

2024 Sustainability Report

ESRS REPORTING STANDARDS



MESSAGE TO STAKEHOLDERS

_Our First Steps in the CSR Journey

During 2024, Athena S.p.A. strengthened its commitment to a sustainable growth model by increasingly integrating environmental, social, and governance (ESG) principles into its corporate strategy.

We made significant progress in the energy transition by investing in photovoltaic systems, improving energy efficiency, and adopting renewable energy sources – actions that have reduced our carbon footprint and increased our energy autonomy.

On the social front, we focused on the well-being of our people by enhancing welfare initiatives, training programs, and the development of human capital. At the same time, we continued to support our local communities by promoting cultural, environmental, and sports initiatives.

Across our entire value chain, we are fostering more responsible practices by working closely with suppliers and partners to build a more resilient and transparent ecosystem.

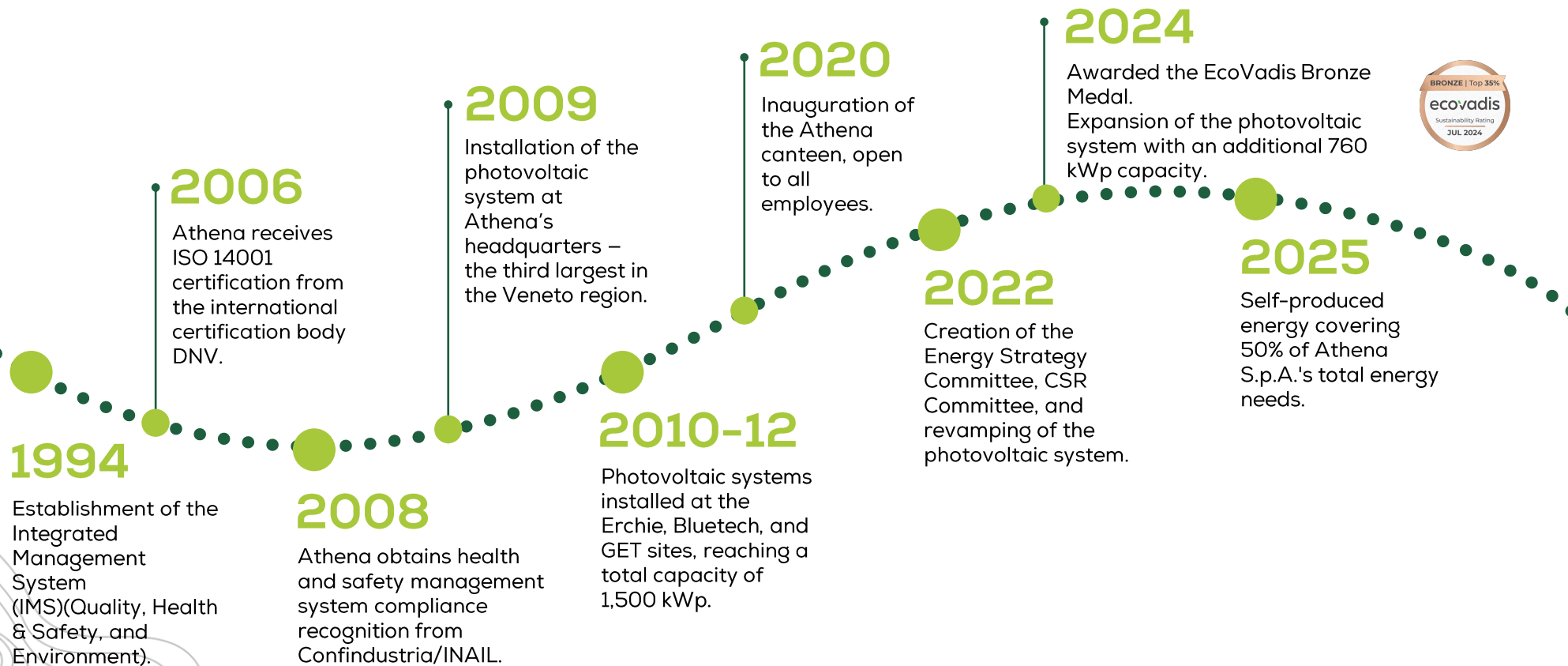
We are aware that sustainability is now a key driver in addressing future challenges and creating shared value. To all stakeholders who support our journey, we extend our sincere thanks for their trust, collaboration, and ongoing constructive dialogue.

Erardo Ratzenbeck
CEO



OUR STEPS TOWARDS A FULLY SUSTAINABLE APPROACH

Through a concrete commitment to innovation, conscious decision-making, and collective efforts, we are gradually transforming our operations – leaving our mark day by day on the path toward a greener future.



MISSION & VISION

_Mission

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

_Vision

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



OUR VALUES



MOTIVATION

We value people by recognizing talents and providing opportunities, responsibility, and growth.



EXCELLENCE

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



LOYALTY

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



RESPONSIBILITY

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

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

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



75%

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



80%

We invest in staff growth through targeted training and an effective system for skills transfer.



100%

We monitor consumption and adopt renewable energy sources, raising awareness about energy saving.



95%

Athena promotes an inclusive, fair, and sustainable work environment, fostering employee well-being and responsible economic growth.



75%

We invest in innovation by nurturing specialized talents and collaborating with universities and research partners.



100%

We are committed to the environment, safety, and local development through concrete and responsible actions.



85%

We promote the circular economy and monitor our impacts.



90%

We are committed to protecting the environment by supporting local conservation and reforestation initiatives.



