



Sustainability report

2025 EDITION

Colben
LAVORAZIONI MECCANICHE

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Letter to Our Stakeholders

Dear Stakeholders,

We are pleased to present the third edition of our Sustainability Report, a document that reflects the path of responsible and transparent growth undertaken by our company.

Over these three years, we have strengthened our belief that sustainability is a key strategic lever capable of generating not only economic value, but also social and environmental impact. Our commitment has translated into concrete actions aimed at continuously improving production processes, increasing energy efficiency, and promoting the well-being and safety of our employees.

The Report we present to you represents not only a reporting exercise, but also a tool for open dialogue with all of you: customers, suppliers, employees, local communities, institutions and financial partners.

We believe that transparency is the foundation for building strong, trust-based relationships, essential to face the challenges of an ever-evolving global context.

Over the past year, we have continued our journey toward greater integration of ESG (Environmental, Social, Governance) principles in our corporate management, fully aware that only through a long-term vision can we ensure competitiveness, innovation, and social responsibility.

We also recognize that the path toward sustainability is ongoing and requires the active contribution of everyone. For this reason, we invite you to read this Report carefully and share with us any suggestions, comments, or proposals you may have: your feedback is invaluable as we work together to build a better future.

Thank you for the trust and support you show us every day.

Enjoy your reading.



Owner
Mr. Enrico Benetti



CEO
Ms. Michela Bicego

General Information

B1 – General Information

Colben is an Italian company active since 1967 in the manufacture of precision mechanical components and assemblies.

Located in the province of Vicenza, in San Vito di Leguzzano, Colben is a reliable partner for complete supplies of components, offering a tailor-made service for our customers, from the procurement of raw materials to the delivery of the finished product.

Our core business is divided between the manufacture of carpentry structures and mechanical components (forged and rolled) for various sectors from pharmaceutical to machine tools to oil&gas, and subcontract machining for the hydroelectric and nuclear sectors.

Thanks to a well-established and certified supply chain, we can deliver products that require heat treatments, thermochemical and surface treatments, painting, and assembly.

Founder
Mr. Arnaldo Benetti
1967



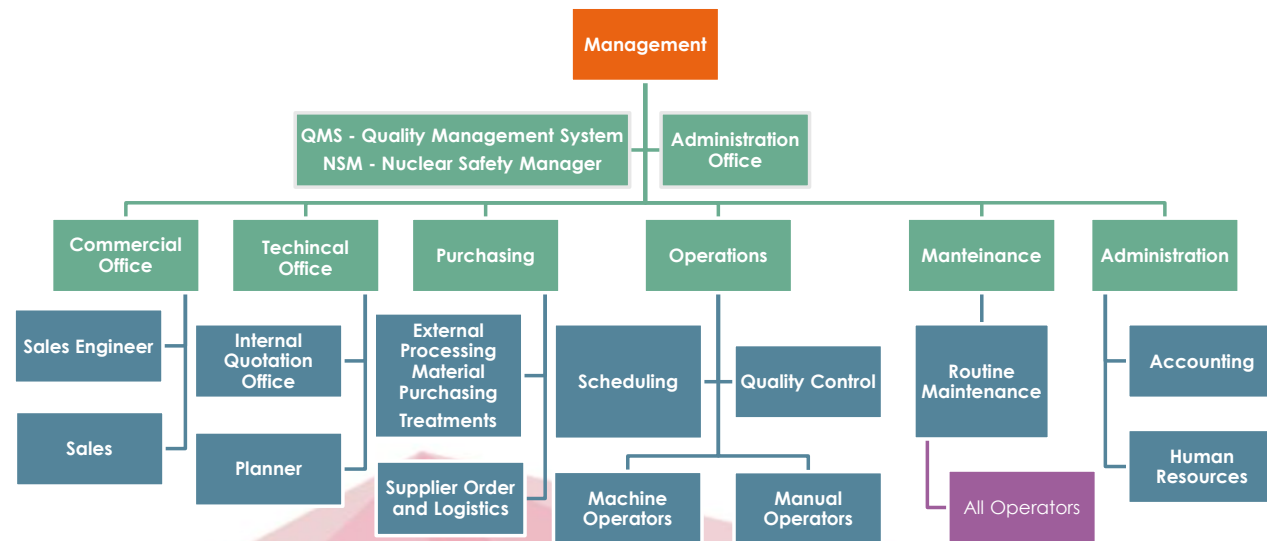
Colben 1980

B1 – General Information

The organizational structure is designed to ensure high operational efficiency and effective process management, in line with the requirements of the ISO 9001 certification for the Quality Management System, under which Colben has been certified since 2019. The company's organizational chart clearly defines roles, responsibilities, and relationships among the various functions..

The General Management includes two members: Enrico Benetti and Michela Bicego.

This structure enables an integrated and synergistic management of business processes, ensuring compliance with quality standards, customer focus, continuous improvement, and the satisfaction of all stakeholders. The internal organization, also promotes the dissemination of the culture of quality at all levels of the company, strengthening the involvement and empowerment of staff with a view to the constant development of skills and the overall effectiveness of the company system.



