

2025 Sustainability Report

DESIGN AND FABRICATION OF STEEL WORKS OF ART

CIMOLAI GROUP

ELT – Extremely Large Telescope · Cerro Armazones – Chile

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A Year of Sustainability

For Cimolai, **2025** represented a year of consolidation in its sustainability journey, marked by initiatives aimed at strengthening ESG governance, improving environmental performance, and enhancing the value of its people. This structured and consistent approach seeks to make sustainability an increasingly integral part of the Company's operational management and future development.

- **ESG Investments.** ESG investments continued across the Group's principal production facilities. In 2025, these investments focused in particular on plant improvements aimed at increasing energy efficiency. Total expenditure exceeded **€3.7 million**.
- **Sustainability Programme.** A Sustainability Programme was established around five strategic pillars representing the priority areas on which the Company will focus its commitments, objectives and actions: Climate Change, Protection of Natural Resources, People and Human Rights, Customers, Communities and Sustainable Development, and finally, Ethics and Integrity
- **"Growing Together" Project.** In 2025, Cimolai launched a multi-year performance management project for its white-collar workforce, aimed at strengthening feedback processes, professional development and internal career growth.
  The first phase, dedicated to analysing the corporate climate through employee surveys and qualitative interviews, achieved an outstanding participation rate of **81%** of the employees involved and produced highly positive results.
- **EcoVadis.** Cimolai completed the **EcoVadis ESG assessment process** following the collection and submission of the information and documentation required to evaluate its sustainability practices.
  The assessment covered the Group's principal ESG areas, helping to enhance transparency and reinforce the continuous improvement journey undertaken by the organisation.
- **Double Materiality Assessment.** The Company voluntarily conducted its first **Double Materiality Assessment**, as required under the **Corporate Sustainability Reporting Directive (CSRD)** and the **European Sustainability Reporting Standards (ESRS).** The assessment of **Impacts, Risks and Opportunities (IROs)** is based on two complementary perspectives: the **impact perspective (inside-out)**, which evaluates the effects of the Company's activities on people and the environment throughout the entire value chain; and the **financial perspective (outside-in)**, which identifies ESG-related risks and opportunities capable of influencing the Group's financial and economic performance.
  This assessment provides the foundation for integrated sustainability reporting aligned with European regulatory requirements.
- **EU Taxonomy.** The mapping of the Company's economic activities was updated by assessing revenue, CapEx and OpEx against the six environmental objectives of the **EU Taxonomy**. The analysis showed that certain revenue streams relating to the **"Bridges"** and **"Marine Structures"** categories are Taxonomy-eligible with reference to the climate change mitigation and climate change adaptation objectives.
- **Greenhouse Gas Emissions.** The organisational boundary of the greenhouse gas inventory was expanded to include the entire value chain, completing the calculation of greenhouse gas emissions. This broader scope will strengthen the Group's ability to monitor, report and manage the climate-related impacts associated with both its operations and its supply chain.
- **Restatement**. To ensure the comparability of reported data over the three-year reporting period, following the disposal of subsidiary **Zwahlen & Mayr SA**, the reporting boundary of the **2025 Sustainability Report** has been restated through the retrospective exclusion of the company from the **2023** and **2024** comparative data.

Letter to Stakeholders

Dear Stakeholders,

I am pleased to present the **2025 Sustainability Report** of the Cimolai Group, a document that reflects the continuity of our journey towards responsible growth, combining engineering excellence, innovation, and a strong commitment to people and the environment.

The year 2025 represented a period of consolidation for the initiatives launched in previous years. In an international environment that continues to evolve, we further strengthened our sustainability model by integrating ESG principles ever more deeply into the Group's operational, industrial and management activities.

Throughout the year, we continued to invest in energy efficiency, technological innovation and skills development, while maintaining the highest standards in health and safety, quality, governance and social responsibility.

Particular attention was devoted to the development of our people through new training and professional development initiatives, with the aim of promoting growth, engagement and greater awareness across the organisation.

At the same time, we strengthened our commitment to the local communities in which we operate by supporting social, cultural and educational initiatives, convinced that an industrial company should make a tangible contribution to the sustainable development of its surrounding communities.

This journey is made possible by our ongoing dialogue with all of you—our employees, customers, suppliers, institutions and business partners—whose trust remains a fundamental driver of the Group's growth.

Looking ahead, Cimolai will continue to pursue its activities with responsibility, expertise and industrial vision, recognising that innovation, sustainability and care for people are essential drivers of long-term, shared growth.

Thank you for your continued trust and support.

With regards.



Okavango Bridge · Mohembo – Botswana

01

The Cimolai Group

Steel structures that shape landscapes, from Friuli to the world.

ESG HIGHLIGHTS

HISTORY AND GROWTH OF THE GROUP

VISION, MISSION AND VALUES

GROUP STRUCTURE

PROJECTS

ACTIVITIES

ADDITIONAL PRODUCTION ACTIVITIES AND SOLUTIONS

RESEARCH, DEVELOPMENT AND INNOVATION

The Cimolai Group is an industrial group primarily engaged in the fabrication of large steel structures. Rooted in the Pordenone area since the 1950s, it has today achieved worldwide recognition and prestige.

The Group designs, manufactures and installs steel structures distinguished by the uniqueness, strength and safety of their projects, rapid execution times and extremely high technical standards.

Every project begins with the study of all engineering aspects during the design phase and continues through to the final delivery of the completed works to the Client.

The administrative headquarters of the Group companies is located in Porcia, in the Province of Pordenone, and houses the commercial functions (purchasing and customer relations), management functions (Human Resources and administration for the entire Group), as well as the technical functions (Engineering Department 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 consolidated their presence not only within the Province but also throughout the Region and internationally, while maintaining a strong local identity founded on the long-standing expertise of the operational workforce, which can only be passed on through direct training.

Cimolai S.p.A., the Group's principal manufacturing company, operates four production facilities in Friuli Venezia Giulia:

Roveredo in Piano

approximately 6 km from the Porcia headquarters, covering 150,000 m², of which 49,000 m² are fully enclosed.

Polcenigo

approximately 10 km from the Porcia headquarters, occupying 204,000 m², of which approximately 54,000 m² are fully enclosed. This facility includes a technological testing laboratory managed by technicians from the Welding Coordination Department.

San Giorgio di Nogaro

located in the Province of Udine within the Aussa-Corno Industrial Area, occupying 180,000 m², of which approximately 56,000 m² are fully enclosed. Part of this facility is dedicated to the production of welded pipes manufactured from formed steel plate. The press installed at the facility has a width of 15 metres and provides a maximum pressing capacity of over 6,000 tonnes.

Monfalcone

located in the Province of Gorizia, occupying 280,000 m², of which approximately 59,000 m² are fully enclosed.

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

Thanks to this significant and extensive development, Cimolai's production facilities have achieved a manufacturing capacity of more than 160,000 tonnes and, over the last five years, have been the focus of substantial investment programmes, both in human capital and, above all, technological innovation, aimed at achieving safer and increasingly efficient production while complementing the Company's long-established steel fabrication expertise with the most advanced robotic welding engineering solutions.

Innovation, however, cannot exist without individual capability. Of the more than **1,000 direct employees** within the Cimolai Group, approximately half are employed in the production system, around which a strong and stable network of supporting businesses has also developed.

While actively promoting multiculturalism—with more than **45 nationalities** already represented within the Company—Cimolai continues to recruit new personnel primarily from the local area. More than **200 engineers**, predominantly civil and mechanical engineers, work across all Company departments, although most are employed in management, where they play a leading role.

The Management structure is organised into **eight technical-commercial divisions**, distinguished either by geographical area or by specific market sector. These divisions are supported by the Engineering Department, Purchasing, Production, Administration, Human Resources, Finance and Management Control functions in the execution of projects, enabling the Company to compete in an increasingly international market while maintaining its strong local roots.

160,000 t
production capacity

1,000+
direct employees

45+
nationalities

ESG Highlights

ENVIRONMENTAL

-5.2%
Total energy consumption (2025 vs. 2024)

-3.0%
Overall energy intensity (kWh per hour worked)

11.5%
Electricity consumption from renewable energy sources (2025)

14.2%
Electricity energy self-sufficiency (2025)

98.0%
Of total waste sent for recycling (2025)

-15.8%
Water withdrawals per hour worked (2025 vs. 2024)

-9,204 tCO_2e
Total emissions (-8.9% compared with 2024)

-437.9 tCO_2e
Scope 1 direct emissions (-8.4% compared with 2024)

SOCIAL

+22.0%
Growth in Group employees (1,454 as at 31.12.2025)

14.9 h
Average training hours per employee (2025)

59.4%
Of total training hours dedicated to Health and Safety (2025)

Growing Together
Project to strengthen organisational feedback management and career development plans

Gender Pay Gap
Equal gender opportunities – Gender Pay Gap indicators reported

SA8000
Ethical supply chain management – supplier monitoring for compliance with SA8000 requirements

GOVERNANCE

ISO 50001
Energy Management – certified management system

ISO 37001
Anti-Corruption – Code of Ethics, Model 231, certified management system

ISO 45001
Health and Safety Management – certified management system

ISO 14001
Environmental Management – certified management system

ISO 30415
Diversity and Inclusion – certified management system

SA8000
Social Responsibility – certified management system

11 patents
Active patents. In 2025, 16 patent applications for industrial inventions relating to telescope technologies were filed in Italy

ISO 9001
Quality Management – certified management system

History and Growth of the Group

The Group, led by **Luigi Cimolai Holding S.p.A.**, builds on a rich heritage while constantly looking towards the future to deliver tailor-made solutions capable of meeting the increasingly complex challenges of the global market, characterised by a growing demand for sustainability, technological innovation and rapid execution.

1949 THE BEGINNING

After gaining work experience as an employee, **Armando Cimolai** decided to establish his own business. Together with his wife **Albina**, he opened a small workshop in **Pordenone** for the manufacture of metal gates and window and door frames.

1963 THE FIRST PLANT

During the 1960s, Italy's economic boom fuelled industrial expansion and created new growth opportunities for Cimolai. The increasing demand for infrastructure and industrial facilities led the Company to expand its capabilities by investing in innovative technologies and increasing its workforce.

Against this backdrop, Cimolai built its **Viale Venezia** plant, establishing itself as a key partner for major industrial companies such as **Zanussi**, **Fiat** and **Valeo**, which entrusted it with the construction and expansion of their facilities.

1974 EXPANSION

To meet growing market demand, new production facilities were established: **Polcenigo** in **1974**, **Roveredo** in **1986**, and the **Service Centre** in **San Quirino** in **1991**.

Cimolai consolidated its reputation through prestigious projects including aircraft hangars, bridges and stadiums, extending its name beyond Italy's national borders.

2003 LSAW PIPE PRODUCTION

International expansion required greater attention to transport logistics. In **2003**, the **San Giorgio di Nogaro** plant was constructed, complete with its own quay for ship docking.

This facility marked the beginning of the production of large-thickness welded pipes and, from **2007**, the construction of ship hulls.

2011 STRATEGIC ACQUISITIONS

The Company's growth continued with the acquisition of **Fabris Srl**, specialising in mechanical engineering, followed in **2012** by the acquisition of **Zwahlen & Mayr SA**, the Swiss leader in structural steelwork and cold-drawn tube production.

In addition, a new **60,000 m²** production facility was inaugurated in **Monfalcone**, located on a total site area of **280,000 m²**.

2015 THREE NEW COMPANIES

Three new companies were established:

- **C&S Walls Srl** (later renamed **CS Facades Srl**) for curtain wall systems;
- **Cimolai Energy Srl** for Oil & Gas components;
- **Cimolai Heavy Lift Srl** for the erection of large steel structures.

2017-2019 TECHNOLOGICAL INNOVATION AND INTERNATIONAL EXPANSION

New automatic dimensional inspection systems for pipe production, a heat-treatment furnace and an automated ultrasonic testing (UT) inspection system were installed.

During the same period, **E.C. PROJECT Srl** (later **Cimolai ASC Srl**) was established for cladding design, together with **Cimolai & Rimond Middle East Contracting LLC** in Dubai.

Environmental certification in accordance with **ISO 14001** was also obtained for all production facilities.

Cimolai expanded into **Central and South America** through major projects while strengthening its position in Europe as a **General Contractor**.

At the same time, the **San Giorgio di Nogaro** and **Monfalcone** production facilities were expanded, increasing their covered production areas to **60,000 m²** each.

2024-2025

Cimolai confirmed its position as a market leader in the steel construction sector by completing several highly significant projects.

At the same time, the Company continued to develop strategic partnerships in its core business, as well as in the naval sector and EPC projects, while expanding its divisions to explore new markets both geographically and across new product sectors.

Among the major ongoing projects are the **ELT (Extremely Large Telescope)**, the world's largest telescope currently under construction in the **Atacama Desert, Chile**, **Line 17 of the Grand Paris Express** in Paris, and the **Jonica State Highway** in southern Italy.

Vision, Mission and Values

VISION

To shape the future of steel construction through excellence and innovation, delivering the world's most complex engineering and architectural structures while respecting both people and the environment.

MISSION

We are committed to giving shape to the most ambitious ideas in steel engineering and architecture by making our know-how and creativity available to develop solutions to the greatest challenges.

Through quality and technology, we deliver cutting-edge, durable and sustainable projects designed to meet today's needs while anticipating those of the future.

We believe in the value of people, whose experience and passion are the driving force behind our success. Together, we build the future by generating value, creating opportunities and leaving a positive mark on the local area and on society.

VALUES

The Cimolai Group pursues its objectives every day on the basis of its core values.
Our people share these same values and demonstrate them every day through their work.

01 Reliability

We keep our promises with seriousness and responsibility, guaranteeing quality at every stage of our work. We deliver solutions that customers and partners can always rely on, meeting agreed deadlines and requirements.

We build relationships founded on trust through transparent communication and by honouring our commitments.

