



Steel creating emotions,
since 1949

Sustainability Report 2023



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Letter to stakeholder

Dear Stakeholder,

We are pleased to present our **second Sustainability Report** for the year **2023**, a document that reflects our ongoing commitment to responsible growth, integrating environmental, social, and economic sustainability into the daily activities of the Cimolai Group.

The year 2023 has been one of significant progress for our Group. We have undertaken important initiatives aimed at reducing the environmental impact of our operations, improving the well-being of our employees, and strengthening our role as a responsible actor within the communities in which we operate. This report highlights how we have addressed global challenges by developing innovative and sustainable solutions in the steel construction sector and in the execution of large infrastructure projects.

Among the **key achievements of the year**, we would like to highlight the following:

- / **Reduction of indirect greenhouse gas emissions**, thanks to the adoption of low-impact technologies and the optimization of our production processes;
- / **Strengthening the use of renewable energy** within our facilities, with the goal of making our operations increasingly energy self-sufficient;
- / **Initiatives promoting inclusion and employee development**, through continuous training programs and corporate welfare projects, aimed at fostering a more equitable and inclusive work environment;
- / **Collaborations with local entities and organizations** to support initiatives focused on social and sustainable development in the communities where we operate.

Through this report, we aim not only to provide transparency regarding our performance but also to renew our commitment to the **Sustainable Development Goals**, demonstrating that economic growth and respect for the environment and people can coexist and mutually reinforce each other.

We are convinced that dialogue with you, our **stakeholders**, is essential for our journey toward a more sustainable future. Therefore, we hope that the 2023 Sustainability Report will inspire reflection and encourage active participation in the continuous improvement of our policies and projects.

We thank you for your ongoing support and for the trust you continue to place in the Cimolai Group. We are confident that together we can achieve new sustainability milestones, contributing to the creation of a more prosperous and respectful future for all.

Sincerely,

The Chairman of the Board
of Director,
Marco Sciarra

The Cimolai Group

The Cimolai Group is an industrial group primarily engaged in large-scale steel construction, with roots in the Pordenone region dating back to the 1950s. Today, it has achieved global reach and recognition.

The group designs, manufactures, and installs steel structures known for their uniqueness, strength, and safety, characterized by swift execution times and extremely high-quality technical specifications.

Each project begins with a thorough analysis of all engineering aspects during the design phase and continues through to the final delivery of the structures to the end customer.

The administrative headquarters of the Group's companies is located in **Porcia**, in the Pordenone area. It houses commercial functions (purchasing and client relations), management functions (human resources and administration for the entire Group), as well as technical functions (technical office and project management).

Over time, production facilities have been established where steel pre-processing, fabrication, welding, and painting activities are carried out. These production sites have strengthened their presence not only in the province but also across the region and beyond national borders, while maintaining a strong local identity. This identity is built on the long-standing expertise of the workforce, which is passed down through hands-on training.

Cimolai Spa, the main production company, operates **four production plants in Friuli Venezia Giulia**.

/ The first facility is located in **Roveredo in Piano**, about 6 km from the Porcia headquarters, covering an area of 140,000 sqm, of which 46,000 sqm are fully covered.

/ The second production site is located in **Polcenigo**, about 10 km from the Porcia headquarters, occupying an area of 120,000 sqm, with approximately 37,000 sqm fully covered. This facility also includes a technological testing laboratory, managed by technicians from the welding coordination department.

/ The **San Giorgio di Nogaro** plant, in the province of Udine, within the Aussa-Corno

industrial zone, covers an area of 180,000 sqm, with around 60,000 sqm fully covered. Part of the San Giorgio di Nogaro facility is dedicated to the production of welded pipes, formed by bending steel sheets. The press at this facility is 15 meters wide and delivers a maximum force of over 6,000 tons.

/ The fourth facility is located in **Monfalcone**, in the province of Gorizia, covering an area of 280,000 sqm, of which approximately 60,000 sqm are fully covered.



1 PORCIA
Administration center

2 POLCENIGO
plant - 10 km to Porcia

3 ROVEREDO IN PIANO
plant - 6 km to Porcia

4 SAN GIORGIO DI NOGARO
plant - 65 km to Porcia

5 MONFALCONE
plant - 95 km to Porcia

Cimolai also operates a commercial representative office, **Cimolai UK LTD**, in London.

Abroad, Cimolai acquired the Swiss company **Zwahlen & Mayr SA**, where, alongside large-scale steelworks, it perfected its expertise in stainless steel tube production, which was later transferred to Friuli. Thanks to this significant and extensive development, Cimolai's facilities have achieved a **production capacity of over 160,000 tons**. Over the last five years, the company has been a key player in major investment plans, both in terms of human capital and, above all, technological innovation. This innovation has focused on enhancing production efficiency and safety by integrating its historical expertise in steelworks with the latest welding engineering solutions through robotics.

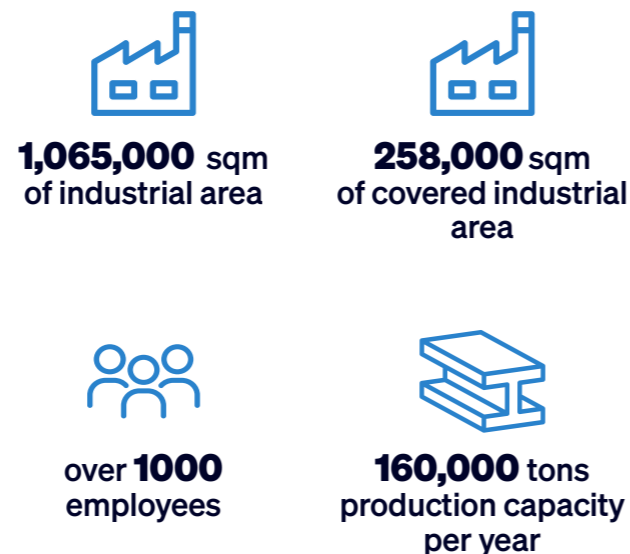
Innovation is the cornerstone of the Cimolai Group's progress, but it cannot exist without the talent and skills of individuals. The success of our operations is based on a highly qualified and diverse team. Today, the Cimolai Group employs over **1,000 direct employees**, more than 50% of whom are involved in production, which is the driving force behind our activities. Surrounding this production base, a solid and stable network of suppliers and local and international partners has developed over time, contributing to our ability to respond flexibly and promptly to market demands.

In a perspective of inclusive growth, the Cimolai Group promotes multiculturalism as a core value, with more than **45 nationalities** represented among its staff. Cultural diversity enriches the work environment and fuels innovation, enabling us to address global challenges from different perspectives and fostering an atmosphere of openness and collaboration. Despite this international outlook, **Cimolai remains deeply connected to its local roots**. We prefer to draw new resources from the local community, maintaining continuity with our history and tradition rooted in the region. This approach allows us to support local development by offering qualified job opportunities and contributing to the economic growth of the communities in which we operate.

A fundamental component of our success is our team of engineers, who serve as a driving force within the Group. **Over 200 engineers**, primarily specialized in civil and mechanical engineering, operate across all company departments, bringing technical and managerial expertise essential for the completion of complex and innovative projects. While our engineers are present in all operational sectors, the majority hold key management positions, where they are tasked with guiding strategies and making crucial decisions for the Group's global expansion and consolidation.

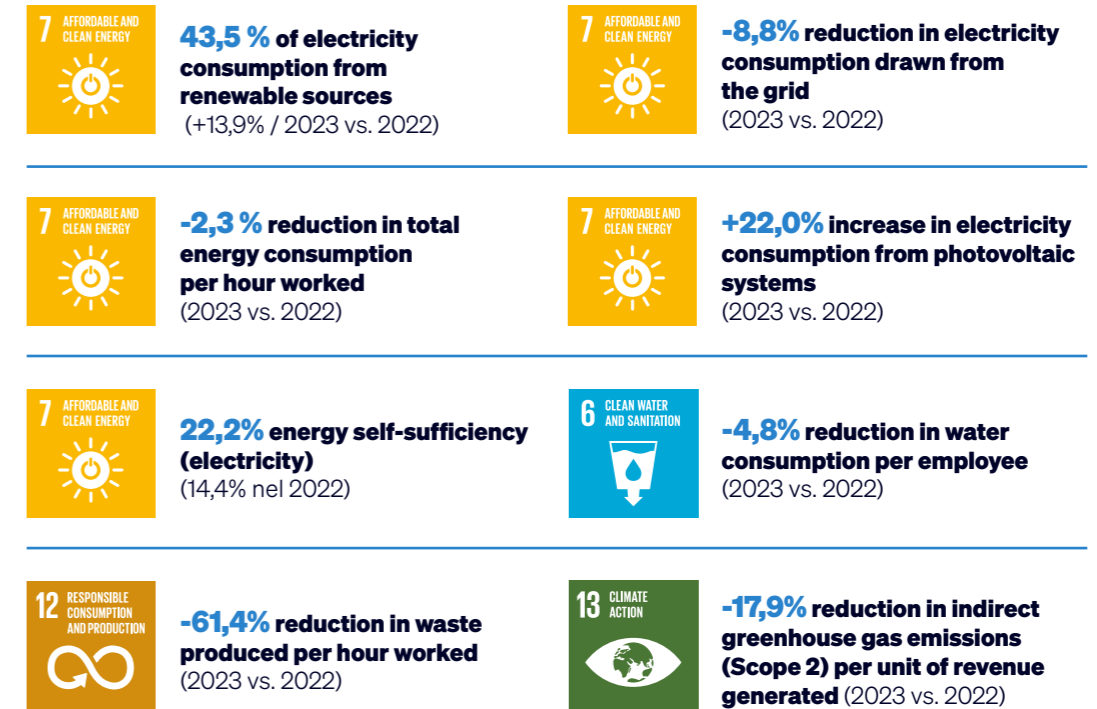
Cimolai's management is organized into **eight technical-commercial divisions**, divided both by geographic regions and specific market sectors. This structure allows us to address market challenges in a targeted manner, responding with flexibility and precision to the needs of our clients worldwide. The technical-commercial divisions are supported by central functions such as the technical office, procurement, production, and administration, finance, and management control. These areas work together to ensure the efficient execution of projects, from the design phase to final delivery, adhering to the highest standards of quality and sustainability.

Our integrated approach has enabled us to consolidate our presence in key international markets, while maintaining strong ties to our local roots. We are proud to continue a business model that **combines tradition with innovation**, local with global, and to remain a point of reference for the communities we serve as well as for our clients and partners around the world. Thanks to the strength of our management and the expertise of our team, Cimolai is ready to face future challenges, remaining true to its values of excellence, sustainability, and social responsibility.



ESG highlights

ENVIRONMENTAL



SOCIAL



¹ The data refers to the values reported in the Notes to the 2023 Consolidated Financial Statements, p. 37. This document analyses employee data for the Group's main companies, totalling 1,078 employees.

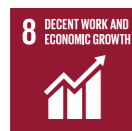
GOVERNANCE



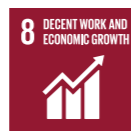
Quality Management
Certified management system
in compliance with ISO 9001



Anti-Corruption
Code of Ethics
Organizational Model 231



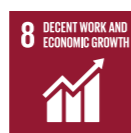
Safety Management
Certified management system
in compliance with ISO 45001



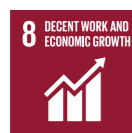
Environmental Management
Certified management system
in compliance with ISO 14001



Diversity and Inclusion
Certified management system
in compliance with ISO 30145



Social Responsibility
Certified management system
in compliance with SA 8000



Intellectual Property: 11 active patents
In 2023, 7 patent extension applications filed in other countries/
regions (Europe, USA, China, South Korea, UAE, Panama, Egypt).

History

The Cimolai Group, grounded in a strong past, is constantly looking toward the future, providing customized solutions to meet any market challenge.

1949 THE BEGINNING

Armando Cimolai, after working as a labourer, decides it's time to start his own business. Along with his wife Albina, he opens a small workshop in Pordenone for the production of metal gates and frames.

1963 THE FIRST PLANT

During the 1960s, Italy's economic boom drives industrial expansion. Anticipating this growth, the Cimolai family builds a plant on Viale Venezia equipped with cutting-edge machinery for the time. Major manufacturers like Zanussi, Fiat, and Valeo rely on Cimolai for the construction and expansion of their factories.

1974 EXPANSION

As demand grows, Cimolai needs to expand. New plants are established in Polcenigo in 1974, Roveredo in 1986, and the "Service Center" in San Quirino in 1991. Cimolai's reputation for constructing large-scale airplane hangars, bridges, and stadiums spreads across Europe and then globally, cementing the company's professionalism and reliability.

2003 LSAW PIPES

Cimolai's international market expansion creates a need for more efficient logistics. In 2003, a new plant is built in San Giorgio di Nogaro along the Aussa Corno river, equipped with a dock for ship loading. The plant starts producing thick-walled pipes, and by 2007, it also begins constructing ship hulls.

2011 ACQUISITION OF FABRIS AND ZWAHLEN & MAYR

Cimolai's growth continues with the acquisition of Fabris Srl, a mechanical engineering company, followed in 2012 by the acquisition of Zwahlen & Mayr SA, a leading Swiss company in metal construction and precision-drawn tubes. Cimolai also acquires a 60,000 sqm plant in Monfalcone, set within a 280,000 sqm area.

2015 THREE NEW COMPANIES

Cimolai establishes three new companies: C&S Walls Srl (later CS Facades Srl), specializing in curtain walls; Cimolai Energy Srl, focused on components for the Oil & Gas sector; and Cimolai Heavy Lift Srl, specializing in the handling and assembly of large structures.

2017 TECHNOLOGICAL INNOVATION

Cimolai installs new automated dimensional control systems for its pipe production lines, activates a new heat treatment furnace, and replaces traditional manual ultrasonic testing with a fully automated system. Two new companies are also established: E.C. PROJECT Srl (later Cimolai ASC Srl), specializing in the design and supply of cladding for civil and industrial buildings, and Cimolai & Rimond Middle East Contracting LLC, based in Dubai. Cimolai completes ISO 14001 environmental certification for all production units.

2019 INTERNATIONAL EXPANSION

The company grows significantly, especially internationally, strengthening its presence in Central and South America with technologically advanced projects, while expanding its operations in Europe as a general contractor. The plants in San Giorgio di Nogaro and Monfalcone are expanded, each with 60,000 sqm of covered space. In Polcenigo, a new automatic cutting and drilling line, a laser cutting line for profiles, and a plate cutting line with automated handling are installed. The Roveredo in Piano plant is enhanced with welding robots.

2020 - today

In recent years, Cimolai has further strengthened its international presence and consolidated its position in Italy. The partnership with Mariotti S.p.A. is resumed for the construction of ship hulls in San Giorgio di Nogaro, and a proprietary barge with a 14,000-ton load capacity is built. The PIONEERING SPIRIT – JLS BEAMS project is completed in Monfalcone, along with many other international projects. In 2021, Cimolai ASC and CS Facades merge, forming Cimolai Architectural Srl, a company specializing in architectural cladding and complex ornamental elements.

Today, Cimolai remains a leading player in the metal construction sector, focusing on future collaborations in key markets such as Europe, the USA, and South America. One of its major ongoing projects is the ELT (Extremely Large Telescope), the world's largest telescope, being built in Chile's Atacama Desert.

In 2023, Cimolai completed several important projects, including the CERN GATEWAY in Geneva, designed by renowned architect Renzo Piano.

Vision, Mission and Values

VISION

Our vision is to be recognized as the most reliable partner in delivering the most complex engineering and architectural solutions in the world of steel construction, with a commitment to safety and environmental sustainability.

MISSION

Our mission is to be a key partner in the projects and challenges faced by our clients. This is achieved through identifying and designing the best customized solutions for their construction challenges. Our goal is to meet our clients' needs by delivering representative and cutting-edge works that combine functionality, beauty, and respect for the environment.

VALORI

The Cimolai Group pursues its objectives daily based on its core values. Our people share these values and embody them in their work every day.

- / Excellence
- / Integrity
- / Respect
- / Trust
- / Passion
- / Reliability
- / Sustainable Innovation

Professionalism and responsibility also underpin the relationships between the Cimolai Group and its clients, suppliers, industrial partners, and, more generally, all stakeholders.



Hudson Yards - Vessel
New York - USA
2018

EPC CONTRACT



Design and execution of works as general contractor.

BRIDGES



Road bridges, railways and pedestrian bridges of all sizes and types.

STADIUMS AND ARENAS



Stadiums, arenas and sports centre facilities.

BUILDINGS



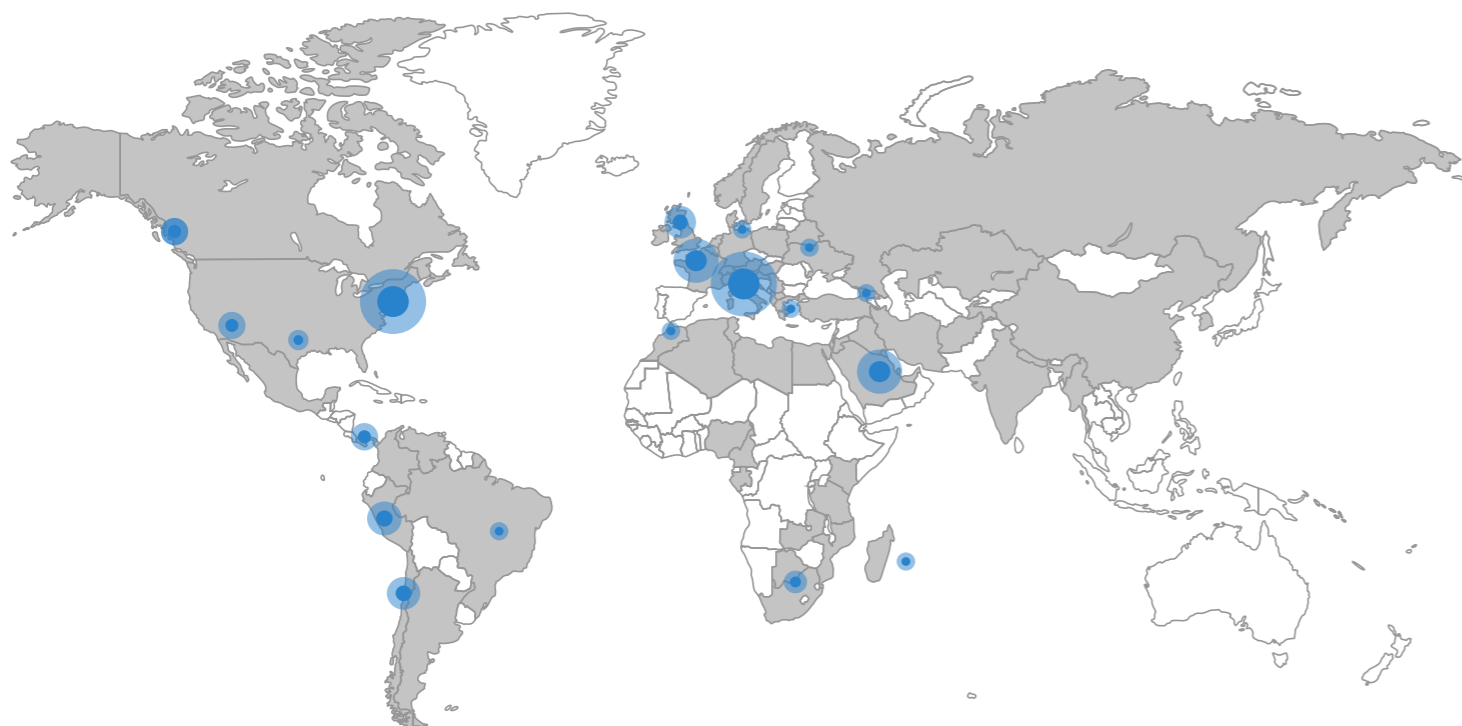
Structures for single and multi-storey civil buildings. Industrial sheds of all types and sizes. Hangars for aircraft maintenance and storage. Missile and ammunition depots.

