



# Sustainability Report

## 2024

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## Letter to the stakeholders

Dear Stakeholders,

Once again, for 2024, Atitech presents its Sustainability Report, confirming its commitment to the transparent reporting of the activities carried out, the results achieved and the impacts generated by the company as a whole. This document, prepared on a voluntary basis, describes how ESG “Environment, Social and Governance” issues have been gradually incorporated into the Company’s plans and strategies.

We closed the year with results that left us satisfied and that rewarded the commitment shown by management and by the entire workforce. These results were achieved in an industrial context still characterised by uncertainty in relation to both aeronautical sector dynamics and geopolitical factors, such as international tensions, ongoing military conflicts and inflation trends.

During 2024, the Company continued along its significant growth path, while maintaining the focus on the development and enhancement of human resources, the environment and the local areas in which it operates.

In particular, we consolidated our international presence by opening branches and taking over the direct management of Line maintenance activities in the following countries, as well as throughout the whole of Italy:

1. Germany, at Frankfurt and Munich airports
2. France, at Paris airport
3. Japan, at Osaka airport
4. Brazil, at Sao Paulo airport
5. Israel, at Tel Aviv airport
6. Tunisia, at Tunis airport
7. Argentina, at Buenos Aires airport.
8. United Kingdom, at London City airport.

We also opened our new base – with two hangars – at Olbia-Costa Smeralda airport, as part of the project aimed at expanding the services offered to the “General Aviation” and “Business Aviation” aircraft maintenance sector.

This initiative has significant social value as it will allow the relocation of local professionals, contributing towards employment growth in a region, like Sardinia, which has historically faced major employment challenges.

In line with the Company’s sustainability strategy, investments aimed at reducing energy consumption and, in general, improving the environmental impact are also planned at these new infrastructures.

For Atitech, industrial development, human development and sustainable development represent both a current challenge and a directive for the future.

With this in mind, the Company is committed to planning and implementing initiatives aimed at reinforcing its solidity and improving specific ESG interventions. It will invest, in particular, in strengthening its operational facilities and in the development of the skills of its personnel, key factors in sustaining and facilitating future growth.

*During 2024, we also continued along the path of transition and environmental sustainability, with a series of interventions aimed at reducing emissions and improving energy efficiency. The main initiatives included measures to increase the efficiency of power plants and heating systems, the study of a project to establish a fleet of electric company vehicles with related charging stations and the launch of a project for the construction of a photovoltaic power plant at Capodichino Nord.*

*On a social level, we confirmed our commitment to the local community, supporting and undertaking initiatives in collaboration with non-profit organisations and associations.*

*In particular, the fifth edition of the “solidarity canteen” was carried out in 2024, enabling the distribution of 2,000 meals. We also financed the Level II Master’s in “Aviation Industry Management and Operations”, organised by the Department of Mechanical and Aerospace Engineering of the Sapienza University of Rome. These initiatives were accompanied by recruitment and professional development programs which have led to the permanent employment of recent graduates from Technical Institutes. Training and reemployment initiatives aimed at people affected by recent corporate crises (former Alitalia and former Air Italy/Meridiana workers) were also carried out.*

*Activities for the innovative development of processes and services were also consolidated, through partnerships with the Federico II and Parthenope Universities of Naples, the Campania Aerospace District and the MEDITECH Consortium. The agreement with the Sapienza University of Rome, aimed at providing engineering undergraduates with support in relation to internships and theses must also be viewed in this context.*

*A commitment to industrial, environmental and social fields, the development and promotion of internal skills, young people and their professional ability are key principles that will continue to guide the Company in 2025 and in the years to come. We remain confident of achieving the ambitious objective of consolidating Atitech’s status as a strategic, international, integrated maintenance provider.*

The Chairman

**Gianni Lettieri**

## Reporting Method

This document is the fourth edition of the Sustainability Report of Atitech S.p.A. (the “Company”) and is a reporting tool prepared on a voluntary basis to communicate to stakeholders the commitment and initiatives undertaken by the Company on economic, social and environmental sustainability issues.

The report has been prepared on a “with reference” basis using the Sustainability Reporting Standards 2021, published by the Global Reporting Initiative (GRI), as indicated in the GRI Content Index.

The reporting principles adopted are those established in the Standard GRI 1: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability (see box opposite). In line with these principles, the scope of the economic-financial, social and environmental data and information reported is the same as that of the Atitech Financial Statements as at 31 December 2024 ( 01/01/2024-31/12/2024).

The KPIs reported are those provided for by the reporting standard adopted. They have been selected in accordance with the results of the materiality assessment, as described in the “Materiality assessment” paragraph; they are representative of the specific sustainability issues analysed and consistent with the performance achieved by Atitech S.p.A..

Where possible, they refer to the three-year period 2022-2023-2024, in order to allow the comparison of information over time and an assessment of the performance of the organisation’s activities. The various sections of the Sustainability Report contain details of the quantitative information for which estimates were used.

Furthermore, in the presence of tools more suitable in representing the performance of a specific material topic (e.g. Annual Financial Statements), reference has been made in the relevant paragraphs to the specific sources for further information.

Preparation of the 2024 Sustainability Report involved Atitech management with the collaboration of the relevant company departments and the methodological support of Grant Thornton Consultants S.p.A.

For further information and suggestions regarding the Atitech Sustainability Report, please contact [gaetano.vitale@atitech.it](mailto:gaetano.vitale@atitech.it) and [fabiana.navatti@atitech.it](mailto:fabiana.navatti@atitech.it).

The document has been published on the Company’s website ([www.atitech.it/it/bilancio-di-sostenibilita](http://www.atitech.it/it/bilancio-di-sostenibilita)).

### The reporting principles adopted (GRI 1)

**Accuracy:** Information that is correct and sufficiently detailed to allow an assessment of Atitech S.p.A.’s impacts is reported.

**Balance:** Information is reported in an unbiased way, providing a fair representation of positive and negative impacts.

**Clarity:** Information is presented in a way that is understandable and accessible.

**Comparability:** The information is selected, compiled and reported consistently to enable analysis of changes in impacts over time and an analysis of those impacts comparative to those of other organisations.

**Completeness:** Sufficient information is provided to enable an assessment of Atitech S.p.A.’s impacts during the reporting period.

**Sustainability context:** Information is reported in the wider context of sustainable development.

**Timeliness:** The Sustainability Report is prepared regularly and information is made available in time for stakeholders to make informed decisions.

**Verifiability:** The reporting process is carried out in such a way that the information can be examined to establish its quality.

# Highlights 2024



**1.449**  
Employess



**12**  
Hangar



**161.571.756 €**  
Economic value  
distributed



**171.766 GJ**  
Energy consumed



**9.201 tCO<sub>2</sub>e**  
Scope I emissions



**5.444**  
Total hours of health and  
safety training delivered



**2.657 GJ**  
Electricity generated by  
photovoltaic panels



**2.642 tCO<sub>2</sub>e**  
Scope II emissions



**59/100**  
Score ECOVADIS



**57%**  
Waste sent for  
recycling/recovery



**UNI Pdr 125:2022**  
Gender equality



**UNI EN ISO 9001:2015**  
Quality management  
systems



**UNI EN ISO 14001**  
Environmental  
management



**UNI EN ISO 45001**  
Occupational health and  
safety



**Circa 120.000**  
Line maintenance interventions  
carried out  
**Circa 1.400**  
Base maintenance interventions  
carried out

***Atitech S.p.A. is the largest independent MRO  
(Maintenance, Repair and Overhaul) on the EMEA  
(Europe-Middle East-Africa) market***



# CHAPTER 1

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Identity and strategy



## 1.1. Organisation profile and identity

Established on 4 October 1989, Atitech S.p.A. is now the largest independent MRO (Maintenance, Repair and Overhaul) company in the EMEA (Europe- Middle East-Africa) market.

The company, a wholly owned subsidiary of **Meridie S.p.A.**, an investment company mainly active in Italy, has its registered office at Capodichino Airport, Naples.

At its three operational facilities at Naples Capodichino, Rome Fiumicino and Olbia, it provides highly specialised services of base aircraft maintenance (heavy and light) and line maintenance, technical design, aeronautical design solutions, workshop activities, and training. With a total of **12 hangars across the three operational facilities, capable of hosting up to 127 narrow body aircraft and 8 wide body aircraft**, and **29 peripheral airports**, including **20 in Italy and 9 abroad**<sup>1</sup>, it boasts a customer base of more than 100 companies, including airlines, lessors, institutional and government bodies.

During 2024, **around 1,400 base maintenance interventions** were carried out along with **around 120,000 line maintenance interventions**.

The company's mission is to deliver **excellent**, effective and efficient services, creating constant value for customers, and ensuring the highest **standards of aviation safety** and passenger protection, contributing to the **continuity** and **reliability** of air transport.



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<sup>1</sup> Atitech operates in the following foreign countries: Germany, France, Japan, Brazil, Israel, Tunisia, Argentina and the United Kingdom.

## 1.2. Atitech's values

When carrying out its activities, Atitech S.p.A. is inspired by values that reflect a strong commitment to an **ethical, responsible and quality-oriented way of doing business**. These principles accompany day-to-day operations and guide every decision, with the aim of creating sustainable value for customers, employees and the community.



### Atitech's values

#### Customer care and satisfaction

*Atitech gears all of its activities towards the achievement of high quality standards, with the aim of best satisfying the needs of customers, not only during delivery of the service, but also in the after-sales assistance phase.*

#### Legality

*The Company operates in full compliance with the laws and regulations in force in the territories in which it operates, adhering to the principles set out in its Code of Ethics.*

#### Development/enhancement and integrity of our people

*Atitech promotes the development of human capital, investing in individual skills and encouraging team spirit. It guarantees safe, dignified working environments, protecting the physical, moral and cultural integrity of each individual. The Company firmly rejects all forms of harassment, whether psychological, physical or sexual.*

#### Honesty and fairness

*In its dealings with customers, suppliers, employees and other stakeholders, the Company acts with transparency, impartiality and fairness. Every action is oriented towards the common interest, respecting the commitments made and building relationships based on mutual trust.*

#### Responsibility towards the community as a whole

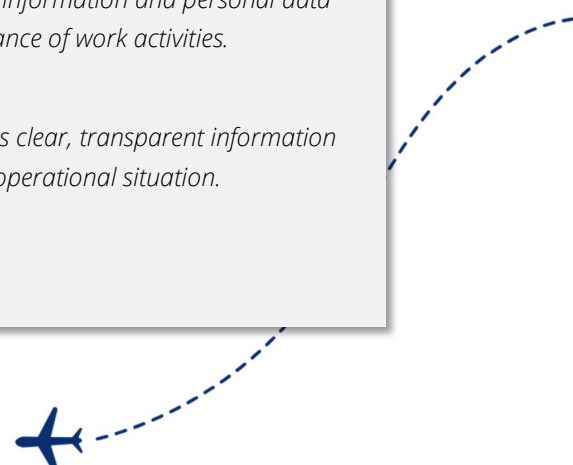
*Atitech is aware that it operates within a social, environmental and economic context. Therefore, it considers the needs of the community and helps develop it by creating job opportunities, minimising the impact of its activities and promoting social initiatives and sustainable behaviour.*

#### Confidentiality

*The Company guarantees the protection and safeguarding of the information and personal data processed, in particular those acquired during performance of work activities.*

#### Transparency

*In the cases required by law or deemed significant, Atitech provides clear, transparent information to all stakeholders on its management, economic and operational situation.*



### 1.3. Our history

Founded in 1989 at Naples Capodichino Sud Airport, the Company initially dealt with exclusive maintenance for Italian national airline Alitalia.

In 2009, following its acquisition by Meridie S.p.A., the Company began to expand its customer and service portfolio.

In 2015, Atitech acquired the Alenia-Aeronavali facility, located at Capodichino Nord airport, from the historic Alenia Finmeccanica group, thus significantly expanding its facilities with long-haul bays.

In **November 2022**, with the acquisition of the **Maintenance** division of **Alitalia SAI in Extraordinary Administration**, the Company further increased its operating capacity for base maintenance at Rome Fiumicino Airport and significantly increased its service offering to include **line maintenance** and **logistics and workshop services**.

Moreover, at the end of 2024, the Company acquired the availability of two former Meridiana hangars at Olbia – Costa Smeralda airport, in order to expand the range of services offered to include the maintenance of “General Aviation” and “Business Aviation” aircraft.

Today, the Company can offer a **complete range of maintenance, repair, logistics, engineering and training services** and is one of the largest MRO (Maintenance, Repair and Overhaul) organisations on the **EMEA (Europe- Middle East-Africa) market**, with capacity to accommodate up to **27 narrow body aircraft** and **8 wide body aircraft** at the same time.

## 1.4. Our facilities

### Hangars

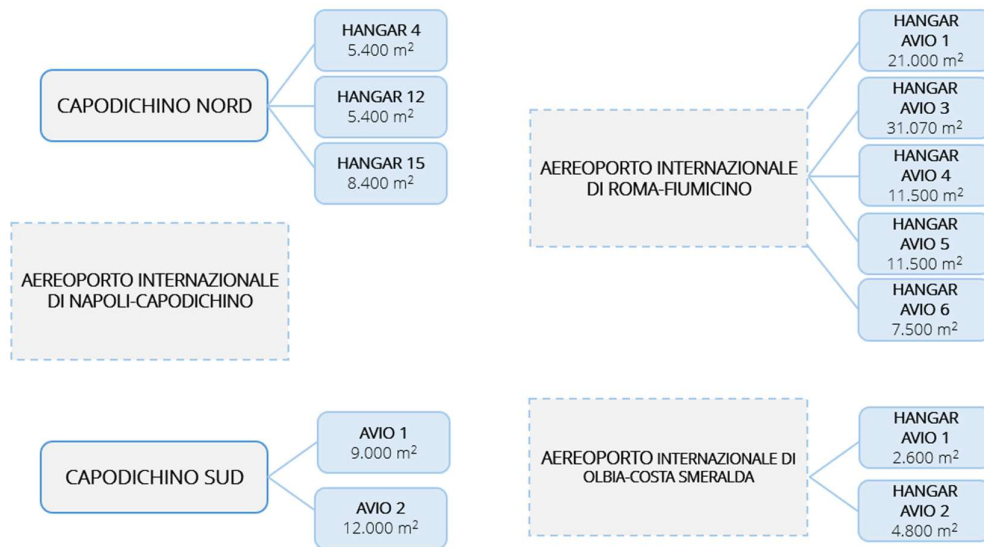
A **hangar** is an industrial building of large **proportions** made with load-bearing metal structures with large spans, sized to accommodate even medium and long-haul aircraft. Inside the hangars, maintenance, overhaul and aeronautical modification work is carried out on the aircraft. The building is equipped with electrical, pneumatic and mechanical systems and equipment.

Atitech has access to air side facilities, situated right on airport runways, and land side facilities, situated outside the airport grounds.