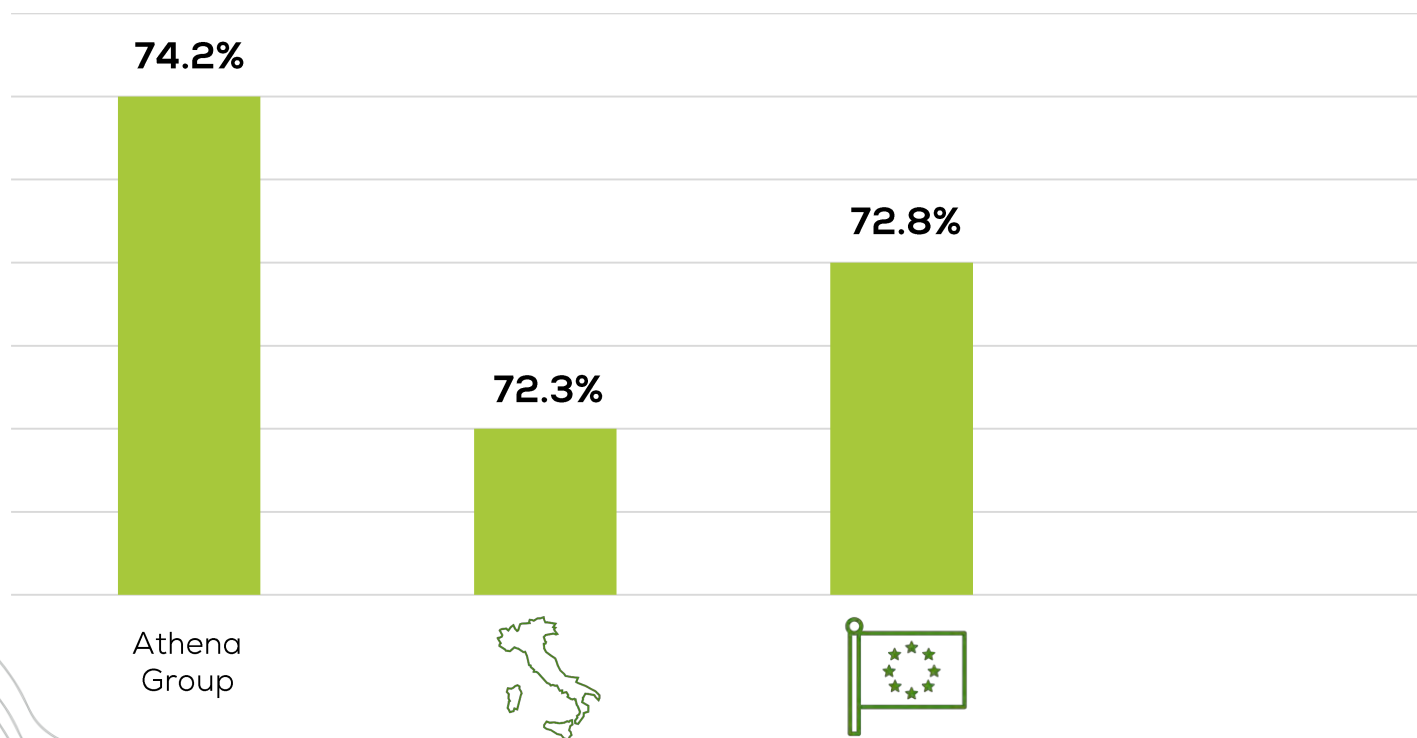
75%

We collaborate with public institutions and local organizations, invest in sustainable activities, and integrate the SDGs into our strategy.

Athena S.p.A. contributes to achieving all 17 Sustainable Development Goals by integrating them into its industrial strategy and daily practices. Above are the 9 Goals on which the company has achieved the most significant performance, demonstrating a concrete commitment to more equitable and responsible development.

PERFORMANCE ON THE SUSTAINABLE DEVELOPMENT GOALS: ATHENA AND EXTERNAL REFERENCES

_Percentage of SDG Achievement



ECOVADIS: A RECOGNITION OF OUR COMMITMENT TO SUSTAINABILITY

Top 11% in Environmental Metrics Assessment

Top 33% in Labor Practices and Human Rights Assessment

Top 11% in Corporate Ethics Assessment

Athena S.p.A. achieved a score that placed it in the **top 35%** of companies evaluated on the **EcoVadis** platform, earning a **Bronze** rating and surpassing the industry average.

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



ENVIRONMENTAL MANAGEMENT SYSTEM

ISO 14001 Certification for Environmental Management

ISO 14001 sets the criteria for the Environmental Management System and can be certified. It defines a standard that a company or organization can follow to create an effective environmental management system. Athena has renewed the ISO 14001 certification for 2024, which has now been extended to the GET business unit. The project was completed in 2024 with a final extension to the Erchie (Brindisi) business unit.



GENERAL OBJECTIVES FROM THE 2024 REPORT



IMPROVEMENT

Implementation of the sustainability strategy through the execution of identified improvement actions.



CONSOLIDATION 2024

Sustainability Report Athena S.p.A. by spring, including stakeholder engagement.



EXTENSION

Launch of data collection efforts involving subsidiaries to prepare the 2025 Consolidated Sustainability Report based on 2024 data.

2024 REPORT SCOPE

_Athena S.p.A.



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

INNTECK S.r.l.

_foreign subsidiaries



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

INNTECK-USA Corp.

2025 REPORT CONTEXT

It mandates sustainability reporting for large companies, listed SMEs, and parent companies of large groups;

The information must cover the company's impact on sustainability and how sustainability affects the company;



It is based on the **ESRS** (European Sustainability Reporting Standards), which are divided into cross-cutting, thematic (ESG), and sector-specific standards.