SPECIAL PROJECTS



Design and execution of works with high technological and engineering content.

Projects around the World



MAIN COMPLETED PROJECTS

BRIDGES

Project	Client	General Contractor
THROGS NECK BRIDGE New York City – USA – 2021	Judlau – OHL Group	Cimolai SpA
BAYONNE BRIDGE New York - USA - 2016	Port Authority	Skanska Kiewitt
CHABAN DELMAS BRIDGE Bordeaux – France – 2013	Communauté Urbaine de Bordeaux	Cimolai SpA - GTM Sud-Ouest - GTM SudVinci Constructions
FAVAZZINA VIADUCTS Autostrada A3 – Italy – 2013	Anas SpA	Impregilo SpA - Società Italiana per Condotte d'Acqua SpA JV

STADIUMS AND ARENAS

Project	Client	General Contractor
ROLLAND GARROS Paris – France – 2020	FFT (Fédération Française de Tennis)	VINCI Construction - Cimolai SpA
AL BAYT STADIUM Al Khor – Qatar – 2020	Aspire Zone Foundation	Galfar Al Misnad, Salini Impregilo, Cimolai SpA
LOUIS ARMSTRONG STADIUM New York – USA – 2018	USTA National Tennis Center Incorporated	Hunt Construction Group
BRASILIA NATIONAL STADIUM Brasilia – Brasile – 2013	TERRACAP	Entap Engenharia e Construções
WARSAW NATIONAL STADIUM Warsaw – Poland – 2011	Narodowe Centrum Sportu Sp. z o.o.	Alpine - Hydrobudowa JV
FNB STADIUM Johannesburg – South Africa – 2009	Johannesburg City Council	Grinaker - LTA/Interbeton JV

BUILDINGS

Project	Client	General Contractor
CERN NEW GATEWAY Geneve - Switzerland - 2023	CERN	Cimolai SpA - Maltauro JV
PERELMAN PERFORMING ARTS CENTER New York City - USA - 2022	Port Authority of New York & New Jersey	Sciame Construction LLC
AL WASL PLAZA Dubai - UAE - 2021	Expo 2020 Dubai	Cimolai & Rimond Middel Est Contacting LLC
HUDSON YARDS - THE SHED New York - USA - 2019	Culture Shed Lessee LLC	Sciame Construction LLC
THE TIDE London - United Kingdom - 2019	Knight Dragon	Mace Group Ltd
HUDSON YARDS - TORRE A New York - USA - 2018	Hudson Yards Construction LLC	AECOM Tishman
NEW FIUMICINO TERMINAL Rome - Italy - 2016	Aeroporti di Roma SpA	Cimolai SpA
WTC NEW TRANSPORTATION HUB New York - USA - 2015	Port Authority of New York & New	Skanska Kiewitt
MEDIOPADANA RAILWAY STATION Reggio Emilia - Italy - 2013	Rete Ferroviaria Italiana	Cimolai SpA

SPECIAL PROJECTS

Project	Client	General Contractor
GATES ON NEW PANAMA CANAL Panama - 2016	Panama Canal Authority	GUPC
MO.S.E. PORTA DI MALAMOCCO Venice - Italy - 2014	Consorzio Venezia Nuova	Comar Scarl
HUDSON YARDS - VESSEL New York - USA - 2019	Hudson Yards Construction LLC	AECOM Tishman
CARNIVAL SEABOURN V Enture - 2021	Seabourn Cruise Line	T. Mariotti S.p.A., CI.MAR. Costruzioni navali S.r.l.

CURRENT PROJECTS

Project	Client	Description
BORG ROMA HOSPITAL Verona - Italy	Azienda Ospedaliera Universitaria Integrata Verona	Design and Execution of Seismic Structural Works for the Protection of the Buildings of Borgo Roma Hospital. <i>Cimolai SpA - General contractor</i>
BRIDGE JFK T6 New York - USA	Port Authority of N.Y. and N.J.	Provision of Hook-Hook at the Port of New Jersey for Bridge Metal Structures for the New T6 Terminal.
BRIDGE JFK T1 New York - USA	Port Authority of N.Y. and N.J. /AECOM/Tishman	Supply and shipment of the two access ramps to Terminal 1 of JFK Airport in New York, named R12A and R12B, along with a series of bridge diaphragms named R12, with a total weight of 1,260 tons.
BRIDGE ON THE T9 LINE Lyons - France	SYTRAL	Design, supply, and installation of a constant-section box girder bridge, curved in plan. <i>Cimolai SpA, Demathieu et Bard, Perrier - General Contractor</i>
FOSSANO BYPASS VIADUCTS S.S.231 "di Santa Vittoria" - section - Italy	ANAS S.p.A.	Supply of Metal Structures for the New Corten Steel Decks in the Context of Structural Restoration and Extraordinary Maintenance Works of the Artworks of the Fossano Bypass in Piedmont.
BICYCLE AND PEDESTRIAN FOOTBRIDGE OVER THE SATANASSO Villapiana - Italy	Comune di Villapiana	Executive design and supply of the metal structure for an arch-shaped pedestrian and cycle bridge with a lower pathway, weighing approximately 90 tons, connecting Villapiana Lido and Villapiana Scalo over the Satanasso stream.
BRIDGE OVER THE CHIUSELLA Motorway A5 KM 36+487 - 36+779 - Italy	A.T.I.V.A. S.p.A.	This involves the construction design, supply, and installation of metal decks and secondary structures for the reconstruction of the bridge over the Chiusella stream. <i>Cimolai SpA - CO.GE.FA. S.p.A (A.T.I.) - General contractor</i>

Project	Client	Description
S.S. 106 JONICA From the junction with S.S. 534 to Roseto Capo Spulico - Italy	ANAS S.p.A.	Cimolai will handle the supply and installation of 27 metal decks for the construction of the 3rd mega-lot of the S.S. 106 Jonica, from the junction with S.S. 534 to Roseto Capo Spulico.
LA JOYA BRIDGE AND VIADUCTS Arequipa – Peru	Gobierno Regional de Arequipa	The bridge consists of two access viaducts measuring 63 m and 133 m, respectively, and an upper arch bridge with a length of 175 m. The arch is made up of two parallel boxes with dimensions of 4.50 m x 2.50 m.
WSF – WEAPONS STORAGE FACILITY Camp Darby – Pisa (Italy)	U.S. NAVY - NAVFAC	Construction of a Railway Junction for the U.S. Army's Camp Darby Military Base, 2.7 km long, which then branches into two distinct yards. <i>Cimolai Spa – General contractor</i>
SESTO SAN GIOVANNI STATION Sesto San Giovanni – Italy	Milanosesto S.p.A.	Pedestrian Bridge (approximately 90 m long and 18 m wide) with a covering made of photovoltaic glass panels (approximately 110 m x 28 m). The station is built above the existing railway line, connecting both sides of Sesto San Giovanni and housing shops, bars, and services for visitors and travellers.
ONE ROOF Geneva – Switzerland	Banque Lombard Odier, Cie SA,	For the new global headquarters of Lombard Odier Bank in Bellevue, 1,800 metal columns will be provided for all corridors. In addition to manufacturing, a duplex C2 system will be applied, and shipping will be carried out from Italy.
PILOT TOWER Genoa – Italy	Autorità di Sistema Portuale del Mar Ligure Occidentale	Light metal structure made of tubes and stays that evokes the architecture of old port cranes. At the top of the 65 m high tower, the pilot cabin will be located, featuring large windows that will allow for visual control of the port entrance.
CDG EXPRESS – ZONE C – PORTE DE LA CHAPELLE Paris – France	SNCF Résau	Railway Bridge with a lower pathway, featuring a heavy painted steel structure weighing approximately 2,500 tons, to be installed using the double point launch method, one straight and one with two curvature radii.

Project	Client	Description
TELESCOPE E-ELT Cerro Amazones – Chile	European Southern Observatory (ESO)	The ELT will be the largest telescope ever built in the world, with a primary mirror diameter of 39 m. Located in the Chilean Andes at about 3,000 m above sea level, the ELT consists of a rotating metal structure (Dome) with sliding openings, with a diameter of 92 m and a height of 80 m, inside which the metal structure of the telescope will be placed, with a diameter of 71 m and a height of 62 m. <i>Ace Consortium, lead by Cimolai SpA - General contractor</i>
DRINI BRIDGE Kukes - Albania	MTI (Ministry of Transport and Infrastructure)	The Largest Arch Bridge in Albania Connecting Albania and Kosovo. The project includes the design, assembly, and repair of welds on the metal structures previously constructed by another Italian steelwork company. The arch bridge has a span of 270 m, with two spans measuring 20 m in length.
PLAUQUEMINES 2 Louisiana - USA	Nuovo Pignone s.r.l. - Baker Hughes	Supply of 4 Steel Modules for Plaquemines Pass 2. This project will be developed by Venture Global and involves the construction of an LNG export facility in the Plaquemines area, Louisiana (near New Orleans).
CALCASIEU 2 Louisiana - USA	Nuovo Pignone s.r.l. - Baker Hughes	Supply of 18 Steel Modules for the CP2 LNG Project. This is a liquefied natural gas (LNG) terminal that will be located on an area of approximately 221 hectares in Cameron Parish, Louisiana.

Further Production Activities and Solutions

SPECIAL ENVELOPS



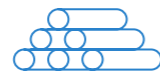
Integrated system for curtain wall, structural façade systems, special coating.

ENERGY



Process equipment such as vessel components, columns, reactors and heat exchangers

PIPES



Production of LSAW tubes of large diameter and thickness, production of welded and drawn stainless steel tubes.

HEAVY LIFT



Design and execution of transport and lifting of exceptional structures in weight and size.

SPECIAL ENVELOPS

Cimolai leverages its expertise in providing integrated systems for curtain walls, structural facades, and special coatings characterized by functional solutions with high technical and architectural content. The company is committed to the complete cladding process, starting from design and continuing through production, delivery, and on-site installation. It creates exterior cladding for residential and commercial buildings, with a particular focus on the construction of curtain walls, frames, and special processing. This is made possible through collaboration with the new company Cimolai Architectural.

PIPES

Cimolai is active in the production of large-diameter and thick LSAW pipes, whose applications include:

- / Offshore Structures: Tubes and cones for offshore structures of oil platforms and wind farms.
- / Inshore Structures: Process tubes for petrochemical plants, power production, refineries, and pipeline terminals.
- / Civil Constructions: Structural tubes for stadiums, bridges, and buildings.

- / Special Parts: Tubes for bends and slug catchers, resistant to H₂S corrosion and stress corrosion. Tubular elements are cut to size and ready for assembly on-site.

ENERGY

Cimolai specializes in the design and manufacture of equipment for various chemical and petrochemical industrial processes: upstream for exploration, drilling, and development of reservoirs; midstream for treatment and transport in the Oil & Gas sector; downstream for refining, gas liquefaction, purification, and dehydration.

Additionally, it manufactures plants for the production of urea, ammonia, and methanol, as well as for polyethylene, polypropylene, PET, and PVC; it builds steam condensers, heat exchangers, and heaters for the energy sector.

HEAVY LIFT

Cimolai provides a turnkey service to clients that includes engineering and execution of transportation and surveys of exceptional structures, both in terms of weight and size. Cimolai Heavy Lift has a rich fleet of vehicles and equipment, such as telescopic and lattice cranes with large-capacity self-propelled modular trailers, also called SPMT, temporary docks, and hydraulic jacks with various load capacities and strokes.

Research, Development and Innovation

Cimolai considers research and development activities strategic for generating innovation and improving work techniques and tools. To carry out these activities, Cimolai collaborates with recognized research institutions worldwide.

During 2022, the company engaged in Research, Development, and Innovation activities (Law 160 of December 27, 2019, and subsequent amendments), both through internal personnel and external contributions.

The effects of the Research, Development, and Innovation activities conducted by the company are reflected in both the transformation of the design and production processes of products and the implementation of new software platforms.

Technical researchers work to acquire new knowledge in order to identify new and innovative solutions for rethinking products in line with customer requirements, as well as processes, while respecting the criteria of innovation and efficiency improvement that Cimolai continuously pursues.

The Research, Development, and Innovation activities carried out in 2023 addressed both topics initiated in 2022 and previous years, as well as new areas, requiring the commitment of internal researchers and the contributions of external suppliers. This investment is the result of a strategic choice and has been enhanced by the expectation of obtaining partial reimbursement of costs through tax credits.

Funded Projects

Complex software architecture oriented to the pull philosophy managed in a BIM environment via web

POR FESR 2014-2020 1.3.A / PRAT. 38911 /RS/2017
The project involves the development of a complex software platform that allows for managing information through BIM models accessible via the web and planning activities using a PULL logic within an Industry 4.0 framework.

Study of new technologies for high performance in Efficiency, Productivity, and Safety

POR FESR 2007-2013 1.1.A PRAT. 251
The project included Research, Development, and Industrialization activities, resulting in the creation of a new active bench for presses, machines for numerically controlled tube cutting, and a system for longitudinal welding of pipes.

Innovative theoretical calculation for complex simulation and design algorithms

LR47/78 CAPO VII / PRAT. 466
The project led to the development of calculation algorithms for conducting highly advanced structural analyses, processing significant amounts of data, and achieving advanced optimizations of morphologically complex and variably stressed structures.

Theoretical and experimental development for new production and launch systems

LR47/78 CAPO VII / PRAT. 465

This research project enabled the development of innovative solutions to improve strategic business performance, both in terms of rationalizing design activities and representation of works and in optimizing site operations.

Numerical simulations and virtual calculations of stability, fatigue, elasto-plastic state, interferences

LR47/78 CAPO VII / PRAT. 383

The project resulted in the development of calculation algorithms for conducting highly advanced structural analyses, processing significant amounts of data, and achieving advanced optimizations of morphologically complex and variably stressed structures.

Innovation and process integration for design using structural and fluid dynamic calculation software

POR FESR 2007-2013 1.1.A / PRAT. 1991

The project led to the development of calculation algorithms for analyses simulating the interaction of structures with fluid flows, allowing for the identification of geometries designed to prevent the onset of phenomena that could lead to the collapse of the structure.

Intellectual Property

The research, development, and innovation activities conducted by Cimolai, even outside of the previously mentioned funded projects, have enabled the company to obtain numerous patents for industrial inventions. The activities related to the protection of

intellectual property concern inventions conceived and designed by the company. These solutions are aimed at increasing the company's competitiveness in Marine and Maritime Transport sectors.

PATENTS

LAUNCHING NOSE FOR BRIDGE 102.017.000.041.278	This invention relates to a device for bridge launching, usable in the construction of bridges to progressively advance the truss structure or segments from one support to the next, achieving the final position while overcoming considerable spans.
LAUNCHING NOSE EXTENSION 102.017.000.041.316	This invention refers to an extension for a device used in bridge launching, applicable during the launching operations of a bridge to extend the device so as to reach sliding support devices located at greater distances than those achievable with the standard device.
APPARATUS FOR VERTICAL MOVEMENTS 102.017.000.053.641	This invention pertains to a device for the vertical movement of a structure, capable of supporting significant loads, and usable, for example, in the construction of roof elements or in bridge launching.
INVENTION FOR BRIDGE CONSTRUCTION 102.017.000.053.686	The application field of this invention pertains to constructions, such as a proper bridge, viaduct, overpass, or similar structure allowing the passage of people or goods over natural or artificial obstacles, particularly involving one or more horizontal structures, each possibly hundreds of meters long and supported on abutments and possibly vertical support piers.
INVENTION FOR BRIDGE CONSTRUCTION 102.017.000.053.808	The application field of this invention pertains to constructions, such as a proper bridge, viaduct, overpass, or similar structure allowing the passage of people or goods over natural or artificial obstacles, particularly involving one or more horizontal structures, each possibly hundreds of meters long and supported on abutments and possibly vertical support piers.
SYSTEM FOR THE CONSTRUCTION OF LOAD-BEARING STRUCTURES 102.017.000.042.825	This invention refers to a structured set, or system, suitable for constructing a load-bearing structure, temporary or permanent, capable of supporting significant loads. It can be used, for example, in the construction of roofing elements, in bridge launching, and in all activities that involve the lifting, rotation, translation, support, or lowering of structural, mechanical, or architectural elements of considerable weight
BARRIER DEVICE 102.020.000.007.108	This invention relates to a barrier device for a channel or navigation lock and the corresponding method of blocking a channel or navigation lock.

BARRIER DEVICE 102.020.000.007.114	This invention relates to a barrier device for a channel or navigation lock and the corresponding method of blocking a channel or navigation lock.
APPARATUS FOR HULL CLEANING 102.020.000.024.553	This invention concerns an apparatus and method for cleaning the hull of a vessel.
APPARATUS FOR HULL CLEANING 102.020.000.024.550	This invention concerns an apparatus and method for cleaning the hull of a vessel.
APPARATUS FOR HULL CLEANING 102.021.000.004.502	An apparatus for cleaning the hull of a vessel, comprising a washing unit having a plurality of washing modules.

In 2023, Cimolai received a patent certificate from the UIBM (Italian Patent and Trademark Office) and, under one of the PCTs (Patent Cooperation Treaty), filed 7 requests for the extension of an Italian patent in other countries/regions (Europe, USA, China, South Korea, UAE, Panama, Egypt).