The hangars include:

- **5 hangars at the Naples hub**, divided between the northern and southern parts of Capodichino Airport, including various support structures (workshops, stores, external aprons, parking areas, etc).
- another **5 hangars at the Rome Fiumicino hub** including various support structures (workshops, stores, external aprons, parking areas, etc).
- **2 hangars** at Olbia – Costa Smeralda Airport<sup>2</sup>.

Given their location inside or in the immediate vicinity of airports, the hangars and facilities described are not owned by the Company but are operated under a state sub-concession or lease.



### Workshops

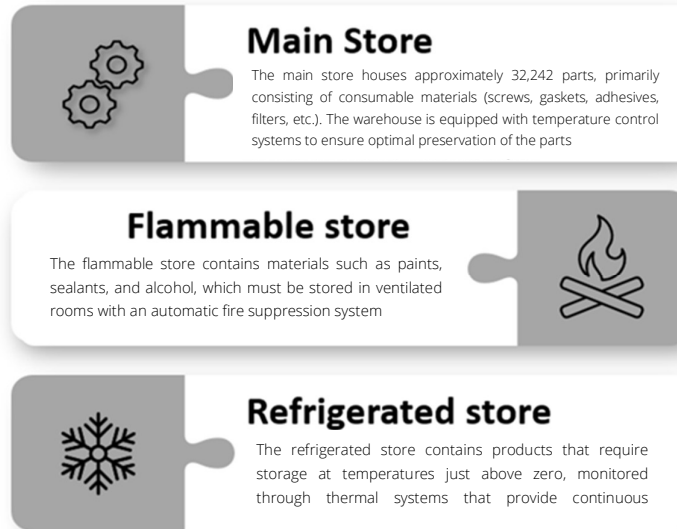
<sup>2</sup> Operations at the Avio 1 and Avio 2 hangars in Olbia are expected to commence in January 2025.

**Workshops** are designated areas for technical/repair work. The workshop in the southern area of Capodichino Airport extends over an area of around 5,000 square metres while the one in the northern area of the Airport covers around 1,000 square metres.

The workshops at Rome Fiumicino Airport cover a total area of around 17,000 square metres.

### Stores

In support of production activities, there are stores at the various locations with equipment and spare parts, as described below.



### Offices

Designated office premises, for use by staff (accounting/admin, purchasing, etc) and technical (engineering, planning, production support, etc) personnel are located at the various sites:

- Naples: 2,500 sqm
- Fiumicino: 7,000 sqm
- Olbia: 1,090 sqm

## 1.5. Atitech's services

Atitech operates in the **Maintenance, Repair and Overhaul** (MRO) sector and offers a series of integrated maintenance, repair and overhaul services for both civil and military aircraft, as divided into the following categories:

1. Base maintenance;
2. Repair and overhaul of components;
3. Engineering;
4. Line maintenance;
5. EASA PART 147 technical training.

The main types of aircraft on which the Company operates are listed below.

### Civil aircraft

- Airbus A318/A319/A320/A321 CEO&NEO
- Airbus A220
- Airbus A330 CEO&NEO
- Airbus A350
- ATR 42-400/500/600
- ATR 72-100/200 series
- Boeing 737-8, -9, -8200 "MAX"
- Boeing 737-300/400/500
- Boeing 737-600/700/800/900
- Boeing 767-200/300/400
- Bombardier BD-500 Series
- Embraer ERJ-170 Series
- Embraer EMB145
- Embraer ERJ-190 Series
- MD-80 Series
- Airbus A340
- Airbus A380
- Boeing 747-8
- Boeing 747-400
- Boeing 777-200/300
- Boeing 787-8/9/10
- Bombardier CL-600-2C10/-2D24
- MD-11

### Military aircraft

- P-42A&42B
- C-42C
- VC-319 A

Through its maintenance, repair and overhaul services, Atitech not only ensures the utmost reliability and safety of aircraft, but it also makes a significant contribution to the achievement of certain sustainability goals.

One of the most positive impacts resulting from the innovative maintenance practices applied by the Company, in accordance with the data approved by the manufacturers, is the reduction of fuel consumption. This is thanks to maintenance practices on engines (washing, adjustments), to increase efficiency and reduce fuel consumption thus cutting CO2 emissions, and on the airframe (washing, alignment of flight surfaces, structural “flush” repairs i.e. flush with the surrounding surfaces) in order to improve efficiency and reduce aerodynamic resistance: these practices help reduce GHG emissions.

In addition to its maintenance, repair and overhaul activities, since 2021, Atitech has also been converting passenger aircraft into cargo planes, making it possible to reap both economic and environmental benefits, extending the useful life of the aircraft and reducing the number of components to be disposed of.

Over the years, the sector has evolved continuously, following the technological progress of aircraft that has led to increasingly complex systems, engines and components, requiring the constant updating of the necessary skills and equipment.

Over the years, in a constantly growing sector, driven by increased air traffic, new types of aircraft and ever higher safety standards, Atitech has been able to update and stand out for its quality services, becoming the largest independent MRO in the EMEA market.



## Atitech's services

### 1. Base maintenance

Base maintenance refers to light and heavy maintenance activities that require the aircraft to be withdrawn from service and accommodated in a hangar, and which are performed at scheduled intervals or in response to faults.

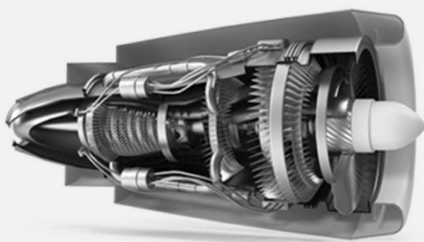
Atitech has first-hand experience on a wide range of aircraft types that allows it to support customers with all their needs, creating bespoke solutions to improve turnaround times, thus increasing the profitability of operations.

- Schedule and unscheduled maintenance;
- Conversion from passengers to cargo;
- Passenger cabin modifications/retrofit;
- Modifications of avionics and connectivity systems;
- Structural repairs;
- Replacement of engines and landing gear;
- Painting of the entire aircraft;
- Inspection and service/modification bulletins.



### 2. Component repair and overhaul

In addition to heavy and light maintenance at its bases in Naples, Fiumicino and Olbia (from January 2025) and line maintenance at all bases, Atitech offers its customers a wide range of component services:



- Engines (top case repair, boro blending, QEC removal and reinstallation including inspection and test);
- Components (mechanical, composite, avionics, structural components, wheels and brakes);
- Passenger cabin components (*toilets, galleys, seats, equipment*);
- Non-destructive testing;
- Equipment calibration and chemical laboratory for fuel and hydraulic fluid analysis.

### 3. Engineering

Atitech holds a Design Organization Approval (DOA, EASA Ref. 21J.468) and is authorised to perform EASA Part 21 subpart J-approved cabin modifications. In addition, the company carries out minor interventions on avionic components, aircraft systems, structures, and engines. The Company is also CAMO Part M-certified for the continuing airworthiness management of multiple aircraft types (B777, A330, A320, ERJ).



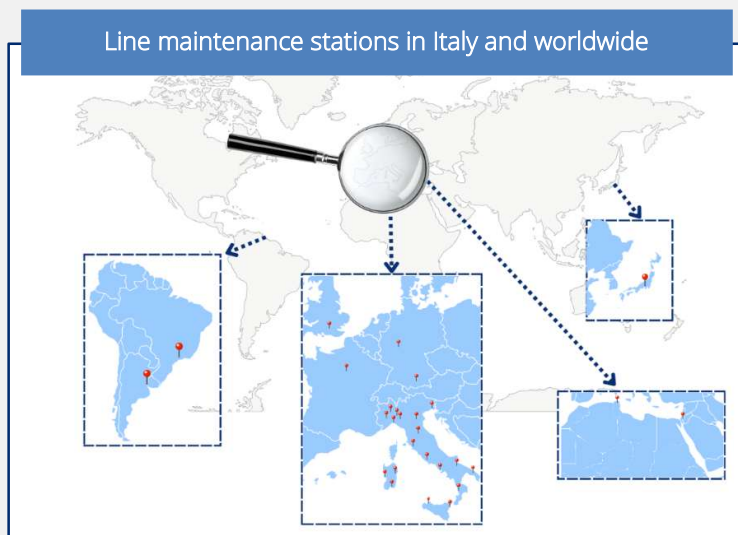


#### 4. Line maintenance

Line maintenance refers to the routine repair and maintenance of aircraft components carried out during daily flight operations.

Atitech holds authorisations to provide line maintenance services 24 hours a day, 7 days a week, and supports its customers at approximately 30 strategic locations worldwide, including Rome (base & line), Naples (base & line), Olbia<sup>3</sup> (base & line), Palermo, Catania, Milan Linate, Milan Malpensa, London City, Buenos Aires, São Paulo, Osaka, Paris CDG, Frankfurt, Munich, Tel Aviv, and Tunis, for the following activities::

- Issuance of the CRS (“Certificate of Release to Service”) following completion of the maintenance intervention;
- Replacement of LRU (Line Replaceable Unit);
- Interventions on engines and APUs;
- Minor structural repairs and passenger cabin maintenance (seats, galleys, toilets and IFE systems);
- Support during aircraft transit for scheduled and unscheduled activities;
- Line maintenance checks (*Daily Check, ETOPS, transit check, night-stop*);
- AOG (*Aircraft On Ground*) interventions;
- Special aircraft inspections (after bird strikes, hard landings, lightning strikes, exposure to volcanic ash, etc.).



<sup>3</sup> Operations are expected to commence in the first few months of 2025.



### **5. EASA Part 147 Technical Training**

EASA Part 147 Technical Training refers to the training activities required for the basic and advanced instruction of technicians, aimed at obtaining the basic AML Part 66 license and the subsequent certifications necessary to work on various types of aircraft and components. For further details on this topic, please refer to paragraph 4.2.1. on the training of human resources.



## 1.6. The project team

For each commissioned activity, Atitech sets up a team in charge of managing each project from start to finish.

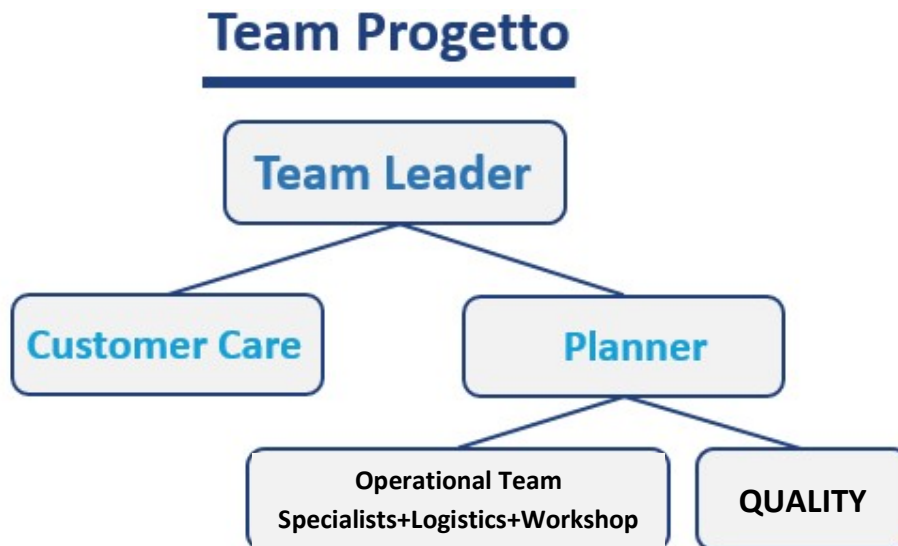
The team is headed by the Team Leader.

Meanwhile, Customer Care looks after the customer from a commercial point of view, for management of the contract and any integrations, and from an operational point of view. The customer is informed daily on progress with the activities by means of a formal document (DAS). Customer Care also handles relations with customers' technical representatives who are normally physically present when maintenance activities are being carried out.

The Planner is responsible for scheduling the work and resources, with the aim of respecting the defined timetable and budget.

The Operational Team comprises Hangar Specialists (both certified and non-certified technicians), Logistics personnel, the Workshop (for specific repair or modification tasks), and the Quality department for inspection activities.

Once the activities and appropriate inspections are completed, the Certifying Staff member— usually the Team Leader—issues the Certificate of Release to Service (CRS), certifying that the work has been carried out and confirming the aircraft's airworthiness with respect to the tasks performed.



# CHAPTER 2

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Strategy and sustainability



## 2.1. Atitech and Sustainability

*"Sustainable flying is not a dream but a necessity."*

With these words, Atitech Chairman Gianni Lettieri summarises the vision that guides the Company today: a concrete commitment to a future in which technological innovation and sustainability become the pillars of industrial growth and shared value.

Aware of how the aviation market is evolving and of the strategic importance of ESG (Environmental, Social and Governance) principles to ensure solid, responsible growth, Atitech has embarked upon a structured path of transition towards a sustainable business model, capable of combining competitiveness, social responsibility and environmental protection.

The **Sustainability Report**, now in its **fourth edition** in 2024, is an important step in this journey. Since the first report published in 2021, the company has gradually expanded the scope and detail of the information reported, refining its ability to measure, communicate and improve its performance in environmental, social and governance matters. Subsequent editions have consolidated a management system that is always structured and geared towards transparency and dialogue with stakeholders.



One of the most significant moments in this journey occurred in 2022 with the submission of the “corporate sustainability management system” to the independent evaluation of the **EcoVadis<sup>4</sup>** platform, obtaining an overall score of 59/100 and a silver medal. This result, higher than the industry average, confirmed the quality of corporate governance in the management of the four areas analysed: sustainable procurement, labour practices and human rights, ethics, and the environment.

While understandably proud of this result, Atitech looks ahead in the knowledge that sustainability is a dynamic, constantly evolving process. The Company is determined to manage environmental, social and governance issues in an increasingly effective manner, with the aim of contributing towards the transition to a sustainable society in the long-term.

From an environmental perspective, the Company confirms its determination to reduce its energy consumption by 2025, through a series of energy efficiency measures, as described in Chapter 5.

From a social point of view, the Company's priority is to guarantee a safe working environment and job stability for its employees, promoting the value of human resources and increasing the wealth of skills possessed by each employee, as well as facilitating access to the labour market for young people.



*There is no growth without responsibility.*



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<sup>4</sup> Ecovadis is one of the most important international eco-sustainability rating platforms. It adopts an evaluation model based on globally recognized standards such as GRI (Global Reporting Initiative), UNGC (United Nations Global Compact), and ISO 26000, and is overseen by an international scientific committee. It consists of assessing, through a questionnaire, the performance of operators along the supply chain in relation to four main areas: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.

## *Sustainability Report 2024*

With this in mind, Atitech has adopted an **Integrated Management System** compliant with the UNI EN ISO 14001 (Environmental Management) and UNI EN ISO 45001 (Occupational Health and Safety) standards. It is applied to the overhaul and maintenance of aircraft, components and parts, including structural and system modifications, line maintenance, integrated logistical support and the design of cabin interior modifications.