2025 REPORT CONTEXT

_Material Topics

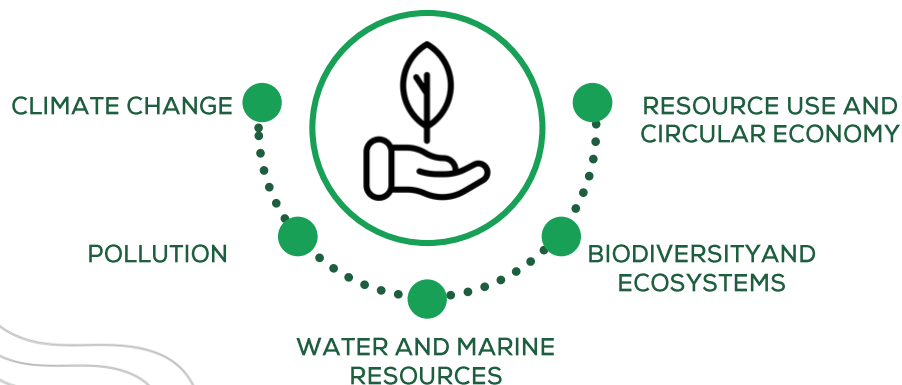
CROSS-CUTTING PRINCIPLES

-  GENERAL REQUIREMENTS (ESRS 1)
-  GENERAL DISCLOSURE (ESRS 2)

SOCIAL



ENVIRONMENT



GOVERNANCE



2025 REPORT CONTEXT

_Double Materiality



IMPACT ANALYSIS

ENVIRONMENT



IMPACT TYPE	DESCRIPTION	GROUP ENGAGEMENT
Climate change, energy efficiency, and pollution reduction		
Impact A/-	Greenhouse gas emissions generated by the Athena Group, both directly (e.g., from its own facilities) and indirectly (e.g., related to customers and suppliers).	Athena Group
Impact E/+	In 2024, Athena S.p.A.'s corporate photovoltaic system generated 1,450 MWh of energy, covering 28% of the company's energy needs. In the same year, a €500,000 investment was launched to expand the system, aiming to achieve 50% energy self-sufficiency by 2025. Thanks to this improvement, an estimated reduction of 929 tons of CO ₂ emissions was achieved compared to a scenario without a photovoltaic system.	Athena S.p.A.
Pollution reduction		
Impact A/+	Implementation of technical and management actions aimed at reducing pollution, particularly by limiting emissions related to washing processes and progressively eliminating high-impact materials, such as man-made vitreous fibers.	Athena Group
Water and Marine Resources		
Impact A/+	Athena's production processes are characterized by low water usage. Water use is limited and optimized, with a strong focus on monitoring and efficient management.	Athena Group
Biodiversity and Ecosystems		
Impact P/-	Indirect risk associated with the supply of natural rubber and paper (deforestation/pressure on ecosystems).	Athena Group
Impact A/+	Over 1,000 trees planted (+350 compared to 2023) as part of the WOWnature project—one for each Athena employee worldwide—to help regenerate forests and biodiversity in areas affected by the Vaia storm in 2018 (Enego, VI) and the Berici Hills.	Athena Group
Circular Economy and Resource Use		
Impact A/-	Generation of waste resulting both from administrative and operational activities carried out in the offices, and from scraps produced by the company's manufacturing processes.	Athena Group

IMPACT ANALYSIS

SOCIAL



IMPACT TYPE	DESCRIPTION	GROUP ENGAGEMENT
Own workforce		
Impact P/-	Some production activities expose workers to contact with potentially hazardous substances. These processes (e.g., galvanic process for cylinders) are managed in full compliance with current health and safety regulations, through the use of personal protective equipment, environmental monitoring, and specific training.	Athena Group
Impact A/+	A whistleblowing channel, with an associated policy, compliant with Legislative Decree 24/2023, is active, accessible, and anonymous, allowing employees to report any behavior contrary to the company's ethics. The absence of reports during the period is not interpreted as a lack of issues but will be subject to ongoing monitoring and internal awareness efforts.	Athena S.p.A.
Impact A/+	The company welfare policies include initiatives to support work-life balance, personalized benefits, and a focus on employee well-being, positively contributing to motivation and employee retention. These initiatives include the campaign for the flu vaccine, diabetes screening, and breast cancer screening.	Athena S.p.A.
Impact P/-	A medium- to long-term critical issue has been identified related to the increasing difficulty in finding specialized technical profiles, with possible repercussions on production capacity and competitiveness. The company is considering proactive measures such as internal training programs and collaborations with vocational training institutions.	Athena Group
Local communities		
Impact A/+	Our company actively supports cultural, social, and sports initiatives in the areas where it operates, making a concrete contribution to the cohesion and development of local communities. Recent activities include supporting the cultural event "A Place to Return To," participating in breast cancer awareness initiatives promoted by the Municipality of Alonte, and sponsoring the Motoclub Lonigo, a key sports organization in the area. Through these collaborations, we aim to strengthen our connection with the community and promote values of solidarity, inclusion, and collective well-being.	Athena S.p.A.
Consumers and product safety		
Impact A/+	Our company implements rigorous quality tests on all products, including inspections, tests on dedicated benches, and verifications in metrology labs, in compliance with the international standards ISO 9001, ISO 14001, and IATF 16949. This is accompanied by a constant commitment to ensure the safety and reliability not only of our products but also of the personal data processed, in accordance with the General Data Protection Regulation (GDPR). These practices help strengthen customer trust and enhance the perception of our brand in the market.	Athena S.p.A.

IMPACT ANALYSIS GOVERNANCE



IMPACT TYPE	DESCRIPTION	GROUP ENGAGEMENT
Human rights and supply chain		
Impact A/+	<p>In respect of Human Rights, the company has implemented cross-cutting policies that ensure their application in all operational areas, which are included in the Code of Ethics and internal regulations. Although there are no high risks of violations, Athena promotes active oversight, extending its commitment to the supply chain as well. In this context, a Supplier Code of Conduct has been introduced, which defines minimum requirements on key aspects such as compliance with health and safety regulations, prohibition of child and forced labor, equal treatment and non-discrimination, environmental protection, as well as contractual traceability and transparency.</p>	Athena S.p.A.
Inclusione e trattamento equo		
Impact A/+	<p>Athena actively promotes respect for and appreciation of people within the organization, including through personalized attention to employees' needs. A concrete example is the granting of part-time work upon request for family reasons, a measure that does not stem from contractual obligations but from a corporate culture focused on well-being and flexibility. This approach has generated a positive impact in terms of retention, satisfaction, and workplace climate.</p>	Athena S.p.A.
Condotta etica e impatto economico		
Impact A/+	<p>The business model adopted by Athena is based on a vision of sustainable growth, aiming to generate revenue through high value-added technological solutions, consistent with principles of social and environmental responsibility. The positive economic impact is reflected not only in financial results but also in the distribution of value along the value chain (customers, suppliers, workers, communities).</p>	Athena Group

