

IMPACT REPORT

2023

NASTER S.R.L.
BENEFIT COMPANY

*Specialists in protecting and embracing your
solutions and needs*

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Letter from the Director/Founder

In 2023, we decided to become a Benefit Corporation and therefore, for the first year, I am pleased to present the Impact Report of Naster S.r.l. B Corp.

Naster S.r.l. B Corp has always paid great attention to its employees, their families, their workplace and their financial well-being and has established a stimulating, beautiful, digitised, clean, bright environment, with a concept of objective delegation and scalability of positions, and the possibility of training in the working and humanistic spheres, but with a vision looking to the future, to inclusiveness, social, environmental and economic sustainability. The management decided to give a deeper meaning to our organisation by turning it into a benefit company, completing the ESG process and undertaking a growth path encompassing everyone, from the owner to all the members of the Naster team.

This document describes all the benefit actions accomplished in 2023 and what we intend to do in 2024.

The main challenges that we are going to face with determination and ambition are the diversification of our customer base and hence of the end sectors such as the nautical luxury world with our Supremasea brand and our luxury nautical upholstery, growth in countries, such as those on the fringes of Europe, we have so far neglected in our development activities, ongoing training of human resources with the Neuro agility profile programme, with monthly briefings addressing different topics, such as people's needs and team building, with a view to improving the atmosphere at the company.

Our Mission is clearly based on 360-degree inclusiveness for our employees, attention to the entire supply chain in compliance with standard SA8000, ever-greater corporate welfare, digital transition 4.0, optimisation of flows for a minimised environmental impact, transition of our plastic media to the world of certified recycled film so as to significantly reduce the environmental impact of plastic.

The highlights of our success have certainly been a professional and close-knit team, the launch of Supremasea, and the opening of new markets abroad.

Our intention is to improve the concept of delegation, make our resources more and more autonomous, and carry on the diversification of markets, sectors, products and resources in order to be more and more flexible, with a more extensive offer, not restricted to just a few end sectors.

The CEO/Sole Director
Corrado MALIGHETTI

Introduction

Naster S.r.l. has embarked on the road to becoming a Benefit Company motivated by a strong desire to share its wealth of skills and services, creating an environment in which the experience gained can become a source of enrichment and innovation. This commitment reflects the awareness that a company has a responsibility not only to itself, but also to the community and the surrounding environment. Becoming a Benefit Company means adopting an innovative and adaptive business approach, geared towards the common benefit and the continuous improvement of business practices.

The decision to become a Benefit Company implies a radical change in company mentality and business model. Naster S.r.l. is now committed to pursuing common benefit goals, adopting innovative visions and methods to take on the environmental, social and economic challenges of our time. The company operates with responsibility, sustainability and transparency, taking into account the interests of people, communities, local areas and the environment. Priority is given to investment in Research and Innovation, aimed at developing ever more advanced knowledge and providing effective responses to emerging challenges.

In short, Naster S.r.l. Benefit Company is committed to being a catalyst for positive change, promoting the dissemination of good practices and contributing to the well-being of the community and the environment, through a responsible and future-oriented corporate approach.

Naster S.r.l. B Corp believes in the value of the family, social inclusivity and strong ties with the territory. Over the years, the company has worked tirelessly to create a positive and serene working environment, characterised by meticulous attention to the needs of its employees and geared towards continuous growth, both personal and professional.

At the core of its corporate vision is the concept of professional human capital: an idea that not only underscores the importance of employee training and skills, but also their unwavering attention to customer needs. In 2023, the company administered over 400 hours of training time involving employees at all company levels with the aim of constantly enhancing the quality of the service provided and building up an increasingly effective, motivated and cohesive group.

Furthermore, the company is distinguished by its deep belief in the values of trust and respect, both towards work and the people involved, and towards the surrounding environment. These values are the foundation on which every business interaction and decision is based, guiding the company towards an ethical and responsible footprint in all its endeavours.

This goal is also stated in the corporate purpose of Naster SRL Benefit Corporation in order to ensure its attainment (ART. 2 OF THE ARTICLES OF ASSOCIATION).

The company purpose includes the following activities:

- o production and sale of adhesive tapes, adhesive-protective films and packaging articles;
- o production and sale of adhesive tapes and/or films and adhesive supports in general;
- o trade, including through import/export activities, of the aforementioned products and the raw materials used for their production
- o provision of technical support and consultancy services to third parties in the aforementioned sectors and/or products;
- o purchase, reconditioning and resale of plant and machinery for the production of the products described above;
- o trade of textile articles made of leather and/or imitation leather and/or other natural or synthetic materials, as well as trade of raw materials and other articles and accessories for the nautical and/or the furnishing sectors, for upholsterers and furniture makers;
- o production and marketing of chemicals for ordinary and extraordinary washing, cleaning and hygiene of boat surfaces and materials;
- o marketing of hand wash paste;
- o marketing of gadgets, clothing, footwear for the nautical sector;
- o wholesale marketing of room fragrances, cleaning products, clothing and objects for the nautical and other sectors.

