specific Health and Safety Policy that provides for the adoption of a Health and Safety Management System in accordance with the international standard ISO 45001. The Management System is based on the identification of dangers, the qualitative and quantitative assessment of risks, the planning and implementation of prevention and protection measures, as well as the verification of their effectiveness, any corrective actions and the preparation of operational teams.



The Management System involves both staff and collaborators of the company and is based on the following common principles:

The preventive assessment of risks and their elimination and/or reduction, through the application of the most up-to-date techniques

The adoption of residual risk mitigation measures, giving priority to collective measures over individual ones

The appointment of the competent doctor and the provision of health surveillance for workers engaged in specific work at risk

The adoption of tools, including technological tools, to support risk assessment and consequent mitigation

The identification of the necessary prevention measures and the related implementation program

The active, responsible and integrated intervention of all safety stakeholders, involving workers and/or their representatives, from the identification of risk situations to the choice of solutions to prevent and/or reduce them

The preparation of a program of information and training of workers in order to achieve greater awareness in dealing with risk situations

The regular maintenance and cleaning of working environments

WASTE GENERATION

The Company has a special waste organization, management and control system aimed at complying with mandatory requirements and preventing the commission of crimes.

The waste produced is of the following categories:

- (a) Municipal solid waste;
- (b) Special hazardous waste;
- (c) Special non-hazardous waste.



The following table distinguishes the various waste products by EWC code, disposed of through specialised companies.

CER	DESCRIPTION	2024	2023	2022
150101	PAPER AND CARDBOARD PACKAGING	2.890	2.830	2.640
150102	PLASTIC PACKAGING	1.740	1.850	1.300
170405	IRON AND STEEL WASTES	-	1.430	-
080318	PRINTER TONER	-	20	-
150110	PACKAGING CONTAINING RESIDUES OF HAZARDOUS SUBSTANCES	10	1	-
150202	ABSORBENTS, FILTERING MATERIALS	180	60	-
1602013	DISCARDED EQUIPMENT CONTAINING HAZARDOUS COMPONENTS	89,5	-	-
160214	OUT-OF-SERVICE EQUIPMENT	-	144	-
160216	COMPONENTS REMOVED FROM DISUSED EQUIPMENT	185,5	81,5	-
160601	LEAD-ACID BATTERIES	-	40	-
160604	ALKALINE BATTERIES	-	5	-
200121	FLUORESCENT TUBES	19,5	12	-
	TOTAL	5.114,5	6.473,5	3.940

WASTE PRODUCTION

The disposal/recovery of the waste listed on the previous page is carried out by specialised companies in accordance with the procedures and timeframes laid down in the regulations in force. An up-to-date copy of the authorisations of transporters and recipients used for disposal is kept at the administrative offices. The Company does not transport waste on its own account. For waste that can be assimilated to urban waste, the company uses the public collection service, according to the methods established by municipal regulations. In particular, the municipality of Prata di Pordenone implements the separate collection of waste deriving from human activities (classified as urban or similar waste) partly through door-to-door collection services and partly through waste bins. With established frequencies, waste is collected inside the plant and transported by trolleys to the ecological area (temporary storage) provided. In the ecological area, there are suitable identified roll-off skips with lids to prevent leaching due to meteorological phenomena.



ENERGY RESOURCE DEPLETION

For the proper conduct of all activities within the company,
the following are used:

○ **ELECTRICITY**

○ **LPG**

ELECTRICITY

The electrical energy required is used for normal production purposes, in particular:

- Electromotive force in production: plant and machinery;
- Lighting and IT utilities plant and offices.

ELECTRICITY				
USE	CIVIL: • Interior and exterior lighting • Air conditioning • IT equipment	PROCESS PLANTS • Machinery and equipment for production and laboratory equipment • Compressor	PRODUCTION EQUIPMENT TESTING	SERVICE SYSTEMS • Alarm and video surveillance system • Vending machines
NOTES	Constant use	Constant daytime use	Discontinuous use related to test planning	Constant use



Our company is strongly committed to the path towards environmental sustainability, adopting innovative solutions to reduce the environmental impact of its activities. One of the main interventions carried out was the installation of a photovoltaic system, which allows us to generate energy for self-consumption, thus contributing to the reduction of CO2 emissions and the transition towards a more sustainable energy model.