EXT-COD	Patent title	Description	Filing	Patent Application Number	Patent
I0191677	Apparatus and method for cleaning the hull of a vessel	21.ITA.17 - WM III^	26/02/2021	102.021.000.004.502	07/03/2023
E0145501	Apparatus and method for cleaning the hull of a vessel	20.EUR.18 - WM Europa	03/05/2023	21791026.4	
E0145502	Apparatus and method for cleaning the hull of a vessel	20.USA.19 - WM Stati Uniti d'America	19/05/2023	18/249554	
E0145503	Apparatus and method for cleaning the hull of a vessel	20.CHN.20 - WM Cina	19/06/2023	2.021.800.857.408	
E0145504	Apparatus and method for cleaning the hull of a vessel	20.KOR.21 - WM Corea del Sud	19/05/2023	10-2023-7017075	
E0145505	Apparatus and method for cleaning the hull of a vessel	20.UAE.22 - WM Emirati Arabi Uniti	18/04/2023	P6000905/2023	
E0145506	Apparatus and method for cleaning the hull of a vessel	20.PAN.23 - WM Panama	17/04/2023	94441-01	
E0145507	Apparatus and method for cleaning the hull of a vessel	20.EGY.24 - WM Egitto 19/04/2023PCT 606/2023	19/04/2023	PCT 606/2023	

Sustainability in Cimolai

Sustainability is part of Cimolai's strategic planning and is developed based on an understanding of the needs, expectations, and input from stakeholders, as well as a review of the organization's internal and external context, in alignment with the company's strategic development directions.

Cimolai S.p.A. has defined its Social Responsibility Policy as an expression of the Management's commitment, which aims not only to affirm its intent to operate in compliance with current regulations regarding social responsibility, safety, and the environment but also to continuously improve its performance, ensuring the protection of its employees and third parties working on its behalf.

Materiality Assessment

The goal of the materiality assessment is to identify and assess the topics that represent the most significant impacts of an organization on the economy, the environment, and people – including impacts on human rights – and to reveal the organization's contribution to sustainable development.

The Cimolai Group updated its materiality analysis in line with the GRI Standards 2021.

Phase 1 Understanding the organization's context

As an output of the first phase, Cimolai selected sustainability-related aspects and identified, for each aspect, actual and potential impacts, both positive and negative, that the company's activities may generate on the economy, the environment, and people.

Phase 2 Identification of actual and potential impacts

Come output della prima fase di analisi, Cimolai ha selezionato gli aspetti legati alla sostenibilità; ha poi identificato, per ciascuno Aspetto, impatti effettivi e potenziali, positivi e negativi che attraverso la propria attività l'azienda può generare sull'economia, sull'ambiente, e sulle persone.

Phase 3 Assessment of the scope of impacts

In this phase, the company assessed the severity and likelihood of negative impacts, as well as the scale of positive ones, to establish their scope. The severity of a negative impact depended on factors such as scale, scope, and difficulty of mitigation, while the scale of a positive impact was determined by the actual ability to influence the economy, the environment, and people. This assessment helped define the overall scope of impacts.

Phase 4 Prioritization of the most important impacts for reporting

In addition to the internal impact assessment, Cimolai engaged different categories of stakeholders to develop a comprehensive evaluation. Cimolai then ranked sustainability aspects based on the metrics used and an aggregation criterion, determining their priority and overall relevance. A threshold of significance was also set, allowing the exclusion of aspects related to less significant impacts from the reporting.

SOCIAL impact	Impacts <i>Positive (Actual and Potential), Negative (Potential)</i>	Overall relevance
Occupational Health and Safety	+ Reduction of workplace injuries and occupational diseases with a positive impact on people's health	●●●●●
	- Increase in workplace injuries and occupational diseases with a negative impact on people's health	
Employee Well-being	+ Maintenance or development of current corporate welfare initiatives with positive impacts on well-being and quality of life	●●●●●
	- Reduction of current corporate welfare initiatives with a negative impact on people's well-being	
Employee Training and Development	+ Protection of know-how and increase in employee well-being, leading to positive effects on productivity and economic development	●●●●○
	- Reduction in competitive capacity and employee well-being, leading to negative effects on productivity and economic development	
Union Relations Management	+ Maintenance of constructive dialogue with social partners, with positive impacts on the economy and people's well-being	●●●●○
	- Conflicts with social partners, failure to reach union agreements with negative impacts on the economy and people's well-being	
Equal Opportunities and Gender Equality	+ Access to a broad and diverse pool of potential collaborators, with benefits for society in general	●●●○○
	- Loss of access to a broad and diverse pool of potential collaborators, leading to negative impacts on social stability and economic development	
Product and Service Safety and Compliance	+ Organizational procedures that ensure product safety with a positive impact on people's health and the environment	●●○○○
	- Incidents caused by poor product safety with a negative impact on people's health and the environment	
Human Rights Protection	+ Ethical collaboration with local institutions, partners, and suppliers; absence of human rights violations with positive impacts on people and the economy	●●○○○
	- Episodes of human rights violations with negative impacts on people and the economy	

Support for Local Communities	+ Maintenance or development of existing initiatives with positive impacts on people and the environment	●●○○○
	- Reduction of existing initiatives with negative impacts on people and the environment	
ECONOMICS and GOVERNANCE aspects	Impacts <i>Positivi effettivi e potenziali, negativi potenziali</i>	Overall relevance
Supply Chain Sustainability	+ Partnerships with suppliers; compliance with ESG criteria by the Supply Chain; positive impact on people, their rights, work quality in the supply chain, and the environment.	●●●●●
	- Non-compliance with ESG criteria by the Supply Chain, leading to negative impacts on people, work quality, their rights, and the environment.	
Anti-Corruption Efforts	+ Strengthening ethical collaboration with institutions, partners, and suppliers; absence of corruption incidents with positive impacts on society and the economy.	●●●○○
	- Incidents of corruption with negative impacts on legality and the economy.	
Privacy and cybersecurity	+ Guaranteed protection and security of data, with positive impacts on individuals and customers.	●●●○○
	- Unsecured data protection, leading to negative impacts on individuals and customers.	
Fair Distribution of Value Created by the Company	+ Fair compensation with a positive impact on work motivation, individuals, and the economy.	●●●○○
	- Pay inequity, potentially leading to decreased motivation and reduced work efficiency and effectiveness, negatively impacting individuals and the economy.	
Effectiveness of the Board of Directors in Governance of Sustainability	+ Protection of the environment and individuals through the implementation of a sustainable development strategy.	●●●○○
	- Environmental and social harm due to the inadequacy or insufficiency of the company's sustainable development strategy.	
Tax Management Transparency	+ Collaboration with institutions in the countries where it operates and absence of violations of tax regulations, with positive impacts on the economy.	●●●○○
	- Violations of tax regulations with negative impacts on the economy.	

Product and Process Innovation	+	Increased sustainability of products and processes, positively affecting the environment, individuals, and the economy	●●○○○
	-	Insufficient investment in product and process innovation leading to reduced positive effects on the environment, individuals, and the economy	
Stakeholder engagement	+	Engagement plan for stakeholders that enhances the legitimacy of operations and the ability to pursue mission and strategies, positively impacting individuals, the environment, and the economy	
	-	Closure to contributions from stakeholders that could support the pursuit of the company's mission and strategies, negatively impacting individuals, the environment, and the economy	●●○○○
Anti-Competitive Behaviour	+	Maintenance of fair practices to ensure free competition	
	-	Engagement in practices harmful to free competition	●●○○○

Waste Management	+	Reduction in waste production and an increase in the recycled and reused fraction with benefits for the environment and people	
	-	Increase in waste production, reduction of the recycled and reused fraction harming the environment and people	●●○○○
Air Emissions	+	Containment of harmful emissions and reduction of damage to people and the environment	●●○○○
	-	Increase in harmful emissions with possible damage to people and the environment	
Water Resource Management	+	Reduction of water waste and maintenance of ecosystem balance	●●○○○
	-	Water waste, imbalance of the ecosystem and negative impact on the environment and people	
Biodiversity Protection	+	Maintenance of ecosystem balance	●○○○○
	-	Damage to natural habitat resulting from environmental incidents, from the organization's inability to respond to emergencies and to rehabilitate	

ENVIRONMENTAL Aspect	Impacts Positive (Actual and Potential), Negative (Potential)	Overall relevance	
Climate Change	+	Plan for reducing greenhouse gas emissions and positive contribution to climate change mitigation	
	-	Absence of a CO ₂ reduction plan. Emissions out of control with a possible negative contribution to climate change mitigation	●●●○○
Energy Consumption and Renewable Sources	+	Reduction of energy intensity and increase in the use of renewable sources with a reduction of the impact on climate change and a positive contribution to the transition	
	-	Increase in energy intensity, no increase in the use of renewable sources with a negative impact on the environment	●●●○○
Raw Materials and Materials Consumption, Recycling and Reuse	+	Reduction of raw material and material consumption, increases in recycled components and reuse projects with a reduction of environmental impacts	
	-	Increase in raw material and material consumption, reduction in recycling and reuse with negative impacts on the environment	●●○○○

The Commitments of the Cimolai Group and the United Nations Sustainable Development Goals

On September 25, 2015, the United Nations approved the Global Agenda for Sustainable Development and 17 Goals – the Sustainable Development Goals (SDGs) – broken down into 169 Targets to be achieved by 2030. The implementation of the Agenda requires strong involvement from all components of society, from businesses to the public sector, from civil society to universities and research centres, and from media operators to the cultural world.

Below is highlighted the link between the relevant sustainability issues of the Cimolai Group and its contribution to achieving the Goals and Targets of the UN 2030 Agenda.



Goal 9. INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

Targets Goal: 9.1; 9.2; 9.5

The commitments of the Cimolai Group

- / Contribute to the development of quality, reliable, sustainable, and resilient infrastructure to support economic development and human well-being
- / Invest in innovation and the development of products and processes
- / Ensure the safety and compliance of its products and services
- / Increase the sustainability of its supply chain
- / Engage stakeholders for inclusive industrialization



Goal 8. DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Targets Goal: 8.2; 8.3; 8.7; 8.8

The commitments of the Cimolai Group

- / Ensure health and safety at work
- / Support the well-being of its employees
- / Maintain a constructive dialogue with social partners to foster sharing and ways to achieve the company's objectives
- / Promote respect for human rights



Goal 10. REDUCING INEQUALITIES

Reduce inequality within and among countries

Targets Goal: 10.3; 10.4

The commitments of the Cimolai Group

- / Ensure an equitable distribution of the value created by the company
- / Ensure transparency in tax management



Goal 16. PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies for sustainable development; provide access to justice for all and build effective, accountable, and inclusive institutions at all levels

Targets Goal: 16.5; 16.7

The commitments of the Cimolai Group

- / Counter corruption
- / Ensure respect for privacy and cybersecurity
- / Prevent anti-competitive behaviour
- / Encourage stakeholder involvement in decision-making processes



Goal 4. QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Targets Goal: 4.4; 4.5

The commitments of the Cimolai Group

- / Enhance the skills of personnel through technical-specialist training activities and the development of soft skills. Objective: personal growth and career development.



Goal 5. GENDER EQUALITY

Achieve gender equality and empower all women and girls

Targets Goal: 5.1; 5.5

The commitments of the Cimolai Group

- / Support initiatives aimed at overcoming any possible discrimination



Goal 13. CLIMATE ACTION

Take urgent action to combat climate change and its impacts

Targets Goal: 13.1; 13.2; 13.3

The commitments of the Cimolai Group

- / Climate Change: reduce direct and indirect greenhouse gas emissions to contribute to climate change mitigation.



Goal 12. RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns

Targets Goal: 12.2; 12.5

The commitments of the Cimolai Group

- / Ensure an active and proactive role of the Board of Directors to effectively govern the sustainability of development
- / Reduce the consumption of raw materials and materials and promote recycling and reuse activities
- / Reduce waste production, increase the recycled fraction, and promote reuse
- / Contain harmful emissions into the atmosphere
- / Protect biodiversity



Goal 7. AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable, and modern energy for all

Targets Goal: 7.1; 7.2; 7.3

The commitments of the Cimolai Group

- / Reduce the company's energy consumption
- / Use energy from renewable sources



Goal 11. SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient, and sustainable

Targets Goal: 11.4

The commitments of the Cimolai Group

- / Support for local communities: continue to collaborate on solidarity initiatives for the territory, communities, and individuals and families in difficulty



Goal 6. CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all

Targets Goal: 6.3

The commitments of the Cimolai Group

- / Reduce water waste and maintain ecosystem balance

Ongoing ESG Initiatives

To improve its performance in the environmental, social, and governance areas, Cimolai has identified and is implementing the interventions represented in the following framework.



50001 CERTIFICATION

Implementation and certification of the Energy Management System on all the company's production and operational sites

AUA ACTIONS

With the aim of analysing all the company's technological processes and identifying any impacts on the environment in order to mitigate them as much as possible when they cannot be completely eliminated



CONSTANT UPDATING OF THE MANAGEMENT SYSTEM IN ACCORDANCE WITH VOLUNTARY STANDARDS UNI EN ISO 140001 AND UNI ISO 45001

- / Identify and reduce occupational hazards to prevent occupational accidents and illnesses by promoting training and information on health, safety and the environment

- / Implementation of sustainable resource and energy management, evaluating the adoption of best available technologies and setting HSE targets for continuous performance improvement

- / Checks and audits, involving workers, RLS, and other stakeholders in the consultation and participation phases, promoting the reporting of situations hazardous to the environment and occupational health and safety



CORPORATE GOVERNANCE REVIEW: INTRODUCTION OF A 5-MEMBER BOARD OF DIRECTORS, 2 OF WHOM ARE EMPLOYEES

MANAGING DIRECTOR INCENTIVE PLAN (SUBJECT TO APPROVAL OF THE MAIN FINANCIAL STAKEHOLDERS) TO SUPPORT OF THE ARRANGEMENT

REVIEW OF MODEL 231

In particular, regarding the environment, Cimolai will be engaged in the following activities:

- / Implementation and certification of the **Energy Management System** at all the company's production and operational sites. Certification of an Energy Management System according to the ISO 50001:2018 standard requires the pursuit of certain basic requirements that must be focused on from the outset of the implementation and development process. Effectiveness, consistency, and measurability are the pillars that will guide the project's execution.
- / Activities to be carried out under the **AUA** (Single Environmental Authorization). The main areas of interest for Cimolai's activities are atmospheric emissions, water discharges related to rainwater, and noise emissions.

The following interventions are planned in the various facilities:

Monfalcone (2023-2024)

- Expansion of the waste management area
- Expansion of paved areas with a system for collecting rainwater and treatment before discharge into the sewage system

Polcenigo (2023-2024)

- System for collecting rainwater and treatment before discharge
- Introduction of an activated carbon filtration system for VOCs in the painting plant

Polcenigo Artugna (2025)

- System for collecting rainwater and treatment before discharge

Main ESG Investment Areas

The Cimolai Group's ESG investment plan is primarily focused on environmental issues and includes interventions for the maintenance and development of the business.

€4-5 MILLION PER YEAR IN CAPEX FOR BUSINESS DEVELOPMENT.

POTENTIAL AREAS OF ACTION



Interventions to support energy efficiency, environmental protection and occupational health and safety



Installation of photovoltaic systems to support energy needs

€2-3 MILLION PER YEAR IN MAINTENANCE CAPEX.

SOME PLANNED AREAS OF ACTION



Measurement systems for Certification 50001



Interventions for the Single Environmental Authorisation



Other Minor Interventions of energy efficiency

The expenditure budget for 2024 has been defined as follows:

ESG Capex for Maintenance	
Environmental Authorization Interventions	€ 1,030 mil
Energy Measurement Systems for ISO 50001 Certification	€ 0,450 mil
Energy Efficiency (New Machinery and Improvements to Systems)	€ 0,715 mil
TOTAL	€ 2,195 MIL

Cimolai's Stakeholders

As part of the context analysis, Cimolai has examined the distinguishing aspects of its activities, divided into internal and external factors, and identified the stakeholders for each of them.

The table below outlines the expectations of the different categories of stakeholders that emerged from this analysis.

Stakeholders	Expectations
OWNERS AND SHAREHOLDERS	<ul style="list-style-type: none"> Business continuity Regulatory compliance Process and product innovation and continuous improvement Risk management capability
EMPLOYEES	<ul style="list-style-type: none"> Adequate training for staff Commitment to continuous improvement of workplace safety performance Suitability of the working environment and adequacy of facilities and equipment Definition of roles and responsibilities for personnel Respect for privacy and personnel rights
CUSTOMERS	<ul style="list-style-type: none"> Timeliness of product delivery Compliance with quality standards Ability to respond to innovation needs Commitment to continuous improvement of environmental performance and ESG performance related to the company
SUPPLIERS / CONTRACTORS	<ul style="list-style-type: none"> Transparent procurement practices Continuity and efficiency of the business relationship Commercial fairness Adequate request timelines Recognition of the quality of the product or service provided
CREDIT INSTITUTIONS AND FINANCIERS	<ul style="list-style-type: none"> Awareness of risks and knowledge of behaviours and measures to mitigate them Commitment to continuous improvement of ESG performance
COMMUNITIES	<ul style="list-style-type: none"> Compliance with environmental requirements Commitment to continuous improvement of environmental performance Application of the best available technologies aimed at reducing and/or mitigating impacts Awareness of risks and knowledge of behaviours and measures to mitigate risk

Through the adoption of the **Code of Ethics**, Cimolai has established a set of rules of conduct towards its stakeholders.

EMPLOYEES

Cimolai recognizes the centrality of people as the primary factor for the success of any business, within a framework of loyalty and mutual trust between employer and employees. All personnel are hired by the Company under regular employment contracts. The employment relationship is conducted in accordance with the collective labour agreements for the sector and relevant social security, tax, and insurance regulations. The Company promotes the continuous improvement of its employees' professionalism, including through training initiatives.

CUSTOMERS

Cimolai bases its activities on the principle of quality, essentially understood as the objective of fully satisfying the customer. In its relations with clients and contractors, the Company ensures fairness and clarity in commercial negotiations and in the assumption of contractual obligations, as well as faithful and diligent contractual fulfilment.

When participating in tenders, the Company carefully assesses the adequacy and feasibility of the requested services, with particular attention to technical and

economic conditions, safety, and environmental aspects, promptly highlighting any anomalies where possible. The formulation of offers will be such as to ensure compliance with adequate quality standards, reasonable wage levels for employees, and current safety and environmental protection measures. The Company resorts to litigation only when its legitimate claims are not satisfactorily addressed by the other party.