Therefore, the 2024 Sustainability Report forms part of a **process of responsible growth**, in which sustainability is not considered a mere formal requirement but a guiding principle that inspires the company's strategic and operational choices. Through dialogue with the stakeholders, transparency of results and a constant commitment to innovation, Atitech seeks to consolidate its role as a point of reference in the MRO sector, making a concrete contribution to a more efficient, ethical and sustainable future for aviation.

## 2.2. Stakeholder identification and engagement

For Atitech, the **Sustainability Report** is a fundamental tool for **transparency and dialogue** with its stakeholders. Through it, the Company reports on its environmental, social and economic performance and clearly communicates the commitments made and the results achieved. The goal is to promote a relationship of trust based on listening and sharing, encouraging a continuous dialogue that makes it possible to understand the needs, expectations and priorities of the various stakeholders, with a view to constantly improving sustainability practices.

**Stakeholder mapping** was conducted through a participatory and cross-functional approach, involving a group of representatives from the company's main functions. This process made it possible to identify and classify the **stakeholder categories most relevant to Atitech**, considering the nature of the relationships established and the mutual impacts between the company and each group.

This year, the mapping has been **updated compared to previous editions**, with the aim of making it more accurate and complete: some categories have been renamed and others integrated to provide a more precise view of the Company's key stakeholders.



The table below contains the stakeholder mapping and the related engagement methods.

Stakeholder category	Engagement methods
Customers	Company web site, surveys, face to face meetings, mailshots.
Employees	Meetings, mailings
Shareholder	Direct involvement in operations.
Suppliers	Meetings, surveys, indirect contacts, sample tests
Financial community	Meetings, mailings

<b>Local communities</b>	Involvement in activities and projects, corporate events
<b>Local Institutions and Authorities</b>	Institutional relations
<b>Regulatory and Certification Bodies</b>	Company web site, surveys, face to face meetings, mailings
<b>Strategic Partners</b>	Company web site, surveys, face to face meetings, mailings
<b>Universities and research institutes</b>	Involvement in activities and projects

## 2.3. Materiality assessment

In sustainability reporting, the materiality assessment plays a central role as it makes it possible to identify the ESG (Environmental, Social and Governance) topics most relevant to the organisation and its stakeholders. Material aspects are the priority topics that guide the company's strategic decisions and future actions in the field of sustainability.

For 2024, Atitech has updated its materiality assessment, expanding the list of topics considered and redefining those already included in the previous report. The assessment was conducted from an impact perspective, in accordance with the methodology provided for by the **GRI (Global Reporting Initiative)** under the **Sustainability Reporting Standards**

The process was carried out using a collaborative approach, involving both an internal group of managers and the main categories of external stakeholders. The activity was organised into the following steps:

1. **Identification of the environmental, social and governance impacts** generated by Atitech, analysing their nature and characteristics (positive or negative, actual or potential).
2. **Mapping of the sustainability topics** associated with the impacts deemed significant for the company's activities.
3. **Consultation of stakeholders** through an online survey to assess the level of priority (materiality) assigned to each sustainability topic. The stakeholder categories involved include: customers, employees, shareholder, suppliers, financial community, universities and research institutes.
4. **Validation of results**, in which, unlike in the 2023 Sustainability Report, the working group deemed it appropriate to exclude the topic of Biodiversity and Land Use at airport sites from the materiality assessment, as it was considered not applicable to the company's operations.

The results of the 2024 materiality assessment are presented in the table below, where they are ranked in order of importance based on the scores assigned by stakeholders.

The table therefore highlights the topics considered a priority i.e. those that most significantly influence Atitech's ability to create and sustain value over time.

Material topics			
1	Occupational health and safety	10	Waste organisation and management
2	Compliance with laws and regulations	11	Energy
3	Cybersecurity & information security	12	CO2 emissions and reduction
4	Quality of services	13	Innovation
5	Business Ethics and anti-corruption	14	Employee training and development
6	Responsible procurement	15	Diversity, inclusion and well-being
7	Water	16	Attention to local communities and society
8	Customer satisfaction	17	Attraction and retention of talent
9	Pollution	-	-

## 2.4. Our contribution to SDGs

The UN 2030 Agenda for Sustainable Development is an historical agreement, signed in September 2015 by all 193 UN member countries, with the aim of ensuring a sustainable future for the planet and all of its inhabitants. It defines 17 Sustainable Development Goals (SDGs) and 169 targets, outlining a global action framework to be implemented by 2030.

The SDGs emphasise the interconnection of major global challenges, acknowledging that sustainable development requires an integrated approach that considers the complex links between social, environmental, and economic dimensions. Each goal contributes towards the overall improvement of global well-being.

The achievement of the SDGs depends on the collaboration and joint commitment of all societal actors: governments, international organisations, civil society, and the private sector. In this context, the adoption of sustainable corporate policies and practices is key to promoting responsible economic growth and supporting the well-being of communities worldwide.

During the reporting period, based on the material topics emerging from the materiality assessment, Atitech identified the Sustainable Development Goals (SDGs) to which it intends to actively contribute on its path towards responsible growth.

The table below summarises the material topics, showing their link to the corresponding GRI disclosures in the Sustainability Report and the Sustainable Development Goals (SDGs), as referenced in the attached GRI Content Index.



No.	Material topic	Description	GRI Disclosures	SDG
1.	<i>Occupational health and safety</i>	Adoption of practices and policies aimed at ensuring a safe and healthy working environment for employees.	3-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-9	 
2.	<i>Compliance with laws and regulations</i>	Effective governance system, regulatory compliance, and the prevention of unlawful conduct.	3-3	
3.	<i>Cybersecurity &amp; information security</i>	Protection of the organisation's data, systems, infrastructures, and processes from cybersecurity risks, unauthorised access, or loss or alteration of information, through preventive measures, monitoring, and incident response, supporting corporate integrity and resilience.	3-3; 418-1	
4.	<i>Quality of services</i>	Attention towards the high quality of services provided, ensuring high standards of professionalism, reliability and customer satisfaction.	3-3	
5.	<i>Business Ethics and anti-corruption</i>	The organisation's activities are guided by values such as honesty, fairness, and integrity, alongside a responsible commitment to its stakeholders.	3-3; 205-3; 206-1	
6.	<i>Responsible procurement</i>	Fostering responsible procurement through the selection of suppliers who share the company's values.	3-3	
7.	<i>Water</i>	Responsible, efficient use of water, reducing waste and safeguarding the quality of water resources.	3-3	
8.	<i>Customer satisfaction</i>	Listening and responding to customer needs, ensuring the quality, reliability, and continuous improvement of the services provided.	3-3	
9.	<i>Pollution</i>	Implement and encourage technologies and best practices designed to minimise pollution of air, water, and soil, and to reduce the use of harmful materials.	3-3; 305-1; 305-2; 305-4; 305-7	
10.	<i>Waste organisation and management</i>	Adoption of responsible practices for the collection, recycling, reuse, and reduction of waste.	3-3; 306-3; 306-4; 306-5	
11.	<i>Energy</i>	Optimisation of energy resource use, reducing waste and improving efficiency	3-3; 302-1; 302-3	
12.	<i>CO2 emissions and reduction</i>	Adopt technologies and best practices to contribute to the fight against climate change, promoting efficient energy use, emissions reduction, and adaptation solutions to emerging environmental scenarios.	3-3; 305-1; 305-2; 305-4; 305-7	

13.	<i>Innovation</i>	Promotion and adoption of new technologies, innovative business models and processes in the sector.	3-3	
14.	<i>Employee training and development</i>	Adoption of strategies and practices that foster employees' professional and personal growth.	3-3; 404-1	
15.	<i>Diversity, inclusion and well-being</i>	Implementation of policies and practices that promote an inclusive work environment.	3-3; 201-1	  
16.	<i>Attention to local communities and society</i>	Development of initiatives and programs aimed at making a positive contribution to the well-being of the communities in which the organization operates.	3-3; 201-1	
17.	<i>Attraction and retention of talent</i>	Adoption of policies and initiatives to attract, develop and retain qualified people, while fostering skills, motivation and professional development within the organisation.	3-3; 401-1	

# CHAPTER 3

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## Governance



### 3.1. Governance structure

Governance sets out the Company's functions and responsibilities, supports an effective internal control system, and promotes informed management decisions through monitoring and enterprise risk management activities.

The Company is led by a **Board of Directors**, which serves a three-year term and is composed of the Chairperson and four Directors.

Board of Directors <sup>5</sup>	
Chairperson and CEO	Giovanni Lettieri
Director	Osvaldo Ciavarola
Director	Annalaura Lettieri
Director	Giuseppe Lettieri
Director	Pietro Pascale

The Chairperson of the Board of Directors acts as the Company's legal representative and CEO, while other Board members are delegated operational responsibilities in finance, legal, commercial, and management areas, according to their organisational roles.

The roles of Chairperson and Chief Executive Officer are held by Giovanni Lettieri, who is also designated as the Accountable Manager for Part 145 and Part 21 sub J.

Director Osvaldo Ciavarola is designated as the Accountable Manager for Part 147, as well as the Employer under Article 2, letter b) of Legislative Decree No. 81/2008, with the corresponding powers.

Director and General Manager Pietro Pascale holds extensive powers to represent the Company.

In addition to the Chairperson and within the limits set by the respective delegated powers, spending powers are assigned to General Manager Pietro Pascale and Director Osvaldo Ciavarola.

Alongside the Board of Directors, the Company has **supervisory and control bodies**. Specifically:

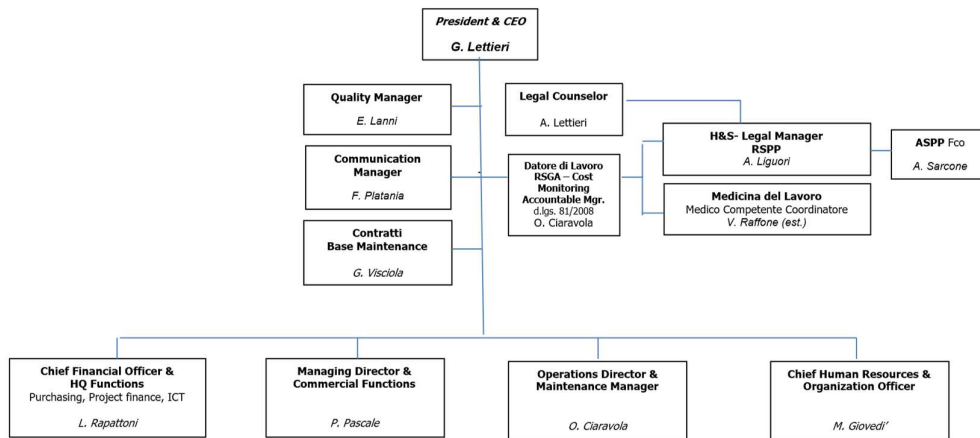
- The **Board of Statutory Auditors**, which oversees the proper application of laws and the Articles of Association, as well as the correct administration and management of the Company, including the adequacy of the organisational, administrative, and accounting structure and its effective functioning. Atitech's Board of Statutory Auditors consists of the Chairperson and two standing auditors.

<sup>5</sup> The Board of Directors consists of three members aged between 30 and 50, and two members over 50, including one woman and four men. All are executive members, and none are independent.

- The **Supervisory Board** (OdV), which monitors compliance with, as well as the effectiveness and efficiency of, the Organisation, Management, and Control Model pursuant to Legislative Decree No. 231/2001. Atitech's OdV is monocratic and consists of an external member whose term lasts three year.
- The independent **external auditor** conducts the statutory audit of the Company's financial statements.

### 3.2. Organisational structure

The chart below shows Atitech's organisational structure as at 31.12.2024:



### **3.3. Code of Ethics and Organisation and Management Model (O.M.M.)**

#### **3.3.1. Code of Ethics**

Atitech's Code of Ethics sets out the Company's values and principles of conduct, establishing operational standards and behavioural rules for those acting on its behalf, in line with the prevention of offences under Legislative Decree 231/2001.

The provisions of the Code apply, without any exceptions, to:

- the shareholders;
- the members of the Board of Directors and supervisory and control bodies;
- executives, employees, consultants, suppliers, clients, partners, and collaborators;
- any other party, private or public, who, directly or indirectly, permanently or temporarily, establishes relationships or interactions with the Company in any capacity.

In more detail, the Code of Ethics serves the following functions:

- preventive: by defining core ethical principles and conduct rules, Atitech commits to ensuring the legality of its operations, with particular emphasis on preventing unlawful acts;
- cognitive: by setting out general principles and rules of conduct, the Code helps identify unethical behaviour and clarifies the proper exercise of assigned roles and responsibilities;
- legitimising: by defining Atitech's duties and responsibilities toward stakeholders, the Code of Ethics affirms and recognises their expectations;
- incentive: by enforcing adherence to its principles and rules, the Code promotes ethical awareness and reinforces Atitech's reputation and stakeholder trust.

The Supervisory Board is responsible for implementing the Code, monitoring its compliance and application, and reviewing reports of alleged violations submitted through dedicated confidential channels by the Company's stakeholders, in order to implement any necessary corrective actions.

Any updating of the Code of Ethics is approved by the Company Board of Directors.

### 3.3.2. Organisation Model

Since 2008, Atitech has adopted an Organisation, Management, and Control Model (O.M.C.), prepared pursuant to Legislative Decree No. 231/2001 and periodically updated.

The Model serves to establish **transparent and proper management procedures**, ensuring compliance with applicable laws and with the corporate values defined in the Code of Ethics.

All parties covered by the Model are expected to be fully aware of the Company's objectives regarding fairness and transparency, as well as the procedures established to achieve them. For this reason, the Company has provided staff with a dedicated training program, specifically focused on employees working in the areas deemed most sensitive. The document comprises a general section, covering the Model's purpose, intended recipients, guiding principles, and objectives, and a specific section, which sets out, for the six most significant categories of offences<sup>6</sup>, the principles of conduct, implementation, and control procedures designed to prevent them.

In particular, the objectives of the Model are as follows:

- to formalise roles and responsibilities at the company level, avoiding excessive concentration of power and spending authority, particularly in relation to transactions at risk of offences or unlawful acts;
- to formalise powers of representation, also externally;
- to ensure the clear and formal assignment of responsibilities and duties, avoiding both gaps in authority and overlapping roles;
- to ensure the traceability, verifiability, documentation, consistency, and coherence of every corporate transaction;
- to ensure that the organisational structure as represented aligns with the practices actually implemented;
- to ensure transparency and accountability in decisions made at the corporate level.

The Supervisory Board:

- monitors compliance with the Model by its intended recipients, carrying out periodic checks and unannounced inspections, and assessing reports of potential violations submitted by any stakeholder through the dedicated email channel.
- is responsible for periodically informing the corporate bodies about its activities, any critical issues identified, and the corrective actions implemented, without prejudice to the Board of Directors' right to convene the OdV whenever clarifications, information, or evaluative judgments are required.
- meets at least four times a year according to a pre-determined schedule.