In addition to renewable energy production, we have implemented an advanced energy load monitoring system. This system allows us to detect the energy consumption of the different company departments in real time, providing detailed data useful for optimising the use of self-produced energy. With this information, we can plan and direct production activities more efficiently, maximising the use of renewable energy and reducing waste.

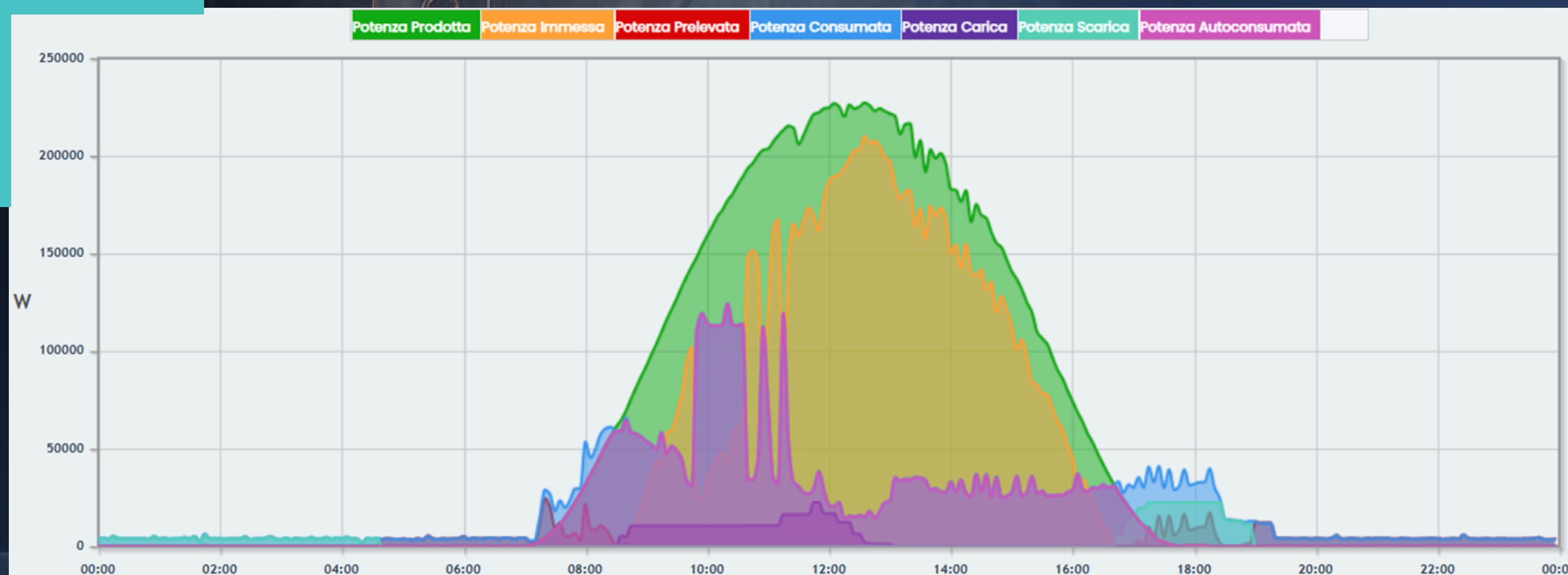
The implementation of the photovoltaic system and the monitoring of energy loads took place in several stages throughout the year, involving a reorganisation of the company structure to better integrate these new technologies. Since the data collection and analysis process is still in the consolidation phase, we currently do not have a significant database on energy production and consumption. For this reason, the company has decided not to provide data for the year 2024. Point-in-time data collection, accompanied by key benchmark KPIs, will be started in 2025, thus ensuring a structured and reliable monitoring of the company's energy performance.

The adoption of these technologies represents a significant step in our commitment to responsible resource management, in line with environmental sustainability and energy efficiency goals. We will continue to invest in innovative solutions to further improve our environmental performance and contribute to a more sustainable future for generations to come.