SUPPLIERS

The relationships with the Company's suppliers, including financial and consultancy contracts, are subject to constant and careful monitoring by the Company. Cimolai engages suppliers, contractors, or subcontractors who operate in compliance with current regulations and the rules outlined in its Code of Ethics. Cimolai is also committed to promoting a culture of workplace safety and environmental protection and pollution prevention, developing awareness of risks among its suppliers and subcontractors, and promoting responsible behaviour.

Economic Value Generated and Distributed to Stakeholders

Cimolai recognizes the importance of distributing the value produced through its activities to stakeholders who have directly and indirectly contributed to its creation.

The analysis of the economic value generated and distributed highlights the flow of resources produced by the company and directed towards its employees, suppliers, shareholders and financiers, public administration, and the community, as well as those retained by the company for self-financing.

Economic value generated and distributed	2021	2022	2023
A. Economic Value Generated	440,072	399,010	398,786
Total Revenue	435,625	395,770	395,419
Financial Income	4,447	3,240	3,367
B. Economic Value Distributed	431,150	394,967	390,069
Operating Costs	339,551	304,543	295,553
Salaries and Employee Benefits	82,742	80,669	86,513
Payments to Capital Suppliers	5,256	7,093	5,047
Payments to Public Administration	3,446	4,583	2,928
Community Investments	155	25	28
(A-B) Retained Economic Value	8,922	2,097	8,717

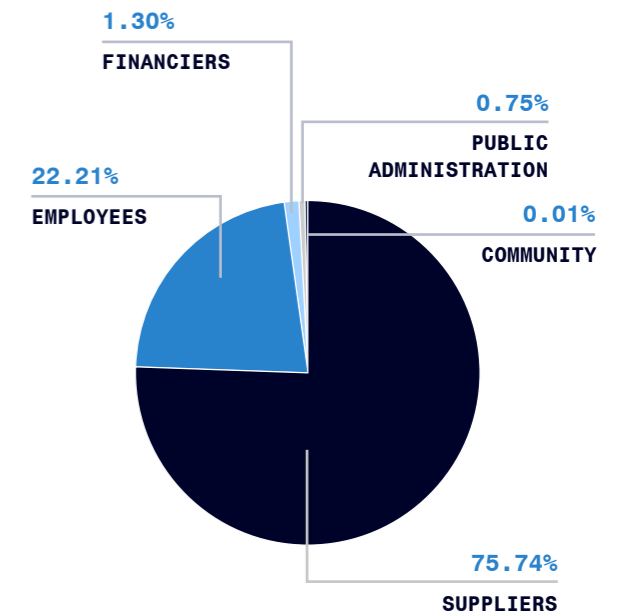
The **economic value generated in 2023 amounts to €398.8 million**, while the **economic value distributed is €390 million**.

The **economic value retained** by the company for self-financing, **€8.7 million**, is the difference between the value generated and the value distributed.

The **economic value distributed** in 2023 is divided among the following stakeholders:

- The largest amount, €295.6 million, relates to costs incurred for purchasing raw materials, materials, and services necessary for the company's activities from **suppliers**.
- Approximately €86.5 million has been distributed to **employees** for salaries, social security contributions, pensions, and benefits.
- €5.1 million refers to payments to **financiers** in the form of interest expenses.
- €2.9 million has been paid to the **public administration** in the form of taxes and levies.

- €28,000 has been allocated to the **community** for charitable donations.



EXO Building
Dublin - Ireland
2020



Hudson Yards - Tower a -
Tower E
New York - USA
2018

Governance, Ethics, and Integrity

Cimolai's governance system is focused on maximizing value, controlling risks, maintaining and developing trust-based relationships with its stakeholders, as well as protecting and safeguarding the environment and territory for sustainable and solidarity-based development.

Ethics and integrity, beyond mere compliance with the law, are a constant commitment of the Company and characterize the behaviours of the entire organization.

Corporate Governance

Cimolai's Corporate Governance is structured according to the traditional model and includes:

SHAREHOLDERS' ASSEMBLY

BOARD OF DIRECTORS

BOARD OF STATUTORY AUDITORS

SUPERVISORY BODY

LEGAL AUDIT COMPANY

Shareholders' Assembly

The duly constituted assembly represents all shareholders, and its resolutions made in accordance with the provisions of the law and the bylaws bind all shareholders, including those who are absent or dissenting. According to Article 2364 of the Civil Code, the Assembly performs the following functions: approves the financial statements; appoints and revokes directors; appoints the statutory auditors and the president of the Board of Statutory Auditors and the entity responsible for conducting the legal

audit; determines the compensation of directors and auditors; resolves on the responsibility of directors and auditors; and decides on other matters assigned by law to its competence.

Based on Article 2365 of the Civil Code, the Assembly makes extraordinary decisions when it must decide on amendments to the bylaws, the powers of liquidators, and any other matters expressly assigned by law to its competence.

Board of Directors

According to the bylaws, the Company is managed by a Board of Directors; the appointment of the Administrative Body, the President of the Board of Directors, and the prior determination of the number of directors is the responsibility of the ordinary assembly, which may change it whenever it deems appropriate. The duration of their mandate is established by the ordinary assembly of shareholders; in any case, the duration of the mandate cannot exceed three financial years and ends on the date of the assembly convened to approve the financial statements for the last financial year of their term.

Members of the Administrative Body may also be chosen from non-shareholders and are eligible for re-election. The prohibition of competition referred to in Article 2390 of the Civil Code does not apply to Directors.

The compensation for members of the Administrative Body and the executive committee is established at the time of appointment or by the Assembly. The remuneration of Directors entrusted with specific tasks is determined by the Board of Directors, having consulted the Board of Statutory

Auditors. The Assembly may set an overall amount for the remuneration of all Directors, including those entrusted with specific roles.

The Board of Directors has all powers for the ordinary and extraordinary management of the Company, with the authority to take all actions it deems appropriate for the implementation and achievement of the corporate purpose, except for those that by law are expressly reserved to the shareholders' assembly.

The Board of Directors, pursuant to Articles 2381 and 2389 of the Civil Code, may delegate its powers to one or more of its members or to an executive committee composed of some of its members. The Board of Directors has the authority to appoint general managers, general and special attorneys, defining their powers and competencies.

The Company is currently managed by a Board of Directors composed of 5 members appointed on December 20, 2023, and February 5, 2024, the composition of which is reported in the following table.

BOARD OF DIRECTORS

Position	Name	In office since	In office until	Executive	Non-executive Independent
President	Marco Sciarra	05/02/2024	Approval Budget 2025	●	
CEO (Chief Restructuring Officer)	Sergio Iasi	20/12/2023	Approval Budget 2025	●	
CEO (Employer)	Corrado Ceresatto	20/12/2023	Approval Budget 2025	●	
Counselor	Massimo Lucchini	20/12/2023	Approval Budget 2025		●
Counselor	Luca Annibaletti	20/12/2023	Approval Budget 2025		●

Board of Statutory Auditors

The management of the Company is overseen by a Board of Statutory Auditors consisting of three effective members and two alternate members, operating in accordance with the law.

The Board of Statutory Auditors performs the functions outlined in Article 2403 of the Civil Code, which includes monitoring compliance with the law and the company's bylaws, ensuring adherence to principles of correct administration, and particularly assessing the adequacy of the organizational, administrative, and accounting structure adopted by the Company and its actual functioning.

Each member of the Board of Statutory Auditors possesses a high level of professionalism, has not held positions as Director or Auditor in companies subject to bankruptcy proceedings due to events related to their tenure, and meets the necessary requirements of professionalism and integrity, as well as, where applicable, the independence requirements mandated by law.

The following table presents the current composition of the Board of Statutory Auditors appointed on 20/12/2023.

Position	Name
President	Luca Guarna
Effective Auditor	Anna Grava
Effective Auditor	Francesco Clarotti

Supervisory Body

In compliance with the provisions of Legislative Decree 231/2001 (the Decree) and taking into account the specific characteristics of its organizational structure, Cimolai, by resolution of its administrative body, has entrusted the function of the Supervisory

Body (OdV) – responsible for overseeing the functioning and compliance with the Organizational Model of Management and Control and for ensuring its updates – to a multi-subjective body.

Position	Name
President	Enrico Bevilacqua
Internal member	Ermanno Bon
External member	Alberto Sandrin

The Supervisory Body is equipped, as required by the Decree, with independent powers of initiative and control and operates with independence and autonomy. Independence and autonomy are guaranteed by the recognized positioning of the Supervisory Body, as well as by the reporting lines to the company's operational management assigned to the OdV under the Model.

Professionalism is ensured by the specific skills developed in relation to the sector in which the Company operates, as well as by the authority granted to the OdV to draw on the specific expertise of both the heads of various corporate functions and external consultants for the execution of the technical operations necessary for carrying out its functions.

Sustainability Team

Cimolai has established an internal Sustainability Team aimed at creating an organizational system that reconciles economic objectives with social and environmental goals in the relevant territories, in accordance with international standards.

In particular, the team will focus on:

- / Assessing the risks related to the company's sustainability and monitoring the corresponding performance.
- / Defining the sustainability program, which includes environmental, social, and governance objectives.
- / Implementing specific policies required by international sustainability assessment standards and organizations.

/ Defining and coordinating stakeholder engagement and listening activities.

/ Preparing the sustainability report and carrying out related internal and external communication activities.

The team is made up of representatives from the main impacted corporate functions, who are also expected to represent related functions as needed. Additionally, it may expand to include other functions that interface with stakeholders or processes that may need to be involved.

Anticorruption

CIMOLAI S.p.A. is committed to contributing to the development of the Italian economy and the civil growth of the country with a sense of responsibility and moral integrity.

The company values work and considers legality, correctness, and transparency essential prerequisites for achieving its economic, productive, and social objectives.

Code of Ethics

The Code of Ethics was adopted by the company following a resolution by the Board of Directors on October 8, 2009. Through the adoption of the Code, Cimolai has established a set of rules:

- / **Behavioural Guidelines:** Guidelines for behaviour in relations with external stakeholders, collaborators, the market, and the environment, which guide both internal and external activities, demanding compliance from all collaborators and consultants, and external stakeholders where applicable.
- / **Organizational and Management Rules:** These are aimed at creating an efficient and effective system for planning, executing, and controlling

activities to ensure constant compliance with behavioural rules and prevent violations by any party acting on behalf of the company.

The Code is widely disseminated internally and is available to any stakeholders of the company. A copy of the Code is published on the company's website. Each collaborator is required to know and comply with the provisions of the Code. The company monitors compliance with the Code and provides appropriate tools for information, prevention, and control, intervening when necessary with corrective actions.

¹ <https://www.cimolai.com/wp-content/uploads/2022/03/codice-etico-upl-20220211-R1.pdf>



The Organization, Management, and Control Model

The Organization, Management, and Control Model is based on the regulations contained in Legislative Decree 231/2001 and the guidelines developed by the most representative trade associations (primarily Confindustria). It also incorporates orientations and judicial developments in this area.

The Model consists of:

- / **General Part:** An overview of the regulatory context, objectives, structural lines, and implementation methods.
- / **Special Part:** Details the types of crimes relevant to the Decree that the company has decided to consider based on the nature of its activities.

The Model identifies sensitive activities where there is a higher risk of committing crimes and introduces systems of procedures and controls to be performed, including preventive ones.

Identifying risk areas, procedures, and controls allows:

- / To raise awareness among employees and management regarding aspects of corporate management requiring greater attention.
- / To explicitly condemn all conduct that integrates criminal offenses.
- / To subject these areas to a constant monitoring and control system, enabling immediate intervention in case of crimes committed.

CIMOLAI is committed to information and training activities involving all internal personnel through differentiated pathways to allow targeted dissemination of information based on the roles of the interested parties. The Model is also available on the company's website.

A significant role is assigned to the company's Supervisory Body, which operates independently of the other legally required social bodies, with the precise purpose of monitoring compliance with the Model and the correct application of internal protocols.

WHISTLEBLOWING PROCEDURE

As a preventive measure against corruption risk, the company has adopted a reporting system for violations to the Supervisory Body, defined in the Organizational, Management, and Control Model and in the Code of Ethics. The reporting system allows employees and third parties to report illicit conduct of which they become aware in the course of their work, ensuring the confidentiality of the whistleblower and the alleged perpetrator.

Whistleblowers acting in good faith are protected against any form of retaliation, discrimination, or penalization related to the report. In all cases, the confidentiality of the whistleblower's identity is ensured, except as required by law and for the protection of the rights of CIMOLAI S.p.A. or individuals wrongly accused or acting in bad faith. CIMOLAI S.p.A. will sanction any form of threats or retaliation against whistleblowers.

The Supervisory Body and any individuals it may involve for any investigative deepening are obliged not to disclose any information learned in the exercise of their functions. While the Supervisory Body prefers non-anonymous reports, anonymous reports are also accepted. In such cases, the Supervisory Body will preliminarily assess their validity and relevance regarding its responsibilities; anonymous reports will be considered only if they contain relevant facts related to the tasks of the Supervisory Body, excluding generic, confused, or clearly defamatory content.

Reports must be communicated by regular mail addressed to the Supervisory Body at CIMOLAI S.p.A.'s registered office or alternatively and without preference, via email to: odv@cimolai.com. The Supervisory Body evaluates the reports received and adopts any consequent measures at its reasonable discretion and responsibility, possibly listening to the whistleblower and/or the responsible party for the alleged violation and providing written justification for any decision not to proceed with an internal investigation.

Following the investigative activity, the Supervisory Body makes decisions, justified in writing, archiving the report if necessary or requesting the company

to assess the disciplinary and sanctioning measures based on what has been ascertained and/or the appropriate interventions on the Model.

In 2023, no reports were received.

Protection of Human Rights and Social Responsibility

The Cimolai Group recognizes the central role that ethical values, particularly the respect for human rights, play in its corporate strategy. Citizens and society, increasingly aware of the need to respect fundamental human values, are not only interested in the quality of the services provided but also in how these services are delivered and the social cost involved in terms of ethical, environmental, health, and safety factors.

In light of these considerations and the social value of the services it provides, Cimolai is committed to upholding human values and adopting socially responsible behaviour, managing its activities in a way that is both ethical and responsive to the expectations of all stakeholders. To achieve this, the company is dedicated to continuously improving all aspects related to social responsibility.

The primary goal of the Cimolai Group is to achieve the complete and continuous satisfaction of its clients,

recognizing this as the sole path to business success and the growth of its activities. This development requires not only maintaining high-quality standards and ensuring adequate safety levels for personnel and environmental protection but also pursuing ethical and social responsibility objectives.

The company has voluntarily adhered to the SA8000 standard³ which defines the requirements organizations must meet, including an effective management system, to recognize and respect human rights and improve working conditions.

The **Social Responsibility Policy** is a part of Cimolai's strategic planning and is developed based on an understanding of the needs and expectations of its stakeholders, an awareness of the internal and external context of the organization, and the company's strategic development directions.

Combatting Child and Youth Labor

Cimolai neither employs nor supports the use of child or youth labour in any way. Upon hiring, employees are required to present a copy of their identity document to verify their exact age. This company practice ensures the complete exclusion of minors from being employed within the company.

Cimolai acknowledges the importance of work as a means of personal and professional development. In compliance with current regulations, the company

offers young individuals the opportunity to undertake internships and apprenticeships within its services, including as part of school-to-work transition programs for those not yet of legal working age.

Additionally, as part of a specific monitoring plan, Cimolai oversees the possible presence of young workers within its supply chain.

² <https://www.cimolai.com/wp-content/uploads/2022/03/codice-etico-upl-20220211-R1.pdf>

³ See section 'Management Systems and Certifications' on p. 50.

Forced or Compulsory Labor

All work carried out by Cimolai Group personnel is fully voluntary; no one is subjected to threats or other forms of coercion to perform work for the company.

To ensure the full voluntariness of any employment relationship, the company commits to guaranteeing that all workers are fully aware of their rights and obligations as stipulated in their employment contracts. A copy of the sector's National Collective Labor Agreement (CCNL) is available to all workers, and upon request, employees are provided with a personal copy.

Upon hiring, all employees receive a **New Employee Guide**, which consists of:

- / **Guidelines:** To assist new hires during their initial integration phase.
- / **New Employee Handbook:** Offering practical information to facilitate adaptation and references to the procedures available on the company's management system.

Cimolai provides all staff with the opportunity to seek information and clarification regarding their contracts, wages, or pay slips directly from the HR department. The characteristics of the contract are explained during the hiring phase and upon signing the employment agreement. Information and training sessions are organized as needed.

The company has never granted loans to its employees, as this is not part of its mission. However, it may, as governed by the CCNL, offer advances on severance pay (TFR) and salary advances when requested by employees.

Freedom of Association and Collective Bargaining

The company respects the right of all personnel to form and join unions of their choice and the right to collective bargaining. The company complies with the **National Collective Labor Agreement (CCNL) for Metalworkers**.

With the trade unions, agreements have been made that provide additional benefits beyond the terms of the national collective agreements. These cover both economic and regulatory aspects of employment (e.g., working hours, job classification, and the protection of information rights).

Union representatives, elected by the workers, face no form of discrimination and are free to

communicate with employees at the workplace. Designated areas within the company are allocated for union communications and are used to hold union meetings, which worker representatives convene at least once a year.

Within the framework of distinct responsibilities, the company's focus on dialogue with trade unions has fostered a problem-solving approach through the involvement of all parties.

Below are the figures showing the number of union members, which serve as evidence of the freedom of association.

Trade union activities	2021	2022	2023
Number of employees enrolled in unions ⁴	111	112	109
Percentage of employees enrolled in unions	11.5%	13.75%	13.4%

⁴ (FIM-CISL (PN e UD); FIOM-CGIL (PN e UD); UILM-UIL (PN))

Thanks to the election of union representatives, a climate of constructive collaboration has strengthened within the company, resulting in a drastic reduction in the number of disputes. The last disputes in the company date back almost 20 years.

Non discrimination

Cimolai does not intend to implement or support discrimination in hiring, remuneration, access to training, promotion, dismissal, or retirement based on race, class, national or social origin, age, family responsibilities, religion, disability, sex, sexual orientation, union membership, political affiliation, or any other aspect that may generate discrimination.

Cimolai does not intend to interfere with the exercise of employees' rights to follow principles

The hours of strikes in 2023 amounted to 1,367, in line with the levels of the last two years. Meanwhile, the hours of absence for union meetings have more than tripled (1,127 in 2022), an increase attributed to the employees' need to be informed about the developments of the "agreement."

or practices or to meet needs related to race, class, national or social origin, family responsibilities, religion, disability, sex, sexual orientation, union membership, political opinion, or any other aspect that may generate discrimination.