RISK/OPPORTUNITY ANALYSIS

ENVIRONMENT



RISK/ OPPORTUNITY	DESCRIPTION	GROUP ENGAGEMENT
Climate and Energy (ESRS E1)		
Risk	Direct economic risk related to the increase and volatility of energy costs, which may compromise operational stability and competitiveness in the medium to long term. All these factors limit investment capacity and pose challenges to the resilience of the supply chain.	Athena Group
Opportunity	The company's photovoltaic system fed 425,000 kWh of electricity into the GSE grid in 2024.	Athena S.p.A.
Biodiversity and Ecosystems (ESRS E4)		
Risk	The new EUDR regulation on deforestation introduces traceability obligations for materials such as natural rubber and paper, exposing the company to regulatory and reputational risks. The low volume and current compliance reduce the actual exposure but require constant vigilance over the supply chain.	Athena Group
Resources and Circular Economy (ESRS E5)		
Risk	Pressure on costs due to rising raw material prices and variability in disposal fees. Risks to operational continuity related to the scarcity of critical resources and dependence on single strategic suppliers.	Athena Group
Risk	Dependence on single strategic suppliers for certain raw materials or key processes increases the vulnerability of the supply chain.	Athena Group
Risk	The variability of industrial waste disposal fees creates uncertainty in forecasting operational costs, affecting financial planning.	Athena Group
Opportunity	The resale of metal scraps from production processes generated significant revenue in 2024, establishing itself as a sustainable source of income and demonstrating the company's ability to valorize waste materials through circular economy principles.	Athena S.p.A.
Opportunity	The adoption of alternative materials and process optimization represent a concrete opportunity to reduce production costs, limit dependence on critical raw materials, and access new markets that are more sensitive to sustainability.	Athena Group

RISK/OPPORTUNITY ANALYSIS

SOCIAL



RISK/ OPPORTUNITY	DESCRIPTION	GROUP ENGAGEMENT
Own workforce (ESRS S1)		
Risk	Although labor relations are currently stable, potential tensions could lead to production disruptions or inefficiencies.	Athena Group
Risk	The growing difficulty in finding specialized technical profiles constitutes a structural risk, with possible repercussions on the company's innovative capacity and technological adaptability.	Athena Group
Risk	The potential increase in labor costs, linked to the renewal of collective agreements, represents a risk to operating margins and competitiveness.	Athena S.p.A.
Risk	Activities involving exposure to hazardous substances (e.g., galvanic cycle) entail tangible risks to employee health and safety, with potential legal, economic, and reputational consequences.	Athena Group
Opportunity	The expansion of corporate welfare initiatives represents an opportunity to improve employee retention, reduce turnover-related costs, and strengthen internal cohesion.	Athena S.p.A.
Opportunity	Maintaining a low injury rate is a distinguishing factor that provides benefits not only in terms of health and safety but also economically, by reducing indirect costs and insurance premiums.	Athena Group
Opportunity	Investments in non-mandatory training help develop both cross-functional and specialized skills, enhancing operational efficiency and the organization's ability to respond to complex technical challenges.	Athena S.p.A.
Consumers and Product Safety (ESRS S4)		
Risk	Non-compliance of the product with technical or safety regulations represents an operational and legal risk, with potentially significant impacts on reputation and market trust.	Athena Group
Risk	Malfunctions or quality issues, even if covered by insurance, could lead to reputational damage and loss of competitiveness.	Athena Group
Risk	The lack of insurance coverage for cyber risks, combined with the handling of personal data, exposes the company to potential data breaches, leading to legal consequences, fines, and reputational damage.	Athena Group

RISK/OPPORTUNITY ANALYSIS

GOVERNANCE



RISK/ OPPORTUNITY	DESCRIPTION	GROUP ENGAGEMENT
Business Conduct (ESRS G1)		
Opportunity	Collaborations with universities and research centers provide access to highly skilled talent and advanced expertise, accelerating sustainable innovation.	Athena S.p.A.
Opportunity	Purchasing from Italian (70%) or local suppliers helps reduce the logistical footprint, contain transportation costs, and improve the environmental performance of the supply chain.	Athena S.p.A.
Opportunity	Engagement with local communities, including sponsorship of sports and cultural events, creates shared value and strengthens the connection between the company and the territory. These activities also serve as a means to attract new talent.	Athena S.p.A.
Opportunity	The consolidation of environmental and social commitment strengthens the company's reputation, positioning Athena as a responsible player within international supply chains.	Athena Group
Opportunity	The growing focus on ESG issues offers Athena the opportunity to strengthen business relationships with sustainability-conscious partners, enhancing its competitive positioning.	Athena Group