- o It may also engage in any commercial, industrial, movable and real estate transactions as the governing body deems necessary or useful for the attainment of the aforementioned company purpose, including the possibility of taking on and/or granting agency relationships, commissions, representations, with or without deposits and mandates, as well as the following secondary activities:
- o research, analysis, innovation, development, implementation, marketing, sale and rental of hardware and software;
- o design and drafting of corporate training plans;
- o technical and scientific consultancy services;
- o creation of an IT platform, including hardware and software, consultancy, coaching and training on the services offered, including support at the start-upstage;
- o research, analysis, innovation and development, documentation and certification services, with a special focus on innovation and the high technological value of solutions dedicated to the most advanced management engineering systems for production activities, processes and services, including their customisation, also via the Internet, or through a new “software as a service” (saas) distribution formula;
- o studies designed to optimise the management of companies, organisations, consortia, cooperatives, associations and foundations, through organisational interventions, restructuring, management control, financial planning, corporate remodelling, quantitative-qualitative controls of production and associated costs, application of own and third-party methodologies, technical, logistical and commercial coordination, and analysis of business risks (risk management);
- o design, planning, organisation, implementation, monitoring, reporting and management of advanced projects in any category of production of goods, processes and/or services;
- o better valorisation, use and accessibility of company activities, for itself and third parties;

- o planning activities for the procurement of financing, contributions and subsidies through vouchers, calls and over-the-counter, negotiated, direct or indirect funding lines of the European Union, the National Operational Plan and/or the Regional Operational Plans, or any other public, semi-public or private financing bodies, for itself or for third parties;
- o implementation of lifelong learning techniques and processes to optimise digital developments in the areas of R&D, design, planning, organisation, implementation, monitoring, reporting, and management of advanced projects, in any category of production of goods, processes and/or services.
- o production and marketing of computer applications (APPs) accessible via smartphones, tablets, personal computers and other devices;
- o management of computer systems and platforms accessible through the Internet with the use of physical and digital supports and hardware and software technologies aimed at developing activities inherent to its purposes for itself and third parties;
- o design, development, implementation, operation and maintenance of algorithms and software systems, artificial intelligence and data science in general, for the development of digital services inherent to its purposes;
- o design, planning, organisation and implementation of events and exhibitions for information and promotion of the activities described in these Articles of Association;
- o orientation, higher education, job training and life-long learning with the constant updating and dissemination of good practices also through the company's accreditation to the European Social Fund;
- o activities for the valorisation, better use and accessibility of sports, artistic, cultural and historical heritage resources, and production of goods, processes and/or services providers;
- o research, analysis, innovation and development in the areas of its corporate purposes;
- o offers of scholarships in the company's areas of activities.

These activities may be carried out directly by the company or entrusted to third parties; they may also be carried out in collaboration with, or for, public and/or private, national and/or international entities.

It may also carry out financial transactions and acquire interests and shareholdings in other companies or enterprises having a purpose similar or related to its own, either directly or indirectly; all this not as its principal activity and not vis-à-vis the public, not even occasionally or sporadically.

It may issue guarantees and endorsements for obligations or debts, including those of third parties, grant pledges and mortgages, and in general provide real and/or personal guarantees without any limitation whatsoever; such activities also not to be carried out as its main activity and not vis-à-vis the public, not even occasionally or sporadically.

Pursuant to and for the purposes of Article 1(376 to 384) of Law no. 208 of 28 December 2015 (the so-called 2016 Stability Law), in the exercise of its economic activity, as described above, in addition to the purpose of sharing the profits, the company pursues one or more "common benefit" purposes and operates in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and initiatives, bodies and associations and other stakeholders.

In particular, the company pursues the following common benefit purposes:

- 1) actions for the dissemination of good practices for the acquisition and use of state-of-the-art technologies;
- 2) strategic choices and governance supporting activities for public and private subjects for the implementation of innovative paths;
- 3) development of ideas, entrepreneurial projects and activities of interest to the community, guided by green environmental sustainability principles;
- 4) training and coaching activities;
- 5) promotion and dissemination of “benefit” models and systems in process and service production activities;
- 6) collaboration and synergetic activities with not-for-profit organisations, Participatory Foundations and the like whose philanthropic aims are aligned and synergic with those of the company;
- 7) Introduction of sustainable innovation practices and models in companies and institutions to accelerate the process of positive transformation of economic-financial, production, consumption and “cultural” paradigms, aiming at a systematic regeneration of natural and social systems.

Rigorously excluded from the corporate purpose are the activities reserved for members of professional registers, the activities reserved for financial intermediaries pursuant to Article 106 of Legislative Decree no. 386/93, as amended and supplemented, and those reserved for securities brokerage companies pursuant to Article 1 of Law no. 1 of 2 January 1991, as subsequently amended and supplemented.

However, a simple declaration may not suffice if it is not followed by a programme of tangible actions. The objective is the creation of lasting and shared economic, social, cultural and environmental value.

In 2022, Naster S.r.l. B Corp received from the Competition and Market Authority a Legality Rating with a score of one star, a concise indicator of the company's compliance with high standards of legality. The certificate recognises the rewards for companies that, like Naster S.r.l. B Corp, operate according to the principles of legality, transparency and social responsibility. This result can also be found in the official list of companies with a Legality Rating (AGCM - Autorità Garante della Concorrenza e del Mercato).

Naster's care and attention to its customers is closely associated with the care it devotes to the people who work with it, the planet and the Community around us. This resourcefulness and Naster's commitment to it are also expressed within its Communication Manifesto.

BENEFIT COMPANY MANIFESTO

Manifesto on which to develop one's conventional and non-conventional communication