Cimolai does not allow discriminatory behaviours of any kind, including gestures, language, physical contact, or other actions in the workplace and with its clients.







Bridge of Peace
Tbilisi - Georgia
2010

Management Systems And Certifications⁵

Cimolai intends to support human values and adopt socially responsible behaviours, managing its activities correctly and attentively to the expectations of all stakeholders.

Cimolai's sustainable development occurs through high-quality production standards, adequate levels of employee safety, environmental protection, and the pursuit of ethical and social responsibility objectives.

The company pursues a modern **integrated management of these aspects** by providing the necessary economic resources and organizational efforts to ensure:

 <p>QUALITY</p> <p>The achievement of customer satisfaction and stakeholders; the best performance of all organisational processes for continuous sustainable growth.</p>	 <p>ENVIRONMENT</p> <p>An appropriate and timely management of environmental impacts, oriented towards optimisation of energy consumption and natural resources.</p>	 <p>SAFETY</p> <p>Minimising the possibility and consequences of accidents in the workplace.</p>	 <p>SOCIAL</p> <p>Ethical personnel management respecting workers' rights, refusing discrimination, coercion and struttment.</p>
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Process certifications

The operational units of the Cimolai Group have implemented quality, health and safety, environmental, and social responsibility management systems, compliant with the standards **UNI EN ISO 9001**, **UNI EN ISO 14001**, **UNI ISO 45001**, and **SA 8000** issued by third-party evaluation bodies.

Cimolai is also certified to **UNI EN ISO 39001:2016**, the international standard for **road safety management**, including all aspects of risk management and legislative compliance. By implementing the RTS – Road Traffic Management System, the company

actively contributes to reducing the risk of road accidents and related serious injuries by intervening on the processes involved with road traffic.

Cimolai has also obtained certification for the international standard **UNI ISO 30415:2021**, which represents a guideline for **promoting the principles of diversity and inclusion** in organizations, helping them to implement these principles through concrete and demonstrable actions.

 <p>UNI EN ISO 9001 Quality Management Systems</p>	 <p>UNI EN ISO 14001 Environmental Management Systems</p>
 <p>UNI EN ISO 45001 Occupational Health and Safety Management Systems</p>	 <p>SA 8000 Responsabilità Sociale</p>

⁵<https://www.cimolai.com/it/certificazioni/>

Product Certifications

The Cimolai Group, committed to meeting technical, regulatory, and customer requirements, has also obtained international product certifications, some of which are held by only a few other companies in Europe.

CIMOLAI SPA

- | | |
|-----------------------------|-----------------------|
| / AISC | / EN 1090-1-EXC4 |
| / Los Angeles Approval | / Achilles - UNCE |
| / Clark County Approval | / ASME - PRT |
| / ISO 3834-2 | / EN 1090-1 |
| / NHSS 20 / 19A | / RMRS |
| / RQSC | / CSA standard W 47.1 |
| / SSPC Trainthepainter | / SA A660-10 |
| / SNCF | / ASME - S |
| / SOA | / GOST-R |
| / RETE FERROVIARIA ITALIANA | |

PIPE DIVISION

- | | |
|-------------------|--------------|
| / Achilles - JQS | / EN 10219-1 |
| / Achilles - FPAL | / PED |
| / API 5L | / ASME U |
| / API 2B | / ASME - U2 |
| / EN 10210-1 | |

ZM ZWAHLEN & MAYR SA

- | | |
|-----------------------------|------------------------------|
| Inox certifications: | Steel certifications: |
| / PED 2014/68/EU | / EN 1090-1-EXC4 |
| / TUV AD 2000 WO | / ISO 3834-2 |
| / IATF 16949 | |

Environment

The Cimolai Group considers environmental protection a top priority, promoting continuous efforts to reduce environmental impacts in its development strategies and in the management of its production system and services.

To actively and responsibly contribute to the fight against the challenges posed by climate change, Cimolai applies best practices, optimizing its

environmental management in an economically effective manner.

To this end, the company has developed an approach based on the analysis of the aspects and impacts of its activities on the environment. In addition to implementing measures to mitigate environmental risks, this approach allows Cimolai to identify opportunities and improvements in its performance.

Environmental Policy

The Cimolai Group's environmental policy is integrated with its Health and Safety (HSE) policy and demonstrates the company's commitment to conducting its activities within its context while fully respecting the environment and the health and safety of all stakeholders. Below is Cimolai's commitment to the Environment.

- / Respect applicable legal requirements, national and EU regulations, and customer requirements. Compliance with current laws and other documents signed by the company regarding its hazards is considered a minimum and non-negotiable requirement.
- / Develop and maintain specific procedures that ensure the prevention and timely management of emergency and incidental situations, as well as containment of their negative effects.
- / Promote awareness of environmental protection issues among employees by improving their individual competencies through appropriate training and information programs.
- / Ensure and monitor that its activities have the least possible impact on the environment.
- / Evaluate future developments by pursuing,

where technically feasible, the adoption of the best available technologies for environmental protection.

- / Implement sustainable management of resources and energy using renewable sources, preventing pollution and protecting the environment.
- / Allocate sufficient resources to plan and carry out activities aimed at achieving established objectives, involving all levels of the organization.
- / Periodically define environmental objectives to ensure the continuous improvement of its performance.
- / Evaluate performance, review objectives and programs, and periodically review the policy to assess its effectiveness and take necessary measures.

This Policy is disseminated by Cimolai's Management to all stakeholders.

Environmental Performance

To achieve the overall objective of environmental protection and safeguarding within the scope of its industrial activities, Cimolai has established the introduction and constant updating of its Management System in accordance with the voluntary standards UNI EN ISO 14001.

With regard to the organizational context, the Management System applies to Cimolai's activities and services related to contract acquisition and management, understood as the coordination of the various activities provided for therein:

- / design of structures and assemblies;
- / procurement of goods and services at the sites/plants under its management, to and from external companies engaged for the provision of goods and services or for the final customer;

- / production of manufactured products through specialized processes in carpentry, welding, hot and cold cutting mechanical processes, as well as high-precision chip removal processes;
- / organization of shipping activities and transport of the same using road, sea, and occasionally air transport;
- / final assembly at the sites depending on the scope of work provided for by the contract;
- / supervision and coordination of external companies to the Cimolai Group operating at plants and sites, both for operational personnel and for staff dedicated to organizational and/or design activities.

Consumption of Raw Materials, Materials, and Recycling

The type of finished product of Cimolai consists of metal constructions identifiable as highway and railway bridges, sports stadiums, viaducts, warehouses, administrative buildings, as well as special structures for the construction of ships, cranes, onshore and offshore structures, and technological coverings.

The main raw material used for production is steel.

Steel is a material that can be recycled infinitely without losing any of its original properties. Its life cycle is potentially endless, making it a true "permanent resource," essential for the development of a sustainable economy.

In Cimolai, the percentage of steel coming from recycling was around 38.1% in 2023.

Raw materials for production	unit of measure	2021	2022	2023
Steel	t	51,568.0	39,009.0	50,557.1
new material	t	27,568.0	22,509.0	31,316.3
recycled material	t	24,000.0	16,500.0	19,240.8
recycled material	%	46.5	42.3	38.1



The raw materials in the form of steel sheets and various types of profiles, after being delivered to the plants, are lifted and transported (overhead cranes) to be directed to the subsequent transformation and processing operations.

Before being processed, the raw materials undergo a shot blasting process.

Depending on the product to be manufactured, the sheets are allocated to tracing, assembly, welding,

and grinding operations— in the case of carpentry work— or subjected to shearing, drilling, and punching— in the case of mechanical processing.

During the processing stages, chemical products such as hydraulic oils and lubricants, cutting and welding gases, heat treatment products, and painting products are used.

gas for cutting and welding	unit of measure	2021	2022	2023
Oxygen	t	1,429.7	979.8	943.6
Carbon Dioxide	t	707.4	469.7	393.0
Argon	t	2,621.8	1,810.8	1,134.6
Nitrogen	t	37.7	40.4	121.3

The oils, as well as the painting products and technical gases, are stored in dedicated and authorized

deposits equipped, for waste oils and emulsions, with containment basins in case of accidental spills.

chemical substances	unit of measure	2021	2022	2023
Solvents	Litres	17,630	12,700	13,100
Oils and lubricants	Litres	7,005	7,007	7,300
Paints	Litres	55	28	15

Energy consumption and renewable sources

The energy sources used by Cimolai consist of:

ELECTRICITY

for powering production and auxiliary plants (extraction of emissions and production of compressed air), for lighting and air conditioning of environments, for recharging forklifts, for the operation of IT equipment in offices, and for external lighting.

METHANE

used for heating systems and for thermal treatments related to production processes.

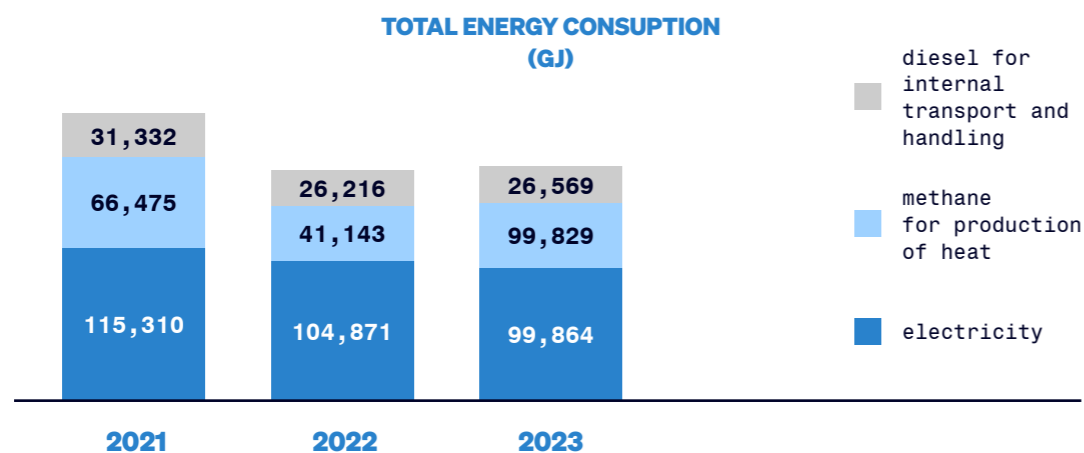
DIESEL

for internal handling and transport carried out with company-owned vehicles.

total energy consumption	unit of measure	2021	2022	2023
Electricity drawn from the grid	GJ	115,310	104,871	99,864
Methane for heat production	GJ	66,475	41,143	47,829
Diesel for transportation and internal movements	GJ	31,332	26,216	26,569
Total	GJ	213,117	172,229	174,262

In 2023, the total energy consumption amounted to 174,262 GJ, consistent with the previous year. However, there was a reduction in electricity consumption (-4.8%) and an increase in methane consumption (+16.3%).

Energy consumption was distributed as follows: 57% electricity, 27% methane, and 15% diesel.



energy from non-renewable sources	unit of measure	2021	2022	2023
Electricity drawn from the grid	GJ	79,200	64,800	66,011
Methane for heat production	GJ	66,475	41,143	47,829
Diesel for internal transport and handling	GJ	31,332	26,216	26,569
Totale	GJ	177,007	132,156	140,410

Cimolai uses renewable energy sources: part of the electricity drawn from the grid is certified as 100% renewable, along with electricity produced by photovoltaic systems installed on the roofs of its plants.

In 2023, the percentage of electricity from renewable sources increased from 38.2% to 43.5% of total electricity consumption.

energy from renewable sources	unità di misura	2021	2022	2023
Electricity drawn from the grid (100% renewable)	GJ	22,264	26,331	17,094
Electricity consumed from photovoltaic systems	GJ	13,846	13,740	16,759
Total	GJ	36,110	40,071	33,852
% of electricity from renewable sources on total electricity consumption		31.3%	38.2%	43.5%
% of electricity from renewable sources on total energy consumption		16.9%	23.3%	19.4%

Photovoltaic System

PORCIA

Headquarters

Photovoltaic system composed of **4 generators**, totalling **414 polycrystalline silicon modules**.

Total nominal power: **95.2 kWSTC**.

ROVEREDO

Plant

Photovoltaic system composed of **4 generators**, totalling **4,160 polycrystalline silicon modules**.

Total nominal power: **998.4 kWSTC**.

MONFALCONE

Plant

Photovoltaic system composed of **9 generators**, totalling **700 polycrystalline silicon modules**.

Total nominal power: **196.0 kWSTC**.

SAN GIORGIO DI NOGARO

Plant

Photovoltaic system composed of **8 generators**, totalling **7,101 polycrystalline silicon modules**.

Total nominal power: **1,718.9 kWSTC**.

POLCENIGO

Plant

Photovoltaic system composed of **4 generators**, totalling **4,160 polycrystalline silicon modules**.

Total nominal power: **998.4 kWSTC**.

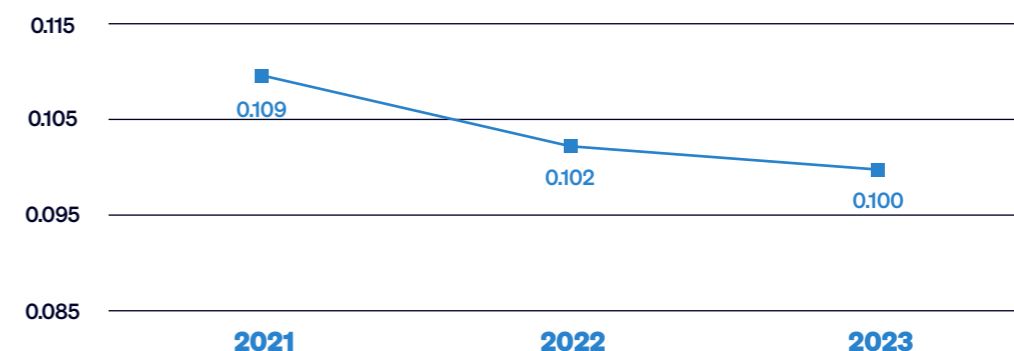
ZWAHLEN ET MAYR

total photovoltaic system	unit of measure	2021	2022	2023
Electricity generated by photovoltaic systems	kWh	3,846,105	3,815,896	7,328,032
Electricity produced and fed into the grid	kWh	637,632	793,436	2,672,835
Average self-consumption	%	85.8%	82.8%	73.3%
Average energy self-sufficiency (EE)	%	12.7%	14.4%	22.2%
Avoided CO ₂ emissions	tCO ₂ e	1,165	1,235	2,679

The increase in electricity production from photovoltaic systems has raised the energy self-sufficiency level of the Group to 22.2%.

The **Energy Intensity** indicator, calculated as total energy consumption per hour worked, decreased by 2.3% in 2023, due to an increase in hours worked (+3.6%) that was more than proportional to the slight increase in consumption (+1.2%).

INTENSITY ENERGY - Total energy consumption per hour worked [GJ/h]



Water resource management

Sustainable water management during extraction and use promotes the maintenance and efficiency of this precious resource, ensuring the reduction of waste and potential environmental impacts resulting from the release of pollutants into wastewater.

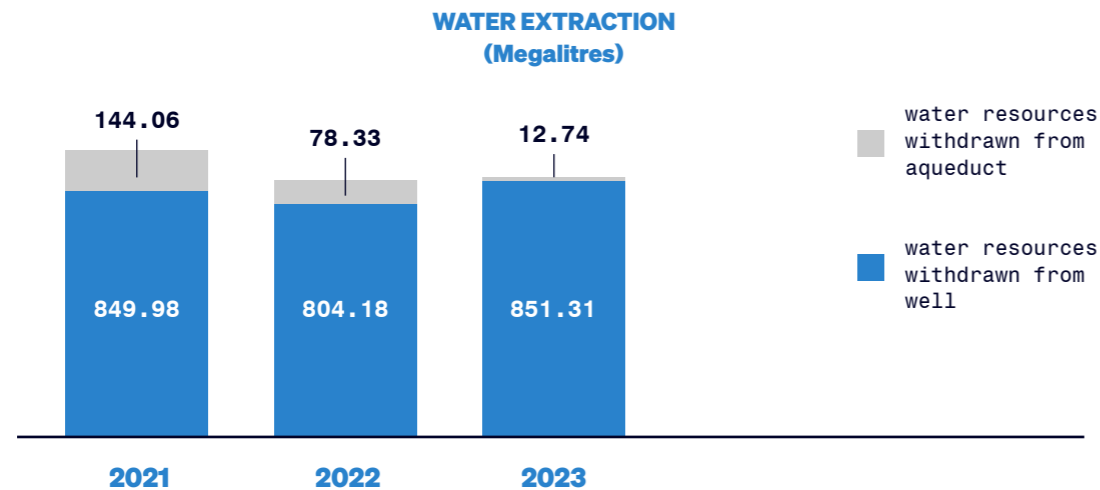
The locations and facilities of the Cimolai Group are not situated in areas characterized by water stress.

Water is sourced from aqueducts and wells and is used for both domestic and industrial purposes, such as washing manufactured goods and vehicles, as well as in smoke abatement systems and emulsions.

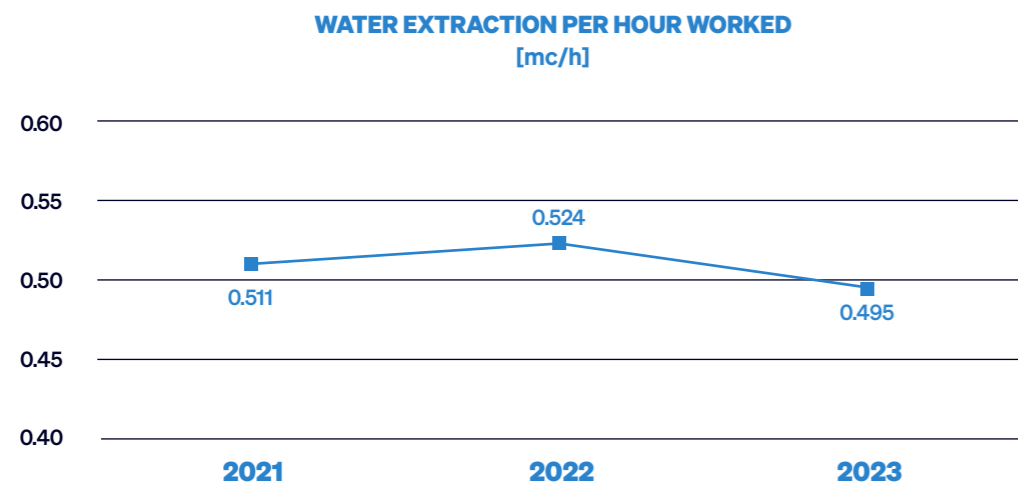
In 2023, the total water extraction was 864.05 million litres, representing a 2.1% reduction compared to 2022.

water extraction by source	unit of measure	2021	2022	2023	
Water resources extracted from aqueducts	Fresh water (≤1000 mg/L of total dissolved solids)	Megalitres	144.06	78.33	12.74
	Other types of water (>1,000 mg/L of total dissolved solids)	Megalitres	-	-	-
Water resources extracted from wells	Fresh water (< 1000 mg/L of total dissolved solids)	Megalitres	781.65	735.85	782,98
	Other types of water (>1,000 mg/L of total dissolved solids)	Megalitres	68.33	68.33	68.33
Total water extraction	Megalitres	994.04	882.52	864.05	

Water extracted from wells represents 98.5% of the total.