ENVIRONMENTAL METRICS

ENVIRONMENT



ENVIRONMENTAL METRICS

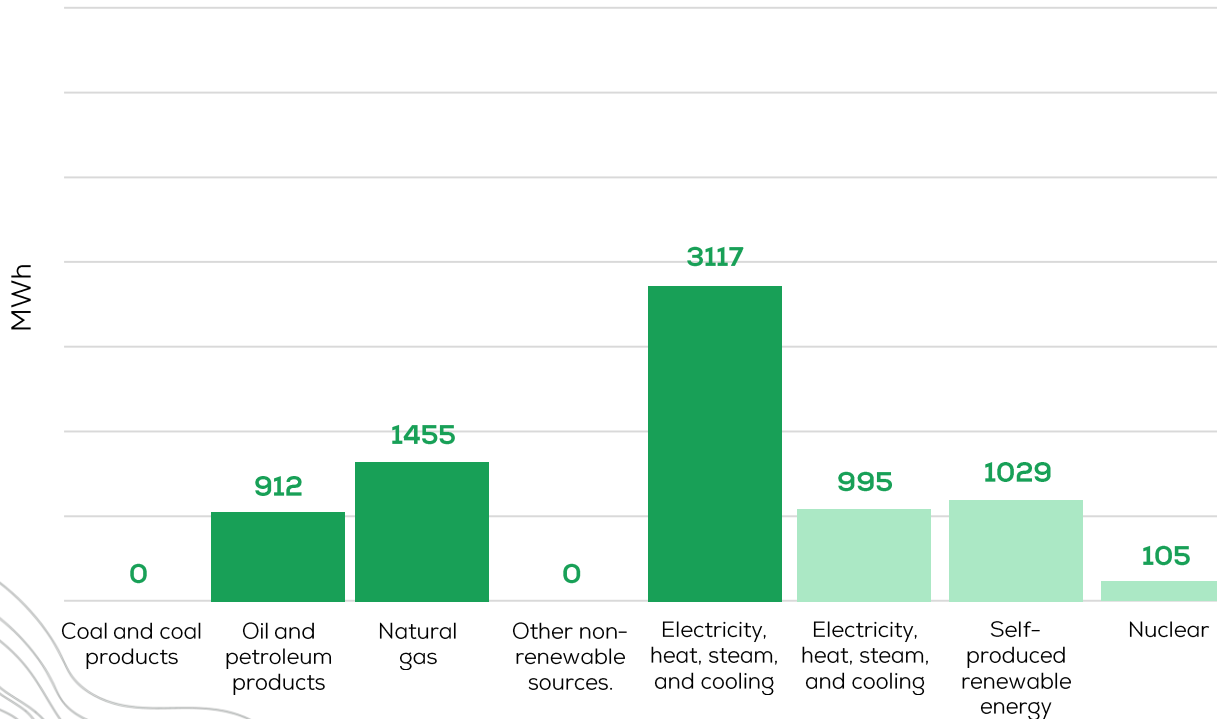
ENERGY CONSUMPTION



_ATHENA S.P.A.