<p style="text-align: center;">KNOW-HOW</p> <p>One of the motivations that prompted NASTER S.r.l. to become a Benefit Company is a desire to make our skills and services available, offering a space where the knowledge and experience acquired so far can be shared and become an object of distinction and a strong drive towards the ongoing dissemination of good practices and best practices. Providing data, specific analyses and company knowledge with the aim of improving collective development strategies, disseminating a unique message about the value of the Made in Italy brand.</p>		<p style="text-align: center;">COMMUNITY</p> <p>Transforming the Company into a Benefit also means taking a commitment to the Community and the Environment, spreading good practices, pursuing corporate choices that are not only and exclusively aimed at pure profit. Our commitment also consists of developing and implementing philanthropic actions for the benefit of the community. To this end, we support associations and participatory foundations that foster and enhance actions for the common good, the world of culture, sports and youth, also by constantly promoting employment growth. We promote organisations that direct their efforts towards boosting research, development and innovation in any sector, thereby making our enterprises more and more competitive. Furthermore, part of the profits are used annually for the purpose of improving the quality of work and the well-being of employees and to support organisations that, pursuant to their founding principles, improve and support the integration of young people into the world of work and disseminate and enhance culture in the fields of art, the nation's immense historical heritage, and care for the environment.</p>
<p style="text-align: center;">COMMUNICATION PROJECTS (DISSEMINATION)</p> <p>To selected non-profit organisations and/or enterprises in our area, we make available services for the development of communication projects and plans within the scope of our competences, in circumstances in which we believe they can inform and provide specific insights into issues of common interest that can foster the growth of these realities.</p>	<p style="text-align: center;">LIVE COMMUNICATION (VALORISATION)</p> <p>In connection with social objects deemed to be of common value, we offer selected non-profit organisations our expertise for the development of events of various kinds that can enhance a theme of common interest.</p>	
<p style="text-align: center;">ENVIRONMENT</p> <p>Our focus is on researching and developing eco-sustainable and efficient solutions ensuring the lowest possible environmental impact. This is why, on a daily basis, our company works to adopt sustainable production methods so as to contribute to an increasingly green corporate policy. In this area, too, our priority is to disseminate the results obtained in order to facilitate their replicability.</p>		<p style="text-align: center;">TRAINING</p> <p>Thanks to accreditation to the European Social Fund, we offer courses in Orientation, Higher Education, Job Training and Lifelong Learning, also with the aim of disseminating the most advanced principles in good practice and best practices. The dissemination of these principles becomes more and more fundamental every day for the constant and ongoing evolution of every environment in which the Community pursues its civil and social goals.</p>

What is a benefit corporation?

Benefit Companies, known in the world as Benefit Corporations, were introduced by Law no. 208 of 28 December 2015 and constitute one of the most advanced models that certify, even at statutory level, the positive social and environmental impact of business. They are for-profit companies that retain their original company name, pursue one or more common-benefit purposes, and operate in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and activities, organisations and associations and other stakeholders.

They contribute to create value for both shareholders and stakeholders, i.e., for investors and various parties involved in company activities in various ways. The distinctive feature of Benefit Companies is the integration of the traditional social purpose of a profit-making nature with the purpose of common benefit. The vision of the Benefit Companies is to trigger a positive competition between all companies, so that they are measured and evaluated in their work by the same yardstick: positive impact on society and the planet and economic results.

The growing popularity of B Corps and Benefit Corporations was one of the main reasons that prompted the Italian legislator to recognise the status of Benefit Corporation. This enabled Italy to become the first EU country, and the only sovereign country in the world, to assign legal dignity to this form of enterprise.

What characterises a Benefit Corporation, differentiating it from others? Its choices, as summarised below.

Benefit Choices



Disseminate best practices with the aim to create a positive impact on society and the biosphere, i.e., shared value, beyond the mere generation of profit.



Consider the impact of the company on society and the environment, in order to create long-term sustainable value for all the stakeholders and the shareholders involved.



Communicate annually and report, according to third-party standards, the results obtained, progress made and future commitments in terms of social and environmental impact, both to the

shareholders and to the
general public.

The creation of the Benefit Corporations has introduced a new professional figure who aims to change companies from the inside: the Impact Manager. Working in collaboration with the company's management, the Impact Manager is responsible for ensuring that the company, in carrying out its activities, is also committed to generating a positive impact on people, society and the environment, by pursuing the benefit objectives set out in its Articles of Association, which are well aligned with national, European and international policies, such as the United Nations Sustainable Development Goals (SDGs).

Naster S.r.l. B Corp appointed as Impact Manager Contributo Utile S.r.l. B. Corp in the person of Director and Project Manager Stefano Darra. This consultancy company, among other things, supports its client companies in their overall internal reorganisation, which affects every area of the company. Starting from a detailed knowledge of the client-company, it initiates a process of structuring and organising the future development project, also intervening on the company's foundations, where necessary, by remodelling company bylaws and set-up. In order to renew the client-company on a 360-degree basis, preparing it for the presentation of major development projects, it proposes various initiatives, including the drafting of documents for the transformation into a Benefit Corporation, including the Communication Manifesto, a new Code of Ethics and the related annual impact report; adherence to the Legality Rating and its subsequent renewal; strategic management consulting; drafting of charters for the creation of Participatory Foundations.

The story of Naster S.r.l. B Corp

NASTER S.r.l. Benefit Corporation is a long-established industrial reality, founded in 1981 in Mornico al Serio (BG). Initially specialising in the marketing of adhesive tape, in 1986 it expanded its activity by introducing a department dedicated to the production of such tapes, installing the first acrylic coating machine and the first cutting system. Over the years, there was such an increase in demand for the product that in 1996, besides completing the cutting line, the company inaugurated a second acrylic coating system by installing three automated systems and two product customisation systems.

In 2006, with the aim of differentiating itself from the competition and strengthening its competitive position in the market, the company started a new production line dedicated to protective films and established a new area of commercial organisation and production control, with the aim of optimising operations and ensuring a high level of efficiency.

In 2013, with the aim of lowering consumption costs and enhancing its production activities and raw material storage, the operational headquarters were removed to a new production site in Martinengo (BG).

Having decided to invest in its environmental policy, in 2017, Naster S.r.l. Benefit Corporation refurbished its electrical and thermal power plants, with the aim of achieving greater efficiency, saving both money and energy. Furthermore, it invested in 4.0 technologies by setting up a new automated management system for adhesives, crosslinked adhesives, additives and water, with a view to reducing waste.

Throughout its 40-year history, Naster S.r.l. Benefit Corporation has always placed special emphasis on a solid investment in human capital through the implementation of targeted training programmes, such as team building, language and communication courses.