The indicator for **water consumption per hour worked**, calculated as cubic meters of water withdrawn divided by the total number of employees, decreased by 5.5% in 2023 due to both a reduction in withdrawals and an increase in hours worked.



The Cimolai Group pays particular attention to the management of water discharges, which, depending on the facility considered, consist of:

- / Domestic-like wastewater: This includes water from restrooms, sinks, shower facilities in changing rooms, and the cafeteria.
- / Rainwater runoff: This type of water comes into contact with substances and materials that may cause pollution and is classified as industrial wastewater.
- / Washing water for modules (mechanical parts): This water is used with hot pressure washers without the use of solvents or residues from emulsions and oils.

Domestic-like wastewater is disposed of in the public sewage system.

Industrial wastewater from the washing of paved areas is collected and subjected to pretreatment processes such as oil separation, sand removal, and decantation (to separate any coarse solids present in the wastewater) before being directed into designated stormwater basins. From there, the wastewater goes into sedimentation tanks to settle solids, followed by the oil separator. The treated water is then channelled into the public sewage system. There are sampling pits downstream of the treatment facilities.

Second rainfall runoff from paved areas (which is not classified as industrial) is dispersed into the soil through appropriate dispersion systems. Rainwater

runoff from roofs is collected via downspouts; part of it is directed into the stormwater network (first rainfall into public sewage – second rainfall dispersed on land) and part is discharged directly onto the paved areas.

In some operations, water-based emulsions are used; most of the water evaporates, and the emulsions fall into a waterproof basin beneath the machinery along with the processing shavings. The shavings are then stored in dedicated areas equipped with their

own networks connected to treatment facilities (oil separation).

Washing water for parts is sent to recovery facilities (semi-automatic continuous chemical-physical precipitation plants) through closed circuits.

Condensate from compressors is collected and disposed of as waste in dedicated tanks.

water discharges by destination		unit of measure	2021	2022	2023
Wastewater Discharged to Sewers	Fresh water (≤ 1000 mg/L of total dissolved solids)	Megalitres	425.41	360.96	289.45
	Other types of water ($>1,000$ mg/L of total dissolved solids)	Megalitres	16.49	15.22	12.13
Wastewater Discharged into Surface Water Bodies	Fresh water (< 1000 mg/L of total dissolved solids)	Megalitres	438.24	438.00	485.14
	Other types of water ($>1,000$ mg/L of total dissolved solids)	Megalitres	68.33	68.33	68.33
Total water discharged		Megalitres	994.04	882.50	864.05



Ponte Jacques Chaban Delmas
Bordeaux - France
2013

Waste Management

The management of special waste (generated from production) and urban waste (originating from offices and cafeterias) focuses on both the upstream reduction of waste generation and the maximization of recovery/recycling.

The company pays particular attention to the differentiation of the waste produced and the safety of storage, which takes place on paved surfaces inside dedicated containers in specific areas.

Collected and sorted waste is transferred to authorized transporters and recipients. For third-party companies operating at Cimolai sites, dedicated spaces are set up in their respective areas for the temporary storage of waste they generate: these areas are paved, and the containers are

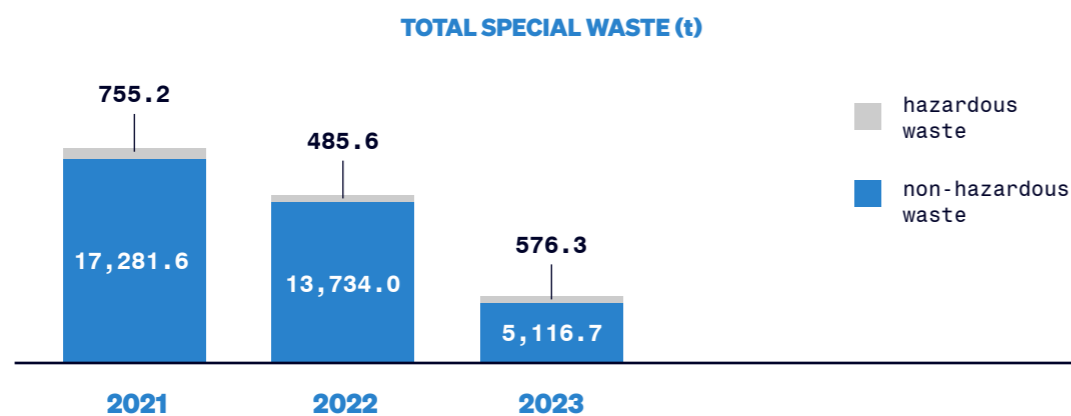
identified and covered to prevent leaks.

The waste generated from production lines primarily consists of iron and steel, filings and shavings from ferrous materials, packaging, emulsions, and solutions for machinery. Over 90% of the waste produced is non-hazardous.

In 2023, the total amount of special waste was 5,693 tons. The significant decrease compared to 2022 is attributed to the fact that, during the years 2021 and 2022, scrap disposal operations were carried out to a significantly greater extent than in 2023, with a particularly notable impact on the Monfalcone and San Giorgio di Nogaro plants.

Non-recycled waste in 2023 accounts for 16.5% of the total waste and is sent not only to landfills but also for energy recovery or incineration.

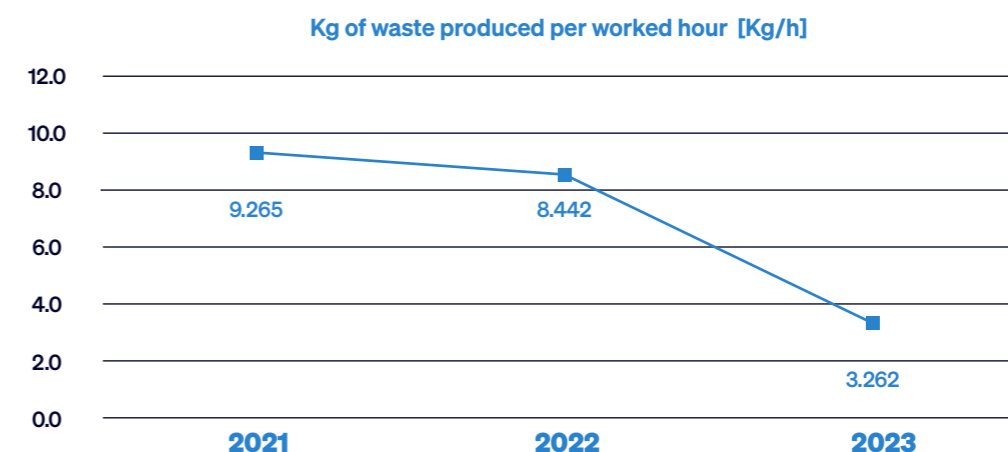
special waste	unit of measure	2021	2022	2023
Hazardous Waste	t	755.2	485.6	576.3
Non- Hazardous Waste	t	17,281.6	13,734.0	5,116.7
Total waste	t	18,036.8	14,219.5	5,693.0



special waste destined for recovery	unit of measure	2021	2022	2023
Recycled Hazardous Waste	t	63.9	60.7	50.7
Recycled Non-Hazardous Waste	t	16,634.8	13,321.4	4,703.4
Total Recycled Waste	t	16,698.6	13,382.1	4,754.1

special waste for disposal	unit of measure	2021	2022	2023
Dangerous Waste	t	691.4	424.8	525.6
Energy recovery	t	7.0	5.0	4.0
Incineration	t	4.0	21.0	394.0
Disposal	t	680.4	398.8	127.0
Non-Dangerous Waste	t	648.8	412.6	413.3
Energy recovery	t	39.0	29.0	47.0
Incineration	t	73.0	91.0	77.0
Disposal	t	534.8	292.6	289.3
Total Special Waste for Disposal	t	1,338.2	837.4	938.9

The **indicator for Total waste** produced per worked hour decreased by **61.4%** in **2023** due to a reduction in waste produced and an increase in hours worked.



Atmospheric Emissions

The atmospheric emissions resulting from the activities derived from the production processes carried out at Cimolai are primarily characterized by dust and volatile organic compounds (VOCs), while carbon monoxide and nitrogen oxides stem from thermal plants.

These emissions are mainly caused by mechanical processing activities and the use of paints, solvents, or other preparations containing volatile organic compounds—predominantly used in the production line—and the generation of heat for both production use and heating of the premises.

All emissions released into the atmosphere are regulated and authorized within the framework of the Environmental Single Authorization (A.U.A.). Within these provisions, the obligations related to solvent management plans are also addressed.

The table below reports the emissions of volatile organic compounds, carbon monoxide, and nitrogen oxides from production processes and thermal plants, as well as the fugitive emissions of refrigerant gases related to air conditioning systems.

atmospheric emission	unit of measure	2021	2022	2023
Emissions from Production Processes				
COV (Volatile Organic Compounds)	kg	44,746.0	46,426.0	46,490.0
Emissions from Thermal Plants⁷				
CO	kg	1,595.4	987.4	1,147.9
NOx	kg	4,852.6	3,003.4	3,491.5
Fugitive Emissions from Refrigerant Gases				
R404A	kg	10.1	10.0	-
R410A	kg	-	-	1.2
R407C	kg	-	-	3.2
R32	kg	-	-	0.8

The efficiency of the emission abatement systems associated with atmospheric emissions is ensured by internal maintenance services, and the concentrations of pollutants at the stack are verified in accordance with the prescribed sampling plans. In 2023, none of the measurements of dust concentrations (mg/m³), taken at the stack at various

emission points, exceeded the authorized values, as these emissions were well below the threshold. The monitoring and gradual improvement of the capture systems and subsequent abatement of atmospheric emissions are, however, an integral part of the company's ongoing commitment to the air quality of the workplace environments.

⁷ Estimated data using the emission coefficients from the European Environmental Agency - EMEP/EEA air pollutant emission inventory guidebook 2023

Greenhouse Gas Emissions

The Cimolai Group monitors direct and indirect greenhouse gas emissions as outlined by the Greenhouse Gas Protocol, distinguishing emissions into categories or Scopes:

Scope 1: Emissions from sources owned and controlled by the organization, resulting from heat production, internal movements, and transport conducted with owned vehicles, as well as fugitive emissions of greenhouse gases.

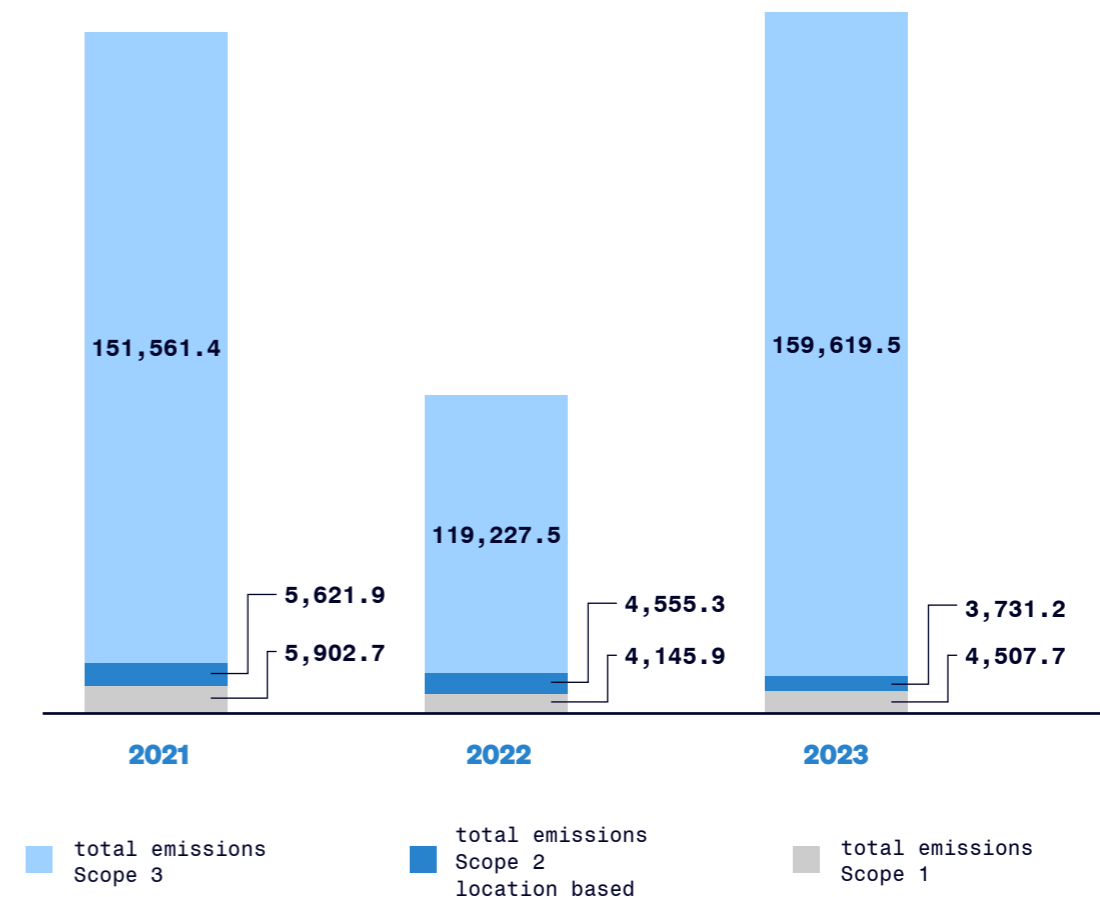
Scope 2: Indirect emissions resulting from the production of electricity consumed by the organization and drawn from the grids.

Scope 3: Other indirect emissions. This category includes other sources that are not under direct

corporate control, but whose emissions are indirectly attributable to the organization's activities. In this first report, the Cimolai Group has included emissions derived from the consumption of raw materials such as steel, fuel consumption, business travel, waste treatment, water consumption, and the use of materials such as paper, plastic, and aluminium.

In 2023, the total greenhouse gas emissions, according to the considered scope, amounted to 167,858.4 tCO₂e. These emissions increased by 31.2% compared to 2022 due to the growth in indirect emissions (Scope 3) related to the rise in steel consumption.

TOTAL GREENHOUSE GAS EMISSION (tCO₂e)



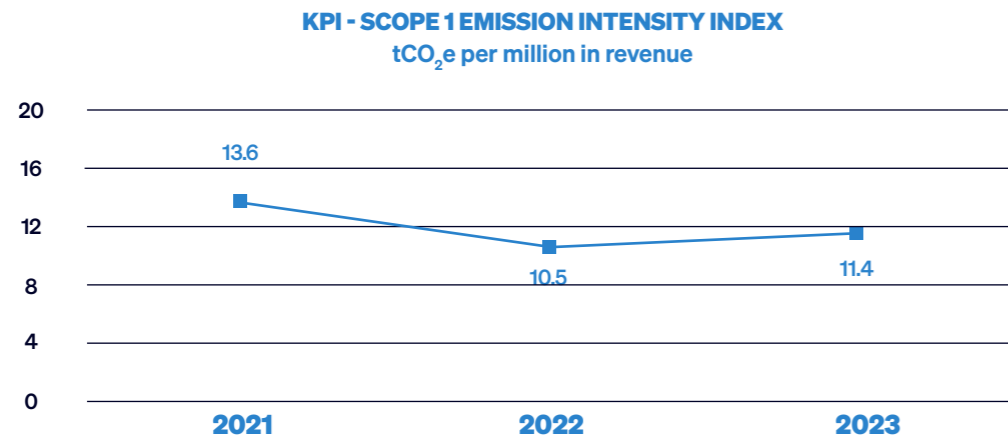
greenhouse gas emission	unit of measure	2021	2022	2023
Scope 1				
Emissions from Thermal Plants (Natural Gas)	tCO ₂ e	3,808.5	2,350.6	2,749.7
Emissions from Internal Movements and Transport (Diesel)	tCO ₂ e	2,054.6	1,756.0	1,750.0
Fugitive Emissions of Greenhouse Gases	tCO ₂ e	39.6	39.2	8.0
Total emission Scope 1	tCO₂e	5,902.7	4,145.9	4,507.7
Scope 2				
Emissions from Electricity Consumption - location based	tCO ₂ e	5,621.9	4,555.3	3,731.2
Emissions from Electricity Consumption - market based	tCO ₂ e	9,796.1	7,856.0	6,848.5
Totale emissioni Scope 2 - location based	tCO₂e	5,621.9	4,555.3	3,731.2
Scope 3				
Emissions from Raw Material Consumption (Steel)	tCO ₂ e	147,316.0	115,417.8	155,421.6
Emissions from Business Travel	tCO ₂ e	1,440.7	1,729.4	2,181.4
Emissions from Fuel Consumption (Natural Gas, Diesel)	tCO ₂ e	1,167.8	817.8	879.8
Emissions from Waste Treatment (Disposal and Recycling)	tCO ₂ e	980.6	675.9	589.7
Emissions from Packaging Consumption	tCO ₂ e	464.9	439.8	449.0
Emissions from Water Consumption (Withdrawal and Treatment)	tCO ₂ e	141.7	114.0	64.7
Emissions from Material Consumption (Paper, Plastic, Cans)	tCO ₂ e	49.8	33.0	33.3
Totale emissioni Scope 3	tCO₂e	151,561.4	119,227.5	159,619.5
TOTAL GREENHOUSE GAS EMISSION	tCO₂e	162,588.4	127,468.0	167,858.4

The following represent the **emission intensity indicators**, calculated as tons of CO₂ equivalent per million euros of revenue.