B1 – Planning and control

Colben Srl focuses on planning and control as a multi-level management tool:

1. Planning of work orders and job cost control
2. Forecast budgeting and periodic performance monitoring
3. Cash flow forecasting and regular monitoring through financial reporting

PERIODIC CONTROLS	TIMING
Work order trends	Weekly
Turnover and cost performance	Monthly
Forecast budget monitoring	Quarterly
Budget	Annual
Financial Report	Quarterly

B1 – Materials Machined

The reliability and precision that distinguish Colben's work, combined with a constant quest for innovation, enable it to satisfy even the most demanding customers. Thanks to a high level of technical expertise, the company guarantees top-quality mechanical workmanship

**Stainless Steel , Duplex and Superduplex,
NITRONIC® 50 steel (XM-19), AISI F44 (254 SMO),
17-4 PH (UNS S17400) Aluminum,
Titanium, Brass OT58**



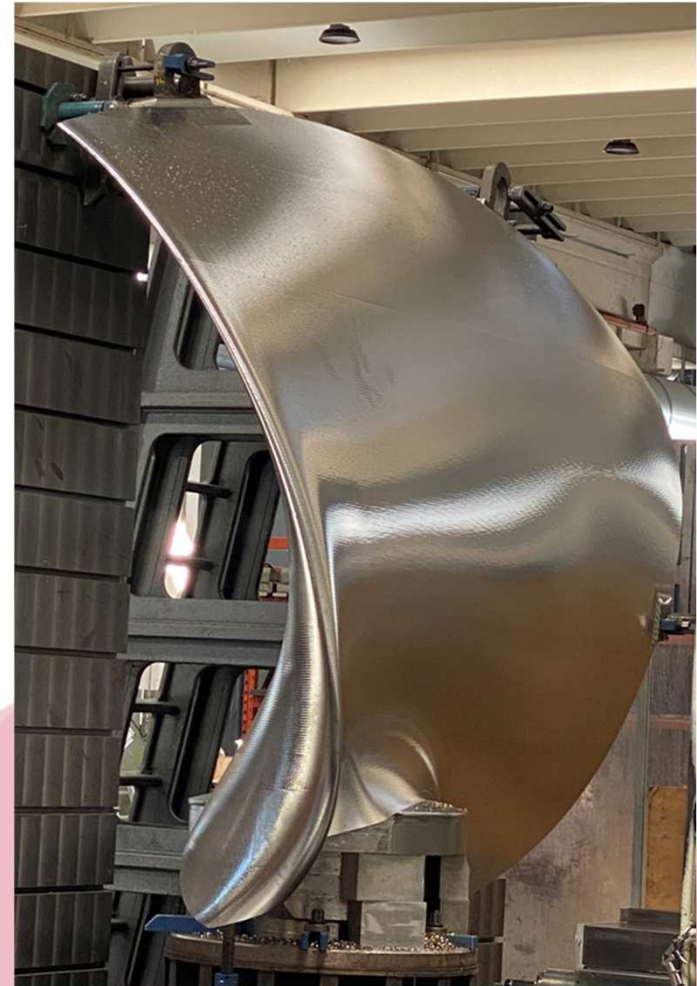
Support component
Aluminium

B1 – Machinery Fleet

Colben is equipped with a state-of-the-art machinery fleet, capable of delivering high-precision machining on components of various sizes.

Maximum travel axes:

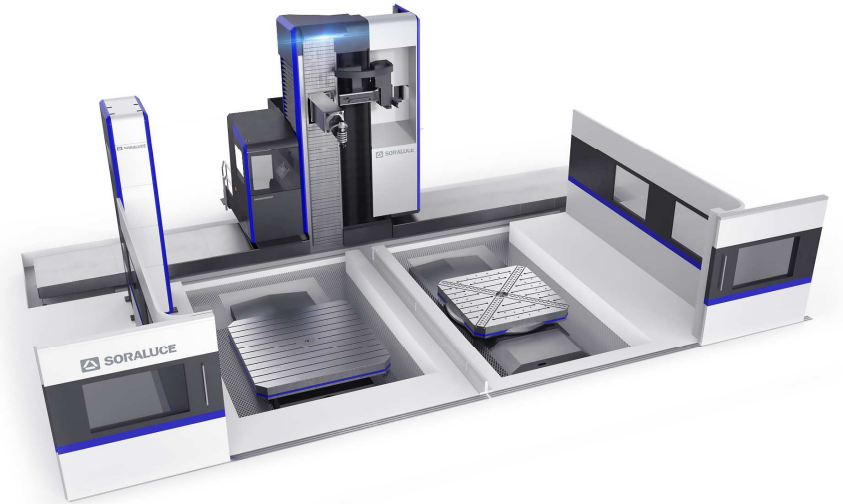
- Longitudinal X: 12,000 mm
- Vertical Y: 4,000 mm
- Transverse Z: 1,250 mm
- Rotary-sliding table: 2500 x 2000 mm,
- Load capacity 50 tons



B1 – Machinery fleet: Process innovation

To develop new services,
to ensure greater competitiveness,
and improved environmental performance:

Multitasking Soraluce FS100 :



All requirements of “Transition 5.0” are guaranteed.