The core business of Naster S.r.l. Benefit Corporation focuses mainly on the production of protective films, adhesive tapes, packaging stretch films and paper masking tapes featuring high quality and high strength. In 2022, this core business was expanded to include the luxury nautical sector. In particular, the “Supremasea” brand was developed to offer the excellence of Made in Italy to the luxury nautical markets, with the aim of extending the company’s core business, meeting the specific needs of the new target by offering a complete range of products and services, including nautical upholstery in leather and faux leather, boat engines, fashion and sports eyewear, water vehicles, accessory parts, beach bags, furniture, boat sails, clothing, boat hire, custom boat production and boat design consultancy services.

In 2023, Naster S.r.l. became a Benefit Corporation to pursue one or more common benefit purposes and operate in a responsible, sustainable, transparent manner towards persons, communities, territories and the environment, cultural, tourist and social assets and activities, organisations and associations and other stakeholders.

Naster is renowned for its excellence in terms of unparalleled quality, efficiency and safety. The many certifications obtained attest to the company's strict adherence to its code of ethics and the creation of lasting relationships with customers and suppliers. Furthermore, its sustainability report reflects the company's commitment to the environmental and community spheres.

Naster S.r.l. holds the following certifications:

MED certification and EN standards: for compliance with European fire prevention and quality regulations, for products such as adhesive tape for carpets and protective films for glass surfaces;

- o ISO 9001 certification: for its quality management system, which is evidence of an ongoing commitment to improve the company organisation and meet customer needs;
- o SA800 certification: in that the Naster company adopts the highest principles of corporate social responsibility and promotes safety at work, respect for human and children's rights, and equal opportunities.
- o The Organisational Model pursuant to Decree 231/2001: Naster does not limit itself to comply with the regulations, but is actively engaged in protecting the environment and the health and safety of its employees, thus contributing to building a better future. Compliance with Decree 231/2001, in fact, testifies to the company's transparent and responsible approach to business management.



THE COMPANY IN FIGURES

MORE THAN **40** YEARS' EXPERIENCE IN THE INDUSTRY

WE WORK WITH OVER **45** COUNTRIES THE WORLD OVER

STAFF: **30** TRAINED AND PROFESSIONAL EMPLOYEES

TURNOVER FOR 2023

8,491,986

97.6% CUSTOMER SATISFACTION

THE MISSION AND VALUES OF NASTER S.r.l. B Corp

VISION

Naster S.r.l. Benefit Corporation is more than just a company producing protective films and adhesive tapes. It is an entity founded on a solid vision and profound values, which are reflected in every aspect of its work.

Throughout its history, Naster has embodied the concept of family. Its roots extend back to previous generations, who passed on their love for the craft with passion and dedication. This legacy has shaped its identity, and Naster carries on the banner of quality and commitment, aiming for a future driven by innovation and adaptability.

Quality is a fundamental pillar for Naster. For this reason, every stage of the production process is subjected to rigorous controls to guarantee maximum reliability and durability of its products. Investments in advanced technologies and certifications testify to the company's commitment to excellence in every detail.

Naster S.r.l. Benefit Corporation also stands out for its competitiveness. Not only does it offer high quality products, but it does so while maintaining competitive pieces in the market for protective films and adhesive tapes. This balance between quality and affordability is what makes it a leader in the industry.

Flexibility is another distinctive feature of Naster. The company is ready to adapt to the changing needs of the customers and the market, embracing innovation and technological improvement to offer leading-edge solutions and ensure maximum satisfaction.

Customer trust is the result of an ongoing commitment on the part of Naster. Promptness in responding to requests, attention to detail and cooperation with the customer are elements that strengthen the bond of mutual trust.

Respect is at the heart of everything Naster does. The company is committed not only to its employees and customers, but also to the environment and the community in which it operates. This responsible and people-oriented approach characterises Naster's identity, confirming its role not only as an industrial leader, but also as a positive agent in society.

MISSION

The commitment of Naster S.r.l. Benefit Corporation to social inclusivity is reflected in the active involvement of its employees and the support provided to the community of Bergamo, where the company is based. An inclusive working environment is promoted and initiatives geared to the social welfare of the area are supported.

Corporate sustainability is a tangible commitment for Naster S.r.l. Benefit Corporation. Indeed, the company invests in the training of its employees to ensure a high level of professional competence, which translates not only into economic satisfaction, but also into a prosperous and positive corporate climate.

Naster S.r.l. Benefit Corporation contributes to the improvement of Bergamo's social fabric through active participation in charitable initiatives and actions to support the local community. It is believed that corporate success should have a positive impact on the well-being of the city and its inhabitants.

The company takes action to promote the circular economy, by adopting sustainable practices aimed at reducing the environmental impact of its activities and fostering the recycling and reuse of resources.

Naster S.r.l. Benefit Corporation views the digital transition as a priority and embraces new technologies and the Industry 4.0 concept to improve the efficiency of its processes and offer innovative solutions to its customers.

Naster S.r.l. Benefit Corporation stands out for its human and ethical approach to its employees, customers and suppliers. The company is driven by deep values of mutual respect and cooperation, generating a climate of trust and solidarity in every interaction

CODE OF ETHICS

The Code of Ethics and Conduct of Naster S.R.L. B Corp establishes the values and principles that must inspire all those who have dealings with the company, including managers, employees, collaborators, suppliers and partners. This code promotes fairness and economic efficiency in internal and external relationships, fostering a positive corporate reputation. It sets out the ethical standards of the company, defining correct and transparent behaviours. All collaborators are required to act

with the utmost fairness, transparency and respect for the laws and company regulations, avoiding conflicts of interest and behaviours that do not conform to the Code of Ethics and Conduct.

The Supervisory Board is responsible for the application and interpretation of the Code of Ethics and Conduct of Naster S.r.l. Benefit Company. The employees can report any doubts or violations of the Code, without any fear of retaliation. The Supervisory Board will regularly meet to disseminate the Code, support its interpretation, assess violations and take appropriate action. No one may be penalised for reporting violations of the Code.