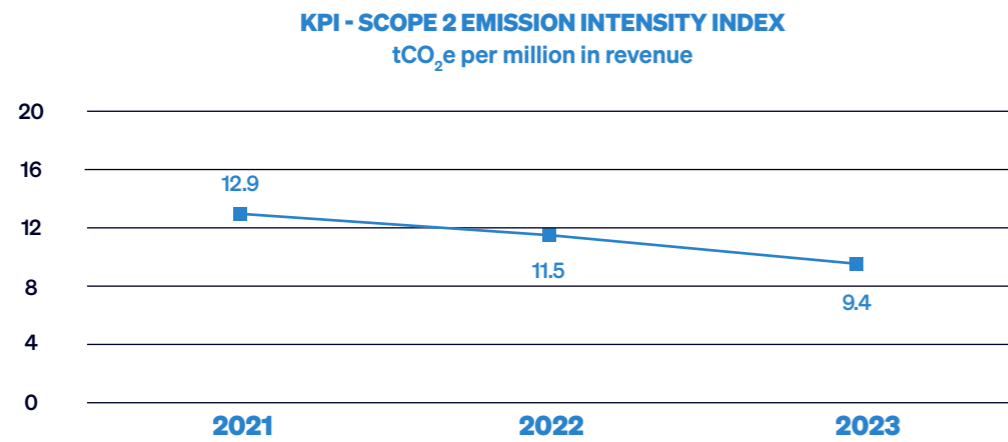
emission intensity indicators	unit of measure	2021	2022	2023
Emission Intensity of Scope 1	tCO ₂ e / mln revenue	13.6	10.5	11.4
Emission Intensity of Scope 2 – location based	tCO ₂ e / mln revenue	12.9	11.5	9.4
Emission Intensity of Scope 3	tCO ₂ e / mln revenue	347.9	301.3	404.2
Total Emission Intensity	tCO₂e / mln revenue	374.4	323.2	425.0



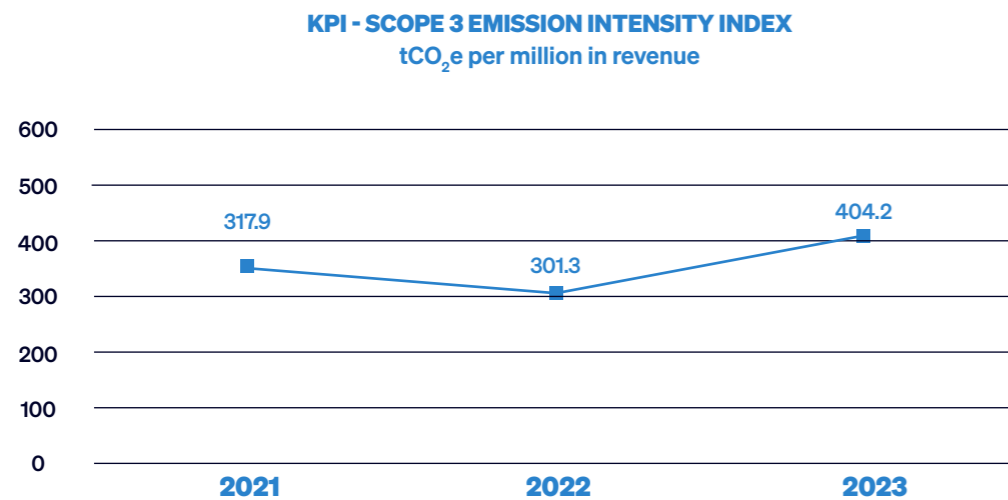
The **Scope 1 emission intensity index** increased by 9.0% in 2023 due to the rise in methane consumption from thermal plants.



The **Scope 2 emission intensity index** decreased by 19.7% in 2023 due to a reduction in electricity consumption drawn from the grid.



The **Scope 3 emission intensity index** increased by 34.2% in 2023 due to the rise in steel consumption.



Ponte Jacques Chaban Dalmas
Bordeaux - France
2013





Our People

Since its foundation, Cimolai has recognized the centrality of people as the primary success factor for the company, within a framework of mutual trust and loyalty. We believe in the power of creativity and the passion that drives each individual, and therefore we strive to enhance our people by supporting them in their professional development, helping them build their skills, boosting their motivations, and seeking to meet their expectations in order to achieve personal and corporate success.

Composition of Personnel

During the 2023 fiscal year, the average number of employees in the Cimolai Group was 1,325.

The personnel data analysed below refer to the main companies within the Group, totalling 1,078 employees as of December 31, 2023.

Of these, 92.5% are employees and workers; the employee category has the highest number of women, at 25.9%, who overall represent 11.8% of the total workforce. These characteristics have remained virtually unchanged over the three-year period considered.

	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	30	3	33	30	2	32	34	2	36
Executives	40	5	45	36	5	41	40	5	45
Employees	365	105	470	340	104	444	327	114	441
Workers	595	7	602	530	6	536	550	6	556
Total	1,030	120	1,150	936	117	1,053	951	127	1,078

67% of the staff in 2023 resides in Italy.

Employees by geographical origin	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	648	103	787	634	101	735	614	108	722
UE	140	5	145	92	6	98	94	8	102
Extra UE	206	12	218	210	10	220	243	11	254
Total	1,030	120	1,150	936	117	1,053	951	127	1,078

58.4% of employees belong to the age group between 30 and 50 years. There is an increase in the percentage of employees under 30 years of age.

Dipendenti per fascia d'età	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30	122	18	140	104	16	120	124	16	140
30-50	628	89	717	554	86	640	538	92	630
>50	280	13	293	278	15	293	298	19	308
Totale	1,030	120	1,150	936	117	1,053	951	127	1,078

In the three-year period, both the average age and the average length of service have increased.

Average age, average length of employment ⁸	2021		2022		2023	
	Average age	Average length of employment	Average age	Average length of employment	Average age	Average length of employment
Managers	52.19	16.17	52.02	17.95	52.30	18.39
Executives	50.09	7.98	51.25	8.38	50.48	8.61
Employees	37.42	6.41	38.36	7.08	39.65	7.24
Workers	44.16	9.60	45.84	10.59	46.09	10.64
Total	41.62	8.19	42.69	9.05	43.02	9.21

⁸ Italian data

Contract Types

The percentage of employees hired with a permanent contract represents 90.4% of employees for the year 2023.

Contract Type	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent employees	986	109	1,095	895	108	1,003	868	107	975
Fixed-term employees	44	11	55	41	9	50	83	20	103
Total	1,030	120	1,150	936	117	1,053	951	127	1,078

At the end of 2023, there are 15 people, mostly employees, who benefit from a part-time contract, representing 1.4% of the workforce.

Full time and part-time	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time employees	1,027	110	1,137	934	105	1,309	951	112	1,063
Part-time employees	3	11	14	2	12	14	0	15	15
Total	1,030	120	1,150	936	117	1,053	951	127	1,078

Part-time employees	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	1	10	11	1	11	12	0	14	14
Workers	2	1	3	1	1	22	0	1	1
Total	3	11	14	2	12	14	0	15	15

In 2023, there were 25 people who worked at Cimolai under different types of contracts, an increase compared to the previous year.

Other contract types	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees on apprenticeship	1	0	1	1	0	1	3	0	3
Employees on temporary assignment	0	1	1	0	1	1	10	0	10
Employees with CO.CO.CO. contracts	3	0	3	3	0	3	4	0	4
Employees on call	0	3	3	0	4	4	0	0	0
Employees in internship	1	0	1	1	0	1	5	3	8
Total	5	4	9	5	5	10	22	3	25

Hirings*	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
< 30	22	2	24	36	7	43	62	19	81
Hire rate	18%	11.8%	17.3%	29.5%	38.9%	30.7%	59.6%	118.8%	67.5%
30-50	46	6	52	54	5	59	98	16	114
Hire rate	7.4%	6.9%	7.3%	8.6%	5.6%	8.2%	17.7%	18.6%	17.8%
>50	10	0	10	16	0	16	27	3	30
Hire rate	3.6%	0.0%	3.4%	5.7%	0.0%	5.5%	9.7%	20.0%	10.2%
Total	78	8	86	106	12	118	183	38	221
Hire rate	7.6%	6.8%	7.5%	10.3%	10.0%	10.3%	19.6%	32.5%	21.0%

Recruitment and Turnover

Cimolai turns to the external labour market when the resources available within the company are not sufficient or suitable to fill the role being selected, promoting, whenever possible, the professional growth of existing personnel. In the case of internal recruitment of human resources (job rotation), the company recognizes and rewards merit and talent and pursues the constant improvement and updating of corporate professional skills, the enhancement of human resources, and the quality of performance by providing personnel evaluation tools.

The Cimolai Group ensures that the personnel selection process is conducted in a manner that guarantees:

/ the adoption of objective and transparent assessments that promote impartiality and are suitable for verifying the possession of the required aptitude and professional qualifications in relation to the position to be filled;

/ respect for equal opportunities between male and female workers according to Legislative Decree No. 198/2006 and subsequent amendments;

/ respect for the principle of non-discrimination on grounds of race, ethnic origin, religion, personal beliefs, disabilities, age, sexual orientation, and personal and social conditions;

/ compliance with regulations regarding the use and processing of personal data in accordance with current legislation, as well as adherence to the prohibition on inquiries about political or trade union opinions or unrelated facts that do not affect the assessment of the worker's capabilities;

/ application of the regulations regarding the hiring of personnel for publicly owned companies.

Hiring is carried out in compliance with the legal regulations concerning private law employment relationships and the rules of the collective labour agreement for the category.

Terminations*	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
< 30	45	4	49	32	5	37	30	13	43
Termination rate	36.9%	23.5%	35.3%	26.2%	27.8%	26.4%	28.8%	81.3%	35.8%
30-50	82	12	94	129	12	141	99	16	115
Termination rate	13.1%	13.8%	13.2%	20.5%	13.5%	19.7%	17.9%	18.6%	18.0%
>50	33	1	34	41	1	42	42	0	42
Termination rate	11.9%	7.7%	11.7%	14.6%	7.7%	14.3%	15.1%	0.0%	14.3%
Totale	160	17	177	202	18	220	169	29	198
Termination rate	15.6%	14.5%	15.5%	19.6%	15.0%	19.1%	18.1%	24.8%	18.8%

*The hiring and termination rates are calculated as the ratio between the number of employees hired and terminated in the year and the number of employees present at the beginning of the year in that age group.

Training and Skills Development

The development of a training and skills development plan within the Cimolai Group arises from the process of sharing the training needs that emerged during the year through various alignment and listening meetings with its human capital. All key company roles are involved in this process, including: General Management, Function Managers, and the Human Resources Office, who meet at least annually to share the assessment of training needs that have emerged throughout the year.

The collection of training requests is done through the completion of evaluation forms for their collaborators or by examining direct requests made by Function Managers to the Human Resources Office. The definition of existing training needs is linked to overcoming the gap between the skills a person must possess to perform a specific activity and those they currently have.

The Cimolai Group has established a structured performance monitoring and evaluation system.

At the end of the probationary period, an initial assessment is conducted by the supervisor using a specific form.

Six months after joining, an alignment meeting is held between HR and the employee to evaluate the effectiveness of this delicate period.

Annually, an alignment meeting is conducted among HR, the Supervisor, and the employee, following the completion of a specific form. In this phase, the 360° feedback method is used.

A pilot project for 360° feedback has recently been initiated for workers as well, also involving form completion and a subsequent alignment meeting.

Through these systems, employee competencies are assessed, goals are established, and a development plan is formalized.

Hours of training	2021				2022				2023			
	Men	Women	Total	Average hours	Men	Women	Total	Average hours	Men	Women	Total	Average hours
Managers	1,078	194	1,272	42.4	1,026	170	1,196	41.2	238	9	247	9.1
Executives	808	154	962	22.9	749	147	896	23.0	259	38	297	7.6
Employees	6,684	1,352	8,036	17.1	6,666	1,170	7,836	17.6	4,675	1,962	6,637	15.8
Workers	955	12	967	1.6	1,297	8	1,305	2.4	7,451	109	7,560	17.9
Total	9,525	1,712	11,237		9,738	1,494	11,232		12,623	2,118	14,741	
Average hours	9.3	14.6	9.8		10.4	12.9	10.7		16.0	17.8	16.3	

Personnel receiving periodic performance evaluation	2021				2022				2023			
	Men	Women	Total	% per categ.	Men	Women	Total	% per categ.	Men	Women	Total	% per categ.
Managers	24	1	25	83%	24	1	25	86%	24	1	25	69%
Executives	33	5	38	90%	30	5	35	90%	30	5	35	78%
Employees	233	87	320	68%	286	102	388	87%	286	102	388	88%
Workers	44	0	44	7%	44	0	44	8%	44	0	44	8%
Total	334	93	427		384	108	492		384	108	492	
% per gen+re	32.6%	79.5%	37.4%		41.2%	93.1%	46.9%		40.4%	85.0%	45.6%	

Training is a foundational element for Cimolai and the growth of its staff.

In 2023, total training hours increased by 31.2% compared to the previous year. The average training hours per employee rose from 10.7 to 16.3.

training hours by type	2021	2022	2023
Linguistic	4,500	4,160	4,492
Technical	4,769	5,444	2,977
Safety	1,968	1,628	7,272
Total	11,237	11,232	14,741



Corporate Well-being

Organizational well-being refers to an organization's ability to promote and maintain the physical, psychological, and social well-being of all employees working within it.

Cimolai promotes and maintains organizational well-being by paying attention to the requests and needs expressed through forms and reports.

In compliance with SA8000, a certification held by Cimolai for several years, tools have been adopted to maintain constant and open dialogue with employees. For example, using complaint boxes, online forms, dedicated emails, and periodic meetings with HR, RLS, and General Management.

The benefits for Cimolai employees include:

- / health assistance;
- / insurance coverage in case of disability and invalidity;
- / company canteen;
- / discount portal reserved for staff;
- / local agreements with optical centres, sports facilities, and shops;
- / company library.

Parental Leave

Cimolai complies with existing regulations regarding the management of parental leave.

Parental leave	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees entitled to parental leave	6	9	15	10	11	21	0	10	0
Number of employees who took parental leave	7	16	23	10	15	25	7	14	7
Number of employees who returned to work after parental leave	7	16	23	10	14	24	0	13	13
Number of employees who returned to work at the end of parental leave and are still employed twelve months after returning	2	13	15	7	13	20	0	13	13
Return to Work Rate*	100%	100%	100%	100%	93%	96%	-	93%	54%
Retention rate**	-	-	-	100%	81%	87%	-	93%	54%

*Total number of employees who actually returned to work after parental leave / Total number of employees who were supposed to return to work after parental leave.

**Total number of employees remaining 12 months after returning to work from parental leave / Total number of employees returned from parental leave in previous reporting periods.

Equal opportunities and remuneration

Since its foundation, the Cimolai Group has adopted corporate practices based on integrity, honesty, fairness, and respect for all applicable laws, and the company's employees have always supported and shared this commitment in their daily activities.

Cimolai respects the dignity, privacy, and personal rights of every employee and is committed to avoiding any incidents of discrimination and harassment in the workplace.

Employees must not discriminate based on origin, nationality, religion, race, sex, age, or sexual orientation, or engage in any type of verbal or physical harassment based on any of the aforementioned factors or other reasons.

In this regard, Cimolai obtained certification in October 2022 according to UNI ISO 30415 as a formal step to uphold the principle of equality and fairness among collaborators.

This principle of equity naturally extends to fair remuneration and professional growth of staff.

Ratio of base salary* women to men by category	2021	2022	2023
	salary women/ salary men	salary women/ salary men	salary women/ salary men
Managers	1.00	1.00	1.00
Executives	0.93	0.91	0.88
Employees	0.91	0.91	0.80
Workers	1.00	1.02	1.03

*Fixed minimum amount paid to an employee for performing the tasks assigned to them, excluding any additional compensation such as overtime pay or bonuses.

Ratio of compensation** between women and men by category	2021	2022	2023
	compensation women/ compensation men	compensation women/ compensation men	compensation women/ compensation men
Mangers	0.99	0.96	0.97
Executives	0.80	0.88	0.67
Employees	1.02	0.80	0.89
Workers	1.09	0.93	1.02

**Base salary + additional compensations paid, such as those based on years of service, cash bonuses and/or stock options, benefits, overtime, any reimbursements such as travel expenses, meals and lodging, and childcare.

Ratio of total annual compensation***	2021	2022	2023
	maximum compensation / median compensation	maximum compensation / median compensation	maximum compensation / median compensation
Ratio of compensation	1.51	1.50	1.60

***The ratio between the total annual remuneration of the person who receives the highest salary and the median total annual remuneration of all employees (excluding the aforementioned person).

Occupational Health and Safety

The health and safety policy of the Cimolai Group is integrated with the environmental policy (HSE policy) and manifests the company's commitment to conducting activities within its context in full respect of the health and safety of all stakeholders and the environment.

As a minimum and indispensable requirement, Cimolai considers compliance with current laws and national and EU regulations, as well as the requirements requested by customers.

The following is Cimolai's commitment to health and safety:

- / Identify, analyse, and assess all risks associated with work activities in order to eliminate and/or reduce as much as possible injuries, accidents, anomalies, and occupational diseases.
- / Ensure and implement appropriate health monitoring as per Art. 41 of Legislative Decree 81/08.
- / Develop and maintain active procedures that ensure the prevention and timely management of emergency and incidental situations as well as containing their negative effects.
- / Promote awareness of health and safety issues among internal and external staff, improving individual competencies through appropriate training and information programs.
- / Evaluate future developments by pursuing, where technically possible, the adoption of the best available technologies for the protection of the health and safety of its workers and collaborators.

- / Employ sufficient resources to plan and implement activities aimed at achieving set objectives, involving all levels of the organization.
- / Periodically define HSE objectives to ensure continuous improvement of its performance.
- / Conduct checks, inspections, and audits to evaluate performance, review objectives and programs, and periodically review the policy to assess its effectiveness and adopt necessary measures.
- / Maintain and promote consultation and participation of workers and RLS, as well as constructive communication with other stakeholders and authorities in various sectors relating to occupational health and safety.
- / Promote the reporting of "near misses" and dangerous situations for health and safety at work by employees and suppliers.

Cimolai is also fully aware that in work activities that involve a high risk of workplace accidents or for the safety, integrity, or health of third parties, the sale and distribution of alcoholic beverages and spirits within the establishments and offices is prohibited.

Alcohol testing in the workplace can only be conducted by the company's competent doctor or by the competent work doctors of services for prevention and safety in work environments with supervisory functions over local health authorities.