It should be noted that, during 2024, no reports were submitted to the Supervisory Board, including reports of incidents of corruption.

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<sup>6</sup> (1) Offences in dealings with Public Administration, (2) Corporate crimes, (3) Crimes with terrorist or subversive purposes against the democratic order, as provided by the Criminal Code and special laws, (4) Crimes relating to occupational health and safety, (5) Crimes relating to money laundering and handling of stolen goods, (6) Environmental crimes.

### 3.4. Quality of services and innovation

Service excellence and effectiveness are the cornerstones of Atitech's corporate mission. Accordingly, the Company is continuously committed to updating its skills and certifications to meet evolving market demands and customer requirements.



First of all, in accordance with applicable regulations, Atitech is authorised to carry out its activities as a Part 145 MRO by the **Italian Civil Aviation Authority (ENAC)**.

Approximately 420 members of Atitech's technical staff, including **Certifying and Support Staff** across Italian and international bases, hold Aircraft Maintenance Licenses issued by ENAC.

Certified personnel have the required skills and qualifications to support aircraft and component maintenance and overhaul activities and to issue the corresponding Certificate of Release to Service (CRS).

Atitech is also approved as a Part 147 Maintenance Training Organisation, which enables the Company to provide technical training for its own personnel as well as for third-party operators from other airlines or independent professionals, through both theoretical and practical courses. It is also approved as a Part CAMO organization, allowing it to perform activities related to the continuing airworthiness management of aircraft.

For the purposes of obtaining the above-mentioned company certifications, the Company has implemented the following manuals, approved by ENAC:

- **MOE** (Maintenance Organisation Exposition): manual required to hold the Part-145 Approval as an Aircraft Maintenance Organisation;
- **MTOE** (Maintenance Training Organisation Exposition): manual required to hold the Part-147 Approval as a Maintenance Training Organisation;
- **CAME** (Continuing Airworthiness Management Exposition): manual required to hold the **Part-CAMO Approval** as a Continuing Airworthiness Management Organisation.

The Company also holds several approvals issued by foreign (non-EU) Aviation Authorities, which allow it to perform aircraft maintenance activities on aircraft registered outside the European Union and subject to the oversight of those Authorities.

Atitech also holds a **Design Organization Approval (DOA)**. The DOA certification<sup>7</sup> is issued by EASA to provide aeronautical design solutions for modifications and repairs of aircraft, including cabin interiors, In-Flight Entertainment (IFE) systems, communication systems, and exterior liveries.

In accordance with EASA regulations, Atitech/DOA classifies commissioned modifications and repairs as either “minor” or “major” modifications:

- “Minor” modifications are directly approved by the Atitech DOA department;
- “Major” modifications, on the other hand, are approved by the EASA (European Union Aviation Safety Agency) by means of a specific certificate.

List of Foreign Authorities:

- FAA: Federal Aviation Administration (United States of America)
- BCAA: Bermuda Civil Aviation Authority (Bermuda)
- CAACI: Civil Aviation Authority of the Cayman Islands (Cayman Islands)
- GCAA: United Arab Emirates Civil Aviation Authority (United Arab Emirates)
- 2-REG: Civil Aviation Bailiwick of Guernsey
- NCAA: Nigerian Civil Aviation Authority (Nigeria)
- DGAC: Tunisian General Direction of Civil Aviation (Tunisia)
- SHGM-DGCA: Turkish Direction of Civil Aviation (Türkiye)
- MCAA: Mongolia Civil Aviation Authority



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<sup>7</sup>Atitech DOA is the Company's in-house EASA-certified design division (EASA.21J.468).

### 3.4.1. Certifications

In addition to the sector-specific certifications required to carry out its maintenance, training, CAMO, and engineering activities, Atitech also holds the following voluntary certifications issued by KIWA UNAVIA CERT.



- **UNI EN 9110: the Quality Management System** standard for organizations operating in aerospace maintenance, repair, and overhaul (MRO).
- **UNI EN 9100:** adds specific requirements requested by aerospace and defence sector Authorities and Manufacturers. Particular attention is paid to configuration management, industry-specific methodologies, and additional requirements concerning quality, reliability, and flight safety. It also includes requirements related to operational risk management, product safety, special requirements, critical items, configuration management, delivery performance, counterfeit parts, and additional requirements for production and suppliers. This standard applies to organisations that manufacture parts and components for the aerospace sector, operate in aerospace maintenance, and sell and market parts for the aviation industry.

Both certifications are based on the **UNI EN ISO 9001:2015** standard for Quality Management Systems and are kept continuously up to date.

Based on these two approvals, Atitech's Quality Department has developed the **Company Quality Management Manual**, which describes all corporate processes, as well as the equipment and facilities used in production processes.

The Quality Manual and the MOE, which respectively describe the overall management processes and the technical procedures associated with maintenance activities, while based on different requirements, together constitute an integrated organisational system whose Internal oversight of the Company exercises control through dedicated monitoring, with continuous improvement ensured through an annual audit program.

All certifications obtained by Atitech are also subject to periodic oversight by the issuing Authorities or certification bodies, such as KIWA UNAVIA CERT.

In this regard, in order to ensure the continued validity of the Part-145 Maintenance Approval Certificate, Atitech undergoes both scheduled and unscheduled audits by ENAC, aimed at verifying the Company's activities and compliance with regulatory requirements.

In accordance with Regulation (EU) 2021/1963, the implementation of a Safety Management System (SMS) within MRO organisations became mandatory in 2024.

The SMS is a management system designed to define and measure safety performance, aimed at identifying and controlling undesirable events or conditions. Its primary objective is the prevention of accidents.

Accident prevention can be achieved through the identification, assessment, elimination, or control of so-called safety-related hazards until they reach levels considered acceptable and manageable. The safety management process and its underlying requirements—namely, maintaining and/or improving safety levels and minimising potential risks associated with accidents—must be integrated into the overall management function of an organisation.

An SMS enhances the ability to anticipate and address hazards before they lead to an accident. The principles underlying an SMS policy define the fundamental approach to be adopted both in managing safety and for the organisation's overall commitment to it.

SMSs can also serve as a formal means of compliance with legal requirements such as Title 14 of the U.S. Code of Federal Regulations (CFR) enforced by the Federal Aviation Administration (FAA). According to the International Civil Aviation Organization (ICAO), the key processes of a Safety Management System include hazard identification, event reporting, risk management, performance measurement, and quality assurance.

The SMS implementation project extends to all of Atitech's certifications and applies across all organisational levels; therefore, it should be understood as an ongoing initiative throughout 2024.

As part of the SMS implementation, the Company has appointed a Safety Manager (SM) who coordinates the Safety Action Groups (SAG) and periodically convenes meetings of the Safety Board. These roles and bodies are responsible for identifying, for each certification area, the hazards that pose a risk to the organisation and for defining and monitoring the implementation of the corresponding mitigation actions.

Finally, in 2023, Atitech obtained the Approval Certificate as a Training and Examination Centre (CAE) for the training and qualification of Level 1 and Level 2 NDT personnel.

### 3.5. The supply chain

Atitech relies on a supply chain composed of approximately 70 suppliers, of which **47** are considered **long-term partners** based on the number of orders

**24** of these are **suppliers of aerospace materials**, mainly located abroad (manufacturers, official distributors of the manufacturer, brokers included in AC 00056 lists) while **23** are providers of aerospace services, for which reliance is generally placed on the Italian and European markets (qualified manufacturing and repair, aircraft cleaning and disinfection services, and logistics and transportation services).

**There are also suppliers of non-aerospace materials and services**, which do not have a direct impact on the quality of aerospace products. These include, among others, services, materials, and equipment used in offices and other areas not directly involved in aerospace production.

All suppliers are evaluated through a "Supplier Assessment Form," which serves as the basis for the Purchasing Department's decision to include them in the corresponding Supplier Register.

With that in mind, company management, executives, and employees responsible for functions involved in the selection of suppliers and business partners must ensure that the latter possess the necessary resources, including financial means, organisational structures, technical skills and experience, quality management systems, and resources compatible with the Company's needs and corporate image.

Key suppliers, who adhere to sustainability initiatives and regulations, share these sustainability efforts and align themselves with the values promoted by the Company.

In the aerospace procurement sector, Atitech complies with ENAC Part 145 provisions, which restrict purchases to products certified by the aircraft manufacturer or by part suppliers recognised by the competent authorities, capable of issuing FORM 1—a certificate confirming that products or components conform to the approved design specifications.

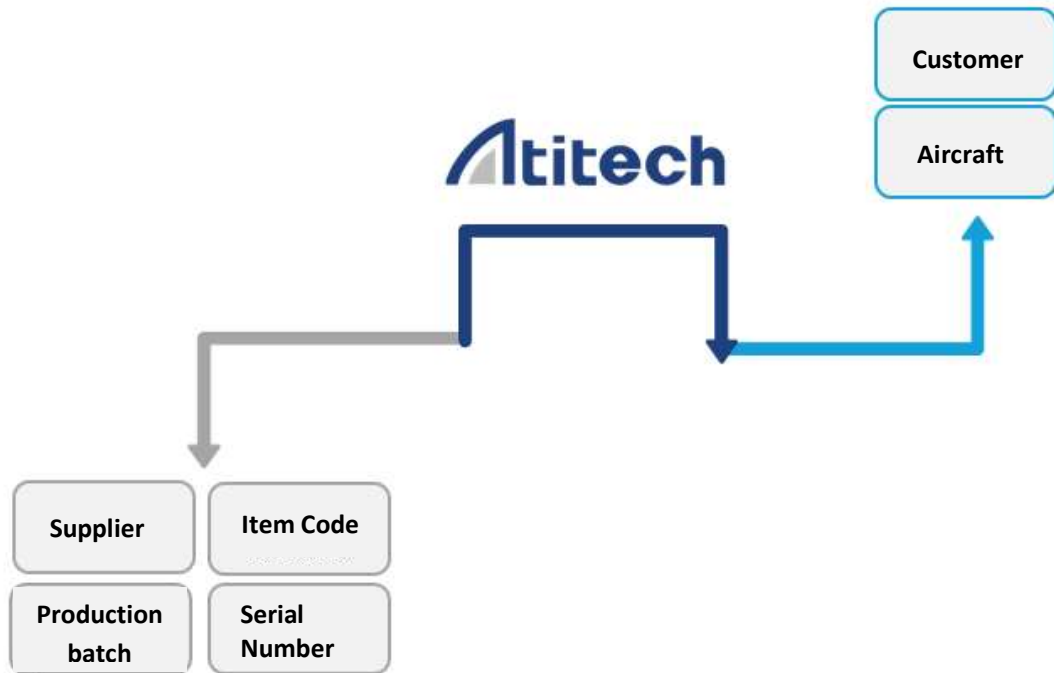
Furthermore, the Company's purchases comply with the aerospace sector-specific standard requirements, as defined by **UNI EN 9100:2018**, and with the provisions of **UNI EN 9110:2018**, which applies to aerospace maintenance organisations. Both standards are based on the international standard UNI EN ISO 9001, which governs the quality of business processes.

Moreover, Atitech goes beyond mandatory certifications and, over the past year, has been actively encouraging its suppliers to complement UNI EN 9100:2018 with UNI EN ISO 14001:2015 environmental management certification wherever possible.

All supplier certifications are archived and stored on a shared server accessible to authorised company users for consultation.

Annually, the Purchasing Department asks suppliers to renew existing certifications or provide new ones.

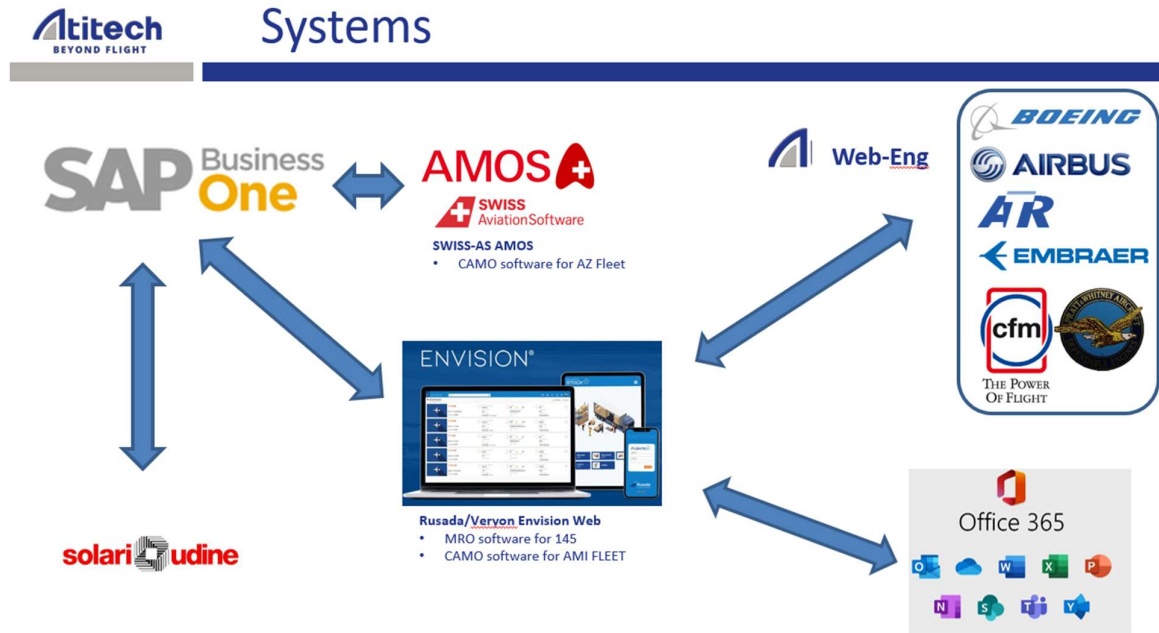
The Company closely monitors all incoming goods through a dedicated management system. The system records the originating supplier, part number, production batch, and serial number. Regarding outgoing items, the system tracks parts and products installed or used on each aircraft and/or operator until the aircraft's final approval. This system allows for the rapid identification of any defective products, ensuring optimal service and aviation safety.



### 3.6. IT infrastructure and data security

In a sector like aerospace, where information is of critical importance, a reliable and well-structured IT system is essential for success.

Accordingly, Atitech has implemented an IT system that enables centralised management of all operations and activities, eliminating issues related to data accessibility and distribution.



For the management of aerospace maintenance activities, Atitech uses the Envision Web platform by Rusada (software company acquired in 2024 by Veryon — Accel-KKR Fund) which is securely accessible from all Base and Line stations in Italy and worldwide. The platform provides an integrated solution for optimising operational processes:

- Fleet Management (CAMO): Monitoring the airworthiness of the fleet and planning maintenance interventions;
- MRO Management: Planning and execution of base, line, and component maintenance;
- Inventory and Warehouse management;
- Resource Management: Human resources, finance, and quality and safety functions.

Atitech also uses the AMOS platform, primarily for CAMO management of the AZ fleet.