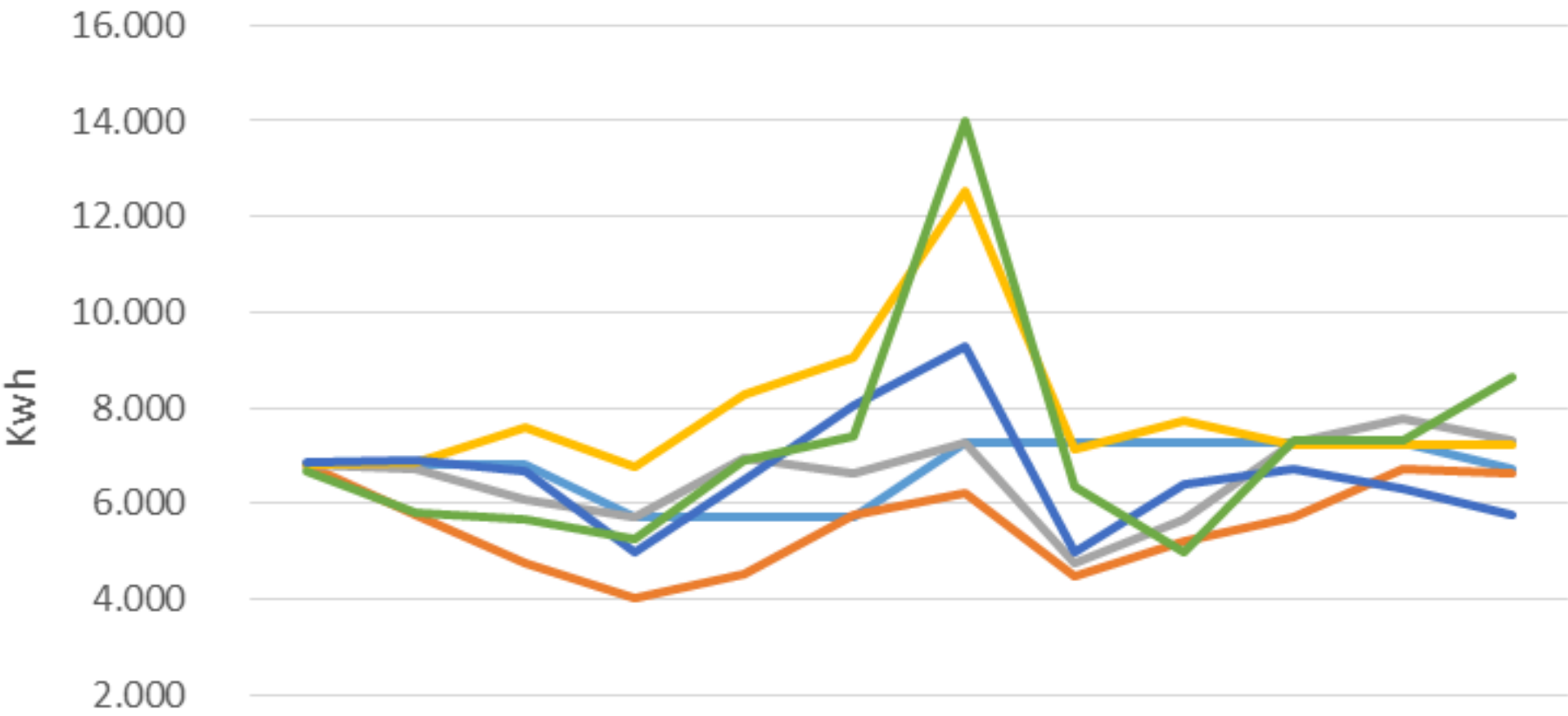


Towards the end of 2024, the company obtained the necessary authorisations for the full operation of the photovoltaic plant, allowing the measurement of production and consumption to begin only in 2025. Consequently, no consolidated historical data are currently available for detailed statistical analysis, nor is it possible to accurately assess the plant's producibility in relation to seasonal variations and solar irradiation.

The first data collected, even if partial, indicate that the photovoltaic system, integrated with the storage system, is able to cover about 80% of the company's energy needs during working hours. The remaining 20% is taken from the electricity grid, mainly in the morning and evening hours.