02 Excellence and Quality

Every day we strive to provide solutions to the most complex challenges, meeting the highest industry standards through solid expertise that is continuously evolving.

We invest in technological research to continuously improve our processes and results, delivering safe and reliable structures.

03 Integrity

We build relationships founded on transparency, fairness and respect, both within our Company and with all our stakeholders, operating with integrity and in full compliance with applicable regulations, combating every form of corruption or improper conduct, and collaborating with suppliers and partners who share our values.

We adopt management systems aligned with international standards to ensure efficiency, fairness and control in every decision-making process. We establish contractual relationships that are clear, fair and transparent, safeguarding the interests of all parties involved.

04 Passion

We believe in what we do. We approach every project with creativity and determination, transforming ambitious ideas into reality.

We build iconic structures that leave a lasting mark, working with energy and enthusiasm, united in pursuing ever more ambitious goal.

05 People

People are at the heart of our success.

We believe in the talent, commitment and growth of everyone who works with us, creating a safe, inclusive and stimulating environment in which every individual can develop their full potential, while supporting professional growth through continuous training and the sharing of knowledge.

We encourage teamwork and the sharing of ideas to achieve common goals.

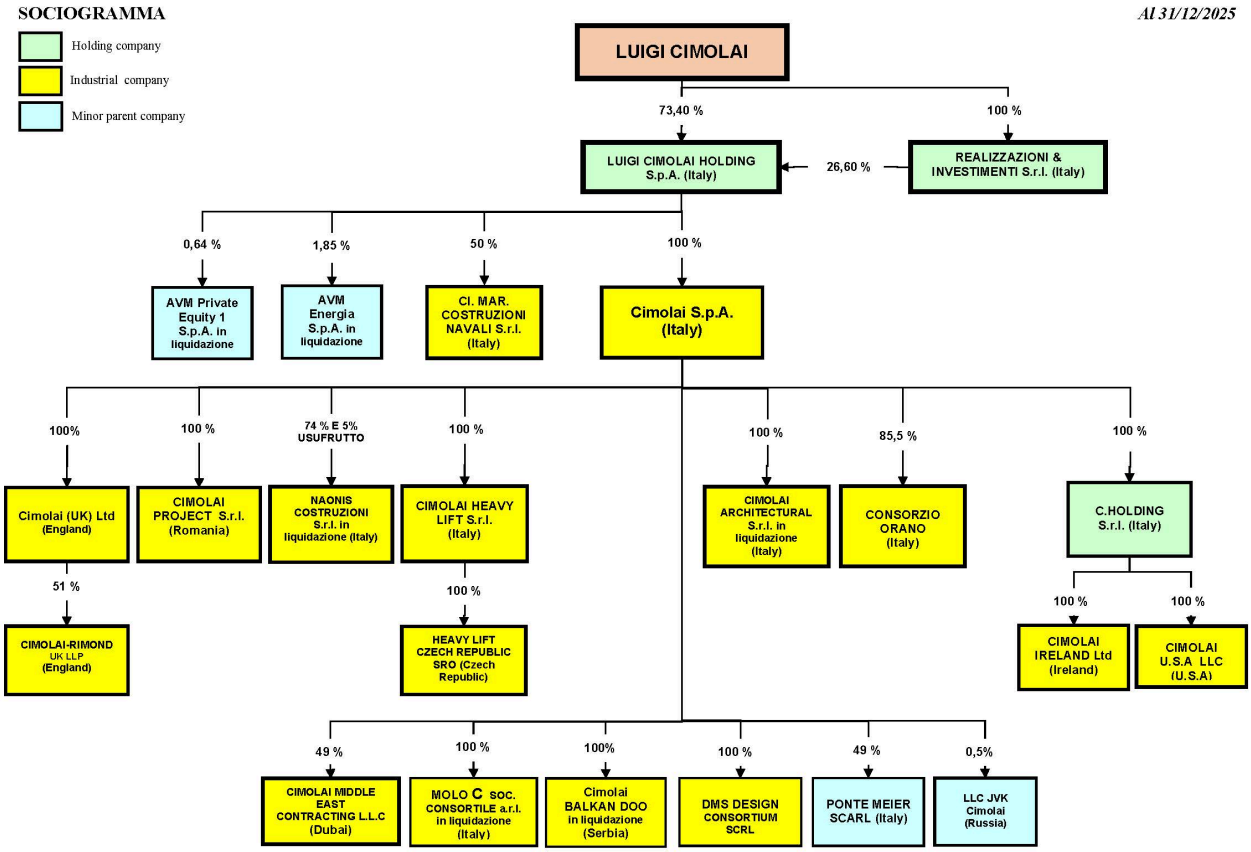
Safety is a shared responsibility: we promote a culture of prevention and mutual care.

06 Sustainability

We design and deliver projects with respect for both the environment and people, recognising the value of natural capital and adopting solutions that reduce waste and consumption, while striving to improve the quality of life of the communities in which we operate.

We invest in technologies and digital processes to increase efficiency and reduce environmental impact. We collaborate with partners, customers and communities that share our vision and, together with us, promote more sustainable models in both the short and the long term.

Group Structure



Group corporate structure

Cimolai SpA has branches in the following countries: **France, Greece, Peru, Chile, Switzerland, Croatia and Albania**.



Hudson Yards · New York – USA

Projects

The Cimolai team's aptitude for problem solving enables the Company to deliver any type of project, optimising design, engineering and logistics timeframes and costs.

The Company is able to contribute to the design and development of major works through a team of specialised technicians who give them unique form, style and aesthetic quality.

Cimolai's expertise covers the entire execution of the project.

Main site activities carried out by Cimolai S.p.A.

CIVIL CONSTRUCTION

- **Bridges and viaducts:** Cimolai is known for constructing steel bridges for both road and rail infrastructure. These include large-scale, complex bridges often featuring unique architectural designs.
- **Stadiums and sports facilities:** The company has been involved in building major stadiums, supplying the main steel structures and roofing.
- **Civil buildings:** Cimolai participates in the construction of large public buildings—such as airports, shopping centers, and skyscrapers—providing the steel load-bearing structures.

INDUSTRIAL CONSTRUCTION

- **Industrial plants and warehouses**: Cimolai builds large steel industrial facilities such as hangars, factories, and storage warehouses, designed to withstand heavy loads and harsh environmental conditions.
- **Offshore and marine structures**: The company constructs offshore platforms and other structures related to the energy industry (e.g., oil & gas and wind farms), also operating in challenging marine environments.

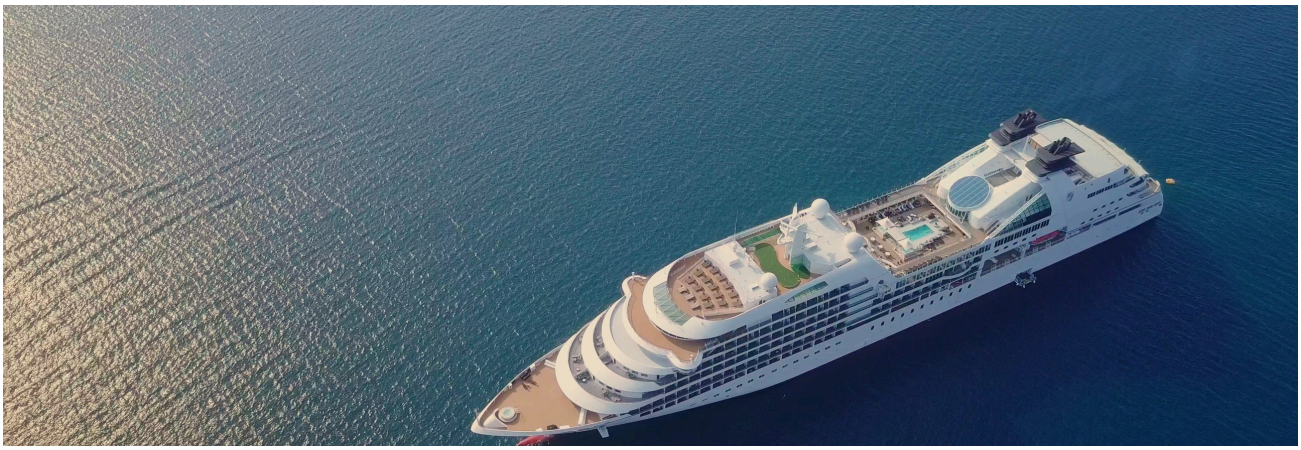
ICONIC AND ARCHITECTURAL STRUCTURES

- **Steel and glass façades:** Cimolai has extensive experience in complex architectural façades, combining steel and glass for prestigious buildings.

- **Monumental sculptures and artistic works:** The company has worked on unique projects such as monumental sculptures and visually striking artistic structures.

TELESCOPES AND AEROSPACE STRUCTURES

- The experience gained in the construction of highly complex and high-precision structures enables Cimolai to tackle unique challenges, transforming technical expertise into knowledge and progress. Cimolai is therefore able to design and manufacture high-precision telescopes using the most advanced technology, enabling mankind to explore the universe, as well as structures that are essential for the aerospace industry.



Carnival Seabourn Venture · 2021

MARINE STRUCTURES

- **Shipbuilding expertise:** since 2007, the Company has been active in the shipbuilding sector. Thanks to its collaboration with **T. Mariotti S.p.A.** of Genoa, Cimolai manufactures hulls and superstructures for luxury and ultra-luxury cruise ships, ferries and military vessels.
- **Movable gates:** Cimolai manufactures large sliding gates for coastal protection and the regulation of maritime traffic.
- **Barges and platforms:** the Company manufactures floating bridges for the maritime transport of exceptional loads and floating artistic platforms.

LOGISTICS AND ERECTION

- **Prefabrication and on-site erection:** steel structures are often prefabricated at our production facilities and subsequently transported and assembled on site. Cimolai is renowned for managing the lifting and erection of large structural elements with precision.
- **Turnkey projects:** in many cases, Cimolai manages the entire construction process, from engineering design through to construction and delivery of the completed project.

REFURBISHMENT AND MAINTENANCE

- **Upgrading existing structures:** Cimolai is also engaged in the refurbishment of existing structures such as bridges and stadiums, renewing and strengthening their structural capacity through the use of steel.
- The Company also provides maintenance services to ensure the long-term safety and efficiency of its structures.

INTERNATIONAL PROJECTS

- **Infrastructure and global projects:** in addition to projects carried out in Italy, Cimolai operates internationally, with projects completed throughout the world where it has contributed to the construction of some of the most important and iconic infrastructure works and buildings.

Activities

EPC CONTRACT

Design and execution of works as general contractor.

BRIDGES

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

STADIUMS & ARENAS

Stadiums, arenas and sports centre facilities.

SPECIAL PROJECTS

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

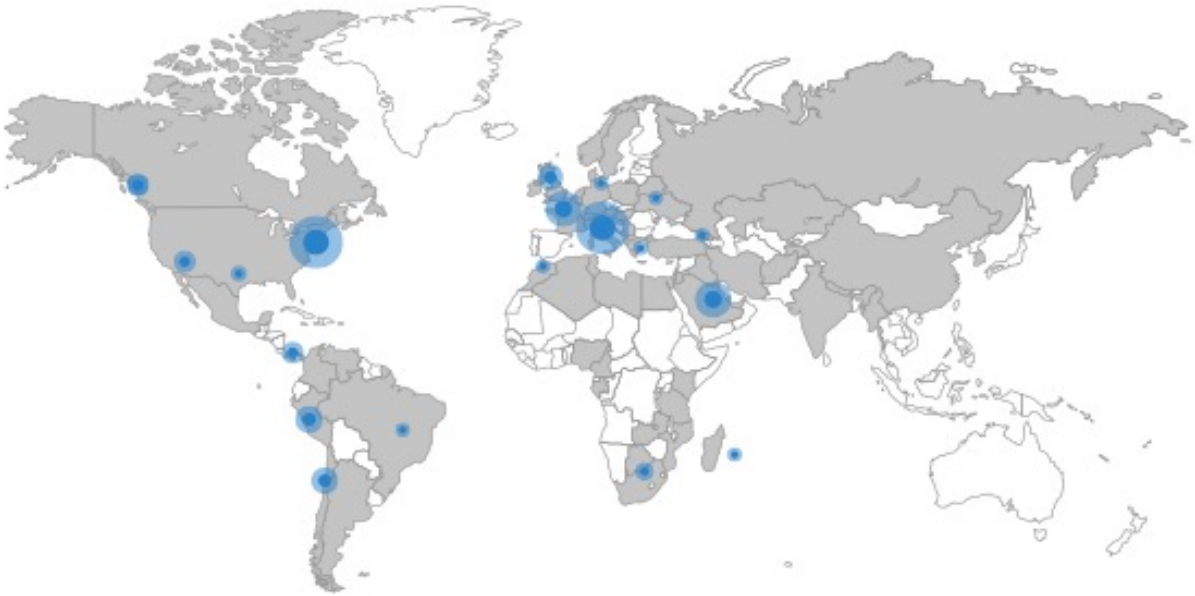
BUILDINGS

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.

AEROSPACE

Design and construction of structures in the aerospace sector, such as large-scale telescopes and satellite handling systems.