In addition, Envision Web is used to manage the company's accounts receivable and payable cycles, and through API-based interfaces<sup>8</sup>; all information is transferred to Atitech's internal systems (e.g., SAP, where documents are processed for taxation and accounting purposes).

<sup>8</sup> An API, or Application Programming Interface, is a set of rules or protocols that allows software applications to communicate with each other to exchange data, features, and functionalities.

As a leading player in its sector, Atitech understands the importance of cybersecurity to protect its own sensitive data as well as that of its clients, so as to minimise the risk of data breaches or losses.

The entire company network is safeguarded by an antivirus system and a remote network monitoring and control system, enabling the prompt detection and blocking of any anomalies or attempted cyberattacks.

In order to ensure proper access to the IT system, there are various control procedures to verify the identity of the requester and prevent unauthorised access to data.

Over the years, a series of simulations and penetration tests have been conducted by both the internal IT team and specialist external companies, aimed at identifying potential vulnerabilities and continuously enhancing the company's cybersecurity.

Atitech has established a **Corporate Cybersecurity Policy**, which outlines the security measures implemented to ensure data integrity and availability, as well as the protection of areas and premises critical to the safekeeping of and controlled access to such data.

Atitech personnel are continuously kept up to date through ongoing communications on the security measures to be adopted to prevent data breaches, as well as on the procedures to follow in the event of any incidents.

In 2024, in conjunction with the expansion of its corporate infrastructure and with the aim of further strengthening the resilience of its IT systems, Atitech set up a disaster recovery site for its primary data center at another strategically selected facility. This initiative, carried out with a geographically focused approach, was designed to ensure full operational continuity even in the event of unforeseen or critical incidents, safeguarding data availability and the protection of applications essential to the business.

The decision to diversify the physical location of IT infrastructure represents a further step toward building a robust technological ecosystem, capable of responding swiftly and effectively to potential emergencies while minimising the risk of service interruptions.

#### FOCUS POINT: DATA CENTERS

Atitech utilises both physical and cloud data centers located in various parts of the world, protected by IT and physical security systems that ensure high standards of protection for information of critical importance.

Many of the servers used by Atitech in its data centers are state-of-the-art, featuring high energy efficiency and contributing to the reduction of the environmental impact of IT operations.

Further expansion and modernisation works are currently underway at the data centers. This will help support Atitech's growth and development.

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In parallel, in order to manage efficiently and centrally the Company's entire fleet of notebooks, computers, and IT devices, an advanced endpoint protection platform and a supporting Security Operations Centre (SOC) have been implemented.

This solution, designed to operate on a global scale, enables continuous, real-time monitoring of key cybersecurity measures, integrating features such as next-generation antivirus systems, Web Application Firewalls (WAF), secure browsing tools, and Data Loss Prevention mechanisms.

Thanks to this architecture, Atitech is now able to provide comprehensive protection of its digital assets, regardless of the geographic location of the devices, thereby ensuring a consistent level of security and compliance with international best practices.

No incidents of data theft or loss have arisen during the relevant three-year period.

# CHAPTER 4

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## Social Sustainability



#### **4.1. Atitech's approach to social responsibility**

The sustainable management of human resources is extremely important for Atitech. It is a key factor in ensuring lasting operational efficiency and making a positive impact on the working environment. Atitech's business processes require a **high level of staff expertise and specialisation**, with personnel being appropriately trained and motivated to carry out their duties safely and efficiently.

Sustainable human resource management focuses on attracting, training, and retaining talent, while promoting a safe, inclusive, and respectful working environment. This approach also contributes to building a positive reputation, attracting clients, investors, and partners who share the same values of sustainability and social responsibility.

For this reason, Atitech has adopted a **human resources management and development system** that provides all personnel with equal opportunities for professional growth and advancement.

The Company is committed daily to creating a harmonious and inclusive working environment, where every individual is valued, heard, and able to operate safely.

## 4.2. Atitech's human resources

As of 31 December 2024, Atitech had **1,449 employees**, broadly in line with 2023. During the year, 23 employees were added at the Olbia site, which was not operational in previous years. All employment contracts are covered by collective bargaining agreements.

Total number of employees									
	2022 <sup>9</sup>			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Capodichino	548	21	569	563	21	584	563	21	584
Fiumicino	-	-	-	711	13	724	677	7	684
Olbia	-	-	-	-	-	-	23	0	23
Italian airports	-	-	-	129	2	131	116	2	118
Seconded Abroad	-	-	-	36	-	36	35	0	35
Hired Abroad	-	-	-	4	1	5	4	1	5
<b>Total</b>	<b>548</b>	<b>21</b>	<b>569</b>	<b>1,443</b>	<b>37</b>	<b>1,480</b>	<b>1,418</b>	<b>31</b>	<b>1,449</b>

Total number of employees by contract type and gender										
Sites	Contract type	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	<i>Permanent</i>	542	21	563	1,387	36	1,423	1,366	29	1,395
	<i>Fixed term</i>	6	-	6	16	-	16	13	1	14
Seconded Abroad Permanent		-	-	-	36	-	36	35	-	35
Hired Abroad Permanent		-	-	-	2	-	2	2	-	2
Hired Abroad Fixed Term		-	-	-	2	1	3	2	1	3
<b>Total</b>		<b>548</b>	<b>21</b>	<b>569</b>	<b>1,443</b>	<b>36</b>	<b>1,480</b>	<b>1,418</b>	<b>31</b>	<b>1,449</b>

<sup>9</sup> It should be noted that the figure shown in the table, for the total workforce in 2022, provides a snapshot limited exclusively to the Naples Capodichino perimeter, as reported in the 2022 Sustainability Report. If the workforce operating at Fiumicino Airport is also considered, along with other Italian and international bases, the total number of employees for 2022 amounts to 1,387. Consequently, the workforce increase resulting from the acquisition of the Maintenance business unit from Alitalia SAI in Extraordinary Administration was fully accounted for in the 2023 financial year.

99% of employees are hired under permanent contracts with just 1% hired on fixed-term contracts. All employees are hired on full-time contracts.

Total number of employees by type of employment and gender									
Type of employment	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	548	21	569	1,443	37	1,480	1,418	31	1,449
Part-time	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>548</b>	<b>21</b>	<b>569</b>	<b>1,443</b>	<b>37</b>	<b>1,480</b>	<b>1,418</b>	<b>31</b>	<b>1,449</b>

The employee category with the highest number of employees is blue-collar workers. The make-up of the workforce is influenced by the characteristics of the sector in which the Company operates, where technicians and skilled workers employed in aeronautical activities are predominantly male, as shown in the table below.

Total number of employees by employee category and gender									
Employee category	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior Managers	3	-	3	4	-	4	4	-	4
Managers	15	1	16	31	2	33	33	4	37
White Collar employees	140	20	160	456	34	490	458	26	484
Blue Collar/Skilled workers	390	-	390	952	1	953	923	1	924
<b>Total</b>	<b>548</b>	<b>21</b>	<b>569</b>	<b>1,443</b>	<b>37</b>	<b>1,480</b>	<b>1,418</b>	<b>31</b>	<b>1,449</b>

Some 67 employees were hired in 2024, the majority of them men. Meanwhile, 97 employees left the Company, 38 of whom were between 30 and 50 years old.

Atitech aims to place increasing focus on diversity, consistently committing to preventing all forms of discrimination in every decision that affects its relationships with stakeholders.

New hires and employee departures <sup>10</sup>												
New hires	2022				2023				2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	18	35	6	59	12	486	453	951	14	25	26	65
Women	1	-	-	1	1	13	2	16	-	2	-	2
Total	19	35	6	60	13	499	455	967	14	27	26	67
Departures	2022 <sup>11</sup>				2023				2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	-	3	2	5	3	31	26	60	4	33	53	90
Women	-	1	1	2	1	-	-	1	-	5	2	7
Total	-	4	3	7	4	32	26	61	4	38	55	97

<sup>10</sup> The figures regarding new hires and employee departures in 2023 also include those of personnel acquired in November 2022 from Alitalia SAI in Extraordinary Administration. Since the 2022 Sustainability Report was limited to the Capodichino site, these numbers were not included in the total workforce for 2022.

<sup>11</sup> It should be noted that the figures on employee departures for 2022 have been reclassified compared to the 2022 Sustainability Report.

#### 4.2.1. Training of human resources

Training is a key lever in promoting the professional development of all employees, updating the skills of technical staff, and, at the same time, disseminating and sharing the Company's values.

In particular, within the framework of **EASA PART 145 certification**, Atitech is able to provide its personnel with highly specialised aeronautical training, both theoretical and practical. This represents a distinctive factor for the Company compared to other MROs.

The skills of technical personnel are developed by means of a structured program, in accordance with EASA Part-145 regulatory requirements. This includes initial and ongoing training—covering topics such as Human Factors, Fuel Tank Safety, EWIS (Electrical Wiring Interconnection System), Safety Management System, and more—with courses planned and delivered directly by the Company using qualified instructors and approved training materials.

This “in-house” approach guarantees high quality standards, continuous alignment with operational processes, and greater effectiveness in updating human resources, ensuring that all technical and support functions maintain the required skills and the level of knowledge needed for the responsibilities assigned to them.

Atitech is also an **EASA PART 147 certified** organisation which, in general terms, is authorised to deliver both “basic courses” and “type courses” (i.e., specific courses that enable certified technicians to work on a particular aircraft type) for the purpose of obtaining the various categories of the Aircraft Maintenance Licence (AML) - both to its own personnel and to third parties - across several aircraft models, including:

- Airbus: A318/A319/A320/A321 (CFM56)
- ATR 42-400/500/72-212° (PWC PW 120)
- Boeing B737-300/400/500 (CFM56).

For 2025, the Company has set itself the objective of extending this certification to cover the theoretical component, thereby acquiring the capability to deliver training and to design and develop courses, including portions of Type Training focused on more specific technical subjects.

Upon completion of the courses, employees receive the corresponding certification.

In addition, since 2023 Atitech has been certified as a CAE-NDT Training and Examination Centre for the training and qualification of Level 1 and Level 2 NDT personnel.

Looking ahead, the Company aims to develop NDT courses to offer on the market.

Starting in 2023, with the aim of stepping up its involvement in youth training, Atitech entered into an agreement with Sapienza University of Rome to support internships and thesis periods for engineering students. During these periods, students are mentored by experienced Atitech personnel.

In 2025, in collaboration with the Engineering Department of the School of Polytechnic and Basic Sciences (formerly the Faculty of Aeronautical Engineering) at the “Federico II” University of Naples,” Atitech plans to take part in the Campania Academy Call, a project aimed at the design of aircraft, among other objectives.

More than 2,962.5 hours of training<sup>12</sup> were delivered during 2024, divided as follows:

- **Managerial training:** aimed at Company management and covering role-specific topics, such as the Safety Management System, or training on components considered CDCCL (i.e., “sensitive,” such as fuel tanks), directed, for example, at the Maintenance Manager.
- **Technical training:** aimed at operational personnel, enabling them to acquire the skills necessary to work on aircraft.

Hours of training by gender and type									
	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managerial training	1,184.5	164	1,348.5	0	0	0	81.9	2.4	84.3
Technical training	3,917.5	27	3,944.5	10,133	0	10,133	2,862.50	13.7	2,876.2
<b>Tot. hours of training</b>	<b>5,102</b>	<b>191</b>	<b>5,293</b>	<b>13,410</b>	<b>0</b>	<b>13,410</b>	<b>2,946.40</b>	<b>16.1</b>	<b>2,962.5</b>

The hours of training represent an **average of 0.8 hours of training per capita**.

In accordance with currency requirements, although they were already trained on aeronautical matters, Atitech provided personnel hired at Olbia during 2024 with both managerial and technical training.

Average hours of training <sup>13</sup>				
		2022	2023	2024
Training by employee category (average hours per capita) <sup>14</sup>	<i>Senior Managers</i>	25	0	3,2
	<i>Managers</i>	7.28	0	29.6
	<i>White collars</i>	15.41	0	415.2
	<i>Blue collars</i>	6.75	14.37	736.8
<b>Tot. average hours of training per professional category</b>		<b>54.44</b>	<b>14.37</b>	<b>1184.8</b>
Training by gender (average hours per capita)	<i>Men</i>	9.31	9.51	1,131.2
	<i>Women</i>	9.09	0	24.9
<b>Total average hours of training per gender</b>		<b>18.4</b>	<b>9.51</b>	<b>1,156.1</b>
<b>Average hours of training per capita</b>		<b>9.3</b>	<b>9.33</b>	<b>0.8<sup>15</sup></b>

<sup>12</sup>The figure reported includes all training initiatives carried out and all attendances recorded during the 2024 reporting period.

<sup>13</sup> The figures in the table do not include training hours on health and safety.

<sup>14</sup> The figures on training by employee category do not seek to reconstruct the total hours actually delivered but to provide a standard, comparable picture of the average hours of training per professional/employee category.

<sup>15</sup> The figure for 2024 was calculated using the average number of employees i.e. 1,481.

#### 4.2.2. Performance assessment

Work and employment relationships are managed with respect for workers' rights and full recognition of their contribution, with the aim of supporting their professional growth and development.

With this in mind, Atitech has established a **performance and skills assessment** system in line with the Company's current and future needs, with the objective of assigning roles of responsibility within the organisation and enabling progressive career development.

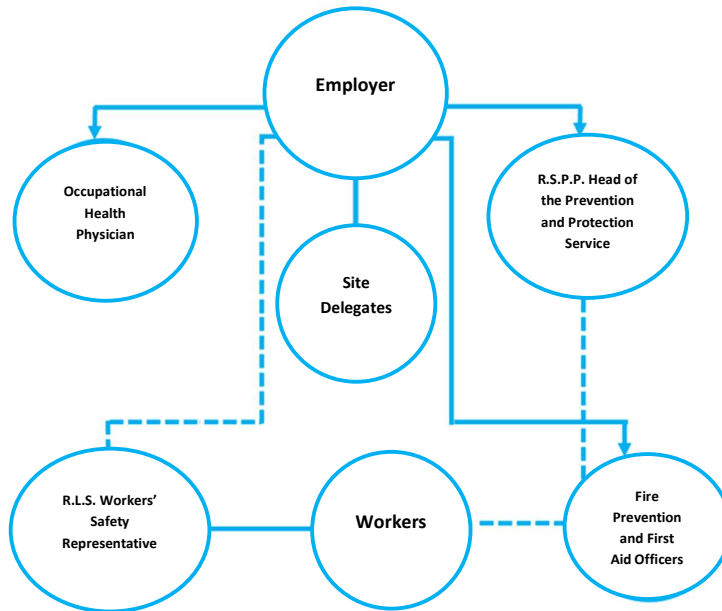
In 2024, a performance bonus (*Premio di Risultato*) was awarded to employees, based on two parameters: revenue and productivity. The bonus benefited from favourable tax treatment in accordance with applicable legislation (Art. 1, paragraphs 189–192, Law 28/2017 and Law 197/2022).