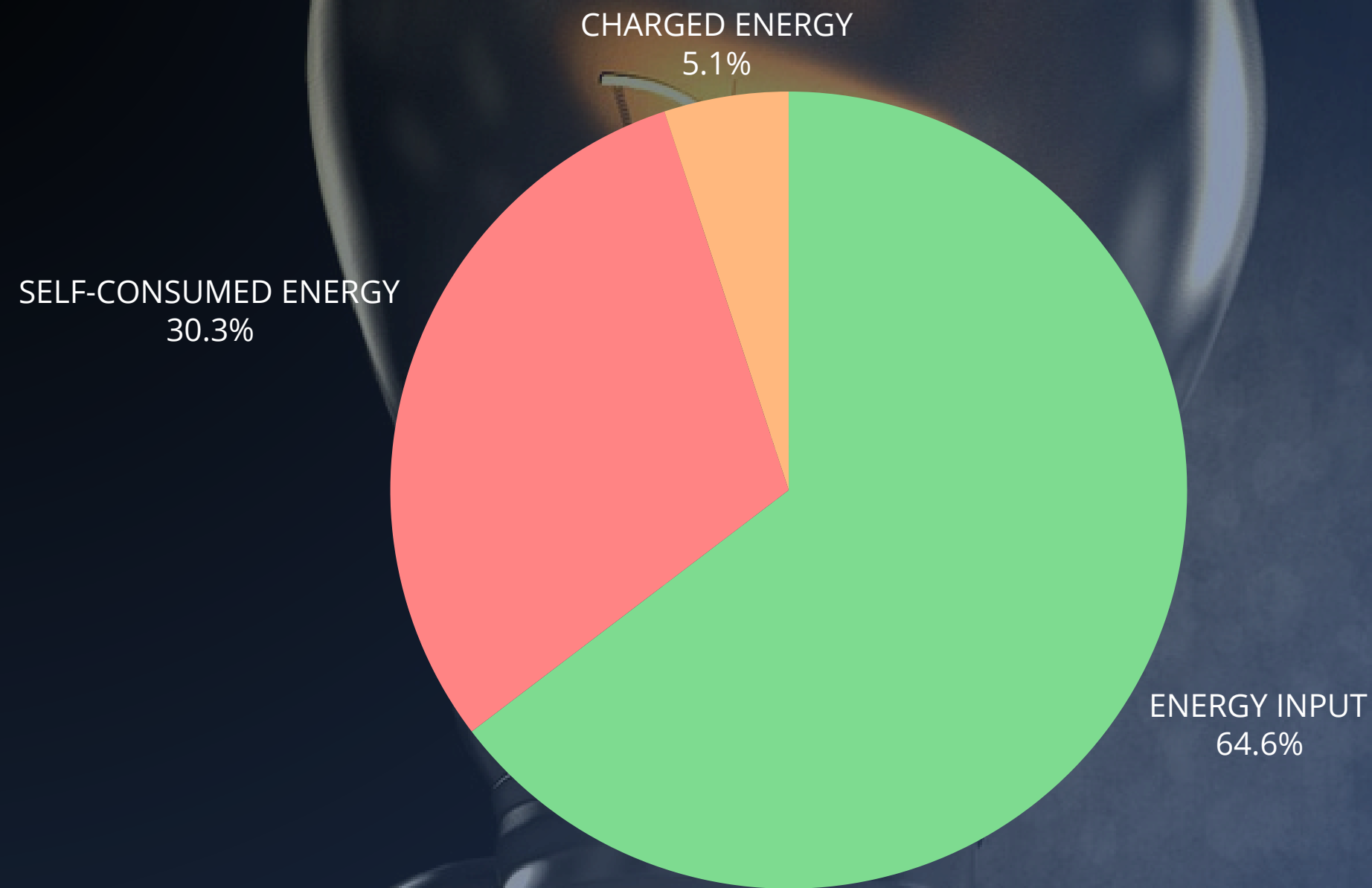
Consumo energia elettrica



	Gen.	Feb.	Mar	Apr	Mag	Giu	Lug	Ago	Set	Ott	Nov	Dic
2019	6.79	6.79	6.79	5.71	5.71	5.71	7.26	7.26	7.26	7.25	7.25	6.71
2020	6.79	5.77	4.76	4.00	4.53	5.75	6.21	4.45	5.22	5.72	6.72	6.63
2021	6.79	6.70	6.09	5.71	6.92	6.61	7.26	4.73	5.67	7.25	7.76	7.30
2022	6.80	6.86	7.58	6.77	8.30	9.03	12.5	7.11	7.72	7.24	7.24	7.23
2023	6.88	6.90	6.69	4.98	6.47	8.05	9.29	4.98	6.38	6.70	6.29	5.77
2024	6.69	5.81	5.68	5.27	6.89	7.41	13.9	6.34	4.98	7.29	7.32	8.66

2019 2020 2021 2022 2023 2024

The infrastructural interventions that LAST is putting in place also include the introduction of a consumption monitoring system through management software and the installation of disconnectors and meters that will allow for greater detail of internal consumption by area of interest. Below are the electricity consumptions for the period 2019-2024.