In Cimolai, workers affected by alcohol-related disorders, drugs, or psychotropic substances who wish to access therapeutic and rehabilitation programs at services referred to in Article 9, paragraph 1, or at other rehabilitation facilities, will

be supported in this regard through the application of Art. 124 of the Unified Text of Laws on Drugs and Psychotropic Substances, prevention, care, and

rehabilitation of related addiction states, approved by decree of the President of the Republic on October 9, 1990, No. 309 and subsequent amendments.

Risk Identification and Assessment

The Cimolai Group has a solid process for identifying and assessing risks related to health and safety at all organizational levels and in all business activities to ensure that risks to people, equipment, and property are adequately assessed and controlled to keep them within acceptable levels.

The headquarters, plants, and sites have risk assessment documents. To make risk assessment and identification more effective, Cimolai has

appointed a health and safety committee. The risk assessment and management system adopted requires permanent and close monitoring and continuous updating to ensure compliance with legislative evolutions and company processes; specific risk assessments are updated annually on a rotating basis.

The table below shows the data for the last three years regarding injuries.

Employees injures	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of Deaths Caused by Workplace Accidents	0	0	0	0	0	0	0	0	0
Total Number of Recordable Workplace Injuries	45	1	46	41	0	41	37	1	38
Number of Injuries with Serious Consequences*	0	0	0	0	0	0	0	0	0
Total Hours Worked	1,775,533	171,315	1,946,848	1,534,890	149,565	1,684,455	1,558,453	186,592	1,745,045
Rate of Workplace Injuries with Serious Consequences	0	0	0	0	0	0	0	0	0
Rate of Recordable Workplace Injuries	25.34	5.84	23.63	26.71	0.00	24.34	23.7	5.4	21.8

*Which Leads to a Death or an Injury from Which the Worker Cannot Recover, Does Not Recover, or It Is Not Realistic to Expect Full Recovery to the Health Status Prior to the Incident Within 6 Months.

In the three-year period considered, there have been no injuries with serious consequences. The number of injuries in 2023 decreased from 41 to 38, as did the injury rate, which dropped from 24.34 to 21.8.

Additionally, there have been no cases of occupational diseases during the three-year period.

NEAR MISSES

The commitment to continuously improve incident investigation processes also extends to Near Misses (near incidents, near injuries) in order to eliminate the causes and prevent the potential recurrence of such events. The objective of analysing and addressing Near Misses is to identify whether the measures implemented following the risk assessment are adequate and effective enough to prevent the recurrence of adverse events. At an aggregate level,

Near Miss reports have been more numerous than actual incidents in the three-year period considered, making it possible to pursue continuous improvement and the consequent reduction of injuries through prevention directly on site and on issues that have arisen.

Near Misses ⁹	2021	2022	2023
Number of Near Misses	41	34	28
Number of Injuries	27	26	24

Skills and Training

Cimolai ensures that the necessary competencies are defined and guaranteed for those professional figures that have an impact on the quality of business processes, the management of risk factors, and the response to emergencies.

All company personnel also receive periodic training, which is recorded, on health and safety, and this training is repeated for new employees and those assigned to new roles based on the risk factors to which they are exposed.

Each individual plant adopts a training plan for the current year; this plan is structured based on previous training and new training needs that have emerged.

In 2023, there was a significant increase in the hours of safety training, which accounted for half of the total training hours.

Safety Training	2021	2022	2023
Hours of safety training	1,968	1,628	7,272
% of safety training relative to total training	17.5%	14.5%	49.3%

⁹ Data refers to Italian sites

Participation, consultation of workers, and communication

The company encourages the consultation and participation of workers and all interested parties, including suppliers, in the health and safety management system.

The involvement of workers, represented by the RLS (Rappresentante dei Lavoratori per la Sicurezza - Workers' Safety Representative), occurs in the phases of identifying hazards and evaluating risks, in the methodologies of control to be applied, in the investigation of incidents, near misses, and non-conformities, in defining specific objectives to be achieved to improve performance, and in the definition of the training plan.

Within Cimolai, communication regarding health and safety issues occurs:

- / from management to employees, using practical tools such as internal messaging and management software, and through the periodic organization of meetings to explain and share information and objectives;
- / from employees to management. This type of

communication takes place through individual interviews, toolbox talks, and Safety Points. Reports in this case are treated and managed as non-conformities or improvement actions;

- / through dialogue among employees of equal levels, which involves multiple senders and recipients.

During 2023, there were no reports for improvement from workers or external companies during toolbox talks, coordination meetings, and HSE points.

Cimolai's communication with external entities, both public and private, occurs regarding complaints and reports, as well as requests for information. The company also commits to communicating its policy, improvement objectives, and performance concerning safety, health, and the environment externally.

In 2023, no complaints were registered from communities or private individuals residing near the company's locations and production sites.

Health Monitoring

Cimolai S.p.A. has identified its own Competent Doctor, who has the specific authorities and responsibilities provided for by Article 25 of Legislative Decree 81/08 and subsequent amendments. In the case of long-term construction sites that are far from Friuli Venezia Giulia, the company appoints local Competent Doctors to carry out health surveillance.

Health Monitoring	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Visits conducted	791	40	831	695	35	730	683	52	737
Fitness on the number of visits conducted	790	40	830	695	35	730	410	42	452
Fitness with prescriptions and limitations on the number of visits conducted	358	3	361	326	7	333	299	3	302
Temporary unfitness on the number of visits conducted	7	0	7	8	0	8	7	0	7
Number of reports of occupational diseases	0	0	0	0	0	0	0	0	0

Sport City Tower
Doha - Qatar
2006

Ethical Management of the Supply Chain

Cimolai values and protects all personnel within its sphere of control and influence: its own people as well as those of its **suppliers, subcontractors, and sub-suppliers**.

Social responsibility, guaranteed by voluntary adherence to the SA8000 standard, is an integral part of the business strategy and involves the supply chain, which is becoming increasingly central in the company's journey towards sustainability.

This journey requires, among other things, the involvement of all suppliers of goods, services, and activities in the commitment to social responsibility, conforming to the values and principles of the reference standard, such as:

- / Not using child labour or forced labour;
- / Complying with current national regulations, international conventions, and recommendations, including resolutions from international organizations like the ILO (International Labour Organization) and the UN (United Nations Organization);
- / Respecting freedom of association and the right to collective bargaining;
- / Combating any form of discrimination and unequal treatment based on race, nationality, religion, disability, gender, sexual preferences, union membership, or political affiliation;
- / Condemning all illegal conduct that may conflict with the dignity or physical and/or moral integrity of individuals;
- / Guaranteeing the protection of maternity and paternity, as well as the protection of disadvantaged individuals;
- / Promoting and improving the safety and physical and mental well-being of workers through both preventive and corrective actions;

- / Respecting applicable laws regarding working hours, including limits on overtime;
- / Paying employees in compliance with legal requirements and employment contracts, and in any case, in a way that is sufficient to meet their basic needs.

It is Cimolai's intention that the same principles of social responsibility to which it adheres are followed by the suppliers involved in the product/service supply chain.

For this reason, Cimolai is progressively adopting a supplier selection and evaluation process that includes topics related to social responsibility, thus broadening their involvement in the sustainable development approach.

In 2022, the company implemented a supplier monitoring plan, presenting them with an evaluation questionnaire and a commitment letter to comply with the requirements of the SA 8000:2014 standard. Cimolai also requested that suppliers control the compliance with the principles of the standard within their own supply chain (sub-suppliers).

As a result of the signed commitment letters, audits were scheduled and carried out with suppliers working at Cimolai's facilities. The results are reported in the audit reports and are deemed adequate, with a few recommendations that suppliers must implement in a short period of time.

Suppliers and Supplies

In 2023, Cimolai had 1,979 active suppliers, 61% of whom are located in Italy. The majority of the spending also takes place within Italy.

Suppliers (n.)	2021	2022	2023
No. of active suppliers	3,053	3,293	1,979
Suppliers - geographical distribution (n.)	2021	2022	2023
Italy	2,019	2,017	1,212
Europe (Italy excluded)	281	414	249
America	638	767	461
Africa	59	33	20
Middle East	49	57	34
Asia	7	5	3
Total	3,053	3,293	1,979
Suppliers - type (thousand of euros)	2021	2022	2023
Raw materials and other materials	65,891	141,217	133,163
Raw and subsidiary materials	38,638	83,991	93,923
Third-party equipment	17,160	44,574	24,838
Welding and cutting materials	3,965	3,442	4,734
Consumable materials	4,545	6,719	8,573
Building materials	899	177	799
Others	684	1,891	496
Services	112,349	154,175	145,985
Industrial services	94,117	130,832	111,971
Administrative services	14,685	19,237	29,051
Commercial services	1,586	922	835
Employee travel and transfers	1,961	3,184	4,088
Rentals and leases	7,697	7,323	8,114
Rentals of construction machinery and equipment	6,766	5,790	6,937
Real estate leases and finance lease fees	1,201	1,533	1,177
Total	186,207	302,715	287,262

Supplier Evaluation and Qualification

Cimolai differentiates between non-critical suppliers and critical suppliers. The latter provide goods and services integral to the production process, impacting the quality and delivery times of products supplied by Cimolai to its clients.

Critical suppliers must be evaluated for their ability to meet:

- / Contractual requirements;
- / Project requirements;

- / Cimolai's Quality Management System requirements;
- / Applicable regulatory requirements for the goods/services provided;
- / Specific requirements requested by Cimolai.

HSE Requirements

Suppliers are also evaluated by the HSE Management System for aspects related to the Environment and Occupational Health and Safety.

This process includes, in addition to registering on Cimolai's supplier list, the pre-contractual compilation and assessment of the HSE Requirements for suppliers of goods and services. In the checklist required by the HSE system, suppliers are asked, in addition to submitting documentation in compliance with current regulations, to describe certain processes and methods that could have a significant impact on the company's production and organizational processes.

Considering its suppliers as an integral part of the HSE Management System, Cimolai demonstrates its commitment to the prevention and protection of workers and collaborators, as well as its respect for the environment.

The supplier must adopt, with regard to its employees, all behaviours required by law for

the protection of health, safety, and workplace hygiene, as well as for the prevention of risks and environmental pollution. To this end, the supplier must ensure compliance with these requirements by its personnel and have its supervisors enforce and monitor such compliance.

In particular, the supplier must explicitly declare that it will ensure its personnel, as well as the personnel of any subcontractors or sub-suppliers, or any personnel on assignment authorized by the client, comply with all the rules, regulations, and procedures of the HSE Management System in force at the site where the work will be carried out, and that it has been informed about these in advance.

Any additional Health, Safety, and Environmental requirements or services that Cimolai deems necessary to better implement its policy, or that are specifically requested by Clients, may also be requested from the supplier, as specified in the contract.

Community

Establishing solid and long-lasting relationships with the communities in the areas where we operate is a fundamental pillar of our strategy, based on a business development and management model that is in constant interaction with these communities, with the aim of creating consistent and long-term shared value, in full respect of human rights and ensuring no one is left behind.

For years, the group has been sensitive to the main issues of promoting and developing the territory and its communities.

It positions itself as a reference partner in several sectors:

- / Culture
- / Health
- / Education
- / Volunteering

In addition to sponsoring various cultural and volunteer associations, Cimolai, for example through the PARENT PROJECT association, has always been committed to promoting health and ensuring the best services to its community through donations of equipment and contributions to various hospital departments (AZ. OSP. SANTA MARIA DEGLI ANGELI, BURLO DI TRIESTE).

Another fundamental value for the group is the promotion of talent and education, which is reflected in several initiatives in favour of schools and universities.

Collaborations have been confirmed with Italian universities and technical institutes (such as CA FOSCARI, UNIUD, UNIPD, UNISALENTO) and research doctorates, including the organization of workshops, internships, and CTO (corporate technical offices).



**UNIVERSITÀ
DEL SALENTO**



**UNIVERSITÀ
DEGLI STUDI
DI PADOVA**



**Università
Ca' Foscari
Venezia**

Bridge over Crati River
Cosenza - Italy
2018

Methodological Note

The 2023 Sustainability Report, second edition, was drafted according to the GRI Sustainability Reporting Standards of the Global Reporting Initiative, using the reporting option “with reference to”.

To define the content and quality of the report, Cimolai followed the principles provided by the GRI Standards, which offer a set of criteria for selecting the information to include in the report and how it should be presented.

ACCURACY

Economic data refer to the statutory financial statements, which have been audited, while the accuracy of environmental, health, and safety data derives from certified management systems (ISO 9001, ISO 14001, ISO 45001, SA 8000, ISO 39001). Social data are primarily extracted from Cimolai’s operating systems.

The emission factors used to calculate greenhouse gases are as follows:

- / Direct emissions Scope 1: Defra - Department for Environment, Food & Rural Affairs - UK Government conversion factors for company reporting of greenhouse gas emissions (2021-22)
- / Indirect emissions Scope 2 (location-based): ISPRA report 386/2023 Table 1.13 – Emissions factors in the power sector;
- / Indirect emissions Scope 2 (market-based): AIB – European residual Mix (2021-23)
- / Indirect emissions Scope 3: Defra - Department for Environment, Food & Rural Affairs - UK Government conversion factors for company reporting of greenhouse gas emissions (2021-23).

CLARITY

The structure of the Sustainability Report was designed to make the information easily accessible

to stakeholders. The document begins with a Letter to Stakeholders and consists of six sections: The Cimolai Group; Cimolai’s Sustainability; Ethical Governance and Integrity; Environment; Our People; Ethical Supply Chain Management; Community. The document concludes with the Methodological Note and the GRI Content Index.

COMPARABILITY

To allow stakeholders to analyse changes in the company’s performance, the report presents data for the three-year period 31.12.21 - 31.12.23. Internationally accepted units of measurement have been used, and consistency in calculation methods across the years has been maintained. Absolute values, percentages, and normalized data are reported to enable comparisons.

COMPLETENESS

The Sustainability Report was designed to provide stakeholders with a comprehensive overview of the company’s activities.

SUSTAINABILITY CONTEXT

Cimolai describes how environmental, social, and economic issues are linked to its strategy, risk and opportunity assessment, and growth objectives.

TIMELINESS

The Sustainability Report is published annually. The information contained in the document refers to the period between January 1, 2023, and December 31, 2023. The same quantitative information for the previous two years is also reported.

VERICABILITY

The company has implemented internal controls and organized documentation to prepare for possible assurance activities.

GRI Context Index

Declaration of Use	Cimolai SpA has reported the information mentioned in this “GRI Content Index” for the period 01.01.2023 - 31.12.2023 with reference to the GRI Standards .
GRI 1 used	GRI 1: Foundations 2021

GRI STANDARD	Disclosures	Location
GRI 2: General Disclosures	2-1 Organizational Details	7-8, 11-12, 14-22
	2-2 Entities Included in the Organization's Sustainability Reporting	39
	2-3 Reporting Period, Frequency, and Contact Point	90
	2-6 Activities, Value Chain, and Other Business Relationships	37-38
	2-7 Employees	71-83
	2-8 Non-Employee Workers	
	2-9 Governance Structure and Composition	42-43
	2-10 Appointment and Selection of the Highest Governing Body	42-43
	2-11 Chair of the Highest Governing Body	42
	2-12 Role of the Highest Governing Body in Managing Impacts	42
	2-13 Delegation of Responsibility for Impact Management	44
	2-14 Role of the Highest Governing Body in Sustainability Reporting	The Sustainability Report was approved by the Board of Directors on 27/09/2024.
	2-22 Statement on Sustainable Development Strategy	5
	2-23 Integration of Policy Commitments	44-47
	2-24 Processes to Remedy Negative Impacts	11
2-25 Compliance with Laws and Regulations	Reviews of Management Systems by the Management Team	

GRI STANDARD	Disclosures	Location
	2-27 Compliance with Laws and Regulations	During the reporting period considered, no non-conformities with laws and regulations were recorded
	2-29 Approach to Stakeholder Engagement	85-89
	2-30 Collective Agreements	The employment relationships at Cimolai SpA are regulated by the National Collective Labor Agreement (CCNL)
GRI 3: Material Topics	3-1 Process of determining material topics	27
	3-2 List of material topics	28-31
	3-3 Management of material topics	28-31
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	39
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	86
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and measures taken	During the reporting period, no incidents of corruption occurred.
GRI 301: Materials	301-1 Materials used by weight or volume	54, 55
	301-2 Recycled input materials used	54
GRI 302: Energy	302-1 Energy consumption within the organization	55-58
	302-3 Energy intensity	59
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	59-61
	303-2 Management of impacts related to water discharge	61
	303-3 Water withdrawal	60
	303-4 Water discharge	61

GRI STANDARD	Disclosures	Location
GRI 305: Emissions	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	65-66
	305-2 Direct greenhouse gas (GHG) emissions (Scope 2)	65-66
	305-3 Direct greenhouse gas (GHG) emissions (Scope 3)	65-66
	305-4 GHG emissions intensity	68
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other relevant air emissions	64
GRI 306: Waste	306-3 Waste generated	62-63
	306-4 Waste not sent to landfill	62-63
	306-5 Waste sent to landfill	62-63
GRI 308: Suppliers Environmental Assessments	308-1 New suppliers that were selected using environmental criteria	87
GRI 401: Employment	401-1 New employee hires and employee turnover	75
	401-2 Benefits for full-time employees that are not available for temporary or part-time employees	
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	80-83
	403-2 Hazard identification, risk assessment, and incident investigation	81
	403-3 Occupational health services	81
	403-4 Worker participation and consultation regarding occupational health and safety programs and communication	83
	403-5 Worker training on occupational health and safety	82
	403-6 Promotion of worker health	83
	403-7 Prevention and mitigation of health and safety impacts directly linked to business relationships	83
	403-8 Workers covered by an occupational health and safety management system	83
	403-9 Work-related injuries	81-82
	403-10 Occupational disease	82

GRI STANDARD	Informative	Location
GRI 404: Training and Education	404-1 Average number of training hours per year per employee	76-77
	404-2 Employee skills development and transition assistance programs	76-77
GRI 405: Diversity and Equal Opportunity	405-1 Diversity in governance bodies and among employees	43, 71-72
	405-2 Ratio of base salary and remuneration of women compared to men	79, 80
GRI 406: Non-Discrimination	406-1 Episodes of discrimination and corrective measures taken	During the reporting period, no incidents of discrimination occurred.
GRI 413: Local Communities	413-1 Operations with local community involvement, impact assessment, and development programs	89
GRI 414: Suppliers Social Assessment	414-1 New suppliers that were selected using social criteria	86
	416-2 Incidents of non-compliance concerning health and safety impacts of products and services	Additionally, no incidents of non-compliance regarding the impacts on health and safety of products and services were reported during the same period.