B1 – Services

Colben presents itself as a reliable partner for **complete component supplies**, offering a tailor-made service for clients, from raw material procurement to the delivery of the finished product.



Manganese phosphating
with oiling



Welded, painted, and
machined steelwork

B1 – Markets

The company operates in the following sectors:



OIL & GAS



HYDROELECTRIC



MACHINE TOOL



RESEARCH



CHEMICAL
AND PHARMACEUTICAL



NUCLEAR



AEROSPACE



MARINE
AND UNDERWATER

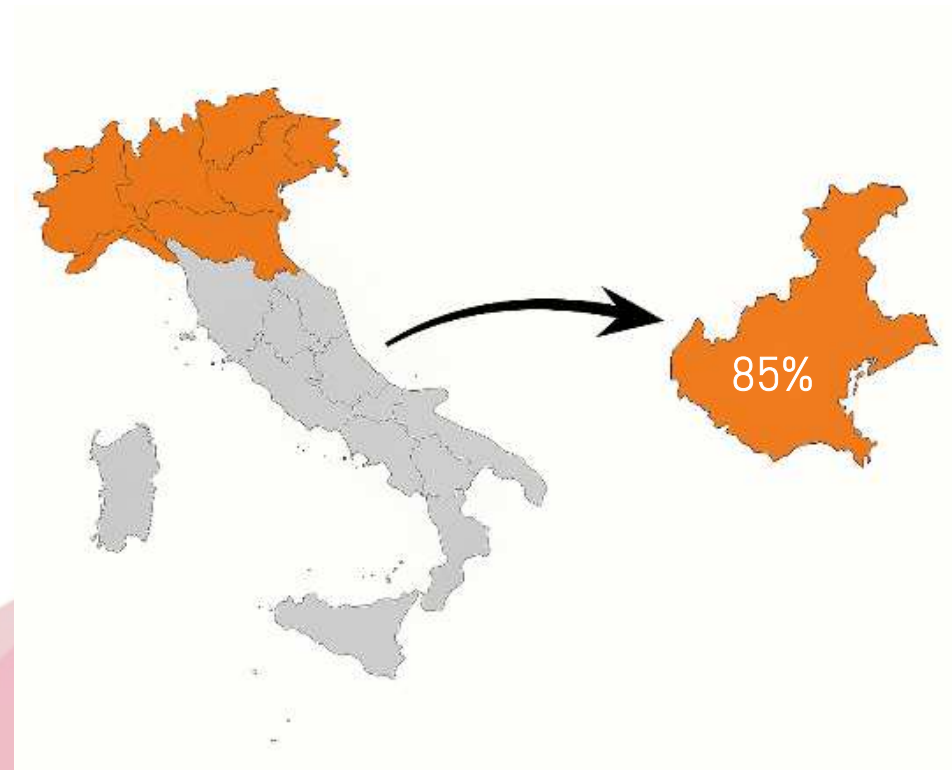
B1 – Markets

The Supply Chain

Colben carries out a thorough qualification and evaluation of its suppliers in accordance with the requirements of the ISO 9001 standard. The company primarily purchases products and services from local suppliers. In 2024, 85% of its procurement expenditure was directed to suppliers based in the Veneto Region.

The decision to prioritize local suppliers reflects Colben's commitment to supporting the local economic fabric in which it operates.

However, to meet production needs, the purchasing department also works with foreign suppliers.



B1 – Markets

Clients

Colben's clients are based in **Europe and North America**.

Colben interacts primarily with Italian offices located in Northern Italy.

Colben's products are destined for markets all over the world.