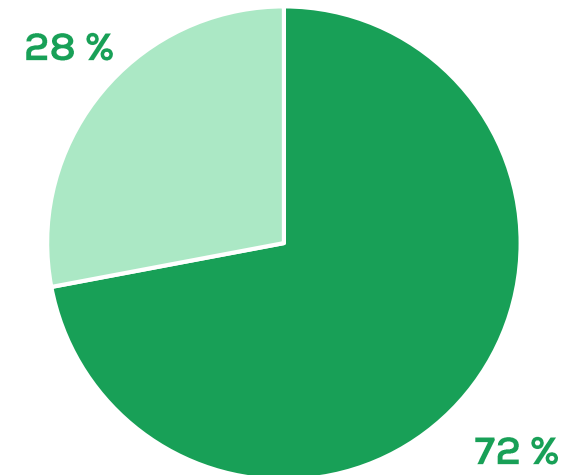
FOSSIL FUELS

RENEWABLE AND NUCLEAR SOURCES



BREAKDOWN BY SOURCE

■ Non renewable ■ Renewable



ENVIRONMENTAL METRICS

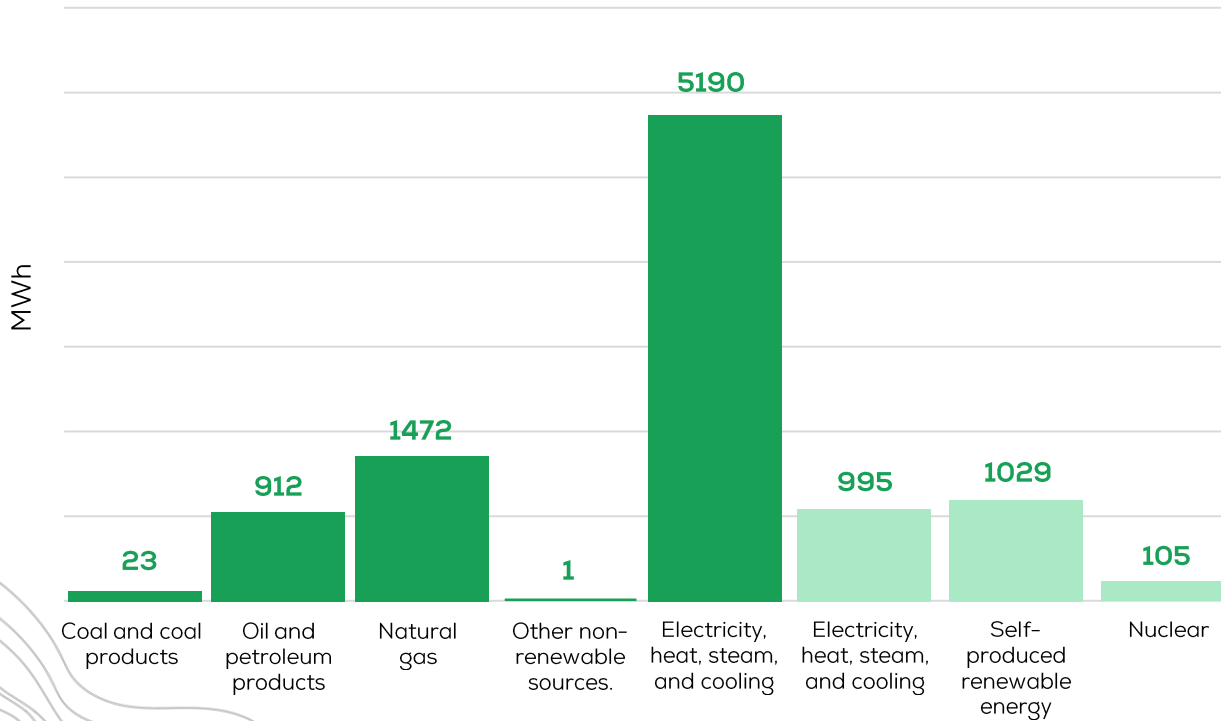
ENERGY CONSUMPTION



_ATHENA GROUP

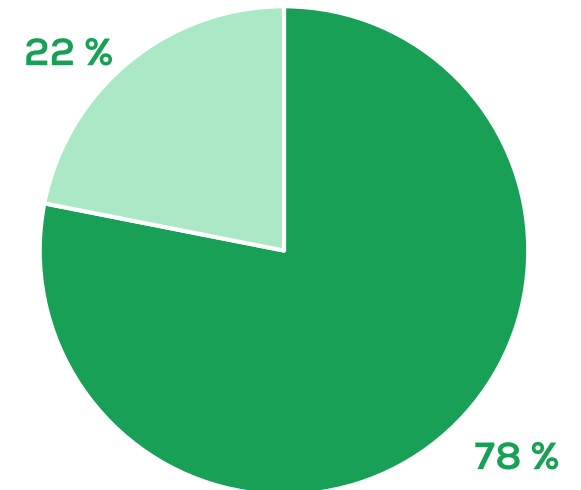
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■ Non renewable ■ Renewable



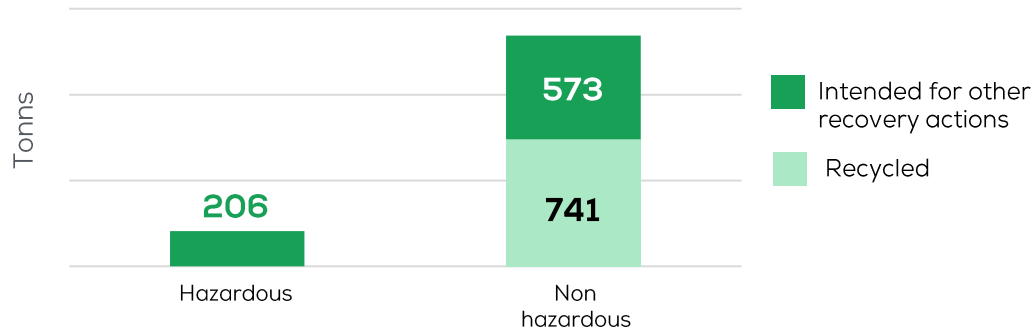
ENVIRONMENTAL METRICS

WASTE

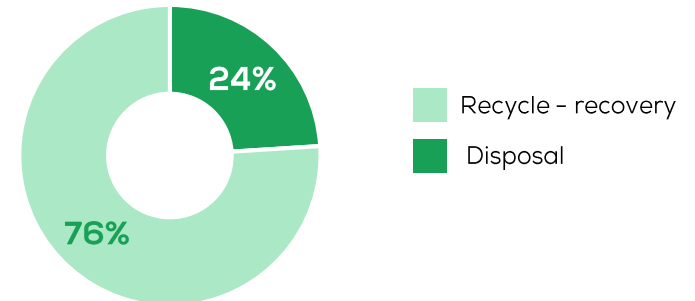


_ATHENA S.P.A.

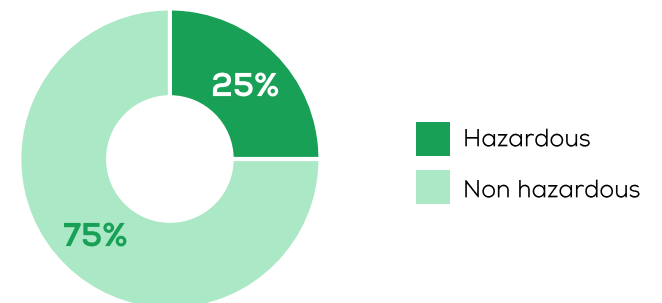
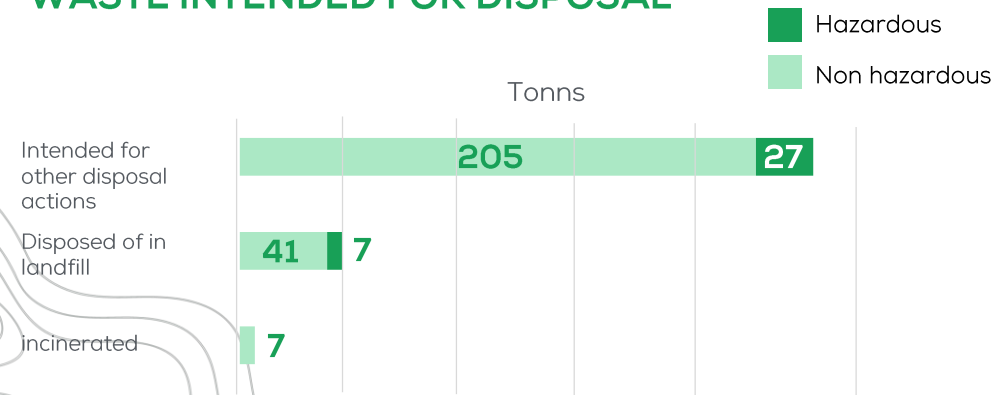
WASTE NOT INTENDED FOR DISPOSAL