It is also noted that during periods of maximum photovoltaic production, internal consumption of the energy produced is around 30%, while the remaining 70% is fed into the grid and used to recharge the storage system.

In order to optimise the use of renewable energy, the company plans to use electric generators for steam production during peak production periods, thus reducing the use of LPG-fuelled generators.

In the course of 2025, the company intends to commit to more precise monitoring of energy consumption and to implement an organisation aimed at optimising the consumption of production activities in order to maximise self-consumption of photovoltaic energy and further improve overall energy efficiency.

LPG

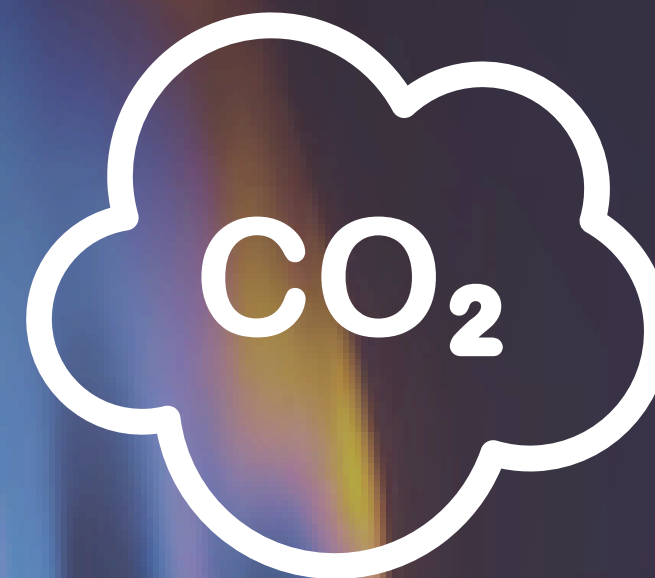
LPG		
USE	CIVIL: • Office heating; • Production heating	PROCESS PLANTS • Steam generation for testing phase (as a secondary to electric generators in case of unfavourable weather conditions)
NOTES	Constant daytime use	Discontinuous use related to test planning

Production activities require the use of LPG gas mainly for the operation of the steam generation plant and to a lesser extent for heating the production departments and offices.

The company installed a photovoltaic system with a capacity of 515 kW, which is higher than historical energy consumption, with the aim of replacing the consumption of LPG used for steam generation during the testing phase of the machines. To this end, electric generators of 300 kW and 200 kW were introduced in parallel to the LPG generators with the aim of operating them with self-generated photovoltaic energy and reducing the environmental footprint by limiting CO₂ emissions from fossil fuels.