General Principles

- o Each employee must set an example for others and promote respect for the Code of Ethics and Conduct.
- o Naster S.r.l. Benefit Company provides information and training on anti-corruption regulations, and employees are expected to know and comply with them, adopting behaviours that avoid violations of the Code.

PRINCIPLES RELATING TO TRANSACTIONS, TRANSITIONS AND REGISTRATIONS

Naster S.r.l. Benefit Company uses its own quality management system as a key tool to define company processes, activities and responsibilities. This system provides prescriptive guidance through detailed documentation, ensuring that relevant operations are evidenced and conducted by authorised employees, guaranteeing the traceability of activities.

In the field of accounting, Naster S.r.l. Benefit Society is committed to ensure correct, complete and transparent reporting, in compliance with the accounting criteria and principles established by law. Employees must comply with internal procedures to accurately record and authorise each transaction, guaranteeing its verifiability, legitimacy, consistency and appropriateness.

Employees must be transparent and cooperate thoroughly with the Supervisory Board and the auditors during audits and control activities. Each employee must ensure that management activities are correctly and promptly represented in the accounts. For each transaction, appropriate documentation is required to ensure an accurate accounting entry and the precise reconstruction of the transaction, thus reducing the risk of misinterpretation.

INFORMATION AND DATA MANAGEMENT

The activities of Naster S.r.l. Benefit Society include the acquisition, storage, processing, communication and dissemination of data, documents and information relating to negotiations, proceedings, operations and contracts. These may include personal data protected by privacy legislation, confidential data and data whose disclosure could harm the company. All collaborators, internal and external, must protect the confidentiality of information learned in the course of their activities. They must acquire and process only the necessary data, store it securely, communicate it only in accordance with established procedures and respect any confidentiality clauses. Data and information are processed by Naster S.r.l. Benefit Company in compliance with applicable regulations, including data protection regulations such as GDPR. Everything that is learnt, processed and managed by employees during their work belongs to the company and must be kept strictly confidential and protected, in accordance with company regulations and procedures.

USE OF SOFTWARE IN DEALINGS WITH THE PUBLIC ADMINISTRATION

Software programmes used for interaction with external institutions are subject to strict rules on use and access. Management establishes access criteria, usage limits and rules for critical activities with service providers. It is forbidden to share access credentials with third parties and to use the programmes improperly or to perform unlawful operations. During training activities, it is essential to respect the rules of use of software and to enter only correct and verifiable information. These same rules apply to the software used for financial reporting, regardless of the employee's role.

DEALINGS WITH THIRD PARTIES

The collaborators of Naster S.r.l. Benefit Society must maintain an ethical and legal behaviour in their relations with third parties, characterised by transparency, clarity, fairness and equity. The company condemns any criminal practices that may harm persons or property, and is vigilant in preventing any unintentional or indirect involvement in such illegal activities. Co-workers are encouraged to report potentially risky situations of commission of offences to the Supervisory Board or company supervisors. In commercial and promotional relations, illegal practices, collusion, corruption, illicit payments and favouritism are prohibited. It is forbidden to seek personal advantages through direct solicitation or through third parties, avoiding conflicts of interest between personal/family economic activities and corporate duties. The acquisition of information on third parties must be done lawfully, in compliance with applicable laws.

The collaborators of Naster S.r.l. Benefit Society are forbidden from using confidential data and information of third parties without the latter's explicit authorisation. Data may only be processed within the limits set by the instructions received for one's role. Each employee must ensure proper reporting of activities performed, either directly or through suppliers or other collaborators, and accurately complete the relevant registration documents. The falsification of documents or the introduction of untrue data is strictly prohibited. Any errors must be reported to the contact persons and corrected in a transparent and documented way.

It is essential to strictly follow the rules for completing and signing registers and other documents used for reporting to investors. Company procedures define responsibilities and signature powers, which must be respected by everyone. Any attempt to breach these provisions must be reported immediately to the company contact person or the Supervisory Board. Naster S.r.l. Benefit Company does not tolerate corruption towards public officials or other parties connected with public employees, in any form. The company undertakes to respect the rules of competition and the market in its dealings with other companies, acting with fairness and good faith.

RELATIONS WITH PRODUCT AND SERVICE SUPPLIERS

In its dealings with suppliers of products and services, as well as with consultants, Naster S.r.l. Benefit Company follows internal procedures for the selection, qualification and management of the relationships, based on the principles of fairness, good faith and respect for competition and market rules. Collaborators in charge of supplier relationships must operate according to pre-defined requirements and must be evaluated objectively, impartially and transparently, avoiding favouritism or personal advantages, even outside the supply relationship.

Employees must avoid conflicts of interest, reporting any conflict situations to their contact person or to the Supervisory Board. The selection of suppliers and purchasing conditions are based on values of competition, objectivity, fairness and equity, with careful evaluation of the offer.

No undue pressure is allowed in the choice of suppliers, which is made after a careful evaluation of the market and the acquisition of several offers. If a supplier is chosen without more than one offer, there must be solid, objective reasons highlighted to the person approving the orders. Purchases from unknown sources or without tax and guarantee documentation are not considered.

Favouritism in payments to suppliers is not permitted and actions must not undermine their status as creditors. Contracts must be consistent with the products and services purchased and must not circumvent labour standards. In dealings with suppliers, payments in cash or gifts to obtain advantages of any kind are not permitted, neither through individual initiatives nor through personal or family resources or money. Business courtesies must not raise suspicions of illegality or compromise the corporate image. Even for suppliers not subject to qualification, such as accountants or lawyers, the control procedures laid down for payments must be followed, with formal verification by the employee responsible of the appropriateness of the fee.