Major Projects Completed Worldwide



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 Sud Vinci Constructions
FAVAZZINA VIADUCTS A3 Motorway – Italy – 2013	Anas SpA	Impregilo SpA – Società Italiana per Condotte d'Acqua SpA JV



Millennium Stadium · Cardiff – United Kingdom

STADIUMS AND ARENAS

Project	Client	General Contractor
ROLAND 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
NATIONAL STADIUM BRASÍLIA Brasília – Brazil – 2013	TERRACAP	Entap Engenharia e Construções
NATIONAL STADIUM WARSAW 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

CIVIL BUILDINGS

Project	Client	General Contractor
CERN NEW GATEWAY Geneva – 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 Middle East Contracting 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 – TOWER A New York – USA – 2018	Hudson Yards Construction LLC	AECOM Tishman
FIUMICINO NEW TERMINAL Rome – Italy – 2016	Aeroporti di Roma SpA	Cimolai SpA
WTC NEW TRANSPORTATION HUB New York – USA – 2015	Port Authority of New York & New Jersey	Skanska Kiewitt
MEDIOPADANA HIGH-SPEED STATION Reggio Emilia – Italy – 2013	Rete Ferroviaria Italiana	Cimolai SpA

MARINE STRUCTURES

Project	Client	General Contractor
GATES ON THE NEW PANAMA CANAL Panama – 2016	Panama Canal Authority	GUPC
MO.S.E. – MALAMOCCO INLET Venice – Italy – 2014	Consorzio Venezia Nuova	Comar Scarl
CARNIVAL SEABOURN VENTURE 2021	Seabourn Cruise Line	T. Mariotti S.p.A., CI.MAR. Costruzioni navali S.r.l.

SPECIAL ARCHITECTURAL STRUCTURES

Project	Client	General Contractor
HUDSON YARDS – Vessel New York, USA, 2019	Hudson Yards Construction LLC	AECOM Tishman
HUDSON YARDS – The Shed, New York, USA, 2019	Culture Shed Lessee LLC	Sciame Construction LLC
Torre Piloti Genova, Italia - 2025	Autorità di Sistema Portuale del Mar Ligure Occidentale	Cimolai SpA

Major Ongoing Projects

During the reporting period, the Company strengthened its position as a strategic partner in the development of technologically advanced infrastructure projects, maintaining a continuous commitment to quality, safety, and social and environmental sustainability. The principal projects currently under construction are outlined below, grouped by strategic area.

SUSTAINABLE MOBILITY AND TRANSPORT INFRASTRUCTURE

The modernisation of transport networks is a fundamental pillar in supporting the ecological transition and improving regional connectivity.

- Paris Metro (Line 17 – France): On behalf of Société Grand Paris (SGP), in the municipalities of Gonesse and Tremblay-en-France, the Company is responsible for the detailed design, fabrication, transportation and erection of the steel structures for the viaducts and their supporting piers, as well as the construction of the new Parc des Expositions Station, a key element in strengthening the metropolitan public transport network.
- Orte–Falconara Railway Line (Ancona, Italy): On behalf of Frasassi Scarl, as part of the doubling of the Genga–Serra San Quirico section (Lot 2), the Company is supplying and erecting the steel structures required for the construction of the new railway decks serving four viaducts.

ROAD NETWORK UPGRADING AND REHABILITATION (ANAS S.p.A.):

- Fossano Ring Road (Piedmont): Fabrication of the steel structures for the new painted weathering steel bridge decks along State Road S.S. 231 "Santa Vittoria", supporting rehabilitation works and extraordinary maintenance activities.
- Grosseto–Siena Section (S.S. 223 "di Paganico"): Supply and installation of structural steelwork for eight viaducts (VI01–VI08, Lot 4) as part of the upgrade of the carriageway to four lanes.

STRATEGIC INFRASTRUCTURE AND CROSSING PROJECTS:

- Livingston Avenue Bridge (New York, USA): For The Related Companies LP, the Company is responsible for overall project management and construction detailing in support of the supply and on-site delivery of a fixed-span section of the bridge.
- Maigue Bridge (Adare, Ireland): For J. Sisk & Son Ltd, supply and installation of the steel structures for the road bridge deck, a key infrastructure project supporting preparations for the 2027 Ryder Cup.

URBAN REGENERATION, COMMUNITY INFRASTRUCTURE AND HEALTHCARE FACILITIES

Urban development projects are designed to regenerate public spaces, integrate low-environmental-impact solutions and ensure the safety of public and healthcare infrastructure.

- Sesto San Giovanni Station (Milan): On behalf of Milanosesto S.p.A., the Company is constructing a pedestrian bridge spanning the railway line (approximately 90 × 18 m). The project features a strong ESG profile thanks to its integrated glass photovoltaic roof (approximately 110 × 28 m), designed to reconnect the two sides of the city while accommodating commercial areas and services for passengers and local residents.
- Franchi Stadium Redevelopment (Florence): In collaboration with Nuovo Stadio Franchi S.c.a.r.l., under the public contract awarded by the Municipality of Florence, the project includes the detailed design, fabrication, transportation, erection and launching of the structural steelwork required for the expansion and new roofing of the existing grandstands.
- Hall 35 – Bologna Exhibition Centre: As part of the ATI Strabag–Cimolai–Cefla joint venture on behalf of BolognaFiere S.p.A., the Company is responsible for the detailed design and erection of the steel structures for the construction of the new Hall 35.

- Borgo Roma Hospital (Verona): Acting as General Contractor, the Company coordinates the design and execution of seismic strengthening and structural upgrading works for the facilities of the Integrated University Hospital of Verona.
- Commemorative Bridge (Dublin, Ireland): For J. Sisk & Son Ltd, the Company is constructing a pedestrian bridge in S355J2 structural steel, with clad cladding, Duplex stainless steel, parapets and stainless-steel decking, designed to promote sustainable mobility and improve the usability of public spaces.

MAJOR SCIENTIFIC RESEARCH INFRASTRUCTURES

The Company's engineering excellence finds its highest expression in supporting international astrophysical research through projects that are unique in the world:

- ELT (Extremely Large Telescope – Cerro Armazones, Chile): Constructed for the European Southern Observatory (ESO) as part of the Ace Consortium (with Cimolai S.p.A. acting as consortium leader and General Contractor), this project concerns what will become the largest telescope ever built, featuring a 39-metre primary mirror. The Company is responsible for the development of the rotating steel structure of the dome (Dome: 92 m in diameter and 80 m in height, with sliding openings) together with the internal steel structure supporting the telescope (71 m in diameter and 62 m in height).
- LST Telescopes – CTA+ (Cerro Paranal / Cerro Armazones, Chile): On behalf of INAF (Italian National Institute for Astrophysics – Capodimonte Astronomical Observatory), the Company is responsible for the detailed design and supply of the mountings for two Large Size Telescopes (LSTs) as part of the prestigious international Cherenkov Telescope Array Plus (CTA+) programme.

Additional Production Activities and Solutions

SPECIAL CLADDING

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

Cimolai leverages its expertise in providing integrated systems for curtain walls, structural façades and special claddings characterized by highly functional solutions with strong technical and architectural value. The company manages the entire cladding process, from design to production, delivery and on-site installation. It builds exterior claddings for residential and commercial buildings, with a focus on curtain walls, windows and custom detailing.

PIPES

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

Cimolai is active in the production of large-diameter, thick-wall LSAW pipes, used in a variety of applications: **Offshore structures:** pipes and cones for offshore platforms and wind farms; **Inshore structures:** process pipes for petrochemical plants, power generation, refineries and gas pipeline terminals; **Civil construction:** structural pipes for stadiums, bridges and buildings; **Special parts:** pipes for bends and slug catchers, resistant to H_2S corrosion and stress corrosion cracking. Custom-cut tubular elements, ready for on-site assembly.

ENERGY

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

Cimolai manufactures steel structures for offshore facilities in the Oil & Gas and Wind Farm sectors, as well as energy production plants. It also builds structural elements and complex assemblies for chemical and industrial process plants.

HEAVY LIFT

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

Cimolai provides turnkey services that include the engineering and execution of transport and lifting of oversized structures, both in terms of weight and dimensions. Cimolai Heavy Lift has a wide fleet of equipment including telescopic and lattice boom cranes, high-capacity self-propelled modular trailers (SPMT), temporary piers and hydraulic jacks with various load capacities and strokes.

NAVAL

Construction of hulls and naval superstructures, as well as barges for the transport of exceptional loads.

WELDED BEAMS

Cimolai manufactures plate girders for the civil construction, industrial construction, offshore, onshore energy and Oil & Gas sectors, offering tailor-made solutions in T-sections, I-sections, box sections and other customised configurations. Production is supported by advanced manufacturing processes, including automatic submerged arc welding (SAW), together with a comprehensive range of complementary operations, including drilling, structural steel fabrication, edge preparation and profiling, final cutting, surface preparation and painting.

Research, Development and Innovation

During the 2025 financial year, the Company continued its Research, Development and Innovation (R,D&I) activities on a systematic and ongoing basis.

The activities carried out generated significant downstream effects both in terms of the evolution of the Company's processes, particularly in the design, production and assembly of manufactured products, and in the implementation and development of new proprietary software platforms. The Company's engineers and researchers work with the objective of acquiring new technical, scientific and applied knowledge aimed at identifying innovative solutions capable of rethinking products and processes, in accordance with the principles of technological innovation and the continuous improvement of efficiency pursued by the Company as part of its industrial strategy.

During 2025, the R,D&I activities involved both projects already initiated in previous financial years (2024 and earlier years) and new research lines, requiring the coordinated use of internal resources and external professional services. Investment in these activities reflects a precise strategic choice by the Company's governance and was further strengthened in view of the opportunity to obtain partial reimbursement of the costs incurred through the R,D&I Tax Credit and the New Patent Box scheme.

Funded Projects – Italy

The Intellectual Property protection activities concern inventions conceived and developed by the Company. These are patents valid within the territory of Italy, whose validity is subject to the payment of the prescribed maintenance fees.

These solutions have been developed to enhance the Company's competitiveness in sectors related to the Maritime and Marine Transportation industries..

COMPLEX SOFTWARE ARCHITECTURE BASED ON THE PULL PHILOSOPHY MANAGED IN A BIM ENVIRONMENT VIA THE WEB

POR FESR 2014-2020 1.3.A / PRAT. 38911 /RS/2017

The project involves the development of a Complex Software Platform enabling information to be managed through WEB-accessible BIM models and planning activities according to PULL logic within an INDUSTRY 4.0 framework.

STUDY OF NEW TECHNOLOGIES FOR HIGH PERFORMANCE IN TERMS OF EFFICIENCY, PRODUCTIVITY AND SAFETY

POR FESR 2007-2013 1.1.A PRAT. 251

The project involved Research, Development and Industrialisation activities and resulted in the construction of a new active press bed, numerically controlled pipe-cutting machines and a system for producing the longitudinal welding of pipes.

INNOVATIVE THEORETICAL CALCULATION FOR COMPLEX SIMULATION AND DESIGN ALGORITHMS

LR47/78 CAPO VII / PRAT. 466

The project resulted in the development of calculation algorithms capable of performing highly advanced structural analyses, processing significant quantities of data and achieving extensive optimisation of morphologically complex structures subjected to a wide variety of loading conditions.

THEORETICAL AND EXPERIMENTAL DEVELOPMENT OF NEW PRODUCTION AND BRIDGE LAUNCHING SYSTEMS

LR47/78 CAPO VII / PRAT. 465

The research project enabled the development of innovative solutions to improve corporate performance considered strategic, both in terms of streamlining the design and representation of structures and in terms of optimising activities carried out on construction sites.

NUMERICAL SIMULATIONS AND VIRTUAL CALCULATION OF STABILITY, FATIGUE, ELASTO-PLASTIC BEHAVIOUR AND INTERFERENCE

LR47/78 CAPO VII / PRAT. 383

The project resulted in the development of calculation algorithms capable of performing highly advanced structural analyses, processing significant quantities of data and achieving extensive optimisation of morphologically complex structures subjected to a wide variety of loading conditions.

PROCESS INNOVATION AND INTEGRATION FOR DESIGN USING STRUCTURAL AND FLUID DYNAMIC CALCULATION SOFTWARE

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

The project resulted in the development of calculation algorithms capable of performing analyses that simulate the interaction between structures and fluid flows, making it possible to identify geometries capable of preventing the onset of phenomena that could lead to structural collapse.

Funded Projects – Europe

The Company also continues its Research and Development activities in the field of metal Additive Manufacturing as part of the European "ConstructADD" project, funded by the European Research Executive Agency (REA), with the Politecnico di Milano acting as project coordinator.

Intellectual Property

The Company's Intellectual Property protection activities concern inventions conceived and developed by the Company. These are patents valid within the territory of Italy, whose validity is subject to the payment of the prescribed maintenance fees. These solutions have been developed to enhance the Company's competitiveness in sectors related to the Maritime and Marine Transportation industries.

Granted Patents

LAUNCHING NOSE FOR BRIDGE LAUNCHING 102.017.000.041.278	This invention relates to a launching nose for bridge launching, which can be used in bridge construction to assemble a complete truss bridge structure, or a bridge structure made of segments, and progressively advance it from one support to the next until reaching the final position, overcoming considerable spans in cantilever configuration.
EXTENSION FOR LAUNCHING NOSE 102.017.000.041.316	This invention relates to an extension for a launching nose for bridge launching, which can be used during bridge launching operations to extend the launching nose in order to reach sliding support devices or temporary support piers positioned at distances greater than those reachable with a standard launching nose.
VERTICAL MOVEMENT APPARATUS 102.017.000.053.641	This invention relates to an apparatus for the vertical movement of a structure, capable of supporting considerable loads and usable, for example, in the construction of roof elements or in the field of bridge launching.
INVENTION FOR THE CONSTRUCTION OF BRIDGES 102.017.000.053.686 102.017.000.053.808	The present invention relates to the field of construction, for example the construction of a bridge, intended as a bridge, viaduct, overpass or similar structure designed to allow the passage of people or goods over natural or artificial obstacles, in particular structures comprising one or more horizontal spans, each potentially extending for several hundred metres, supported by abutments and, where applicable, by vertical support piers.
SYSTEM FOR THE CONSTRUCTION OF LOAD-BEARING STRUCTURES 102.017.000.042.825	The present invention relates to a structural assembly, or system, designed for the construction of temporary or permanent load-bearing structures capable of supporting substantial loads and suitable, for example, for the construction of roof structures, bridge launching operations, and all activities involving the lifting, rotation, translation, support or lowering of structural, mechanical or architectural elements of considerable weight.
BARRIER DEVICE 102.020.000.007.108 102.020.000.007.114	The present invention relates to a barrier device for a navigation channel or lock, and to the corresponding method for closing a navigation channel or lock.
HULL CLEANING APPARATUS 102.020.000.024.553 102.020.000.024.550 EP 4 228 961 B1 EP21791026.4 E21791026 GR3117885 TR 2025 006340 T4	The present invention relates to an apparatus and method for cleaning the hull of a vessel. 20.ITA.11 - Washing Machine 20.ITA.12 - Supporto WM *20.EUR.18 - WM Europe* 20.GBR.25 - WM UK 20.ESP.26 - WM Spain 20.GRC.27 - WM Greek 20.TUR.28 - WM Turkey
HULL CLEANING APPARATUS 102.021.000.004.502	An apparatus for cleaning the hull of a vessel comprising a washing unit provided with a plurality of washing modules 21.ITA.17 - WM III^

Cimolai, through the international application PCT/IB2021/059230 (Patent Cooperation Treaty), initiated entry into the national and regional phases in 11 jurisdictions (Europe, United Kingdom, Spain, Greece, Turkey, United States, China, South Korea, United Arab Emirates, Panama and Egypt) between 2023 and 2025.