In addition, a variable remuneration component (MBO – Management by Objectives) was awarded to certain senior roles on top of fixed salary, as linked to the achievement of specific company objectives.

### 4.2.3. Occupational health and safety

Atitech is committed to ensuring that its employees and collaborators work in environments that safeguard their health, safety, and physical and moral well-being, in full compliance with applicable laws and regulations.

Safeguarding employee health and safety during business operations is a fundamental principle for Atitech. Pursuant to Legislative Decree no. 81/2008, the Company has identified the key roles responsible for health and safety management, as illustrated in the figure below.



Overall responsibility in this area lies with the Employer (*"Datore di lavoro"*), who has appointed Delegates for each site, the Head of the Prevention and Protection Service (RSPP), and the Occupational Health Physician.

The RSPP (Head of the Prevention and Protection Service) assists the Employer in managing occupational safety, while the Occupational Health Physician is responsible for health monitoring.

Moreover, as required by law, the Workers' Safety Representative is elected by the employees and represents them on health and safety matters, participates in Regular Meetings with the Employer and the Occupational Health Physician, and is informed about the appointment of the RSPP and the procedures for conducting the risk assessment.

Employee training on health and safety issues<sup>16</sup> is managed by the RSPP and involves the delivery of courses by specialist training providers.

During 2024, a total of 5,444 hours of health and safety training was provided.

<sup>16</sup> Health and safety training is provided in compliance with applicable legislation.

Total hours of health and safety training by gender and employee category									
Employee category	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior Managers	0	0	0	16	0	16	0	0	0
Managers	28	6	34	88	32	120	24	0	24
White Collars	188	28	216	2,112	24	2136	1,156	56	1,212
Blue Collars	3,536	0	3,536	8,116	12	8,128	4,208	0	4,208
<b>Total</b>	<b>3,752</b>	<b>34</b>	<b>3,786</b>	<b>10,332</b>	<b>68</b>	<b>10,400</b>	<b>5,388</b>	<b>56</b>	<b>5,444</b>

All decisions on occupational health and safety matters—whether at managerial or operational level—are made based on the following criteria:

- Avoid risks;
- Assess risks that cannot be avoided;
- Adapt work to the individual, particularly with regard to the choice of work equipment and work or production methods, taking into account the state of technological development;
- Replace dangerous/hazardous equipment and materials with others that are non-hazardous or less hazardous;
- Plan risk prevention, striving for a coherent system that integrates technology, work organisation, working conditions, social relations, and the influence of workplace environmental factors;
- Prioritise collective protection measures over individual protection measures;
- Provide workers with training on health and safety.

The Company applies these principles implement the necessary measures to protect workers' health and safety, including occupational risk prevention activities, information and training initiatives, as well as the preparation of the organisational structure and provision of the necessary resources.

## Risk assessment

In order to identify all potential sources of risk to workers' health and safety, Atitech periodically updates the **Risk Assessment Document** which maps out the main health and safety risks.

This document is primarily based on an analysis of the work activities performed by employees with the specific tasks involved and the related hazards/risks identified for each work activity.

Finally, groups of workers with similar levels of risk in relation to each of the tasks identified and analysed were determined based on information provided by the Company's Human Resources Department and on a detailed risk assessment conducted by means of on-site inspections.

Workplace risk assessments are carried out for each work area—from hangars to workshops, from paint bays to offices—with the aim of identifying the risks associated with the specific work environment.

This assessment is performed by the Head of the Prevention and Protection Service (RSPP), in collaboration with external consultants and the Occupational Health Physician, with prior involvement of the Workers' Safety Representative.

Given the nature of Atitech's activities, the risk identified as potentially the most dangerous is that of a fall from height, followed, at some distance, by chemical risks resulting from the use of aircraft painting products (a risk increasingly mitigated through the development of solutions with lower impact on both the environment and personnel) and by the ordinary risks involved in routine work activities (manual handling of loads, bumps, slips, etc.).

## Workplace injuries

16 workplace injuries were reported in 2024, reflecting a decrease in the injury rate compared to previous years.

No serious injuries occurred during the year<sup>17</sup>.

Workplace injuries			
	2022	2023	2024
Number of workplace injuries	7	18	16
Hours worked	488,670	2,127,079	2,119,154
Workplace injury rate <sup>18</sup>	14.32	8.46	7.550

<sup>17</sup> An injury with a recovery period in excess of 40 days is defined as serious.

<sup>18</sup> The workplace injury rate is calculated as (number of injuries/hours worked) x 1,000,000.

#### **4.2.4. Diversity and equal opportunities**

The Company recognises the development and empowerment of its people as key to the sustainable growth of its business model and, with this in mind, actively promotes gender equality and equal opportunities. In line with its **management system** and in accordance with **UNI PdR 125:2022** guidelines, the Company is committed to ensuring an inclusive work environment that values diversity and supports the professional growth and development of women within the organisation.

The Company views gender equality not only as an ethical obligation but also as a strategic lever to make it more competitive: greater inclusion broadens the talent pool and supports the quality and resilience of the business. Therefore, the Company focuses its efforts on six key areas of intervention: **culture and strategy; governance; HR processes; growth opportunities; pay equity; and support for parenthood and work-life balance.**

The Company applies gender-neutral criteria in the area of staff selection and recruitment, basing decisions solely on skills, experience, and professionalism. Information relating to marital status, maternity, family responsibilities, religious beliefs, or ethnicity is not taken into account. The Company also strives to ensure gender balance in role composition, with particular attention to managerial and leadership positions.

The Company promotes merit-based career development paths, accessible to all employees regardless of gender. The assignment of roles, the design of professional growth plans, and assessment processes take into account the need to ensure balanced leadership and equal access to training and career opportunities.

With regard to pay equity, the Company ensures that compensation is determined based on role, responsibilities, and performance, excluding any possible influence related to gender. The consistency of variable pay components is also monitored to guarantee fair distribution between men and women in equivalent roles.

The Company actively supports parenthood by promoting measures dedicated to maternity and paternity, including reintegration programs and reorientation initiatives upon return from leave. In particular, the full legal entitlement to paternity leave is encouraged.

In order to support work-life balance, Atitech provides tools such as flexible working hours, part-time arrangements, and the possibility of remote connectivity, where compatible with the role performed, with the aim of enhancing employee well-being and fostering a healthy balance between personal needs and business objectives.

Finally, the Company applies a zero-tolerance policy toward abuse and harassment, supported by a structured prevention and response system. This includes risk detection activities, awareness initiatives, secure reporting channels, and full protection for whistleblowers. Any reported incident is carefully reviewed and addressed appropriately, fostering a workplace founded on mutual respect and professional, courteous communication.

Through the above commitments, the Company reaffirms its dedication to creating a fair and inclusive work environment that fully values the contributions of all employees.

#### 4.2.5. Regulation of Welfare and employee benefits

The Company offers its employees the chance to join a supplementary pension fund called PREVAER. For each employee who chooses to participate in the fund, the Company contributes an amount equal to 2% of the employee's severance pay-eligible salary.

The Company also provides a meal voucher of €7.00 per working day.

#### 4.2.6. Our community engagement

Within the framework of Atitech's social initiatives, 2024 saw the continuation and reinforcement of established projects benefiting the local community and the education of future generations.

**In collaboration with non-profit organisations and associations**, the Company financed and coordinated the fifth edition of the "*Mensa Solidale*" (Solidarity Canteen), through which **over 2,000 meals were distributed across 17 days**, from 21 December to 6 January, **supporting approximately 100 local families**.

At the same time, Atitech supported the **second-level Master's program** in "**Aviation Industry Management and Operations**", offered by the **Department of Mechanical and Aerospace Engineering at Sapienza University of Rome**. The Company participated as a full partner in the Executive Technical Committee and took part in candidate selection. The edition launched in February 2024 involved **18 participants**, including 3 women and 10 students under the age of 30.

During the year, confirming its commitment to youth employment and to strengthening the link between education and the labour market, Atitech also hired on permanent contracts some **eight recent high school graduates from the "Francesco De Pinedo" Technical Institute for Transport and Logistics** and from the **Nobile Aviation College** in Rome, employing them as operational staff at the Fiumicino base.

At its Olbia base, the Company hired around 23 employees from the former Air Italy workforce, who had long been on furlough schemes ("*cassa integrazione*", supporting their reintegration into the labour market through dedicated training programs.

# CHAPTER 5

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## Enviromental Sustainability

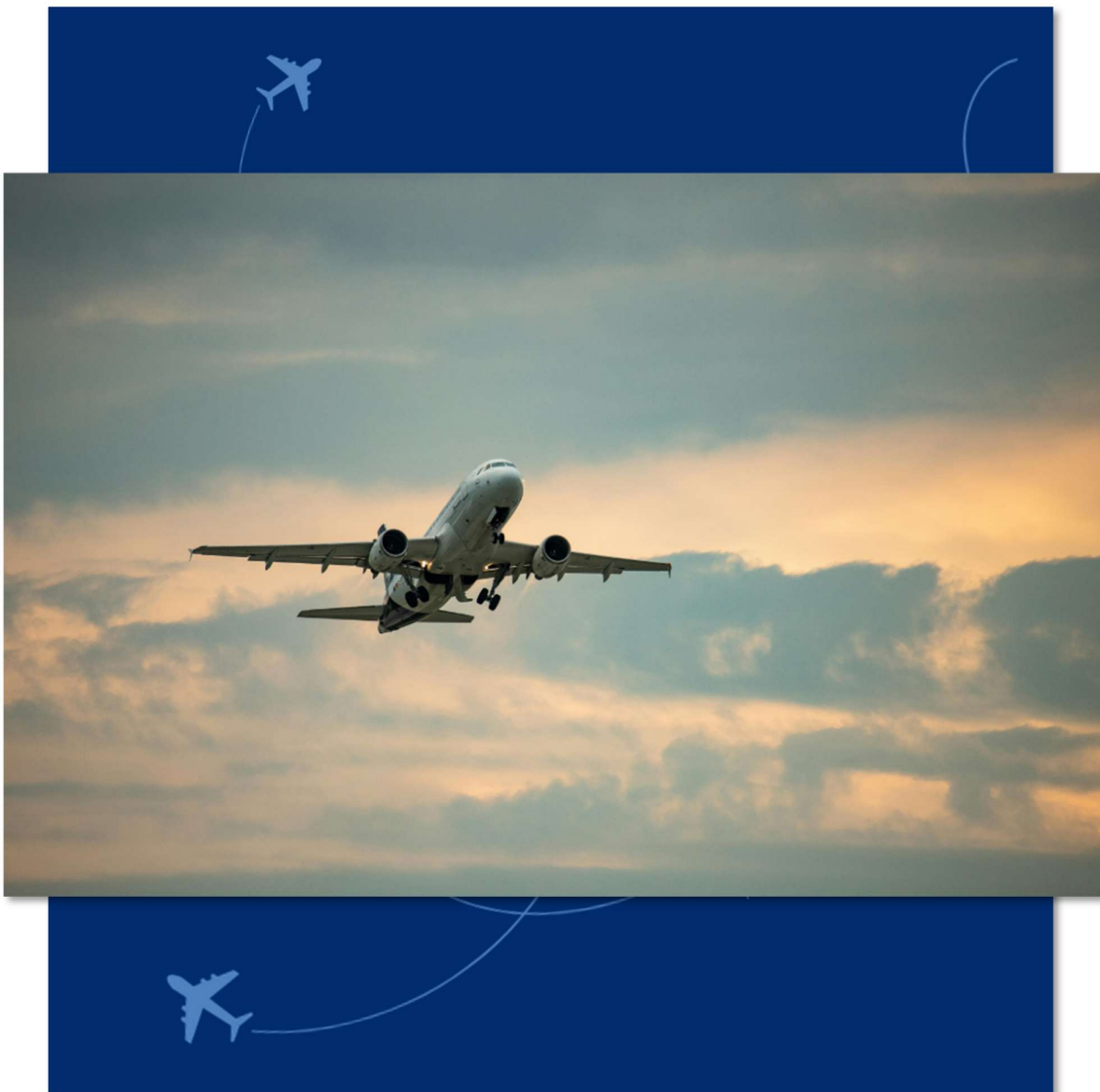


## 5.1. Atitech's approach to environmental responsibility

Atitech is committed to reducing its impact on the ecosystem through solutions that make its facilities more energy efficient, promote the reuse of resources, and support emissions reduction, in line with the principles of the circular economy.

In 2024, the Company obtained certification for its **Environmental Management System**, in compliance with the UNI EN ISO 14001:2015 standard. This represents an important milestone in strengthening its commitment to sustainable practices and the responsible management of environmental resources.

From an organisational standpoint, the Facility Management function is responsible for overseeing and coordinating activities related to environmental matters, both in terms of monitoring and reporting, as well as for planning energy efficiency initiatives and environmental impact reduction projects.



## 5.2. Energy and emissions

Energy consumption is crucially important for a company like Atitech. Efficient energy use contributes not only to limiting greenhouse gas emissions but can also generate significant long-term cost savings. For this reason, the Company is constantly committed to analysing and monitoring its energy consumption, seeking innovative solutions to improve efficiency and support the transition toward renewable energy sources, thereby ensuring sustainable and responsible operations.

In accordance with Legislative Decree 102/2014, Atitech undergoes an Energy Audit every four years, aimed at providing a comprehensive overview of its energy consumption and assessing the technical and economic feasibility of measures designed to reduce energy use.

There are also various tools to measure the electricity consumption of specific systems and the Company performs monthly checks on energy bills:-

Aircraft overhaul and maintenance operations involve significant energy consumption. The simulation of operating conditions involves powering aircraft through frequency converters, which transform electrical energy into 400 Hz current, required for all onboard electrical equipment during testing. Painting is a marginal activity in terms of volume but involves high energy consumption as the drying process requires a minimum temperature of 22°C, with heating systems operating even during nighttime hours, especially in winter.

It is Company policy to seek to improve the efficiency of systems at sites held under concession or leases, which are often outdated and energy-intensive, by replacing them with next-generation systems with higher energy performance ratings.

During 2024, Atitech continued its environmental transition and sustainability process with determination, launching an energy efficiency project for systems at the Capodichino Nord facility, which includes:

- a new **980 kw photovoltaic system**;
- **two heat pumps** to produce domestic hot water;
- the replacement of four methane gas boilers with **new high-efficiency units**.

This project adds to previous initiatives already undertaken and aimed at reducing emissions and improving energy efficiency at the Capodichino Sud and Nord facilities, including::

- **Reduction of CO<sub>2</sub> emissions** through the installation of a **1 MW photovoltaic system** at the Capodichino Sud facility.
- **Replacement of five outdated boilers** (dating back to 1992) with **high-efficiency models**, improving thermal performance and reducing CO and NOx emissions.
- **Adoption of a new air conditioning system** operating with **eco-friendly refrigerants**, contributing to the reduction of greenhouse gas-related risks.
- **Improvement of the lighting systems** at the Capodichino Sud and Nord facilities **by replacing traditional fixtures with LED equipment**, enabling significant reductions in electricity consumption and enhancing the quality of lighting in the work environment.