RELATIONS WITH SERVICE RECIPIENTS

Naster S.r.l. Benefit Company is committed to meeting the expectations of its stakeholders, requiring honesty, fairness and transparency in every relationship and contact. Collaborators must avoid conduct that could lead to undue financial advantages, either directly or indirectly. Offers of money or gifts to obtain real or apparent advantages are not permitted, not even through individual initiatives or using personal resources. The company is committed to maintaining quality standards for its products and services and periodically monitors their perception.

RELATIONS WITH INSTITUTIONS: RELATIONSHIPS WITH THE PUBLIC ADMINISTRATION AND LOCAL AUTHORITIES

In its dealings with the Public Administration and Local Authorities, Naster S.r.l. Benefit Company scrupulously follows EU, national and corporate regulations, including Law No. 190 of 6 November 2012. It is strictly forbidden to attempt to influence the decisions of such institutions by offering gifts, favours or money, either directly or indirectly. This prohibition also applies to individual initiatives or the use of personal resources. Business courtesies must not raise suspicions of illegality or compromise the corporate image. If an employee receives indications to this effect, he/she shall immediately notify his/her contact person or the Supervisory Board.

RELATIONSHIPS WITH CUSTOMERS AND RECIPIENTS WITHIN THE SCOPE OF THE CORPORATE PURPOSE

In their relationships with customers, all the operators of Naster S.r.l. Benefit Company must behave with the utmost fairness, considering that customers are the main and fundamental stakeholders of the company.

RELATIONSHIPS WITH POLITICAL ORGANISATIONS AND TRADE UNIONS

Naster S.r.l. Benefit Society does not make direct or indirect contributions to political parties, movements, political and trade union organisations, nor to their representatives or candidates, without a prior resolution of the shareholders' meeting.

RELATIONSHIPS WITH SUPERVISORY AUTHORITIES

Naster S.r.l. Benefit Company fully cooperates with the Supervisory and Control Authorities, respecting their institutional role and promptly executing their prescriptions.

DIGNITY AND RESPECT

Naster S.r.l. Benefit Company is committed to complying with national and international labour laws and to opposing any form of discrimination, guaranteeing equal opportunities to all employees and collaborators. The company promotes a harassment-free work environment and is committed to protecting the psycho-physical integrity of all individuals, preventing mobbing and harassment of any kind.

HEALTH, SAFETY OF WORKERS AND ENVIRONMENTAL PROTECTION

Naster S.r.l. Benefit Company is committed to complying with the regulations on prevention and safety at work, not compromising on the health and safety of its employees. Each employee is obliged to avoid situations that may endanger the health of others. The company also takes into account national environmental regulations, promoting the use of eco-friendly products and the correct disposal of waste, in particular special waste, according to municipal regulations.

NASTER S.R.L. B Corp AND THE UNITED NATIONS DEVELOPMENT GOALS (SDG): THE COMMON BENEFIT PURPOSE

As a Benefit Company, Naster S.r.l. Benefit Society has included within its Articles of Association a series of specific common benefit goals, to be pursued in the exercise of its business activity, generating on the one hand a measurable positive impact on society and the environment and, on the other, satisfactory economic results, improving its image in the eyes of potential and current customers and investors, making its position more competitive in the market and its reference sector.

In particular, the Articles of Association of Naster S.r.l. Benefit Company in Article 2 mention:

As a Benefit Company, the company intends to pursue one or more common-benefit goals and operate in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and activities, organisations and associations and other stakeholders.

The common benefit goals that Naster S.r.l. Benefit Society intends to pursue find expression in the following actions already undertaken or to be continued in the coming years by Naster S.r.l. B Corp. To each of them we have assigned a United Nations Sustainable Development Goal (SDG).

Actions to disseminate best practices for the acquisition and use of the latest technologies to all Italian companies in the sector (synergy with SDG 9)

Organisation of events and activities involving the local community: awareness days on important issues and partnerships with local organisations or sponsorship of community events (synergy with SDG 11).

Supporting activities in strategic choices and governance to public and private actors for the implementation of innovative pathways (synergy with SDG 9)

Obtaining the legality rating from the Competition and Market Authority and adopting the Organisational Model required by Decree 231/2001 for the prevention of offences (synergy with SDG 16)

Development of ideas, business projects and activities of social interest, guided by principles of environmental sustainability (synergy with SDG 13)

Training and coaching activities (synergy with SDG 8)

Promoting the health and well-being of people within the company and their loved ones (synergy with SDG 3)

Promotion and dissemination of "benefit" models and systems in process and service production activities (synergy with SDG 12)

Introduction of sustainable innovation practices and models to accelerate a positive transformation of economic, production, consumption and cultural paradigms, aiming at the systematic regeneration of natural and social systems (synergy with SDG 12)

R&D projects for final product optimisation and reduction of negative environmental impact (synergy with SDG 9)

NASTER S.R.L. B Corp PERFORMANCE IN IMPACT AREAS

NASTER S.R.L. B Corp FOR THE COMMUNITY

GOALS

SUPPORT, THROUGH CHARITABLE DONATIONS, INITIATIVES DESIGNED TO RAISE AWARENESS AND PROMOTE GOOD PRACTICES AND ROLE MODELS FOR THE BENEFIT OF THE ENTIRE LOCAL COMMUNITY, WITH A FOCUS ON YOUNG PEOPLE AND WOMEN

RESULTS (KPIs)

- Welfare care contribution of EUR 3,050.00: Naster S.r.l. B Corp financed breast mammography, supporting the mobile clinic during the breast cancer prevention day in Martinengo. It also offered the test free of charge to women up to 40 years of age and also to employees who met the requirements.
- Naster supports the youth Tamburello team of Castelli Calepio during the Italian championship with a contribution of EUR 12,200.00. It also supports the San Pietro in Gu cycling team, with a focus on the youth sector, with a donation of EUR 30,500.00.
- Naster contributes to the celebration of the patronal feast of a small village in Adrara San Rocco by donating an amount of EUR 610.00.
- With the aim of supporting those most in need and in difficulty, Naster helps and supports the Parish of San Pietro in Tagliuno with a donation amounting to EUR 500.00 and the Association Jesus Confido in te with a donation amounting to EUR 300.00.
- Naster supports non-profit organisation ONLUS Marianna with a donation of EUR 500.00 to support struggling entrepreneurs.