To date, 5 patents have been granted, while the remaining 6 patent applications are currently pending and under examination by the respective Patent Offices.

In 2024, the Company filed an Italian patent application relating to a system designed to facilitate the assembly and ground handling of large structures.

During 2025, 16 Italian patent applications for industrial inventions relating to telescope technologies were filed. Priority was claimed in Germany for these applications, resulting in the grant of 16 utility models. The corresponding Italian patent applications are currently pending and undergoing substantive examination by the UIBM (Italian Patent and Trademark Office).


Calatrava Bridges · Reggio Emilia – Italy

02

Sustainability at the Cimolai Group

Double materiality, sustainability pillars and the plan that turns them into action.

DOUBLE MATERIALITY ASSESSMENT

THE SUSTAINABILITY PILLARS OF THE CIMOLAI GROUP

THE SUSTAINABILITY PLAN

CIMOLAI GROUP'S STAKEHOLDERS

Sustainability is part of the strategic planning of the Cimolai Group and is developed based on an understanding of the needs and expectations of stakeholders, a review of the organisation's external and internal context, and the strategic directions for business development.

The Group's sustainable growth path has been defined by the commitment of Management, which intends not only to confirm its operations in compliance with current regulations on social responsibility, occupational health and safety, and environmental protection, but also to pursue the continuous improvement of its performance, safeguarding its employees and third parties working on its behalf.

Double Materiality Assessment

Based on the requirements of the CSRD (Corporate Sustainability Reporting Directive) and the ESRS (European Sustainability Reporting Standards), the Group carried out its first voluntary double materiality assessment in 2025.

This analysis required the provision of information from two perspectives:

- **the impact perspective (inside-out),** which assesses the relevance of sustainability aspects in terms of potential or actual impacts on the environment and people connected to business operations or the upstream and downstream value chain, considered over the short, medium, or long term;
- **the financial perspective (outside-in),** which assesses the relevance of sustainability risks and opportunities that have, or can reasonably be expected to have, a significant influence on the company's development, financial position, financial performance, cash flows, access to financing, or cost of capital in the short, medium, and/or long term.

The analysis was carried out with the direct involvement of the **Sustainability Team.**

Understanding the Context

To identify Cimolai's Impacts, Risks and Opportunities (IROs), the operational context was analysed, taking into consideration: the activities carried out, the socio-economic environment, business relationships, the legal framework, and internal and external stakeholders.

Relevant elements were also examined from industry sources, national and international regulations, and sustainability analyses of peer companies and competitors.

The analysis included:

- Value chain, to identify the stages in which IROs occur;
- Stakeholders, to consider expectations regarding ESG topics;
- Geographical areas, where the business is developed;
- Dependencies, such as natural resources, climate, stakeholder relationships, technology, financial capital, and the regulatory framework.

IDENTIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES (IROs)

The analysis led to the development of a long list of IROs (Impacts, Risks and Opportunities) related to environmental, social, and governance topics across the entire value chain:

- **Impacts:** defined according to magnitude, nature (positive or negative), type (actual or potential), time horizon, and position within the value chain.
- **Risks and Opportunities:** identified according to the logic of Financial Materiality.

ASSESSMENT OF MATERIAL IROs

Through a calculation model involving the assignment of scores and thresholds, the following IROs were identified as relevant for the Group.

ESRS TOPICS	IROs – IMPACTS, RISKS AND OPPORTUNITIES	
E1 - CLIMATE CHANGE		
Climate Change Mitigation – GHG Emissions	Potential positive impact	Contribution to the achievement of climate neutrality objectives through increased investments dedicated to the energy transition and the development of low-carbon solutions.
	Actual negative impact	Failure to adopt structured systems for the measurement, management and reduction of greenhouse gas (GHG) emissions.
Climate Change Adaptation	Market Opportunity	Growing demand for engineering works designed according to climate adaptation (resilient, safe and durable) and environmental sustainability criteria.
Energy	Actual positive impact	Implementation of technological and operational measures aimed at improving the energy efficiency of plants and production processes.
E2 - POLLUTION		
Air Pollution	Potential negative impact	Inadequate management and control of atmospheric emissions generated by production processes and thermal plants (CO, NOx, VOCs and particulate matter).
E3 - WATER AND MARINE RESOURCES		
Water Consumption	Potential negative impact	Unsustainable use of water resources and inadequate management of water withdrawals and discharges, with potential adverse effects on terrestrial and aquatic ecosystems.
E4 - BIODIVERSITY AND ECOSYSTEMS		
Biodiversity Loss	Potential negative impact	Absence or inadequacy of measures aimed at protecting biodiversity and ecosystems, and potential adverse impacts arising from the sourcing of materials for construction activities.
E5 - RESOURCE USE AND CIRCULAR ECONOMY		
Circular Economy	Actual positive impact	Implementation of circular economy practices based on the recycling, reuse and recovery of materials throughout the product life cycle, aimed at reducing waste generation, the consumption of virgin resources and emissions.
Waste	Potential negative impact	Inadequate management of waste generated by production activities and construction sites, with potential negative impacts on soil, surface and groundwater and local biodiversity.
Resource Inflows, Including Resource Use	Market risk	Volatility in the prices and availability of raw materials, such as steel, water and fossil fuels, with potential supply chain disruptions significantly affecting operating costs and operational efficiency.
G1 - BUSINESS CONDUCT		
Cybersecurity and data protection	Potential negative impact	Negative impacts arising from deficiencies in cybersecurity and data protection systems.
Corruption and Unlawful Conduct	Potential negative impact	Significant negative impacts arising from involvement in corruption practices and unlawful conduct.

Responsible Business Conduct and Supply Chain Management	Actual positive impact	Adoption of responsible business conduct based on principles of ethics, transparency and regulatory compliance, applied to all business operations and integrated into decision-making processes.
Constructive Supplier Relationships	Actual positive impact	Development of constructive and transparent relationships with suppliers, based on principles of fairness, collaboration and responsibility, generating a positive current impact on the ethical management of the supply chain.
Economic Performance	Actual positive impact	Generation of sustainable economic value through solid financial performance, enabling the company to ensure economic stability, attract investments and support innovation and operational improvement programmes.
S1 - OWN WORKFORCE		
Health and Safety	Potential negative impact	Inadequacy of occupational health and safety management systems, including the absence or insufficiency of operational procedures and specific training programmes.
	Reputational/Legal Risk	Increased compensation claims and legal penalties due to regulatory non-compliance in the event of workplace accidents caused by insufficient prevention measures.
Employee Engagement and Well-being	Actual positive impact	Adoption of organisational and management practices aimed at promoting an inclusive, collaborative and participatory working environment that encourages employee engagement, listening and recognition.
Work-Life Balance	Operational Opportunity	Investing in work-life balance increases employee motivation, engagement and satisfaction, promotes talent retention and reduces turnover.
Training and Skills Development	Actual positive impact	Strengthening professional skills and workforce development through structured investments in continuous training.
	Strategic Opportunity	Investing in employee training increases productivity, reduces talent acquisition and retention costs, decreases absenteeism and improves operational efficiency.
Human Rights	Potential negative impact	Human rights violations affecting the workforce, including poor working conditions, unequal treatment, discrimination or compromised health and safety.
S2 - WORKERS IN THE VALUE CHAIN		
Health and Safety	Potential negative impact	Negative impacts on the health and safety of workers throughout the value chain resulting from deficiencies in the training, prevention and monitoring systems adopted by suppliers and other value chain partners.
S3 - AFFECTED COMMUNITIES		
Territorial Development	Actual positive impact	Contribution to the economic and social development of local communities through investments and activities that generate employment, strengthen the productive fabric and promote the improvement of local infrastructure and services.
S4 - CONSUMERS AND END-USERS		
Quality of Works/Services	Strategic Opportunity	Infrastructure and solutions that improve safety, durability and usability for end users, while reducing operational risks and life-cycle costs for customers.

Furthermore, two topics have been identified that are not directly covered by the ESRS standards but are considered relevant for the Cimolai Group.

EXTRA-ESRS TOPICS	IROs – IMPACTS, RISKS AND OPPORTUNITIES	
Landscape Protection	Actual positive impact	Visual and environmental impact of its structures, adopting architectural solutions that integrate harmoniously with the surrounding territory.
Innovations	Market opportunity	The adoption of innovative technologies can improve production efficiency and reduce environmental impact. Advanced technologies can optimise production techniques and enhance the performance of machinery used in production processes.

The Sustainability Pillars of the Cimolai Group

Cimolai interprets sustainability as a transversal principle guiding its strategic, operational and long-term development choices. In this perspective, the Group has identified five sustainability pillars that represent the priority areas on which to focus its commitments, objectives and actions, in line with the characteristics of its business and the expectations of its key stakeholders.

Climate change, the protection of natural resources, people and human rights, customers, territories and sustainable development, as well as ethics and integrity, represent the areas through which Cimolai aims to generate lasting value, strengthening its responsibility towards the environment, people and the communities in which it operates.

CLIMATE CHANGE	Action on climate change through energy efficiency measures and emission reduction initiatives.
PROTECTION OF NATURAL RESOURCES	Conservation and protection of natural capital and the landscape, water resources and biodiversity.
PEOPLE AND HUMAN RIGHTS 	Protection and enhancement of human capital, and promotion of diversity and inclusion.
CUSTOMERS, TERRITORIES AND SUSTAINABLE DEVELOPMENT 	Creation of value for customers and local communities, and promotion of sustainable economic development through the generation of positive impacts.
ETHICS AND INTEGRITY 	Collaboration with partners, customers and communities to promote more sustainable models and create long-term value through business ethics, sustainability in governance, sustainable finance and investments, innovation and digitalisation.

The Sustainability Plan

The Cimolai Group Sustainability Plan is developed in line with the five pillars that guide its strategy and defines a set of objectives structured over the short, medium and long term, supported by continuous monitoring actions.

This approach enables the Group to systematically plan its improvement pathway, progressively integrating environmental, social and governance priorities into its business processes. The time horizons adopted also allow for the distinction between actions that can be implemented immediately and those requiring long-term consolidation, ensuring an evolutionary and long-term vision of its commitment to sustainability.

PILLARS and Aspects	COMMITMENTS	ACTIONS	TIMELINE
CLIMATE CHANGE  **Aspects** Energy and Renewable Sources; Greenhouse Gas Emissions	• Reduce the Company's energy consumption. • Use energy from renewable sources. • Reduce the Company's direct and indirect greenhouse gas (GHG) emissions to contribute to climate change mitigation.	• Monitor the energy efficiency of equipment and plan its replacement with more energy-efficient equipment. • Use photovoltaic systems. • Monitor greenhouse gas emissions associated with the entire operational life cycle of steel structures: procurement of materials, inbound and outbound transportation, applied treatments, waste generated, business travel and installation activities carried out by the Company. • Purchase steel sections and plates each year from steel producers with a published decarbonisation roadmap.	**Medium Term** **Short Term** **Short Term**
PROTECTION OF NATURAL RESOURCES  **Aspects** Raw Materials, Materials, Recycling and Reuse; Waste Management; Atmospheric Emissions; Water Resource Management; Biodiversity	• Reduce the consumption of raw materials and promote recycling and reuse activities. • Reduce waste generation, increase recycling rates and promote reuse. • Limit harmful atmospheric emissions. • Reduce water waste and preserve ecosystem balance. • Protect biodiversity.	• Establish a minimum annual procurement percentage of recycled raw materials (steel plates and sections).	**Short Term**
 **ETHICS AND INTEGRITY** **Aspects** Anti-Corruption; Fair Competition; Sustainability Governance; Privacy and Cybersecurity; Tax Transparency	• Prevent corruption. • Prevent anti-competitive behaviour. • Ensure an active and proactive role of the Board of Directors in effectively governing sustainable development. • Ensure privacy protection and cybersecurity. • Ensure transparency in tax management.	• Maintain policies compliant with SA8000, UNI/PdR 125 and ISO 30415. • Maintain a Code of Ethics. • Upgrade the connectivity of all main sites and modernise the Company's data centres (IT infrastructure improvement).	**Ongoing** **Ongoing** **Short Term**
PEOPLE AND HUMAN RIGHTS  **Aspects** Health and Safety; Employee Well-being; Training and Development; Equal Opportunities and Gender Equality; Labour Relations Management; Human Rights Protection	• Ensure occupational health and safety. • Promote the well-being of employees. • Enhance employees' skills through technical and specialist training, as well as soft skills development programmes. • Support initiatives aimed at eliminating all forms of discrimination. • Ensure the fair distribution of the value generated by the Company. • Maintain a constructive dialogue with social partners to foster collaboration and support the achievement of the Company's objectives. Promote respect for human rights.	• Ensure workplace safety by defining and implementing actions to reduce risks, with a preventive approach to occupational diseases and workplace accidents, pursuing the objective of **"Zero Accidents."** • Ensure that all employees collectively embrace and adhere to the Company's sustainability principles. • Communicate the Sustainability Policy to all employees, including throughout the Company's broader supply chain (also cross-cutting to **Pillar 5**). • Maintain a structured programme for employee training, development and communication. • Integrate the Company's responsibility requirements into its procedures and provide ongoing training and guidance (also cross-cutting to **Pillar 5**).	**Ongoing** **Ongoing** **Ongoing** **Short Term** **Short Term**

CUSTOMERS, TERRITORIES AND SUSTAINABLE DEVELOPMENT  **Aspects** Product and Process Innovation; Product and Service Safety and Compliance; Sustainable Supply Chain; Fair Distribution of Value; Support for Local Communities; Stakeholder Engagement	• Contribute to the development of quality, reliable, sustainable and resilient infrastructure to support economic development and human well-being. • Invest in product and process innovation and development. • Ensure the safety and compliance of the Company's products and services. • Enhance the sustainability of the Company's supply chain. • Support local communities by continuing to participate in solidarity initiatives benefiting the local area, communities, individuals and families in need. Engage stakeholders to promote inclusive industrialisation.	• Ensure the supply of high-quality products to customers, believing that the added value provided will foster long-term customer loyalty. The quality of the products delivered, achieved by ensuring compliance with applicable standards or project technical specifications, represents the minimum standard that the Cimolai Group is committed to achieving. • Map and assess suppliers from a sustainability perspective. Maintain solidarity and responsible commitment to the healthcare, cultural and social sectors through charitable donations.	**Short Term** **Medium Term** **Short Term**

ESG Investments

To enhance its environmental, social and governance performance, Cimolai is implementing the initiatives outlined in the following diagram.