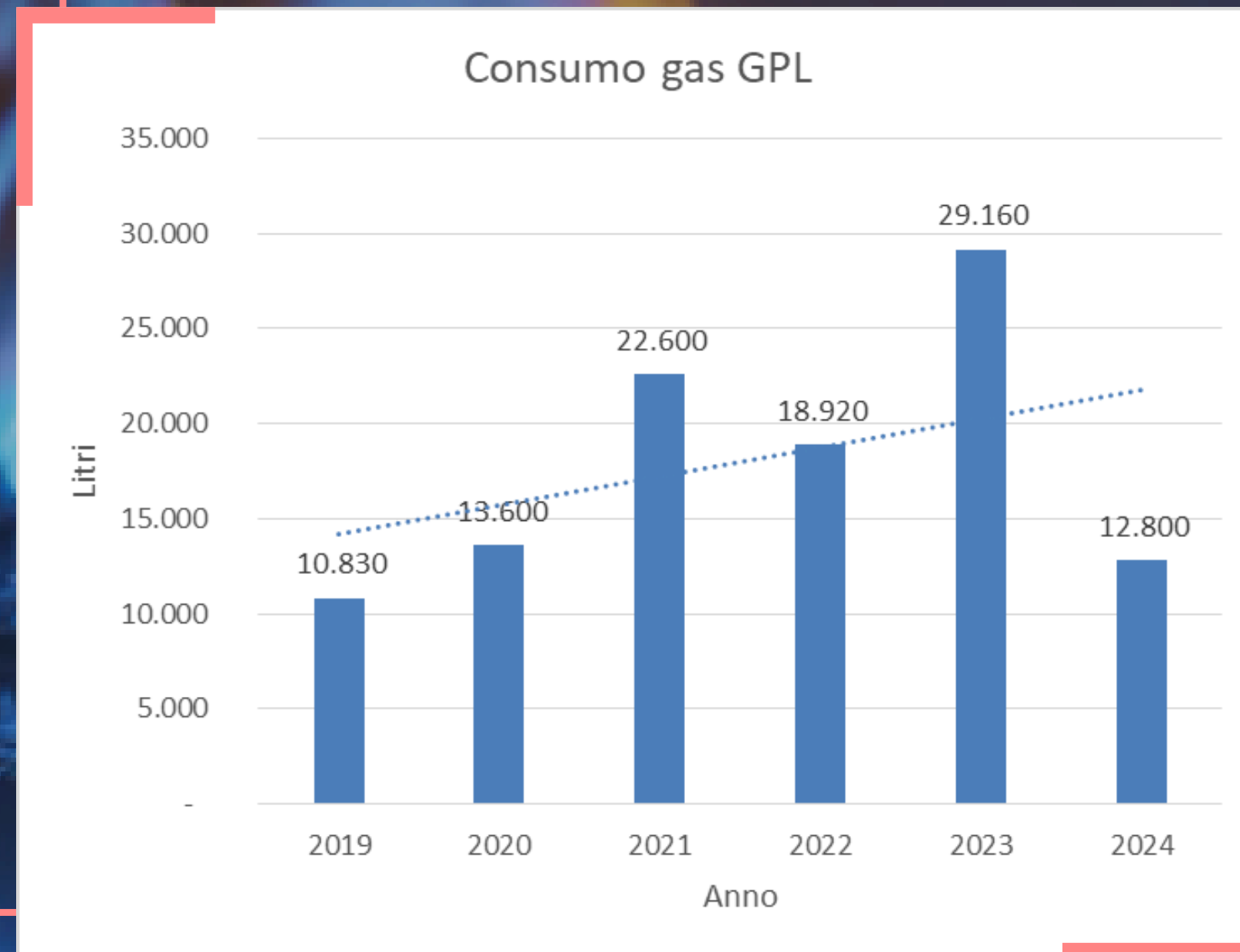
The use of the electric generators will be optimised during the peak production periods of the photovoltaic system, i.e. during the warm season and on the sunniest days. The use will be supported by an advanced consumption monitoring system and by automatisms that regulate the alternation between electric and LPG generators aimed at guaranteeing the continuity of the testing process and maximising overall energy efficiency with a view to the sustainable use of resources.

At the moment, the company is engaged in collecting data and identifying utilisation parameters in order to consolidate procedures to be applied in relation to solar radiation related to weather conditions, seasonality, and period of the day of use.