BREAKDOWN BY DESTINATION AND TYPE



WASTE INTENDED FOR DISPOSAL



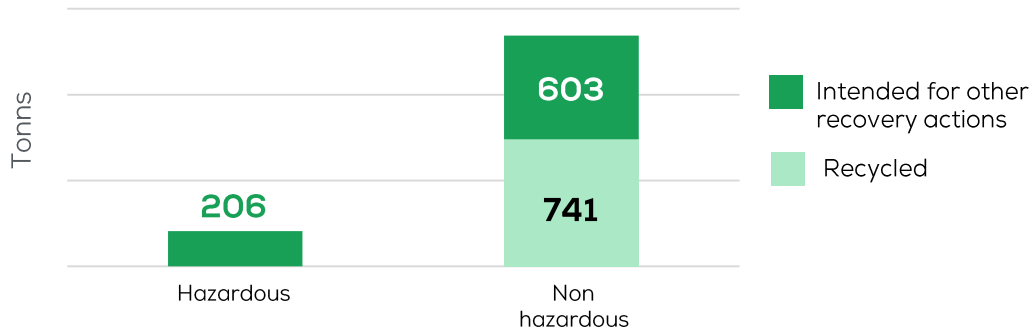
ENVIRONMENTAL METRICS

WASTE

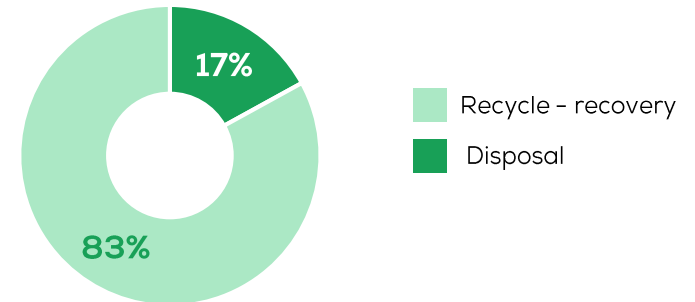


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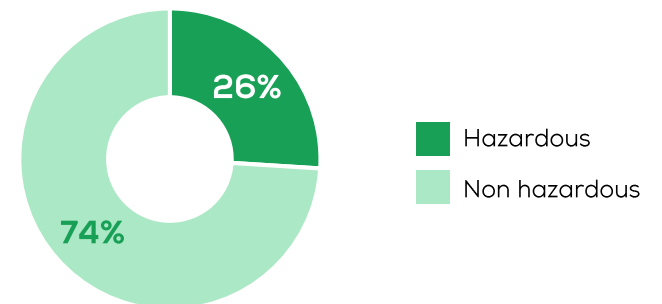
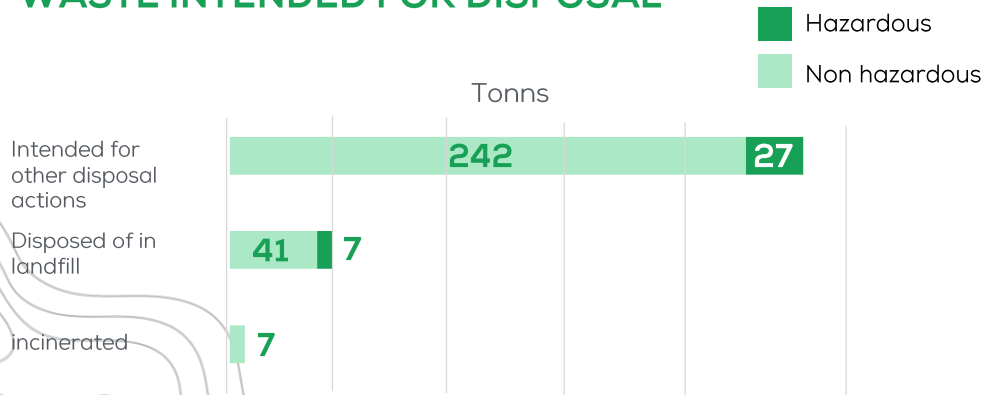
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BREAKDOWN BY DESTINATION AND TYPE



WASTE INTENDED FOR DISPOSAL





SOCIAL METRICS SOCIAL



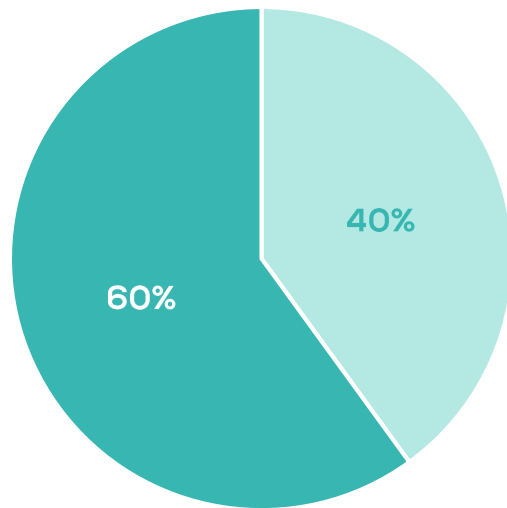
SOCIAL METRICS

CHARACTERISTICS OF THE COMPANY'S EMPLOYEES



_ATHENA S.P.A.

GENDER DISTRIBUTION



 Men
 Women

EMPLOYEES BY CONTRACT TYPE, BROKEN DOWN BY GENDER

Permanent contract: 502

- 40% Women
- 60% Men

Full time: 460

- 37% Women
- 63% Men

Fixed term: 3

- 0% Women
- 100% Men

Part time: 45

- 73% Women
- 27% Men

Turnover rate: 11%

61 employees left the workplace during 2024.

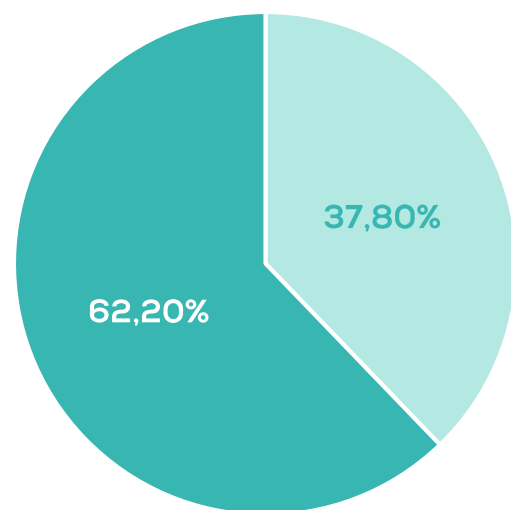
SOCIAL METRICS

CHARACTERISTICS OF THE COMPANY'S EMPLOYEES



_ATHENA GROUP

GENDER DISTRIBUTION



■ Men
■ Women

EMPLOYEES BY CONTRACT TYPE, BROKEN DOWN BY GENDER

Permanent contract: 602

- 38% Women
- 62% Men

Full time: 495

- 37% Women
- 63% Men

Fixed term: 19

- 21% Women
- 79% Men

Part time: 48

- 73% Women
- 27% Men

Turnover rate: 11%

69 employees (out of an annual average of 628) left the workplace.