ENVIRONMENT

ISO 50001 certification

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

AUA interventions

Analysis of all the company's technological processes to identify any environmental impacts and mitigate them as far as possible where they cannot be fully eliminated.

SOCIAL

Continuous updating of the Management System in compliance with UNI EN ISO 14001 and UNI ISO 45001

- Identify and reduce occupational risks to prevent injuries and occupational diseases, promoting training and information on health, safety and the environment.
- Sustainable management of resources and energy, evaluating the best available technologies and setting HSE objectives for continuous performance improvement.
- Inspections and audits involving workers, workers' safety representatives (RLS) and other interested parties, promoting the reporting of situations hazardous to the environment and to health and safety at work.

GOVERNANCE

Corporate Governance review

Introduction of a Board of Directors of 5 members, 2 of whom are independent.

CEO Incentive Plan

Subject to approval by the main financial stakeholders, in support of the composition with creditors (Concordato).

Revision of the 231 Model

The investments made in 2025, which involved the Group's main plants for a total amount of **€3,738,000**, more than doubled compared to 2024, driven by a significant increase in investments dedicated to plant improvements aimed at enhancing energy savings.

01 Environmental Adjustments for AUA (Single Environmental Authorisation)

The investments classified under this category are aimed at obtaining the Single Environmental Authorisation (AUA). They involve the implementation of collection, treatment and discharge systems for rainwater runoff from yards where materials subject to leaching are stored, as well as welding fume extraction and filtration systems.

These investments will enable the Company to reduce workers' exposure to potentially harmful emissions and reduce the discharge of untreated water.

In 2025, the systems initiated in the previous year at the San Giorgio and Polcenigo plants were completed, while two new welding fume extraction systems were installed at the Monfalcone plant.

02 Reduction of Atmospheric Emissions

These investments involve the purchase and installation of systems aimed at reducing pollutant emissions and improving employees' health and safety at work.

An investment project has been initiated for the extraction and treatment of pollutants generated during painting and sandblasting activities at the Monfalcone plant. The investment will be completed in 2026.

03 Installation of Energy Monitoring Systems

The investments classified under this category concern the installation of a range of electricity, natural gas and compressed air meters, together with the implementation of a single data management and processing platform. The objective is to identify energy-saving measures, assess their effectiveness and ensure compliance with the requirements of the UNI EN ISO 50001 certification.

These investments, which began in the second half of 2024, continued throughout 2025 and are scheduled for completion in 2026. They involve all four production plants and include the installation of:

- Electricity meters;
- Natural gas meters;
- Compressed air monitoring sensors.

04 Plant Upgrades for Energy Savings

The investments classified as "Plant Upgrades – Energy Savings" consist of a range of initiatives aimed at improving energy efficiency and reducing the energy consumption of production facilities. These investments were carried out throughout the year and involved the following plants:

- **San Giorgio di Nogaro**: replacement of lighting systems with high-efficiency lamps.
- **Roveredo**: partial renewal of the welding equipment fleet with more energy-efficient machines; replacement of an obsolete plasma cutting system with a significantly more efficient laser cutting system; replacement of HVAC systems with more energy-efficient installations.
- **Monfalcone**: installation of a new 1,500 kW photovoltaic system; replacement of lighting systems with high-efficiency lamps; replacement of heat generation systems.

5. Plant Upgrades for Worker Safety

- The investments classified as "Plant Upgrades – Worker Safety" include a range of initiatives aimed at improving employees' occupational health and safety. These investments were carried out throughout the year and involved the following plants:
- **Polcenigo**: safety improvements to the plate bending machine and cutting machines. These measures include soundproofing the plate bending machine to reduce workers' exposure to noise, as well as enhancing the operator protection systems on the cutting machines.
- **San Giorgio di Nogaro**: installation of fire detection and alarm systems.

Cimolai Group's Stakeholders

The Cimolai Group is committed to developing transparent relationships with its stakeholders and works to better understand their needs and expectations while striving to meet them through the achievement of shared objectives.

Stakeholder expectations also have actual or potential impacts on the Group's ability to consistently provide increasingly advanced products and processes that comply with legal and regulatory requirements, which are themselves continually evolving. Consequently, the relevant needs and expectations of stakeholders constitute requirements that serve as inputs to the Group's Quality, Health and Safety, Environmental, Energy and Social Responsibility Management Systems.

Information received from stakeholders, including assessments, potential complaints and non-conformities, is systematically analysed during periodic internal meetings and reviewed by the Company's management.

The expectations that the Company is committed to fulfilling for each stakeholder category are summarised below.

STAKEHOLDERS	EXPECTATIONS
OWNERSHIP AND SHAREHOLDERS	• Business continuity • Regulatory compliance • Process and product innovation, and continuous improvement • Risk management capability
EMPLOYEES	• Adequate employee training • Commitment to the continuous improvement of occupational health and safety performance • Suitability of the working environment and adequacy of facilities and equipment • Clear definition of employee roles and responsibilities • Respect for employee privacy and rights
CLIENTS	• On-time product delivery • Compliance with quality standards • Ability to meet innovation requirements • Commitment to the continuous improvement of the Company's environmental and ESG performance
SUPPLIERS / CONTRACTORS	• Transparent procurement processes • Continuity and efficiency of business relationships • Fair business practices • Appropriate lead times for requests • Recognition of the quality of the products or services provided
BANKS AND FINANCIAL INSTITUTIONS	• Awareness of risks and understanding of the behaviours and measures required to mitigate them • Commitment to the continuous improvement of ESG performance

COMMUNITY	• Compliance with environmental requirements • Commitment to the continuous improvement of environmental performance • Application of the best available technologies to reduce and/or mitigate environmental impacts • Awareness of risks and understanding of the behaviours and measures required to mitigate them

Employees: "Growing Together" Project

In September 2025, Cimolai launched a **Performance Management** project for its salaried employees, which will continue throughout 2026.

The first phase consisted of an organisational climate assessment, carried out through the distribution of an employee survey and a series of qualitative interviews. The survey received responses from the vast majority of the employees involved, and the results were positive and consistent with the project's objectives, highlighting the opportunity to strengthen the Company's approach to feedback management and career development.

The project will continue with the subsequent phases already defined: the development of an updated leadership model, the design of career paths, and ultimately the implementation of a comprehensive performance management system.

Clients: Client Satisfaction

Cimolai collects information regarding customer satisfaction by identifying customer expectations during the quotation phase, through direct surveys and feedback received during meetings or telephone conversations, as well as through the collection of Certificates of Good Execution (Client Letters of Reference) upon project completion or records of major non-conformities issued by customers during project execution.

The collected data are managed in such a way as to identify areas of dissatisfaction and/or opportunities for improvement. In 2025, the Company collected 9 feedback reports and 10 audits carried out by its customers.

The pipe manufacturing division also has a dedicated customer satisfaction procedure, PRO-CSA-PIPES, specifically tailored to the customers served.

Suppliers: Supplier Partnership

The Company's relationships with suppliers, including financial and consultancy contracts, are subject to continuous and careful monitoring by the Company. Cimolai relies on suppliers, contractors and subcontractors that operate in compliance with applicable legislation and the principles established in its Code of Ethics.

Furthermore, Cimolai is committed to promoting a culture of occupational health and safety, environmental protection and pollution prevention by fostering risk awareness among its suppliers and subcontractors and encouraging responsible behaviour.

Economic Value Generated and Distributed

Cimolai recognises the importance of distributing the value generated through its activities among the 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 allocated to its employees, suppliers, shareholders and financial institutions, public administration and communities, as well as the portion retained by the Company for self-financing purposes.

Following the disposal of Zwahlen & Mayr SA, the data relating to the generation and distribution of economic value are not fully comparable on a three-year basis. Therefore, in order to ensure a consistent and meaningful representation of the Company's current scope of operations, only data relating to the 2025 financial year have been presented.

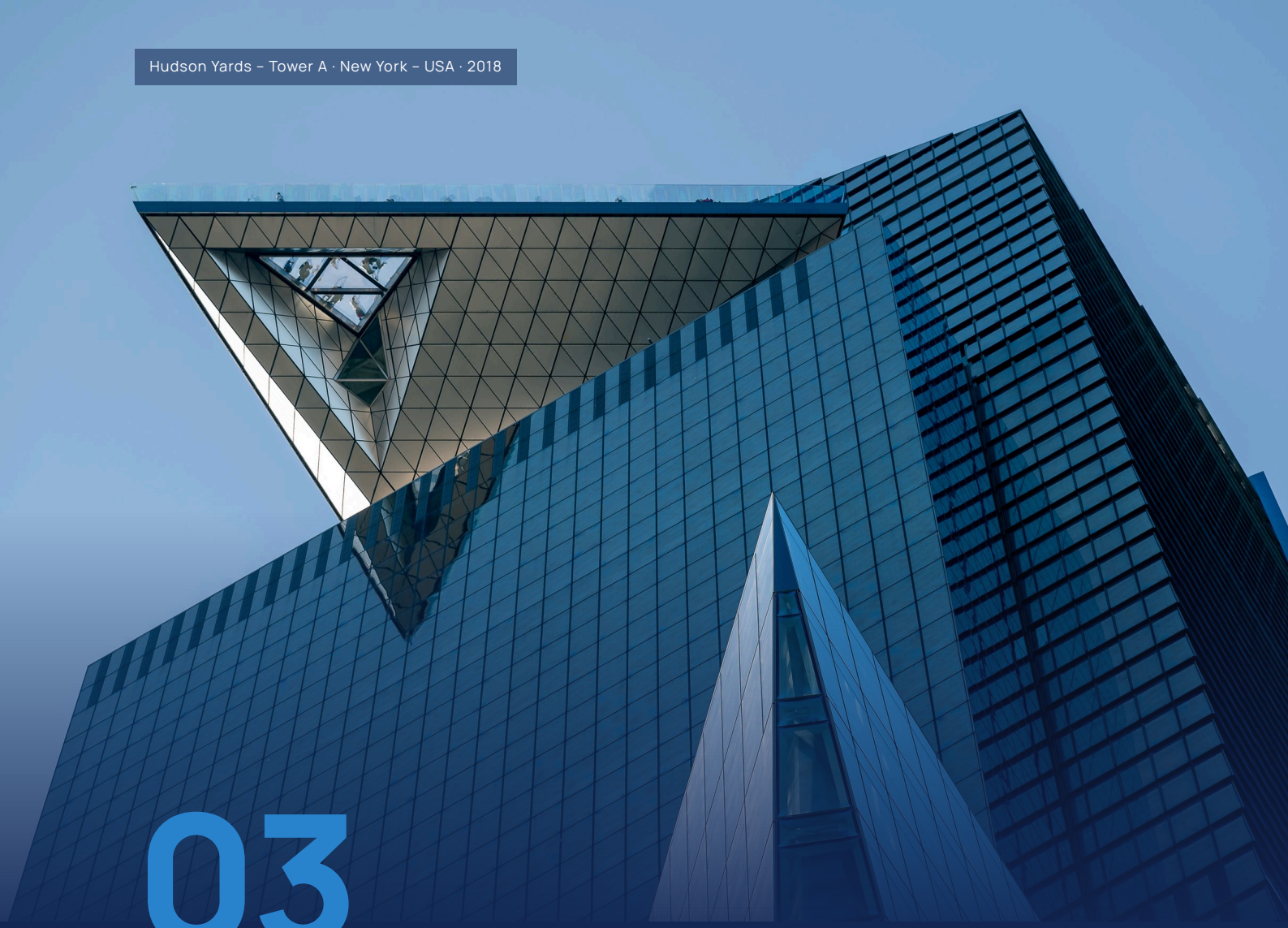
ECONOMIC VALUE GENERATED AND DISTRIBUTED 2025	2025 *(thousands of euro)*
A. Economic value generated	**393.688**
Total revenues	383.060
Financial income	10.628
B. Economic value distributed	**390.404**
Operating costs	285.870
Employee wages and benefits	83.959
Payments to providers of capital	18.076
Payments to Public Administration	2.483
Investments in the community	16
(A-B) Economic value retained	**3.284**

The Economic value generated in 2025 amounted to €393.7 million, while the Economic value distributed amounted to €390.4 million.