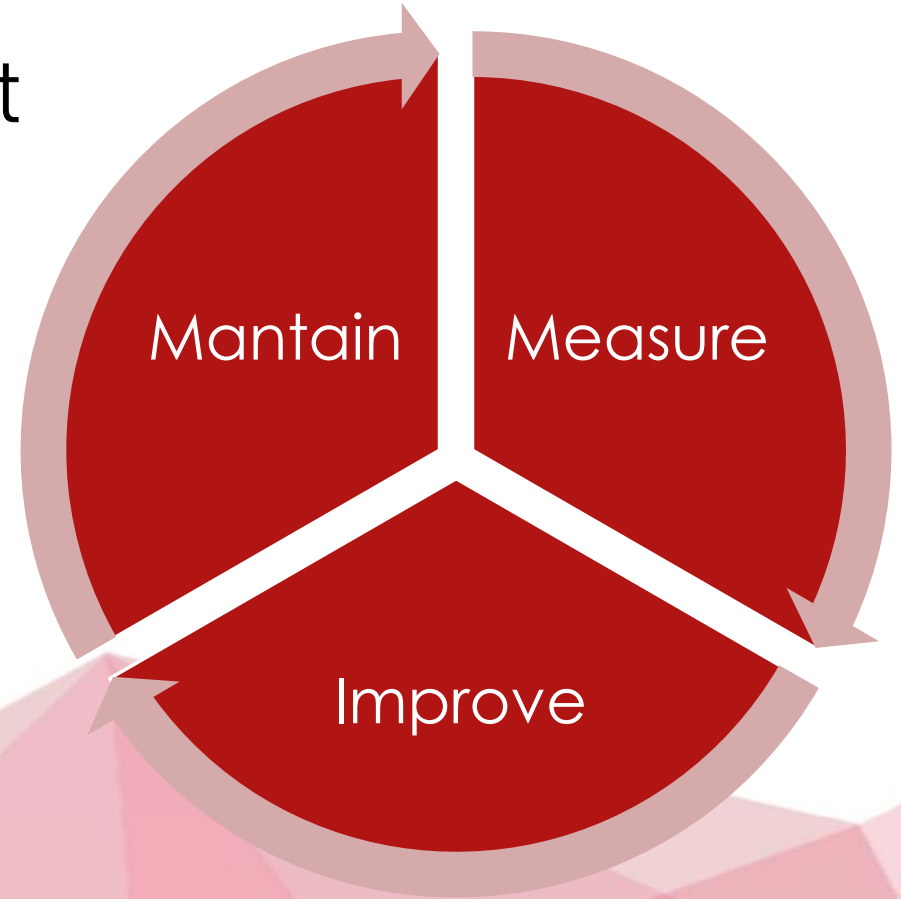
B1 – Continuous improvement

«Everything that can be measured can be improved"»

Colben promotes a policy of continuous improvement, starting from objective data collection using certified measuring instruments and real-time performance monitoring through the MES system.

It has a metrology room with a constant temperature of 20°C and a climate-controlled production environment, ensuring optimal results.

Alongside its instrumentation, Colben provides training courses and highly qualified personnel, conducts internal audits in accordance with ISO 9001, and sets improvement objectives that are shared and published weekly.



B1 – Certifications

Since 2019, the company has been certified according to the **ISO 9001:2015** standard for subcontracted machining and for the complete supply, including assembly, of mechanical components

2025 ► By the end of the year, it will obtain certification according to the **ISO 19443** standard, specific to the nuclear industry.



B1 – Legality rating

The legality rating is a summary indicator of a company's compliance with high standards of legality, granted to businesses that apply for it.

Companies (both sole proprietorships and corporations) can apply for the rating if they meet all of the following requirements:

- ▶ Operational headquarters in Italy;
- ▶ Minimum turnover of two million euros in the financial year preceding the application;
- ▶ Registration in the business register for at least two years at the date of application;
- ▶ Compliance with the other substantial requirements set out in the Regulation.

This recognition takes the form of a score ranging from a minimum of one to a maximum of three "stars." The applicant company receives the base score ★, if it meets all the requirements outlined in Article 2 of the Implementing Regulation on the Legality Rating. The base score may be increased by one "+" for each additional requirement met by the company among those listed in Article 3 of the Regulation. Achieving three "+" results in the award of an additional star, up to a maximum score of three stars ★★★.

The legality rating is valid for two years from the date of issue and can be renewed upon request.

Colben Srl obtained the Legality Rating for the first time in 2023, with a score of one star and two "+".

The rating will be renewed in September 2025.

*Autorità Garante
della Concorrenza e del Mercato*

Rif. RT19097

Spett.le
COLBEN S.R.L.
in persona del legale rappresentante p.t.
colbensrl@legalmail.it

COMUNICAZIONE VIA PEC

OGGETTO: richiesta di attribuzione del Rating di legalità, ai sensi dell'art. 2, comma 1, del Regolamento adottato dall'Autorità Garante della Concorrenza e del Mercato con delibera n. 28361 del 28 luglio 2020 (di seguito, Regolamento).

Si comunica che l'Autorità, nella sua adunanza del giorno 12 settembre 2023, ha esaminato la domanda per l'attribuzione del Rating di legalità da Voi depositata in data 6 luglio 2023.

In base alle dichiarazioni rese, nonché all'esito delle valutazioni effettuate, l'Autorità ha deliberato di attribuire a COLBEN S.R.L. (C.F. 01956800245) il Rating di legalità con il seguente punteggio: ★++.

L'impresa sarà inserita nell'elenco previsto dall'art. 8 del Regolamento. Ai sensi dell'art. 6, comma 1, del Regolamento, il Rating di legalità ha durata di due anni dal rilascio ed è rinnovabile su richiesta.

Si rammenta, infine, che ai sensi dell'art. 7, comma 1, del Regolamento, l'impresa è tenuta a comunicare all'Autorità gli eventi che incidono sul possesso dei requisiti obbligatori, la perdita di requisiti premiali e le variazioni dei dati riportati nei propri certificati camerali rilevanti per il rilascio del Rating. La violazione di tali obblighi comporta l'applicazione dell'art. 7, commi 2 e 3, del Regolamento.

Distinti saluti.

IL SEGRETARIO GENERALE
Guido Stazi

Firmato digitalmente da
Guido Stazi
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B1 - Score ESG

In 2025 as well, Colben took part in the ESG assessment through the Synesgy platform and obtained the certificate. COLBEN SRL received the score "A – Excellent level of Sustainability," which means:

A company with an excellent level of compliance with ESG principles, fully aligned with national and international best practices. The ESG score complies with international reporting standards (Global Reporting Initiative, European Sustainability Reporting Standards, and Sustainable Development Goals) and takes into account the most important, material, and significant topics related to Environmental, Social, and Governance factors.