*ENHANCING INTERNAL
STANDARDS OF COMPLIANCE
WITH THE LAW*

- In 2022 the Competition and Market Authority awarded Naster S.r.l. B Corp a Legality Rating with a score of one star (measure RT16240, valid for two years). The Legality Rating is a summary indicator of the applicant company's compliance with high standards of legality; the certificate recognises companies that, like Naster S.r.l. B Corp, operate according to the principles of legality, transparency and social responsibility. This result can also be found in the official list of companies with a Legality Rating (AGCM - Autorità Garante della Concorrenza e del Mercato).
- Pursuant to Legislative Decree 231 of 2001, Naster S.r.l. B Corp has provided for the adoption of the Organisation, Management and Control Model (OMCM) on administrative liability for offences, which, in relation to the nature and size of the organisation as well as the type of activity carried out, provides for appropriate measures to ensure that the activity is carried out in compliance with the law and that risk situations are promptly detected and eliminated.

NASTER S.R.L. B Corp FOR THE ENVIRONMENT

GOALS

*DEVELOP IDEAS, BUSINESS PROJECTS AND
ACTIVITIES OF SOCIAL INTEREST, GUIDED BY
PRINCIPLES OF ENVIRONMENTAL
SUSTAINABILITY*

RESULTS (KPIs)

Naster S.r.l. B Corp developed two projects of environmental interest:

- An ecological project for the manufacture of medical mats, with the aim of minimising the environmental impact associated with the manufacture of the adhesive reels used in the production of mats. The main component of these reels is polyethylene (PE) backing, so the key objective of the project is to find a solution providing for the use of second-generation recycled polyethylene or paper as a sustainable alternative.
- A circular economy project involving the protection of products and accessories for furniture by making use of reclaimed polyethylene (PE) backing films. The main goal is to mitigate the environmental impact associated with the adhesive-coated coils used for the protection of doors and furniture elements. Since the prevailing component of these films, accounting for approximately 90 per cent of their thickness and 80 per cent of their weight, is the PE backing, the project aims to find a solution involving the recovery of the protective films used up during the protection process, the removal of the adhesive and the subsequent reuse of the polyethylene, by means of a PE reanalysis process.

*CONTINUE WITH THE PREPARATION OF
BUSINESS PREMISES AND FACILITIES WHERE
EFFORTS ARE MADE TO REDUCE THE NEGATIVE
ENVIRONMENTAL IMPACT IN TERMS OF ENERGY
CONSUMPTION*

- Naster S.r.l. B Corp continues to use a 180 kW photovoltaic system with 100% self-production of electricity; a lighting system with LED technology throughout the production facilities, the laboratory and offices, reducing costs and thus energy absorption by approximately 70%; a highly energy-efficient, gas-fired boiler system with advanced technology for heat management both during start-up and during work cycles. This makes it possible to achieve a significant reduction in emissions while complying with current regulations.
- More recent is the use of forklifts with the latest generation lithium batteries supplied by our partner Gruppo Selini SPA, which permit the immediate recharging of the battery in one and a half hours and, above all, with no hydrogen emissions into the environment, i.e., with enhanced safety.

NASTER S.R.L. B Corp FOR ITS EMPLOYEES

GOALS

*CONTINUE TO INVEST IN THE
ENHANCEMENT OF HUMAN
CAPITAL THROUGH ITS ACADEMY
AND PROFESSIONAL TRAINING
AND COACHING COURSES*

*PROPOSE A CONCRETE
CORPORATE WELFARE
PROGRAMME FOR ITS
EMPLOYEES*

RESULTS (KPIs)

- 0 Naster S.r.l. B Corp continues to offer training courses to its employees through the Polaris Naster Academy, a prestigious institute where in-depth knowledge, skills, methodologies and innovative concepts are shared and developed.
- 0 Naster offers a welfare programme to its employees through the Health Italia platform, which includes an annual credit of EUR 450.00 for the employees. This credit can be used to buy school books, attend courses, purchase electronic devices, shopping vouchers or fuel, which contributes to the well-being of company employees.
- 0 Naster provides its employees with an Edered Conad and MD Gift Card worth EUR 300.00, with the aim of providing concrete help to its employees to meet their food expenses.

NASTER B Corp FOR R&D GOALS

DEVELOP A NEW BRAND TO EXTEND ITS TARGET MARKET, OPEN UP TO NEW SECTORS, INCREASE PROFITS, STRENGTHEN ITS COMPETITIVENESS, EXPAND PRODUCTION AND INNOVATE THE PRODUCTION PROCESS. THROUGH ITS OWN LABORATORY, CONTINUE DEVELOPING R&D PROJECTS TO OPTIMISE THE END PRODUCT AND REDUCE THE NEGATIVE ENVIRONMENTAL IMPACT OF THE PRODUCT OR PRODUCTION PROCESSES

RESULTS (KPIs)

- In April 2023, Naster S.r.l. B Corp registered the brand name "Supremasea" with the aim of extending its core activities, meeting the specific needs of the nautical sector, by offering a full range of products and services, including nautical upholstery in leather and faux leather, boat engines, fashion and sports eyewear, aquatic vehicles, accessory parts, beach bags, furniture, sails for boats, clothing, boat rental, custom boat production and consultancy services for boat design.
- Project for the realisation of a solvent-free high-adhesion product, with the purpose of preserving the integrity of roofing tile-like steel in the construction of insulated sandwich panels. This project was conducted in close cooperation with leading suppliers of adhesives and crosslinkers, with the aim of finding a combination of aqueous dispersion adhesives and crosslinkers, ensuring a water absorption rate, under submerged conditions, of less than 10% within a 24-hour period. At the same time, research focused on the ability to maintain a strong anchorage to the polyolefin plastic substrate and to ensure adequate adhesion to facilitate industrial application in different climatic conditions, including the possibility of removal at temperatures as low as -20°C. In addition, Naster and its suppliers sought a method for the application and printing of the aforementioned product on surfaces of both a remarkably smooth and a very rough nature, while guaranteeing an adhesive mass possessing the necessary strength.