The Economic value retained by the Company for self-financing purposes, €3.3 million, represents the difference between the value generated and the value distributed.

The Economic value distributed in 2025 is allocated among the following stakeholders:

- the largest amount, €285.9 million, relates to costs incurred for purchases from Suppliers of raw materials, materials and services required for the Company's operations;
- approximately €84.0 million was distributed to Employees in the form of salaries, social security and pension contributions, and benefits;
- €18.1 million relates to payments made to Providers of Capital in the form of interest expenses;
- €2.5 million was paid to the Public Administration in the form of taxes and duties;
- €16 thousand was allocated to the Community.



03

Governance, Ethics and Integrity

Sound governance, ethical conduct and certified management systems.

CORPORATE GOVERNANCE

ANTI-CORRUPTION

HUMAN RIGHTS PROTECTION AND SOCIAL RESPONSIBILITY

MANAGEMENT SYSTEMS AND CERTIFICATIONS

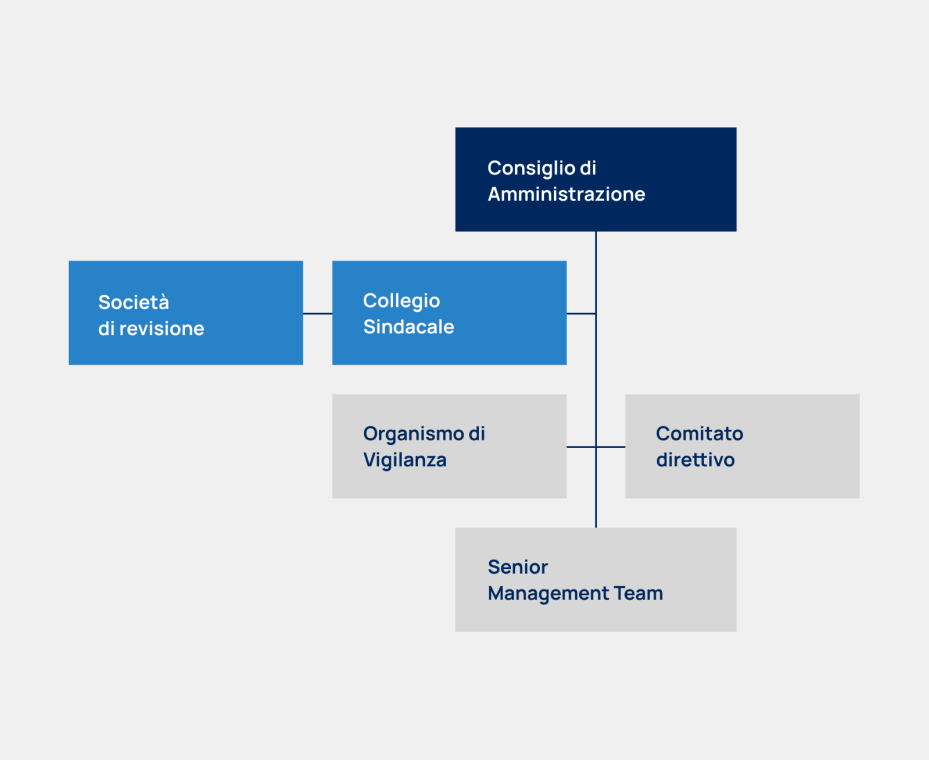
The governance system adopted by Cimolai is aimed at maximizing value, controlling risks, maintaining and developing relationships of trust with its stakeholders, as well as protecting and safeguarding the environment and the local area in pursuit of sustainable and inclusive development.

Ethics and integrity, beyond mere compliance with the law, represent a constant commitment of the Group and characterize the conduct of the entire organization.

Corporate Governance

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

- Shareholders' Meeting;
- Board of Directors;
- Board of Statutory Auditors;
- Supervisory Body;
- Executive Committee;
- Independent Statutory Auditors.



Shareholders' Meeting

A duly convened Shareholders' Meeting represents all shareholders and its resolutions, adopted in accordance with the provisions of the law and the Articles of Association, are binding on all shareholders, including those absent or dissenting.

Pursuant to Article 2364 of the Italian Civil Code, the Shareholders' Meeting performs the following functions: approves the financial statements; appoints and dismisses directors; appoints the statutory auditors, the Chairman of the Board of Statutory Auditors and the statutory audit firm responsible for the legal audit of the accounts; determines the remun-

eration of directors and statutory auditors; resolves on the liability of directors and statutory auditors; and resolves on all other matters assigned to it by law.

Pursuant to Article 2365 of the Italian Civil Code, the Shareholders' Meeting, acting in extraordinary session, resolves on amendments to the Articles of Association, the powers of liquidators and any other matters expressly assigned to its competence by law.

Board of Directors

In accordance with the Articles of Association, the Company is managed by a Board of Directors. The appointment of the Governing Body, the Chairman of the Board of Directors and the prior determination of the number of Directors fall within the competence of the Ordinary Shareholders' Meeting, which may amend such number whenever it deems appropriate.

The Board of Directors has full authority for the ordinary and extraordinary management of the Company, with the power to carry out all acts it considers appropriate for the implementation and achievement of the Company's corporate purpose, except for those matters expressly reserved by law to the Shareholders' Meeting.

The Company is currently managed by a Board of Directors composed of five members appointed on **20/12/2023** and **05/02/2024**, whose composition is as follows:

Position	Executive	Non-executive Independent
President	X	
Chief Executive Officer (Chief Restructuring Officer)	X	
Chief Executive Officer (Employer)	X	
Director		X
Director		X

Board of Statutory Auditors

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

Each member of the Board of Statutory Auditors possesses a high level of professional competence, has not held the position of Director or Statutory Auditor in companies subject to insolvency proceedings for events attributable to the period during which they held office, satisfies the required standards of professional competence and integrity and, where applicable, meets the independence requirements established by law.

The current Board of Statutory Auditors, appointed on **20/12/2023**, consists of one Chairman and two Standing Auditors.

Supervisory Body

In compliance with the provisions of Italian Legislative Decree 231/2001 (the "Decree") and taking into account the specific characteristics of its organizational structure, Cimolai, by resolution of its governing body, has entrusted the functions of the Supervisory Body (OdV)—responsible for monitoring the operation and compliance with the Organizational, Management and Control Model and ensuring its updating—to a collegiate body composed of a Chairman, one Internal Member and one External Member.

Sustainability Team

Cimolai has established an internal Sustainability Team with the aim of defining an organizational system capable of reconciling economic objectives with the social and environmental objectives of the territories in which it operates, in accordance with international standards.

The Team is permanently composed of representatives from the Company's main functions, who are also required to represent closely related functions within the same process.



In particular, the Team is responsible for:

- assessing risks relating to the Company's sustainability and monitoring the related performance;
- defining the sustainability programme, consisting of environmental, social and governance objectives;
- implementing specific policies required by international sustainability standards and assessment organizations;
- defining and coordinating stakeholder listening and engagement activities;
- preparing the Sustainability Report and carrying out the related internal and external communication activities.

Diversity, Equity and Inclusion Committee

Cimolai recognizes that valuing people, respecting differences and promoting equal opportunities are fundamental elements of its corporate culture and management model. In this context, the Group has formalized a **Diversity & Inclusion and Gender Equality Policy**[1] aimed at strengthening an inclusive working environment focused on the prof-

essional and personal development of its people and on preventing all forms of discrimination.

To oversee these matters, the Company has established a **Diversity & Inclusion Committee** responsible for defining and implementing the strategic plan on diversity, equity and inclusion, promoting a culture of equality at all organizational levels, developing training and awareness initiatives, and managing reporting mechanisms relating to incidents of discrimination, harassment, gender-based violence or other conduct inconsistent with the Company's principles.

Cimolai's commitment is also reflected in the adoption of organizational and management systems designed to protect people's rights, freedom and dignity. As part of this journey, the Company has adopted an integrated management system consistent with the principles of **ISO 30415:2021** and **UNI/PdR 125:2022**, promoting an approach based on impartiality and the prevention of any form of discrimination, whether direct or indirect, including multiple or intersectional discrimination, related, among other things, to gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social status and religion.

Through this governance framework, Cimolai aims to contribute to removing the cultural, organizational and material barriers that may limit the full expression of individual potential, fostering an increasingly fair and inclusive working environment that values all people.

Anti-corruption

Cimolai intends to contribute through its activities, with a sense of responsibility and moral integrity, to the development of the Italian economy and to the country's social progress.

The Company believes in the value of work and considers legality, fairness and transparency to be essential prerequisites for achieving its economic, production and social objectives.

In 2024, Cimolai S.p.A. obtained **ISO 37001:2016** certification for Anti-Bribery Management Systems.

Code of Ethics

The Code of Ethics was first adopted by the Company by resolution of the Board of Directors on **8 October 2009**. The latest update was carried out during 2024 and adopted by resolution of the Board of Directors on **5 June 2024**.

Through the adoption of the Code, Cimolai has established a set of rules:

- governing conduct in relations with external stakeholders, employees, the market and the environment, which guide the Company's internal and external activities and whose observance is required of all employees, consultants and, where applicable, external stakeholders;
- governing organization and management, aimed at establishing an efficient and effective system for planning, executing and controlling activities, ensuring continuous compliance with the rules of conduct and preventing their violation by anyone acting on behalf of the Company.

During 2025, the document was updated with the aim of strengthening its alignment with the latest regulatory requirements and governance best practices, more explicitly incorporating content relevant to the minimum safeguards required under the **EU Taxonomy**.

From this perspective, the document was revised not only from a formal standpoint but also in substance, by expanding references to international regulations and introducing more specific principles and safeguards relating to human rights, anti-corruption, fair tax practices, labour protection, non-discrimination, health and safety, due diligence on counterparties and reporting systems.

The update also made it possible to ensure greater consistency between the Code and the Company's other governance instruments, as well as with the content already presented in the Sustainability Report, placing particular emphasis on the central role of people, relationships with stakeholders and the Company's responsibility towards local

communities and the value chain. In this way, the Code of Ethics continues to represent a fundamental pillar of Cimolai's governance system and an operational reference for promoting responsible, transparent conduct consistent with the sustainability principles that guide the Company's activities.

The new version of the Code of Ethics will be adopted by resolution of the Board of Directors on **29/05/2026**.

A copy of the **Code of Ethics** currently in force is widely distributed within the Company and is available to all the Company's stakeholders. A copy of the Code is also published on the Company's website.[2]

Every employee of the Company is required to be familiar with and comply with the provisions of the Code. The Company carefully monitors compliance with the Code by implementing appropriate information, prevention and control measures and, where necessary, taking corrective action.

Organizational, Management and Control Model

The Organizational, Management and Control Model was developed on the basis of the provisions of Italian Legislative Decree 231/2001 and the guidelines issued by the most representative trade associations (primarily Confindustria). It also incorporates the relevant judicial interpretations and developments in this field.

The Model consists of:

- a **General Section**, describing the relevant regulatory framework, the objectives, the structural guidelines and the implementation methods of the Model;
- a **Special Section**, relating to the categories of offences covered by the Decree that the Company has decided to consider in view of the characteristics of its business activities.

The Model identifies the sensitive activities for which the risk of offences being committed is greatest and introduces systems of procedures and controls, including preventive controls, governing those activities.

The identification of risk areas, together with the procedures and activity controls, makes it possible to:

- raise awareness among employees and management of the business areas and related management aspects requiring greater attention;
- clearly express the Company's firm condemnation of any conduct constituting a criminal offence;
- subject these areas to a continuous monitoring and control system, enabling immediate action whenever offences are committed.

CIMOLAI is committed to information and training activities involving all internal personnel through differentiated programmes, also with the aim of ensuring that information is appropriately tailored according to the role of the individuals concerned. The Model is also available on the Company's website.

An important role is assigned to the Company's Supervisory Body, which operates independently and autonomously from the other corporate bodies established by law, with the specific purpose, among others, of monitoring compliance with the Model and ensuring the proper application of internal protocols.

WHISTLEBLOWING PROCEDURE

Among its anti-corruption risk prevention tools, the Company has adopted a system for reporting violations[3] to the Supervisory Body, as defined in the Organizational, Management and Control Model and in the Code of Ethics. The reporting system introduced by the Model enables employees and third parties to report unlawful conduct of which they become aware in the course of their working relationship, while ensuring the confidentiality of both the whistleblower and the person alleged to be responsible for the reported conduct.

Individuals making reports in good faith are protected against any form of direct or indirect retaliation, discrimination or penalization arising directly or indirectly from the report. In all cases, the confidentiality of the whistleblower's identity is guaranteed, without prejudice to legal obligations and to the protection of the rights of CIMOLAI S.p.A. or of persons

who have been wrongly or maliciously accused. CIMOLAI S.p.A. will sanction any form of threat or retaliation against whistleblowers.

The Supervisory Body and any persons engaged by it to carry out investigative activities undertake not to disclose to third parties any information acquired in the performance of their duties.

Although the Supervisory Body considers non-anonymous reports to be preferable, anonymous reports are also accepted.

In such cases, the Supervisory Body will first assess their credibility and relevance to its responsibilities. Anonymous reports are taken into consideration only where they contain information relevant to the Supervisory Body's duties and do not consist of generic, unclear and/or manifestly defamatory allegations.

Reports must be submitted either by ordinary mail addressed to the Supervisory Body at the registered office of CIMOLAI S.p.A. or, alternatively and without preference, by e-mail to: **odv@cimolai.com**.

The Supervisory Body assesses the reports received and adopts any resulting measures at its reasonable discretion and under its own responsibility. Where appropriate, it may hear the whistleblower and/or the person allegedly responsible for the reported violation and shall provide written reasons for any decision not to proceed with an internal investigation.