From 2024 to 2025, the company moved from level B to level A.





**European
Fusion Association**

European Fusion Association

Starting from September 2025, Colben's membership in the European Fusion Association will become official, further reinforcing our commitment to the path we are pursuing with ISO 19443 certification for the nuclear industry.

This non-profit association, based in Brussels with an international scope, is composed of companies operating throughout the entire nuclear supply chain.

The goal of the EFA is to accelerate innovation and the transition toward the widespread use of nuclear fusion in the energy sector, ensuring a leadership role for European industry.

COLBEN'S STRATEGY FOR THE SDGs



- Compliance with the provisions of Legislative Decree No. 81 of April 9, 2008, on Workplace Safety, with a focus on continuous improvement.
- Health and Safety training provided to both internal staff and students participating in school-to-work programs.



- Enhancement of individual strengths
- Improvement of professional skills
- Personal growth with the possibility of internal reassignment within the organizational structure
- Collaboration with local schools, from middle schools to high schools



- Enhancement of individual strengths
- Development of professional skills
- Employee growth with opportunities for reassignment within the organizational structure
- Collaboration with local schools, from middle schools to high schools



- Long-term and sustainable economic growth
- Pursuit of improved working conditions and environments
- Promotion of inclusive employment policies and workplaces that contribute to a positive working atmosphere



- 100 kWh photovoltaic system for renewable energy production and self-consumption
- Purchase of 100% renewable electricity
- Replacement of the lighting system with LED installation in both the production and administrative areas



- Machining scraps destined for raw material recovery.



- Colben is a partner of AVNetwork, an Academy aimed at staff training and improving communication and alignment between the demand and supply of employment and specialized, professional training, with the goal of increasing the employability of local NEETs.



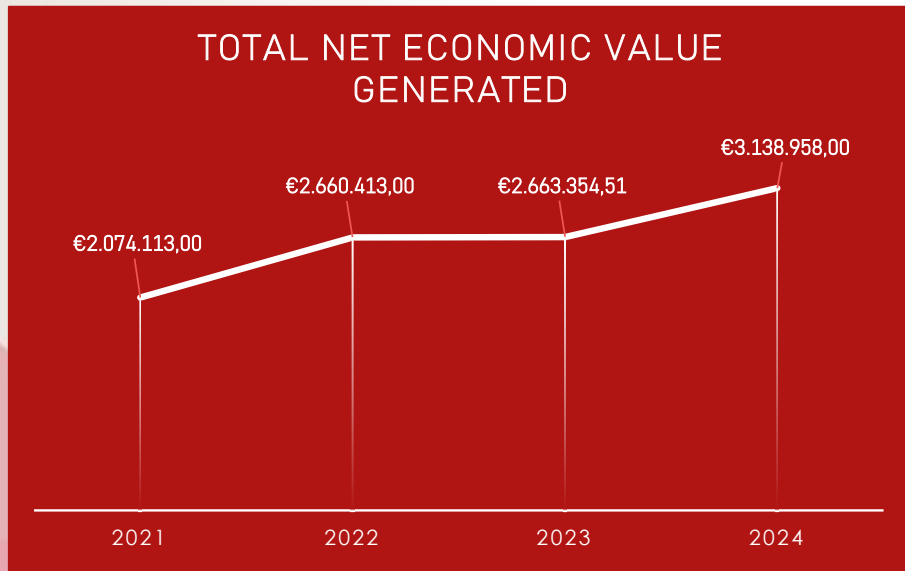
Governance Metrics

B11 – Convictions and sanctions for corruption

In 2024, no incidents of corruption were recorded and no related sanctions were issued.

Areas	Processes	Activities	Safeguards	Incidents	Convictions and Sanctions
Public procurement	Sales	Colben does not manage public sector contracts	-	No events	None
Inspections by authorities (SPISAL, etc.)	Production	Internal and external machining	Risk Assessment Document (DVR), H&S Manager (RSPP), Workers' Rep (RLS), Occupational Doctor, Fire and First Aid Teams	No events	None
Inspections by GSE	Energy production	Energy production with photovoltaic panels	Official declaration	No events	None
Business-to-business relations	Sales	Private contracting	Internal procedure	No events	None