- An environmentally friendly project for the production of medical mats, with the aim to minimise the environmental impact associated with the manufacture of the adhesive reels used in the production of mats. The predominant component of these reels is the polyethylene (PE) backing, so the key objective of the project is to find a solution providing for the use of second-generation recycled polyethylene or paper as a sustainable alternative.
- A circular economy project involving the protection of products and accessories for furniture by making use of reclaimed polyethylene (PE) backing films. The main goal is to mitigate the environmental impact associated with the adhesive-coated coils used for the protection of doors and furniture elements. Since the prevailing component of these films, accounting for approximately 90 per cent of their thickness and 80 per cent of their weight, is the PE backing, the project aims to find a solution involving the recovery of the protective films used up during the protection process, the removal of the adhesive and the subsequent reuse of the polyethylene, by means of a PE reanalysis process.

SUMMARY EVALUATION OF IMPACT BENEFITS

Businesses have a fundamental responsibility to maintain specific practices that respect the dignity of people, the rule of law and the natural ecosystems that underpin our lives and our society. This is why, in order to comply with legal obligations and report on the impact generated by the company, NASTER S.R.L. B Corp has decided to assess its impact through the B Impact Assessment.

The Benefit Impact Assessment is a rigorous and useful tool to measure and monitor your company's impact and to be open to many small and large changes in order to have an increasingly less extractive and more regenerative impact.

IMPACT EVALUATION

category (SDG)	score obtained	out of a maximum score of
governance	12.2	23.42
employees	16.5	46.47
community	17.0	41.92
environment	11.3	23.7
customers	4.0	5.0

WHAT WE WILL DO IN 2024

In 2024, Naster S.r.l. B Corp will be committed to promoting the well-being of its employees and the environment through a series of innovative and engaging benefit activities, including:

- o **Renewal of the welfare plan with Health Italia:** The “renewal of the welfare plan with Health Italia” refers to the process by which Naster renews or updates its corporate welfare programme in collaboration with Health Italia, an organisation specialising in providing services and solutions for the well-being and health of employees. This may include the introduction of new health services, fitness programmes, nutritional advice, psychological support or other initiatives designed to improve the health and well-being of employees. The renewal of the welfare plan with Health Italia highlights Naster's commitment to provide a healthy and sustainable working environment for its team.
- o **Sponsor Tamburello:** Tamburello sponsorship by Naster may include financial support for events, equipment supply or even promotion and marketing related to the event or sport itself. This type of sponsorship can help promote Naster's corporate image, increase brand visibility and demonstrate its involvement in supporting cultural and sporting activities on a local or national level.
- o **Youth Cycling:** supporting youth cycling for Naster may include sponsoring youth teams, youth cycling events or training and development programmes for young cyclists. This type of support not only contributes to the promotion of sport and the training of future talent, but can also reflect positively on the corporate image, showing a commitment to youth health, physical activity and support for the local community.
- o **Annual Neuro agility profile programme:** N aster S.r.l. B Corp is authorised to bring to Italian companies the NEURO-AGILITY PROFILE®, neuroscience-based assessment developed at the University of Pretoria by Prof. André Vermeulen. It is a neuroscientific evaluation that allows us to understand how people, in a unique and special way, use their brains when they think, learn, make decisions, deal with change and relate to others and the environment around them. This assessment also makes it possible to understand what an individual's natural talents and unexpressed potential are and how they can be harnessed in the service of the company and the work group of which he or she is part.



Moreover, Naster will strive to continue on its path towards the dissemination of good practices and best practices by sharing and implementing methodologies, policies and initiatives that have proven to be effective and successful within the company. In essence, Naster's pursuit of good practices reflects its ongoing commitment to improve and grow as a responsible, sustainable and leading-edge organisation in its sector.

CONCLUSIONS

This first Benefit Impact Report for Naster S.r.l. B Corp highlights the company's deep commitment to promoting social welfare, environmental sustainability and innovation through its transformation into a Benefit Corporation. Naster adopts a responsible, community benefit-oriented business approach and is determined to share its expertise and resources to create a positive impact on the community and its environment.

Through investment in research and innovation, the company seeks to develop effective solutions to the environmental, social and economic challenges of our time, thus demonstrating its dedication to creating a sustainable and inclusive future. Naster's benefit impact report testifies to its ongoing commitment to improve and grow as a responsible, transparent and pioneering organisation in its sector.

Naster S.r.l. B Corp has decided to transform itself into a Benefit Company in order to create a solid basis for a "new mission" in the medium and long term and for the creation of new shared and increasingly integrated values. Furthermore, it intends to disseminate an advanced business paradigm that can attract new opportunities in a future where positive impacts are at the core of any activity, also with the aim of creating benefits for society and the environment.

From now on, Naster S.r.l. B Corp will endeavour to communicate annually its progress towards the future goals identified as an integral part of its mission, constantly seeking new approaches to contribute to an increasingly sustainable future. Naster S.r.l. B Corp is at the beginning of a journey, with part of the road already marked out but open to evolution and integration. The company wishes to embark on this journey together with those who share the same values and commitments, inviting interested parties to collaborate in the search for new and future opportunities.