Upon completion of the investigation, the Supervisory Body shall adopt the appropriate decisions, stating the reasons therefor, either filing the report where appropriate or requesting the Company to initiate disciplinary and sanctioning assessments regarding the established facts and/or to implement appropriate amendments to the Model.

No reports were received during 2025.

Human Rights Protection and Social Responsibility

The Cimolai Group places ethical values and respect for human rights at the core of its corporate strategy. In a world that is increasingly attentive to ethical, environmental and social issues, citizens and communities demand not only high-quality services, but also transparency regarding the way they are delivered and their related social impact.

To meet these expectations, Cimolai is committed to promoting fundamental human values and managing its business responsibly, aligning its actions with the expectations of all stakeholders. The Company's primary objective is complete customer satisfaction, which represents the key to success and growth. This implies maintaining high quality standards, ensuring employee safety, protecting the environment and respecting social ethics.

In this context, the Group has voluntarily adopted the **SA8000** standard, which establishes the requirements for ensuring respect for human rights and working conditions. The **Social Responsibility Policy** is integrated into strategic planning and is based on an understanding of stakeholder needs and the context in which Cimolai operates.

Child Labour and Young Workers

Cimolai firmly condemns the use of child labour and underage labour. To ensure that no minors are employed, proof of identity is required at the time of hiring in order to verify the worker's age. The Company also offers internships and traineeships to young people who turn 18 during the year in which the experience takes place, in compliance with the applicable legislation and in support of their educational and professional development.

The Company also monitors its suppliers to ensure that no young workers are employed in violation of applicable laws.

Forced Or Compulsory Labour

At Cimolai, work is always voluntary. Threats or coercion of any kind are not tolerated. All employees are fully informed of their rights and obligations and have access to information regarding their employment contract. Upon hiring, the Company provides an employment guide and a new employee handbook to ensure proper integration.

Cimolai does not grant loans to employees, but provides advances on severance pay (TFR) and salary advances, as provided for under the National Collective Labour Agreement.

Freedom of Association and the Right to Collective Bargaining

Cimolai fully respects employees' right to form trade unions and to participate in collective bargaining. The Company has reached agreements with trade unions providing supplementary benefits that improve the economic and regulatory aspects of the employment relationship. Trade union representatives are free to communicate with employees, and Company premises are made available for trade union meetings.

Thanks to constructive dialogue with trade unions, the Company has reduced labour disputes to a minimum, with the last disputes dating back almost 20 years.

Non-discrimination

Cimolai adopts an equal opportunities policy, ensuring that no employee is discriminated against in relation to recruitment, remuneration, access to training, promotion, dismissal or retirement.

Discrimination based on race, social class, nationality, age, family responsibilities, religion, disability, gender, sexual orientation, trade union membership, political opinions or any other factor is not tolerated.

The Company ensures that employees are free to exercise their rights in accordance with their personal and cultural beliefs. Furthermore, Cimolai condemns any form of discriminatory behaviour, including inappropriate gestures, language or physical contact in the workplace or in any situation or context in which the Company is being represented.

Management Systems and Certifications

Cimolai directs its development in accordance with the principles of social responsibility, sound management and attention to stakeholder expectations. In this context, the Company promotes a growth model based on production quality, the use of BIM, the protection of health and safety, environmental protection, road safety, information security, anti-corruption, energy management, gender equality and respect for ethical values.

To translate these principles into operational management, Cimolai allocates adequate financial and organizational resources to pursue the continuous improvement of its performance.

Within this framework, the Company's policies provide the reference for guiding business activities and objectives, with particular attention to product quality, the use of BIM, environmental protection, occupational health and safety, road safety, social aspects, information security, anti-corruption, energy management and gender equality, all of which are regarded as essential elements for sustainable and long-term development.

SAFETY

Minimising the possibility and consequences of accidents in the workplace.

SOCIAL

Ethical personnel management respecting workers' rights, refusing discrimination, coercion and exploitation.

QUALITY

The achievement of customer and stakeholder satisfaction; the best performance of all organisational processes for continuous sustainable growth.

ENVIRONMENT

An appropriate and timely management of environmental impacts, oriented towards optimisation of energy consumption and natural resources.

Management System Certifications

- The operating units of the Cimolai Group have adopted the following management systems, certified by independent third-party certification bodies:
- Integrated Quality and BIM Management System, compliant with UNI EN ISO 9001:2015, NHSS 19A Issue 7, NHSS 20 Issue 6, and UNI/PdR 74:2019;
- Integrated Occupational Health and Safety, Environmental, Road Safety and Social Responsibility Management System, compliant with UNI EN ISO 14001:2015, UNI ISO 45001:2018, UNI EN ISO 39001 and SA8000:2014;
- Information Security Management System compliant with ISO/IEC 27001:2022;
- Anti-Bribery Management System compliant with UNI ISO 37001:2016;
- Energy Management System compliant with UNI EN ISO 50001:2018;
- Gender Equality Management System in the workplace compliant with UNI/PdR 125:2022.

ISO **UNI EN ISO 9001**
Quality Management Systems

ISO **UNI EN ISO 14001**
Environmental Management Systems

ISO **UNI EN ISO 45001**
Occupational Health and Safety Management Systems

ISO **UNI EN ISO 50001**
Energy Management System

SA **SA 8000**
Social Accountability

Other Certifications, Qualifications, Conformity Attestations and Registrations

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

Particular emphasis should be placed on the following certification:

- UNI ISO 30415:2021, which provides guidelines for promoting the principles of diversity and inclusion within organizations, helping them foster the implementation of these principles through concrete and demonstrable actions.


Mediopadana High-Speed Station · Reggio Emilia – Italy · 2013

04

Environment

Energy, water, waste and emissions: measuring to improve.

ENVIRONMENTAL POLICY

ENVIRONMENTAL PERFORMANCE

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

In order to contribute actively and responsibly to addressing the challenges posed by climate change, Cimolai applies best practices, optimizing its environmental management in a cost-effective manner.

To this end, the Company has developed an approach based on the analysis of the environmental aspects and impacts of its activities. In addition to implementing measures to mitigate environmental risks, this approach enables Cimolai to identify opportunities for improving its environmental 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 carrying out its activities within its operating context while fully respecting the environment and the health and safety of all stakeholders.

The following outlines Cimolai's commitment to the environment.

- Comply with applicable legal requirements, national and European regulations, and Customer requirements. Consider compliance with applicable legislation and all other documents subscribed to by the Company relating to its hazards as the minimum non-negotiable requirement.
- Develop and maintain specific procedures that ensure the prevention and prompt management of emergency and accidental situations, as well as the containment of their adverse effects.
- Promote awareness of environmental protection issues among employees by enhancing their individual competencies through appropriate training and information programmes.
- Ensure and monitor that its activities have the lowest possible environmental impact.
- Assess future developments by pursuing, wherever technically feasible, the adoption of the best available technologies for environmental protection.
- Implement the sustainable management of resources and energy through the use of renewable energy sources, pollution prevention and environmental protection.
- Allocate sufficient resources to plan and implement activities aimed at achieving established objectives, involving all levels of the organization.
- Periodically establish environmental objectives in order to achieve the continuous improvement of environmental performance.
- Evaluate performance, review objectives and programmes, and periodically review the Policy in order to assess its effectiveness and adopt any necessary corrective measures.

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

Environmental Performance

In pursuit of its overall objective of protecting and safeguarding the environment in the course of its industrial activities, Cimolai has established and continuously updates its Management System in accordance with the voluntary standards UNI EN ISO 14001 and UNI EN ISO 50001.

With reference to the organizational context, the Management System applies to Cimolai's activities and services relating to contract acquisition and contract management, understood as the coordination of the various activities envisaged by each contract:

- design of steel structures and erection activities;
- procurement of goods and services for construction sites and production facilities under the Company's management, both for external contractors engaged in the supply of goods and services and for the end customer;
- manufacture of products through specialist steel fabrication, welding, hot and cold cutting processes, as well as high-precision machining operations;
- organization of shipment and transportation activities by road, sea and, in less frequent cases, by air;
- final erection activities at construction sites according to the scope of work defined in the contract;
- supervision and coordination of companies outside the Cimolai Group operating at production facilities and construction sites, both with operational personnel and with office staff dedicated to organizational and/or design activities..

Raw Material Consumption, Materials and Recycling

The finished products manufactured by Cimolai consist of steel structures including road and railway bridges, sports stadiums, viaducts, industrial buildings and office buildings, as well as special structures for shipbuilding, cranes, onshore and offshore structures, and technologically advanced roofing systems.

The primary raw material used in production is steel.

Steel is a material that can be recycled an unlimited number of times 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 2025, approximately **37.0%** of the steel used by Cimolai originated from recycled material.

RAW MATERIALS FOR PRODUCTION	Unit	2025
Steel	[t]	51,111.4
new material	*[t]*	*32,212.1*
recycled material	*[t]*	*18,899.3*
Recycled material	**[%]**	**37.0%**

Following delivery to the production facilities, raw materials in the form of steel plates and various types of structural sections are handled using lifting and transport equipment (overhead cranes) before being transferred to subsequent processing operations.

Before entering the manufacturing process, raw materials undergo shot blasting.

Depending on the type of product to be manufactured, steel plates are either directed to marking-out, assembly, welding and grinding operations in the case of structural steel fabrication, or subjected to shearing, drilling and punching in the case of mechanical processing.

During the manufacturing stages, chemical products are used, including hydraulic oils and lubricants, gases for cutting, welding and heat treatment, and coating products.

GASES FOR CUTTING AND WELDING	unit	2025
Oxygen	[t]	1,492.1
Carbon Dioxide	[t]	530.0
Argon	[t]	1,923.4
Nitrogen	[t]	152.4

Oils, as well as coating products and technical gases, are stored in dedicated, authorized storage areas equipped, in the case of waste oils and emulsions, with containment basins to prevent accidental spills.

CHEMICAL SUBSTANCES	unit	2025
Solvents	[L]	24,098
Oils and Lubricants	[L]	15,809
Coating Products	[L]	266,764

Downstream of its production activities, Cimolai monitors the consumption of wooden, plastic – rigid and film – and cardboard packaging. The Company's commitment is both to increase the percentage of recycled content over time and, wherever possible, to promote the reuse of these materials.

Over the three-year period considered, packaging data show an overall stable trend, accompanied by signs of gradual improvement in terms of circularity. In particular, for wood—which represents the main packaging material used—in 2025 the share of recycled material increased to 18.5%, compared with 16.7% in 2024, with a corresponding reduction in the use of virgin raw material.

PACKAGING	unit	2025
Wood	[t]	819.1
new material	*[%]*	*81.5%*
recycled material	*[%]*	*18.5%*
Cardboard	[t]	5.7
new material	*[%]*	*84.1%*
recycled material	*[%]*	*15.9%*
Rigid Plastic	[t]	6.8
Plastic film	[t]	4.5

In terms of reuse, the data show a positive trend, particularly for wood, the quantity of which reused increases continuously, reaching 122 tonnes in 2025, confirming the Company's commitment to solutions aimed at extending the useful life of packaging.

REUSED PACKAGING	unit	2025
Wood	[t]	122,00
Rigid Plastic	[t]	0,90
Cardboard	[t]	0,23

Energy Consumption and Renewable Energy Sources

The energy sources used by Cimolai consist of:

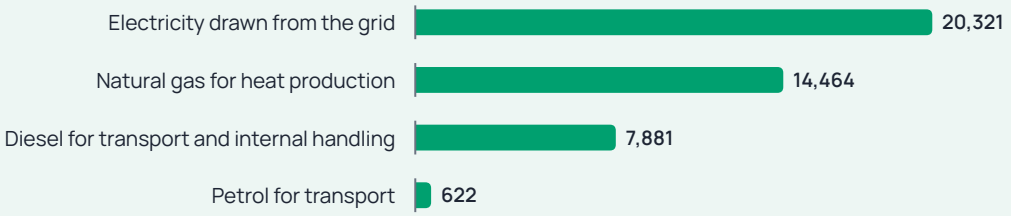
- electricity, for supplying power to production and auxiliary plants (emission extraction systems and compressed air production), for lighting and air conditioning of premises, for charging forklift trucks, for the operation of IT equipment in offices and for external lighting;
- natural gas, used to supply heating systems for space heating and for heat treatments related to production processes;
- diesel fuel, for internal handling operations and transport activities carried out with company-owned vehicles;
- petrol, for transport activities carried out with company-owned vehicles.

In 2025, total energy consumption from fossil and renewable sources amounted to 45,927 MWh, representing a decrease of 5.2% compared with the previous year.

This reduction mainly involved natural gas used for heat production and diesel fuel used for transport and internal handling operations, while electricity drawn from the grid remained substantially stable.

The 2025 trend appears consistent with the initial effects of the investments made by the Group in consumption measurement and monitoring systems, in the renewal of plants and equipment, and in the energy efficiency improvements of certain sites, which will progressively strengthen the path towards the reduction of energy consumption and related emissions.

ENERGY FROM FOSSIL SOURCES 2025
MWh



The Cimolai Group also uses renewable energy sources, namely the electricity produced by photovoltaic systems installed on the roofs of its facilities.

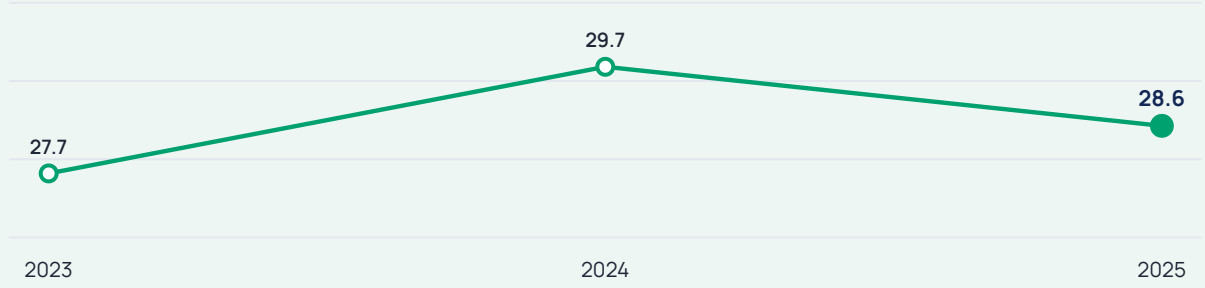
In 2025, 5.7% of total energy consumption came from renewable sources.