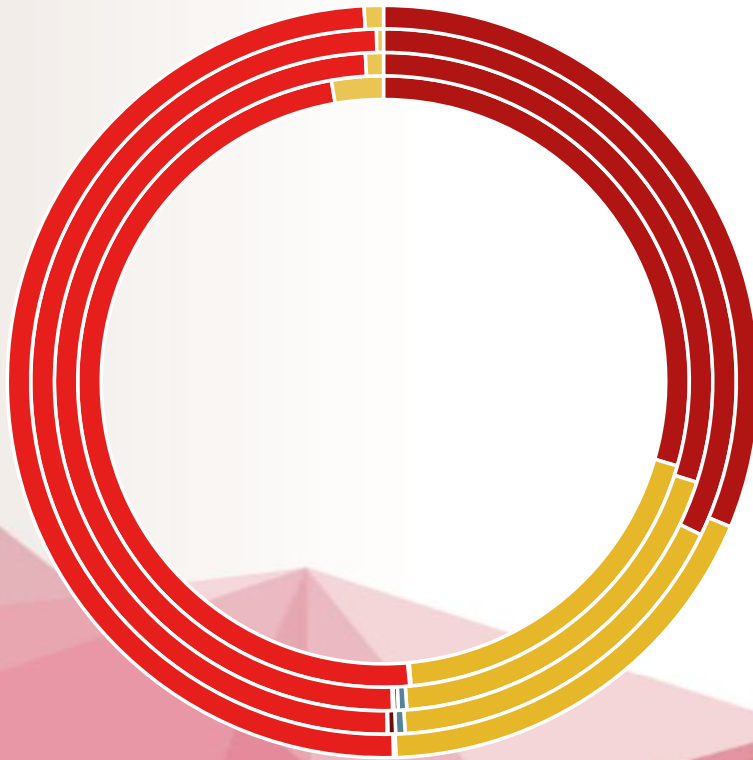
Economic Value Generated



	2021	2022	2023	2024
Total Gross Economic Value Generated	€ 2,074,113.00	€ 2,660,413.00	€ 2,883,342.50	€ 3,367,064.37
Depreciation, write-downs, and other provisions	€ 0.00	€ 0.00	€ 219,987.99	€ 228,106.37
Total Net Economic Value Generated	€ 2,074,113.00	€ 2,660,413.00	€ 2,663,354.51	€ 3,138,958.00

The steady growth over the past four years is the result of careful economic and commercial development planning.

Economic Value Distributed



■ Distributed to suppliers
■ Distributed to lenders
■ Distributed to shareholders

■ Distributed to staff
■ Distributed to the public administration
■ Distributed to the local community and users

	2021	2022	2023	2024
Distributed to suppliers	€ 1,330,515	€ 1,652,444	€ 1,581,834	€ 2,012,366.37
Distributed to personnel	€ 863,507	€ 958,364	€ 998,755	€ 1,055,359.46
Distributed to lenders	€ 3,338	€ 5,799	€ 21,782	€ 26,974.45
Distributed to public administration	€ 153	€ 99	€ 11,507	€ 22,588.88
Distributed to shareholders	€ 0	€ 0	€ 0	€ 0
Distributed to the local community and users	€ 0	€ 0	€ 3,100	€ 1,800.00
Total Economic Value Distributed	€ 2,197,513	€ 2,616,706	€ 2,616,978	€ 3,119,089.16

The company has been distributing economic value each year in increasing amounts compared to the previous year.

In 2024, the value distributed to the supply chain accounted for 65% of the total distributed value, while 33% of the value generated by the company was allocated to personnel..

Environmental Metrics

B3 – Energy and GHG emissions Energy consumption

Energy Consumption (MWh)	2024
Renewable	
Self-produced and purchased electricity consumed	293,5
Non Renewable	
Purchased electricity consumed	218,6
Fuel	50,5

Colben uses resources efficiently for its business.

The adjacent table shows the energy consumption, expressed in MWh, broken down into renewable and non-renewable components.

The renewable component consists of the electricity produced by the company's own photovoltaic system and the renewable share of purchased electricity as declared by the supplier

B3 – Energy and GHG Emissions

Emissions (tCO ₂ eq)	2024
Scope 1	
Direct emissions from purchased fuels	26,8
Scope 2	
Direct emissions from purchased electricity	161,04

Emissions Intensity	2024
tCO ₂ e/100.000€	5,90

Scope 1 emissions include direct emissions from sources owned by the company; specifically, Colben emits CO₂e resulting from the fuel consumption of its own vehicles.

Scope 2 emissions include indirect greenhouse gas emissions resulting from the electricity purchased and consumed by the company.

Colben discloses its energy intensity by relating total tCO₂e emissions to its 2024 turnover, as required by the VSME standard. In 2024, for every €100,000.00 of turnover, Colben emitted 5.9 tonnes of CO₂e.

B6 – Water



Colben Srl primarily uses water for sanitary purposes, with only a minimal amount used in the production process.

Water is sourced from the public water supply; in 2024, a total of 189 m³ was withdrawn.