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The primary objective remains the further reduction of energy consumption, emissions, and overall environmental impact.

In 2023, Atitech also launched a **project to renew its corporate vehicle fleet**, aimed at gradually replacing conventional vehicles with electric ones and installing additional charging stations. This initiative has been carried out as part of participation in the regional call for territorial innovation ecosystems under the National Recovery and Resilience Plan (PNRR), in collaboration with the Engineering Department of the School of Polytechnic and Basic Sciences (formerly the Faculty of Aeronautical Engineering) at the “Federico II” University of Naples and the “Parthenope” University of Naples. In addition to the existing charging station, the project provides for the installation of additional charging points powered by the photovoltaic systems at the Capodichino Sud and Nord facilities, reflecting the Company’s commitment to promoting sustainable mobility and the efficient use of energy resources.

### 5.2.1. Energy consumption

Energy consumption decreased by 6.2% in 2024 compared to 2023.

The primary energy source used was natural gas (73% of total consumption), mainly employed for the heating of premises.

Energy consumption <sup>19</sup>				
Energy source <sup>20</sup>	Unit of measurement	2022	2023 <sup>21</sup>	2024
Natural gas	GJ	18,166	127,532	125,216
Electricity	GJ	13,522	55,623	44,265
<i>Of which from renewable sources</i>	GJ	2,174	2,470	2,285
<b>Total</b>	<b>GJ</b>	<b>31,688</b>	<b>183,155</b>	<b>171,766</b>

In 2024, Atitech generated approximately 2,657 GJ of electricity through its photovoltaic panels, of which 86% was self-consumed; the remaining 373 GJ was fed back into the grid.

Since last year, with the aim of assessing the effectiveness of its energy and emission efficiency initiatives and reducing its environmental impact, Atitech has begun mapping its **energy intensity indicators**, as shown in the table below.

Energy intensity			
Energy intensity	Unit of measurement	2023	2024
Energy intensity on revenue	GJ/Euro	0.0013	0.0010
Energy intensity on total number of employees	GJ/FTE	124.2	118.54

<sup>19</sup> The figures were obtained from electricity and gas meter readings.

<sup>20</sup> The source used for conversion factors into GJ was the ENEA (Italian National Agency for New Technologies, Energy and Sustainable Economic Development) tables.

<sup>21</sup> Data relating to natural gas and electricity were revised following a recalculation by the distributor related to the 2023 adjustment.

### **5.2.2. Emissions and pollution**

Atitech aims to **reduce** its **atmospheric emissions**, pursuing the goal of minimising the environmental impact of its production activities. The Company promotes the use of environmentally friendly materials and products wherever possible and employs high-efficiency filtration systems to treat fumes and emissions generated.

However, atmospheric emissions mainly originate from secondary and intermittent activities, related to aircraft painting operations, certain composite material processes, and the fumes produced by methane gas boilers used for winter heating. All emissions generated by these processes, like those from areas where heavy maintenance activities take place—particularly from extraction systems—are treated through dedicated filtration systems, ensuring pollutant concentrations remain well below the limits established by current legislation and the Single Environmental Authorisation (AUA).

Therefore, the type, quantity, and frequency of emissions—which are very modest—do not result in significant environmental impacts. The prevention and control measures implemented by Atitech are considered sufficient and do not require additional corrective actions or specific interventions to address actual negative impacts. Six-monthly sampling is conducted at the emission stacks to monitor emissions and verify compliance with legal limits.

A program for the periodic maintenance and replacement of filters installed upstream of the emission stacks is also in place, aimed at maintaining the consistent efficiency of the abatement systems.

In parallel, an environmental emergency procedure has been introduced to mitigate potential negative impacts from any abnormal emissions caused by unforeseen or exceptional events, such as equipment failures or accidental spills. The effectiveness of the measures implemented is verified through specific monitoring processes, which include the archiving of laboratory analyses of samples, maintaining a log with the dates and results of inspections, and the preparation of reports on the periodic tests required by the environmental emergency procedure.

The table below shows emissions, divided between Scope 1 (direct emissions from sources owned or otherwise controlled by the organisation) and Scope 2 (emissions from the generation of electricity purchased and consumed by the organisation).

Direct and indirect emissions		
	Unit of measurement	2024 <sup>22</sup>
Scope 1	tCO <sub>2</sub>	9,201
<i>Of which natural gas<sup>23</sup></i>	tCO <sub>2</sub>	9,201
Scope 2 <sup>24</sup>	tCO <sub>2</sub>	2,642
<b>Total emissions</b>	tCO <sub>2</sub>	<b>11,843</b>
Other indirect emissions <sup>25</sup>	Unit of measurement	2024
<i>NO<sub>x</sub></i>	Tonnes	2.98
<i>COV</i>	Tonnes	1.99
<i>PM</i>	Tonnes	0.14
<i>Inorganic compounds</i>	Tonnes	0.28

The table below shows **emissions intensity** indicators:

Emissions intensity			
	Unit of measurement	2023	2024
<b>Emissions intensity</b>	tCO <sub>2</sub> /€	0.00005	0.00007

<sup>22</sup> The Fiumicino thermal power plant supplies the entire technical area of the airport (and not only Atitech) and is operated by another company which also holds the related Single Environmental Authorisation (AUA). Consequently, emissions from the flue gases of the methane gas boilers at this plant were not included in the emissions calculations, as the data are not available (sampling is carried out by the company that operates the plant)

<sup>23</sup> Natural gas consumption, expressed in actual standard cubic meters (Sm<sup>3</sup>), was converted into tonnes of CO<sub>2</sub> using an emission factor of 0.002019, as indicated in the UNFCCC table for 2024.

<sup>24</sup> Electricity consumption, expressed in actual kWh, was converted into tonnes of CO<sub>2</sub> using an emission factor of 0.0002159, as indicated in the ISPRA table for 2024.

<sup>25</sup> It should be noted that these emissions are estimates.

### 5.3. Waste management and organisation

Sustainable waste management is extremely important for a company like Atitech. Aircraft maintenance activities can generate certain hazardous wastes, such as waste fluids, solvents, paints, and aircraft components. Therefore, it is essential for the Company to adopt responsible practices for the proper management of these wastes, in order to protect the environment and promote sustainability.

By adopting appropriate recycling, treatment, and disposal procedures, Atitech is committed to minimising the environmental impact of its waste, preventing pollution, and promoting a sustainability-oriented corporate culture.

The **Company Waste Management Procedure** clearly defines the methods for the collection and transport of each type of waste to temporary storage areas. Monitoring covers all special waste, both hazardous and non-hazardous, while municipal waste is excluded, as it represents a limited percentage of the total.

Measures aimed at preventing or mitigating potential negative impacts include operational procedures for **separate waste collection and temporary storage** within **designated waste stations**, equipped with separate containers for different types of waste and grated platforms with containment trays for liquid waste. In order to ensure compliance with the procedures and safety measures required for the transport of hazardous waste, the transport of waste subject to ADR regulations (*Accord Dangereuses Route*: the international agreement harmonising safety rules for the road transport of hazardous goods) is entrusted to qualified and certified consultants.

Atitech has also implemented **environmental emergency procedures** that enable prompt action in the event of accidental waste spills or discharges. Regular training courses on environmental emergencies are provided to operational personnel in order to support these procedures.

The processes for managing and verifying the effectiveness of the measures implemented are monitored through the waste tracking registers (FIR). Regular inspections are also conducted using checklists for the waste stations and separate collection containers and training on environmental emergencies is provided. These activities are tested as part of the internal audits of the ISO 14001-certified Environmental Management System.

### Disposal of residual fuel

As part of its maintenance activities, Atitech manages the disposal of residual fuel from aircraft tanks using stainless steel (INOX) containers. Once operations are completed and given the flammable nature of the contents, the containers are immediately removed from work areas and placed in the designated waste area. The competent authority is then notified to initiate the disposal process, which specifically involves the relevant company departments to ensure compliance with customs regulations.

Among its innovative process and service development processes, Atitech—through partnerships with the Federico II and Parthenope Universities of Naples, the Campania Aerospace District, and the MEDITECH Consortium—has launched the **Aircraft Conversion Mediterranean Hub project**. The initiative aims to develop facilities and storage areas for the management of new eco-fuels, including the construction of depots and distribution centres, as well as the design of new low-environmental-impact hybrid auxiliary power units (APUs). The underlying concept is to innovate aircraft maintenance and conversion processes by using modern aircraft as actual laboratories for conceptual development and technology transfer. This approach starts with innovations regarding the conversion of aircraft systems and components and extends to the study of services associated with modern, next-generation aircraft, including hybrid models.

Starting in 2025, the Company will also be registered with the RENTRI system, where waste management data will be uploaded to a dedicated digital database.

Within the scope of its activities, Atitech manages a series of processes that are essential to ensuring aircraft safety and reliability but can generate potential environmental impacts, especially regarding the production of special waste.

The activities carried out include stripping and painting processes, cabin interior maintenance, avionics and electrical maintenance, aircraft structural maintenance, as well as hydraulic systems and wheel maintenance. Each of these processes involves the use of chemicals and technical materials which, at the end of their life cycle, generate specific types of waste.

Input materials mainly include paints, lubricants, fuels, electronic components, aircraft structural parts, seats, tyres, and internal components made of composite materials. The outputs resulting from these activities include waste oils, contaminated fuel, paint and solvent containers, contaminated rags, faulty electrical and electronic components, as well as damaged or broken structural elements.

In 2024, a large percentage of the waste generated—46%—was non-hazardous. The most significant quantities consisted of mixed waste, including metals, bulky items, and plastics, representing approximately 80% of the total non-hazardous waste, and mixed packaging, which accounted for 10% of the total.

The main types of the remaining waste i.e. hazardous waste included, the main types were water-based liquid waste and lubricating oils, representing 79% and 8% of the total hazardous waste, respectively.

It is important to note that all waste produced by Atitech is handled and disposed of by third parties. This means that the Company relies on specialist waste management providers or partners to ensure its proper treatment, disposal or recovery.

Waste generated by type (t)			
Type of waste	2022	2023 <sup>26</sup>	2024
<b>Hazardous waste</b>	<b>51.8</b>	<b>144.4</b>	<b>247</b>
<i>Lubricating oils</i>	15	21.63	20.81
<i>Contaminated containers and drums</i>	-	7.9	7.25
<i>Contaminated packaging, rags and protective clothing</i>	16.5	9.58	8.89
<i>Spent activated carbon contaminated with solvents</i>	5.4	-	-
<i>Paints, coatings and solvents</i>	3.65	12.41	3.94
<i>Toner</i>	-	0.4	0.08
<i>Gases in pressurised containers</i>	0.6	-	1.39
<i>Fuel oil and diesel fuel</i>	10.6	-	0
<i>Laboratory chemicals</i>	0.028	0.25	0
<i>Waste sealants and adhesives</i>	-	0.29	0.14
<i>Used electrical and mechanical equipment</i>	-	0.26	3.6
<i>Sludges and treatment residues</i>	-	43.44	-
<i>Bituminous waste materials</i>	-	0.26	-
<i>Insulation materials containing hazardous substances</i>	-	0.52	4.32
<i>End-of-life tyres</i>	-	0.02	0.16
<i>Inorganic waste containing hazardous substances</i>	-	0.54	0.315
<i>Water-based waste liquids<sup>27</sup></i>	-	46.38	196.03
<i>Laboratory chemicals</i>	-	0.025	-
<i>Neon tubes</i>	-	0.36	-
<i>Fluorescent tubes</i>	-	0.025	0.47

<sup>26</sup> The 2024 figures have been recalculated; any changes are due to rounding.

<sup>27</sup> The increase in water-based in 2024 compared to 2023 is primarily attributable to the Capodichino Nord facility, where there is no wastewater treatment plant. At that site, the wastewater generated—mainly from aircraft washing activities—is collected in an underground storage tank and, once the tank is full, removed by a licensed company for delivery to treatment facilities. During 2023, a reduction in aircraft washing activities at Capodichino Nord—they were mainly carried out at the Capodichino Sud site, equipped with a wastewater treatment plant—meant that the underground tank did not become full and did not have to be emptied; this resulted in a lower quantity of waste disposed of (46 tonnes). In 2024, the tank was gradually filled to capacity (approximately 150 m<sup>3</sup>) so it had to be emptied and the wastewater disposed of; this led to an increase in the total quantity disposed of (196 tonnes).

<b>Non-hazardous waste<sup>28</sup></b>	<b>66</b>	<b>130.6</b>	<b>207.49</b>
<i>Wood</i>	2.02	9.6	10.71
<i>Wooden packaging</i>	5.3	-	4.82
<i>Mixed packaging</i>	3.1	3.2	1.3
<i>Plastics</i>	3.7	4.04	3.62
<i>Mixed packaging, wooden crates, bulky cardboard, pallets, etc.</i>	-	24.39	21.70
<i>Other (metal materials, bulky waste, plastics, etc.)</i>	51.9	89.39	165.34
<b>Total</b>	<b>117.8</b>	<b>275.02</b>	<b>454.49</b>

Waste generated divided by disposal method (t)			
Type of waste	2022	2023	2024
<b>Hazardous waste</b>	<b>51.8</b>	<b>144.4</b>	<b>247</b>
<i>Directed for disposal</i>	20.1	109.6	196
<i>Directed for recovery/recycling</i>	31.7	34.8	51
<b>Non-hazardous waste</b>	<b>66</b>	<b>133.7</b>	<b>207.49</b>
<i>Directed for disposal</i>	-	-	-
<i>Directed for recovery/recycling</i>	66	133.7	207.49
<b>Total</b>	<b>117.8</b>	<b>278.1</b>	<b>454.49</b>

<sup>28</sup> The increase in non-hazardous waste quantities in 2024 compared to 2023 is primarily attributable to the Fiumicino facility. In more detail, the most significant change relates to the category "Other non-hazardous waste" (e.g., metal materials, bulky waste, plastics), following a series of reorganisation measures and other changes to the facilities following the first year of operations. These interventions, planned during 2023 and carried out in 2024, included the reorganisation of warehouses with the disposal of packaging and materials no longer suitable for use, the adaptation of workshop areas to relocate certain activities (e.g., battery room and graphics room), as well as the refurbishment of ground-floor areas in the Avio 6 hangar to accommodate changing rooms, toilets and offices. These activities led to the disposal of obsolete materials and waste resulting from the work carried out, leading to an overall increase in the non-hazardous waste disposed of (207 tonnes in 2024 compared to 130 tonnes in 2023).

## **5.4. Water resources**

The Company treats wastewater – both industrial and domestic – through a chemical-physical treatment plant before releasing it into the public sewer system<sup>29</sup>. The treatment plant undergoes strict testing and maintenance activities to ensure that it operates properly.