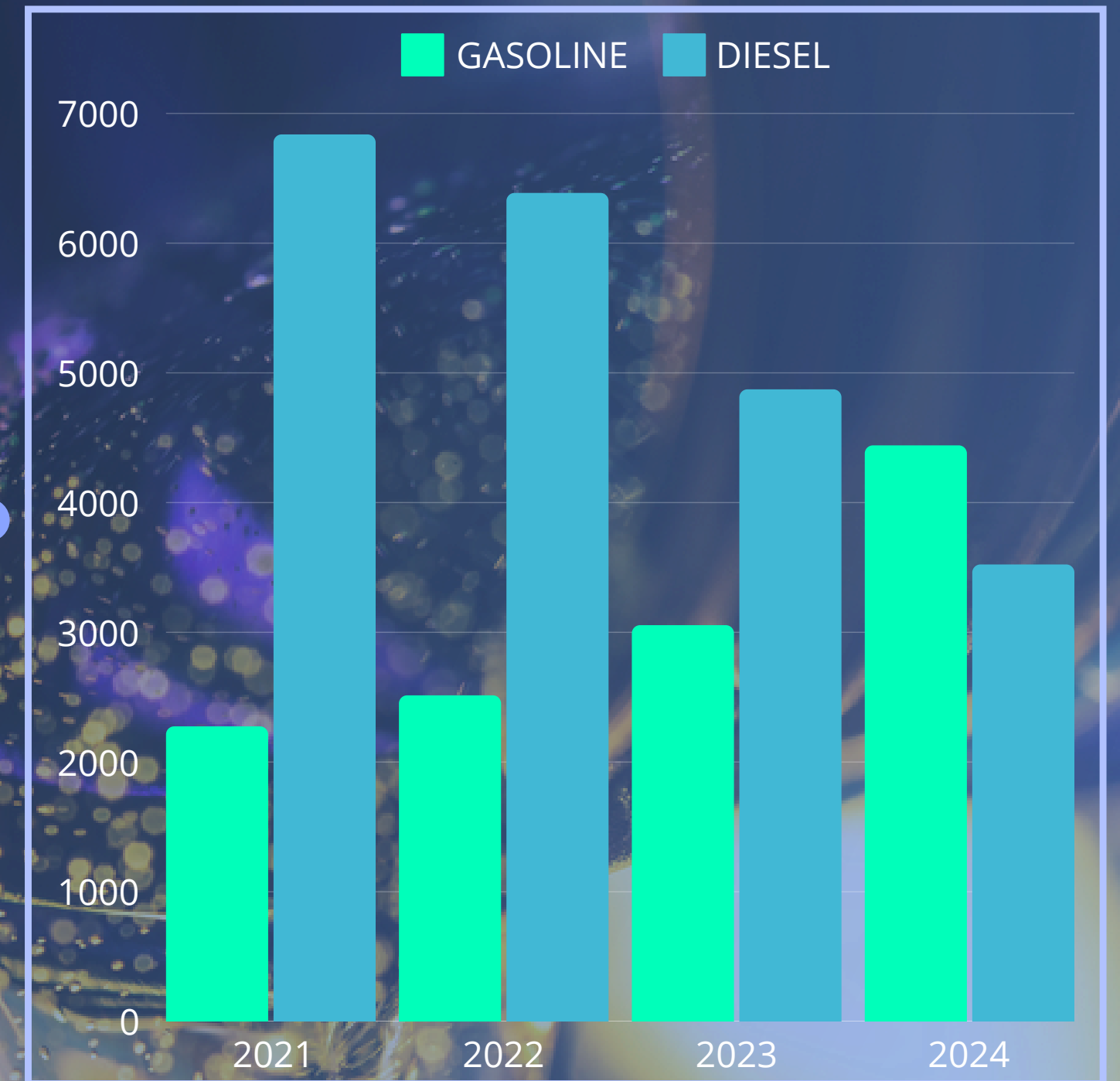
LPG

The total LPG gas consumption for the reporting period is shown here. The graph shows an upward trend in consumption due to the increase in production volumes. LPG gas is stored in a 10,000-litre tank granted on loan for use by the supplier company. Refuelling is carried out on call by the company through tanker trucks. The use of this energy resource is continuously modulated in relation to production needs and climatic conditions in order to guarantee, together with proper maintenance, optimisation during the use of the resource.



FUEL

The company has its own vehicles for transporting people and goods. The fuel consumption in the analysis period, expressed in litres of consumption for petrol and diesel, is shown below:



WATER SUPPLY

The company's water supply is provided exclusively by the public waterworks through a single meter, which is used for both civil and industrial consumption.

Water consumption for industrial use refers to the production of water steam used in the testing process of the company's production machines. In recent years, DIR has carried out various interventions aimed at decreasing the consumption of water resources and more generally to make company processes more efficient.

Specifically, the interventions have concerned the testing plant and in particular the reuse of steam generator condensate water from which thermal energy is recovered through heat exchangers. Constant monitoring of water consumption, as recorded by bills and periodic meter readings, makes it possible to visualise consumption trends over time, as shown in the table.

In 2024, the company obtained authorisation for the discharge of industrial water from testing activities. This water, which is not contaminated, undergoes a filtration process through osmosis and softening before being used. However, due to their incompatibility with the sewage system, they cannot be fed directly into the public disposal system.

Authorisation for the discharge was therefore conditional on the construction of a leaking well, capable of managing the outflow of treated water. Furthermore, in accordance with the prescriptions received, the company has adopted an environmental monitoring plan that provides for periodic sampling to ensure the absence of pollutants and compliance with current regulations. This approach allows us to manage the water resource responsibly, minimising the environmental impact of our activities and ensuring long-term sustainable management.