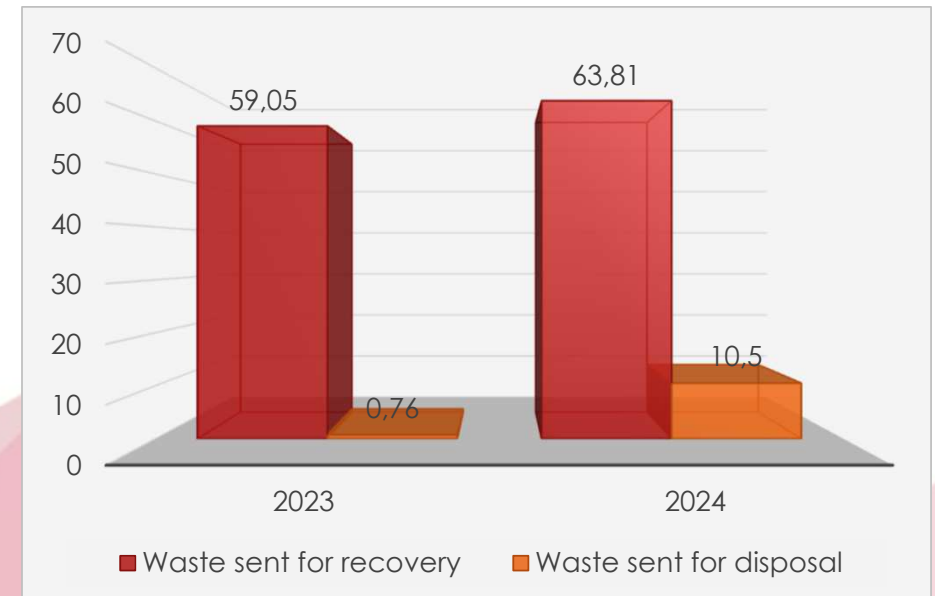
The company is not located in a water-stressed area..

B7 – Resource Use, Circular Economy, and Waste Management

In 2024, the majority of waste produced was sent for recovery, accounting for 85% of the total.

During the same year, the amount of recovered waste increased, consisting entirely of metal chips.

In 2024, the company handled a total of 1,500 tons of product..



B7 – Resource Use, Circular Economy, and Waste Management

All waste sent for recovery consists of metal chips and machining scraps. This material is collected and sold to qualified suppliers for raw material recovery.

Waste Produced (tons)		
Year	2024	
Type	Hazardous	Non-Hazardous
Sent for Recovery		63,8
Sent for Disposal	10,5	
Total Waste Produced	74,3	



C3 – Emission Reduction Targets

Item	Description
GHG Inventory (Scope 1, 2)	Since 2023, Colben has completed the GHG inventory for Scope 1 and Scope 2. In 2024, data was revised using the OpenLCA software and EcolInvent conversion factors. Scope 3 has not been calculated, as the company is not required to.
Base year and target	Base year: 2024 Reduction target for 2025: - 100% of Scope 2 emissions
Actions taken	Use of electricity with 100% Renewable Guarantee of Origin Certificate, leading to a drastic reduction in Scope 2 indirect emissions.
Current GHG Emissions	Scope 1: 26,8 ton/CO ₂ e, Scope 2: 161 ton/CO ₂ e (market-based), Scope 3: not calculated
Alignment with Climate Goals	Colben contributes to SDG 12 and SDG 13 of the 2030 Agenda
Governance and Responsibility	Responsibility assigned to the Management
Monitoring and Reporting	Annual Sustainability Report Ongoing monitoring of consumption



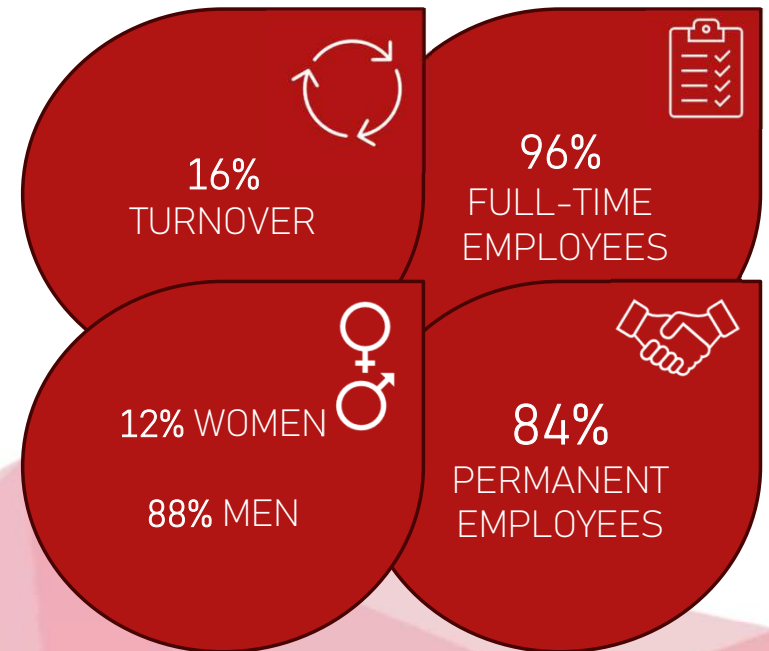
Social Metrics

B8 – Employees – General Characteristics

People represent the most asset of Colben Srl.

For this reason, year after year, we aim to enhance their skills with the goal of developing professional paths focused on:

1. improving competences;
2. evolving roles based on individual capabilities, including possible reassignment within the company's organizational structure;
3. fostering internal communication and dialogue;
4. increasing employee well-being.



C5 – Employees – Additional Information

Men and women at Colben hold important roles without disparity or prejudice. At the core lies respect for individual skills and competencies.

During the three-year reporting period, no incidents of discrimination were reported.

Colben Srl actively promotes meetings with local schools to encourage female participation in fields that have traditionally been male-dominated and supports STEM-related activities for girls in lower secondary schools.

To date, Colben's development, relationships with international clients, and administration are managed by female staff.