Nevertheless, in order to improve the quality of water discharged into the sewage network, Atitech plans—through the regional call for territorial innovation ecosystems—to implement new wastewater treatment systems also at the Capodichino Nord facility. In detail, the project envisages the construction of:

- A separate sewer network for the collection and channelling of domestic wastewater;
- A treatment plant for domestic wastewater;
- A treatment system for stormwater runoff (from aprons and roofs);
- A treatment plant for aircraft wash water;
- A treatment plant for process water (from aircraft painting and stripping operations).

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<sup>29</sup> Under its “AUA” (Single Environmental Authorisation), Atitech is authorised by the competent authority to make discharges into the public sewer system, in accordance with Article 124 of Legislative Decree 152/06.

# CHAPTER 6

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## Economic Sustainability



## 6.1. Economic Value Generated and Distributed

Before an organisation embarks on a path of sustainable development, it is essential to understand the interrelationships between the environmental, social, and economic dimensions of sustainability, in a **Triple Bottom Line (TBL) perspective: planet, people, profit**.

Economic sustainability reflects Atitech's ability to contribute to the creation and distribution of economic value for all stakeholder categories, while safeguarding the ecosystem in which it operates. It is represented by the additional value that Atitech has been able to generate through its service provision activities, relative to the resources employed.

The **economic value generated and distributed** by Atitech has been determined by reclassifying the information contained in the income statement. Therefore, it can be considered the primary accounting link between the Annual Financial Statements and the Sustainability Report.

The reclassification highlights the economic value generated and distributed to the parties that contribute directly or indirectly to its creation, i.e., internal and external stakeholders.

The **economic value generated** refers to the value of production reported in the income statement of the Annual Financial Statements, including "Revenue from sales and services" and "Other revenue and income" plus financial income. Meanwhile, the value distributed aggregates the costs reclassified by category of stakeholders involved.

**Economic value retained** represents the difference between economic value generated and economic value distributed and includes the net profit or loss for the year, as well as depreciation/amortisation and provisions.

Atitech recognises the importance of a balanced distribution of the value generated by its activities to stakeholders who have contributed to its creation, directly or indirectly.

In 2024, the economic value generated by the Company amounted to **Euro 174 million**, while the economic value distributed amounted to **Euro 161 million**.

Economic value directly generated and distributed				
	Unit of measurement	2023 <sup>30</sup>	2024	% change 2023-2024
Economic value generated	Euro	157,939,727	174,578,030	11%
Economic value distributed	Euro	150,208,669	161,571,756	8%
Remuneration of suppliers (Operating costs)	Euro	82,871,498	86,266,560	4%
Remuneration of employees	Euro	62,271,580	69,293,216	11%
Remuneration of lenders	Euro	1,526,463	916,557	-40%
Public administration and community	Euro	2,236,460	3,792,755	70%

<sup>30</sup> Note that the figures for 2023 have been adjusted compared to the amounts reported in the 2023 Sustainability Report following recalculation.

Donations	Euro	1,302,668	1,302,668	0%
<b>Value retained</b>	<b>Euro</b>	<b>9,033,726</b>	<b>13,006,274</b>	<b>44%</b>
Profit (Loss) for the year	Euro	2,882,726	5,628,236	95%
Depreciation/Amortisation, provisions and writedowns	Euro	6,151,000	7,378,038	20%

The value generated in 2024 was mainly distributed as follows:

- Operating costs represent the expenditure incurred towards all suppliers of goods and services necessary for the organisation's activities. In 2024, these amounted to Euro 86 million, representing 49% of the total economic value generated, with a 4% increase compared to the previous reporting period;
- Employee remuneration amounted to Euro 69 million, representing 40% of the total and an 11% increase compared to 2023. This category includes employees, i.e. those hired under a contractual arrangement to perform work within the organisation;
- Remuneration of lenders amounted to approximately Euro 916 thousand (1% of the total). This category refers to the banks that provide capital to the organisation. Remuneration for this category takes the form of financial expenses arising on the amounts borrowed.

The economic value distributed to stakeholders in 2024 amounted to Euro 161 million, marking an 8% increase compared to 2023.

Meanwhile, the value retained by the organisation amounted to Euro 13 million (7% of the total economic value generated), representing a 44% increase compared to the previous year. This retained value includes depreciation/amortisation and writedowns totalling around Euro 7 million and the net profit for the year of Euro 5 million, which increased by 95% compared to 2023.

## GRI Content Index

Statement of use	Atitech S.p.A. has reported the disclosures listed in this index of GRI content for the period from 01/01/24 to 31/12/24 on a "with reference" basis in relation to the GRI Standards.
GRI 1 used	GRI 1- Foundation – 2021 version

GRI Standard	Disclosure	Report Section / Paragraph	Notes/Omissions
<b>GRI 2 – General disclosures 2021</b>			
<b>The organisation and its reporting practices</b>			
2-1	Organisational details	1.1 Organisation profile and identity	
2-2	Entities included in the organisation's sustainability reporting	Reporting method	
2-3	Reporting period, frequency and contact point	Reporting method	
2-4	Restatements of information	Reporting method	Any restatements of information are indicated in the footnotes
2-5	External assurance		The Sustainability Report is not subject to external assurance.
<b>Activities and workers</b>			
2-6	Activities, value chain and other business relationships	3.5 The supply chain	
2-7	Employees	4.1 Atitech's human resources	
2-8	Workers who are not employees	4.1 Atitech's human resources	
<b>Governance</b>			
2-9	Governance structure and composition	3.1 Governance structure	
2-10	Nomination and selection of the highest governance body	3.1 Governance structure	
2-11	Chair of the highest governance body	3.1 Governance structure	
2-15	Conflicts of interest	-	There were no conflicts of interest during the reporting period.

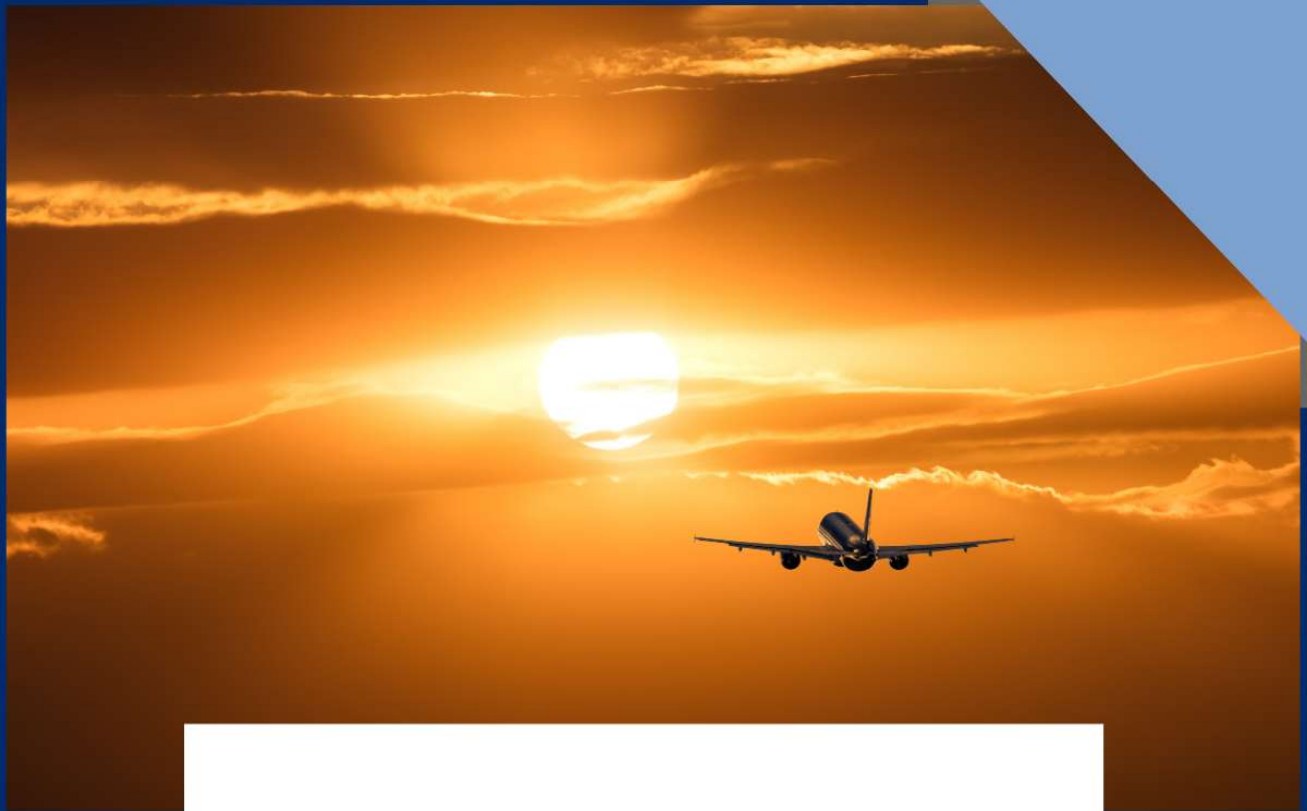
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	2.1 Atitech and Sustainability	
2-23	Policy commitments	2.1 Atitech and Sustainability	
2-24	Embedding policy commitments	2.1 Atitech and Sustainability	
2-26	Mechanisms for seeking advice and raising concerns	3.3.2 Organisation model	The Company has implemented a whistleblowing system with effect from 2025.
2-27	Compliance with laws and regulations	3.3.2 Organisation model	There was no non-compliance with laws and regulations during the reporting period.
2-28	Membership associations	-	No membership of national or international industry associations, trade associations and advocacy organisations was recorded during the reporting period.
Stakeholder engagement			
2-29	Approach to stakeholder engagement	2.2 Stakeholder identification and engagement	
2-30	Collective bargaining agreements	4.2 Atitech's human resources	
GRI 3 – Material topics 2021			
3-1	Process to determine material topics	2.3 Materiality assessment	
3-2	List of material topics	2.3 Materiality assessment	
Occupational health and safety			
GRI 3 – Material topics (2021)			
3-3	Management of material topics	4.3.2 Occupational health and safety	
GRI 403: Occupational health and safety (2018)			
403-1	Occupational health and safety management system	4.3.2 Occupational health and safety	
403-2	Hazard identification, risk assessment, and incident investigation	4.3.2 Occupational health and safety	

403-3	Occupational health services	4.3.2 Occupational health and safety	
403-4	Worker participation, consultation, and communication on occupational health and safety	4.3.2 Occupational health and safety	
403-5	Worker training on occupational health and safety	4.3.2 Occupational health and safety	
403-9	Work-related injuries	4.3.2 Occupational health and safety	
<b>Compliance with laws and regulations</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	3-3 Management of material topics	3.3 Code of Ethics and the Organisation and Management Model (O.M.M.)	
<b>Cybersecurity and information security</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	3-3 Management of material topics	3.6 IT structure and data security	
<b>GRI 418: Customer privacy</b>			
418-1	418-1 Substantiated claims concerning breaches of customer privacy and losses of customer data	3.6 IT structure and data security	During the reporting period, there were no incidents of breaches of customer privacy or losses of customer data.
<b>Quality of services</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	Management of material topics	3.4 Quality of services and innovation	
<b>Business ethics and anti-corruption</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	Management of material topics	3.3 Code of Ethics and the Organisation and Management Model (O.M.M.)	
<b>GRI 205: Anti-corruption (2016)</b>			

205-3	Confirmed incidents of corruption and actions taken	3.3.2 Organisation model	During the reporting period, there were no confirmed incidents of corruption.
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	-	During the reporting period, there were no incidents of anti-competitive behaviour.
<b>Responsible procurement</b>			
GRI 3 – Material topics (2021)			
3-3	Management of material topics	3.5 The supply chain	
<b>Water</b>			
GRI 3 – Material topics (2021)			
3-3	Management of material topics	5.4 Water resources	
<b>Customer satisfaction</b>			
GRI 3 – Material topics (2021)			
3-3	Management of material topics	1.5 Atitech's services; 3.4 Quality of services and innovation	
<b>Emissions and pollution</b>			
GRI 3 – Material topics (2021)			
3-3	Management of material topics	5.2 Energy and emissions	
<b>GRI 305: Emissions (2016)</b>			
GRI 305-1	Direct (Scope 1) GHG emissions	5.2.2 Emissions and pollution	
GRI 305-2	Indirect (Scope 2) GHG emissions	5.2.2 Emissions and pollution	
GRI 305-4	GHG emissions intensity	5.2.2 Emissions and pollution	
GRI 305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx) and other significant air emissions	5.2.2 Emissions and pollution	
<b>Waste management</b>			
GRI 3 – Material topics (2021)			

3-3	Management of material topics	5.3 Waste management and organisation	
<b>GRI 306: Waste (2020)</b>			
306-3	Waste generated	5.3 Waste management and organisation	
306-4	Waste diverted from disposal	5.3 Waste management and organisation	
306-5	Waste directed to disposal	5.3 Waste management and organisation	
<b>Energy consumption and efficiency</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	Management of material topics	5.2 Energy and emissions	
<b>GRI 302: Energy (2016)</b>			
GRI 302-1	Energy consumption within the organisation	5.2.1 Energy consumption	
GRI 302-3	Energy intensity	5.2.1 Energy consumption	
<b>CO2 emissions and reduction</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	Management of material topics	5.2 Energy and emissions	
<b>GRI 305: Emissions (2016)</b>			
GRI 305-1	Direct (Scope 1) GHG emissions	5.2.2 Emissions and pollution	
GRI 305-2	Indirect (Scope 2) GHG emissions	5.2.2 Emissions and pollution	
GRI 305-4	GHG emissions intensity	5.2.2 Emissions and pollution	
GRI 305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx) and other significant air emissions	5.2.2 Emissions and pollution	
<b>Innovation</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	Management of material topics	3.4 Quality of services and innovation	

<b>Employee training and development</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	Management of material topics	4.2.1 Training of human resources	
<b>GRI 404: Training and education</b>			
404-1	Average hours of training per year per employee	4.2.1 Training of human resources	
<b>Diversity, inclusion and well-being</b>			
<b>GRI 3 – Materiality topics (2021)</b>			
3-3	Management of material topics	4.2.4 Diversity and equal opportunities	
<b>GRI 406: Non-discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken	-	There were no confirmed incidents of discrimination during the reporting period.
<b>Attention to local communities and society</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	Management of material topics	4.3 Our involvement in the community	
<b>GRI 201: Economic performance</b>			
201-1	Economic value generated and distributed	6.1 Economic Value Generated and Distributed	
<b>Attraction and retention of talent</b>			
<b>GRI 3 – Material topics (2021)</b>			
3-3	Management of material topics	4.2 Atitech's human resources	
<b>GRI 401: Employment</b>			
401-1	New employee hires and employee turnover	4.2 Atitech's human resources	



## Sustainability Report 2024

*ATITECH S.p.A.  
P.IVA 05981720633  
Aeroporto di Capodichino 80144 – Napoli (IT)*

**[www.atitech.it](http://www.atitech.it)**