GOALS

2024 - 2025

GOAL	WE SAID WE WOULD DO...	WE DID...	WE'LL DO...	TARGET
Electricity production from renewable sources	Installation of a photovoltaic system on the roof of the company building	Commissioning of the photovoltaic system	- Analysis of energy flows in order to identify areas for improvement to implement targeted strategies to reduce waste. - Enhancement of the energy produced by the photovoltaic system, maximizing its self-consumption and reducing dependence on the electricity grid.	Zero emissions
Process improvement	Integration of the IMS under ISO 14001:2015 and ISO 50001:2018 aspects	- Maintenance of SGI. - Commitment to corporate social responsibility (CSR); - Introduction of Anti-Corruption Policy and Diversity, Equity and Inclusion Policy.	- Commitment to social and environmental responsibility. - Verification of compliance to obtain EcoVadis certification (environmental impact, working conditions and human rights, ethics in business and sustainability of procurement).	Corporate social responsibility
Ensuring cybersecurity	Enable security monitoring solutions for IT infrastructure related to industrial facilities. Raising awareness and training to workers	Migration to cloud mail servers with secure protocols (SMTP, IMAP, POP3 with TLS/SSL) and advanced authentication systems.	Continuous monitoring and training of workers	Digitalization

GOAL	WE SAID WE WOULD DO...	WE DID...	WE'LL DO...	TARGET
Occupational accidents/occupational diseases	- Worker training in OSH; - Zero accidents.	- Worker training in OSH; - Zero accidents.	- Worker training; - Investment in a vertical automated warehouse (ergonomic risk improvement, MMC, goods handling).	Occupational health and safety
Increasing the quality of life and well-being of workers	Introduction of in-house canteen service with meal delivery by an external catering company	- Introduction of flexible hours for lunch break management. - Provision of fringe benefits to workers. - Increasing the economic value distributed to workers by 2.5%.	Redesigning work environments to improve worker comfort	Staff development
Learning plan: training interventions for the development of new technical and professional skills, technology, and to support the evolution of the business and business environment	Learning Plan 2024	Learning plan 2024 completed	Learning Plan 2025	Staff development
Economic value to stakeholders in terms of value added	Euro thousand 3.500	Euro thousand 3.282	Euro thousand 3.700	Solid governance
Investments made	Euro thousand 1.900	Euro thousand 454	Euro thousand 500	Solid governance

CERTIFICATIONS

Environmental protection is an indispensable value for LAST and is an integral part of our business strategies. We promote environmental culture both internally and to our stakeholders. Efficient use of resources, protection of natural capital, and a circular approach are the principles that guide our business toward the goal of Carbon Neutrality to 2035.



CERTIFICATIONS

Certifications are a fundamental element of the Company's policies, which considers them essential in order to govern internal processes and constantly improve them to make the management system as a whole more effective and reliable.

Effectiveness, optimization, simplification and waste reduction are the basic inputs. This is why integrated management systems have been adopted. Certifications cover the areas of quality management, and occupational safety. They represent a system, aimed at ensuring high quality performance, in accordance with specific internationally valid reference standards



ISO 45001:2018



ISO 5001:2018



ISO 9001:2015



ISO 14001:2015



CERTIFICATIONS

During 2024, the company began the process of obtaining EcoVadis certification, which is also considered a strategic opportunity for a company that wants to stand out in the sustainability landscape.

Obtaining this certification means demonstrating a concrete commitment to responsible environmental, social and ethical practices, thus strengthening its reputation and credibility in the eyes of customers, investors and business partners.

In a market that is increasingly attentive to ESG (Environmental, Social, Governance) criteria, the EcoVadis assessment process allows to identify points of improvement in its internal practices, reducing operational and reputational risks. It also allows it to align with increasingly stringent sustainability regulations, avoiding potential penalties and ensuring more efficient management of resources.

Please be advised that the EcoVadis assessment was completed in early February 2025 with the awarding of the Silver Medal testifying that the company is among the 15% of companies assessed by EcoVadis that have achieved the best scores in the last 12 months (85th percentile or higher).



SOCIAL

LINKEDIN



2.545
FOLLOWERS

+55%
compared
to 2023

WEB SITE



97.531
VISITORS

+61%
compared
to 2023

NEWSLETTER



26

-53%
compared
to 2023



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