Employees by Gender			
Year	2022	2023	2024
%Women	9%	13%	12%
%Man	91%	87%	88%

Colben is made up of a young workforce:

- The average age of employees was 43 years during the 2024 reporting year, showing a downward trend over the reporting period.
- In 2024, all new hires were individuals between the ages of 30 and 40.

Employees by Age and Gender									
Year	2022			2023			2024		
Age Group	Women	Men	%	Women	Men	%	Women	Men	%
<30		5	22%	1	8	35%	1	7	32%
30-50		8	35%		7	30%	0	9	36%
>50	2	8	43%	2	6	35%	2	6	32%
Total by gender	2	21	Average age: 43 years old	3	19	Average age: 40 years old	3	22	Average age: 43 years old
Total	23			24			25		

B9 – Health and Safety at Work

We are constantly committed to complying with the provisions of Legislative Decree No. 81 of April 9, 2008, on workplace safety, with a focus on the continuous improvement of health and safety conditions for everyone working at Colben.

During the reporting period, no cases of occupational diseases or serious workplace injuries were recorded.

In 2025, by joining the Injury Prevention Plan proposed by our local health authority (ASL), we are investing approximately 4% of our turnover in further improving the work environment, with a focus on safety and the well-being of our employees.

Workplace injuries	2022	2023	2024
Hours worked	31040	33890	36935
Recordable injuries	1	1	0
Serious injuries	0	0	0
Fatalities	0	0	0

Injury Rates	2022	2023	2024
Rate of recordable workplace injuries*	0,032	0,030	0
Fatal injury rate	-	-	-
Rate of serious workplace injuries	-	-	-

* *The recordable injury rate is calculated based on the number of injuries per hours worked.

B10 – Training

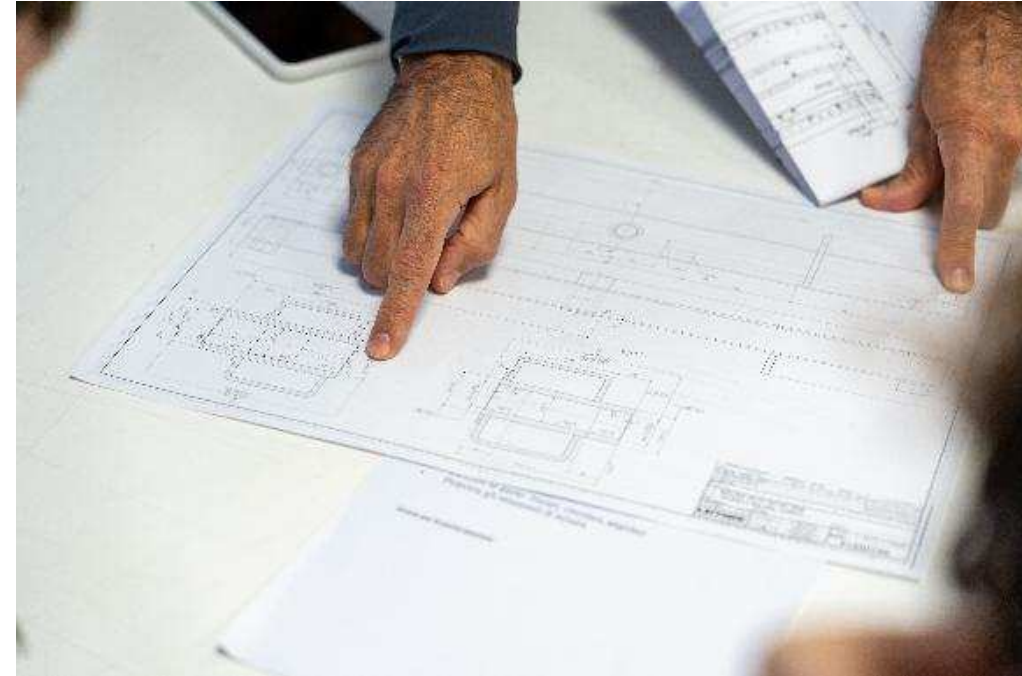
At Colben, we strive to provide all the necessary training to improve processes, enhance employees' professional growth, ensure workplace safety, and strengthen internal relationships.

All training activities involve all personnel, both in the operational departments and in the offices.

In 2024, we invested €23,400 in training..

	2022	2023	2024
Total training hours	1560	740	914
Training hours per employee	67,8	30,8	36,6

Training provided by gender	2024		
	Men	Women	Total
Total training hours	846,5	67,5	914
Training hours per employee	40,3	22,5	36,6



Training Provided	2024
Number of Mandatory Training Hours	75
Number of Non-Mandatory Training Hours	839
Total Training Hours	914

B10 – Remuneration and Collective Bargaining

Investments in Favor of Employees

The company reaffirms its commitment to employee well-being and development by allocating approximately €50,000 annually to additional expenses dedicated to staff. This investment is distributed across several strategic areas: professional training, corporate welfare, in-house canteen service, and preventive medical check-up. These initiatives aim to enhance the quality of work life, support skill development, and promote overall employee health and well-being, in line with the principles of social responsibility and human value that define the organization.