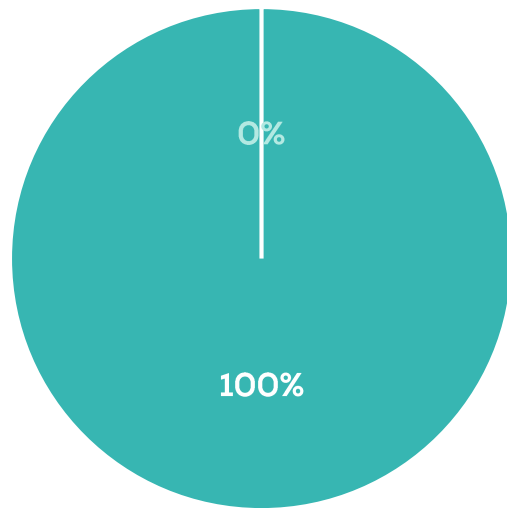
SOCIAL METRICS

CHARACTERISTICS OF THE COMPANY'S EMPLOYEES

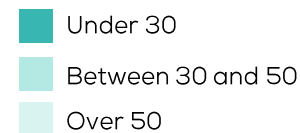
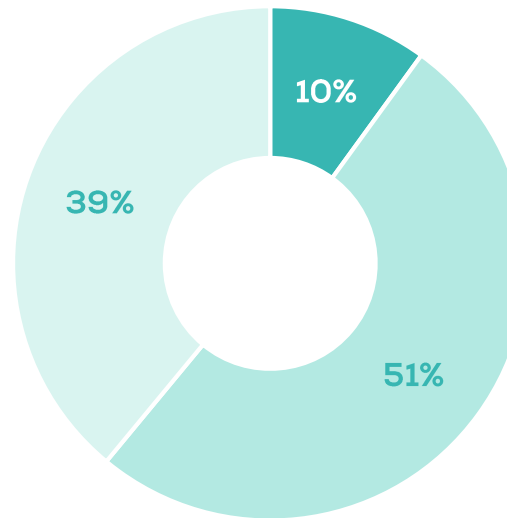


_ATHENA S.P.A.

GENDER DISTRIBUTION IN SENIOR MANAGEMENT



DISTRIBUTION BY AGE GROUPS



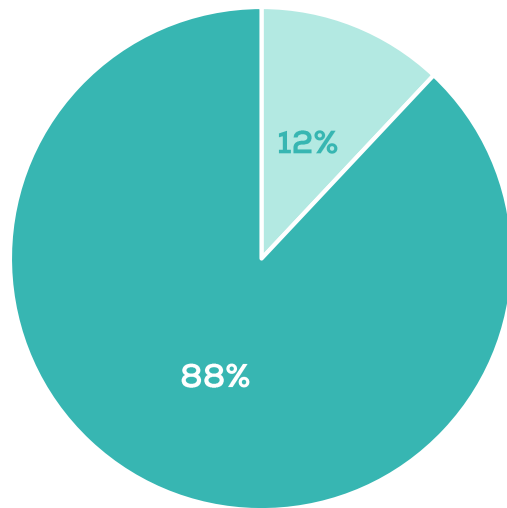
SOCIAL METRICS

CHARACTERISTICS OF THE COMPANY'S EMPLOYEES

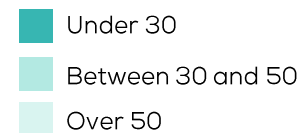
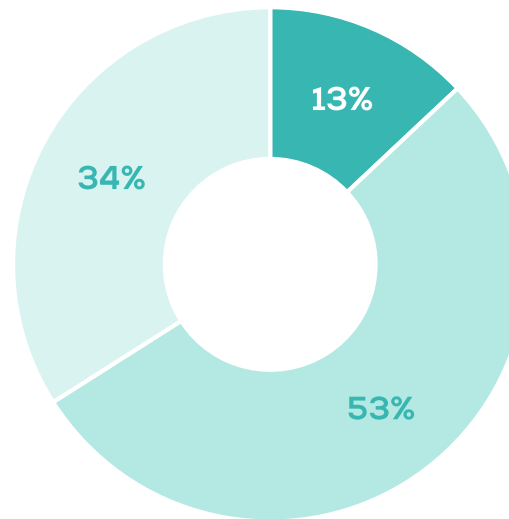


_ATHENA GROUP

GENDER DISTRIBUTION IN SENIOR MANAGEMENT



DISTRIBUTION BY AGE GROUPS





GOVERNANCE METRICS GOVERNANCE



GOVERNANCE METRICS HIGHLIGHTS



COLLABORATIONS WITH THE RESEARCH COMMUNITY

Active partnerships with universities and research centers for the development of innovative and sustainable solutions.

Product Innovation

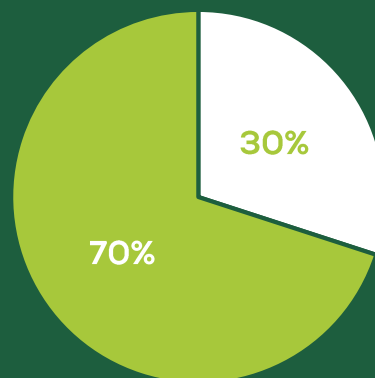
Advanced Materials

Development R&D Projects



LOCAL SUPPLY CHAIN

70% of suppliers are Italian, reducing the environmental impact of the supply chain.



ETHICAL AND CONTROL SYSTEMS

Strengthened governance system with the implementation of ethical and regulatory tools.

Code of Ethics

Internal Regulations

Supplier Code of Conduct

Thanks





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AthenaGroup  