ENERGY FROM RENEWABLE SOURCES	unit	2025
Electricity consumed from photovoltaic systems	[MWh]	2,640
Renewable energy consumption as a percentage of total energy consumption	[%]	5.7%

The energy intensity indicator, calculated as the ratio between total energy consumption and hours worked, recorded a 3.0% reduction in 2025 compared with 2024. This trend reflects a decrease in energy consumption that was proportionally greater than the reduction in hours worked, highlighting an improvement in overall energy efficiency.

ENERGY INTENSITY

Total energy consumption per hour worked · kWh/h



Water Resource Management

Cimolai promotes sustainable management of water resources throughout the stages of withdrawal, use and discharge, aimed at preserving their value and progressively improving efficiency of use. This approach is intended to reduce waste, optimize consumption and prevent potential environmental impacts associated with the release of pollutants into wastewater.

WATER WITHDRAWALS

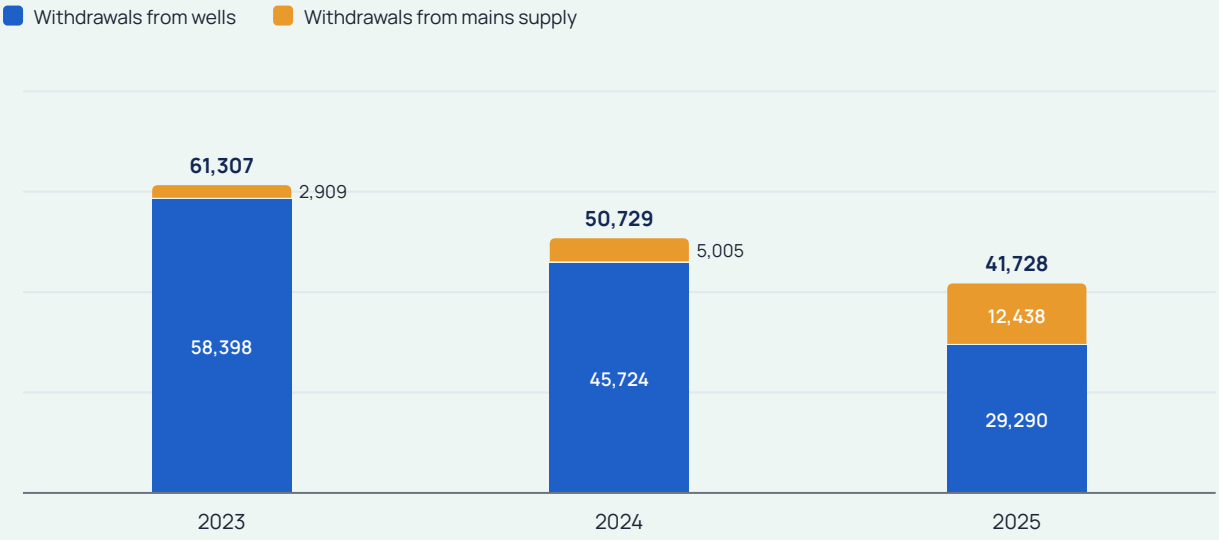
The sites and facilities of the Cimolai Group are not located within areas characterized by water stress. Water abstracted is used for domestic and industrial purposes, such as washing manufactured products and vehicles, in fume abatement systems and for emulsions.

Over the three-year period 2023-2025, total water abstraction showed a progressive reduction, decreasing from 61,307 m³ in 2023 to 41,728 m³ in 2025. The main source of supply remains wells, although with a significant decrease over the period considered, while an increase in volumes abstracted from the water supply network was recorded.

Overall, the data show a reduction in total water abstraction and a different distribution of supply sources, while maintaining the exclusive use of freshwater throughout all years.

WATER WITHDRAWALS

m³



The water abstraction intensity indicator per hour worked shows continuous improvement over the three-year period, decreasing from 0.042 m³/h in 2023 to 0.026 m³/h in 2025. This trend confirms a progressive reduction in the water intensity of the Company's activities and reflects greater efficiency in the use of water resources in relation to operational levels.

The reduction recorded in 2025 consolidates the optimization process already initiated in the previous year and demonstrates the Group's commitment to increasingly responsible water resource management, aimed at containing consumption and reducing potential environmental impacts.

WATER WITHDRAWAL PER HOUR WORKED

m³/h



WATER DISCHARGES

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

- domestic wastewater from toilets, washbasins, changing room showers and the canteen;
- stormwater runoff, which comes into contact with pollutants and materials and is classified as industrial wastewater;
- washing water from modules (mechanical components) using hot-pressure washers without the use of solvents or emulsion and oil residues.

Domestic wastewater is discharged into the public sewer system.

Industrial wastewater resulting from the runoff of paved areas is collected and subjected to pre-treatment processes, including oil separation, sand removal and screening (to separate any coarse solids present in the wastewater), before being conveyed to dedicated first-flush water tanks. From these tanks, the wastewater is directed to tanks where the sedimentation process of solids takes place and subsequently to the oil separator. The water leaving the treatment plants is discharged into the public sewer system. Sampling manholes are present downstream of the treatment plants.

The second-flush fraction of stormwater runoff from yards (not classified as industrial wastewater) is dispersed into the soil through appropriate dispersion systems. Stormwater runoff from roofs is collected through downpipes and is partly conveyed through the stormwater network (first-flush fraction to the public sewer system – second-flush fraction dispersed into the ground) and partly discharged directly onto the yards.

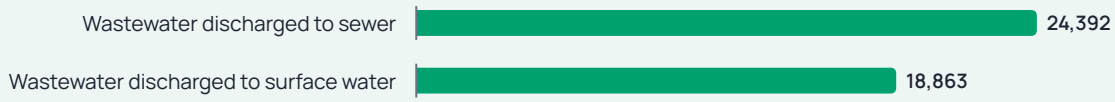
In some processes, water-based emulsions are used; the water component largely evaporates, while the emulsions, together with machining chips, fall into watertight tanks located beneath the machinery. The chips are then stored in dedicated areas equipped with their own connection networks to treatment systems (oil separation).

Washing water from components is conveyed to recovery plants (continuous semi-automatic chemical-physical precipitation plants) through closed-loop circuits.

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

WATER DISCHARGES BY DESTINATION 2025

m³

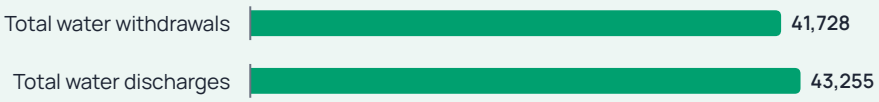


WATER CONSUMPTION

The Group's water discharge volumes are higher than total water abstraction volumes. This trend is mainly attributable to the fact that the scope of water discharges also includes stormwater runoff, in particular the first-flush fraction from yards and roofs, which is collected, treated and subsequently conveyed to the public sewer system. Consequently, this results in a negative balance between water abstractions and discharges, which does not represent negative water consumption in physical terms, but rather reflects the different nature of the water flows considered and the specific management methods adopted by the Group.

WATER CONSUMPTION 2025

m³

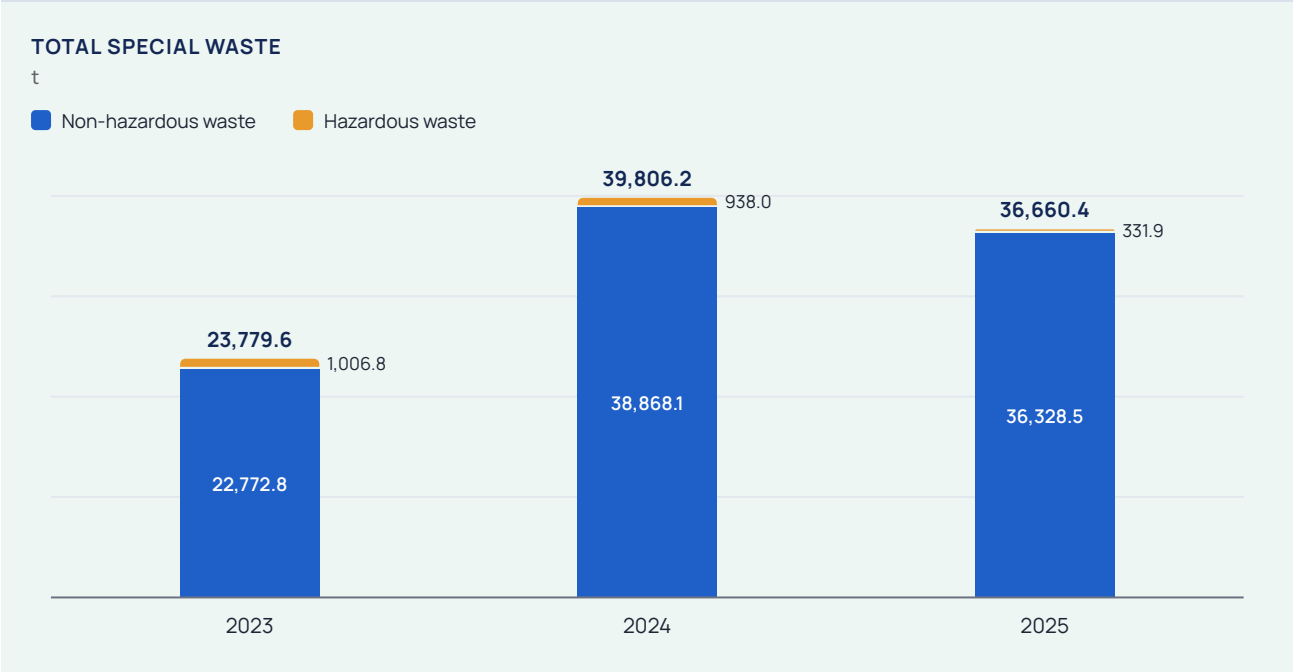


Waste Management

The management of special waste (generated by production activities) and urban waste (generated by offices and canteens) is focused both on reducing waste generation at source and on maximizing recovery and recycling.

Particular attention is paid by the Company to the segregation of generated waste and to safe storage, which takes place on paved surfaces inside dedicated containers in designated areas. The collected and segregated waste is transferred to authorized transporters and recipients. In the case of third-party companies operating at Cimolai sites, dedicated areas are set up within their respective areas of responsibility for the temporary storage of the waste they generate: these areas are paved and the containers are identified and covered to prevent leaching.

Waste generated by production lines mainly consists of iron and steel, filings and chips from ferrous materials, packaging, emulsions and solutions for machinery. More than 90% of the waste produced is non-hazardous.



In 2025, total special waste generation amounted to 36,660.4 tonnes, decreasing compared with 2024. However, to correctly interpret the trend over the two-year period, it is necessary to consider certain extraordinary dynamics related to the Roveredo facility: while in 2024 the increase was driven by exceptional scrap disposal activities, in 2025 the figure reflects a delay in collections, which made it necessary to additionally estimate the quantities attributable to the reporting year. The variation between the two years is therefore mainly attributable to management and timing factors rather than to a structural change in waste generation.

With regard to hazardous waste, 2025 recorded a significant reduction: from 938.0 tonnes in 2024 to 331.9 tonnes, representing a decrease of 64.6%. Its share of the total also decreased, falling from 2.4% to 0.9%, confirming a reduction in its relative contribution.

In 2025, the extremely high recycling rate for non-hazardous waste was confirmed: of the 36,328.5 tonnes generated, 35,840.4 tonnes — equal to 98.7% of the total — were sent for recycling. This result continues to improve compared with the 96.3% recorded in 2024 and 95.0% in 2023.



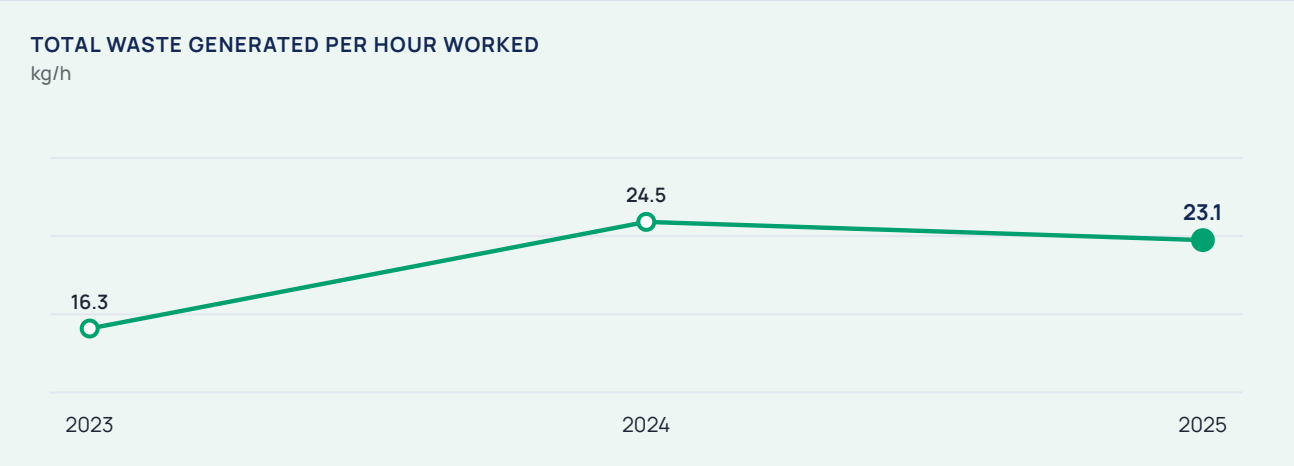


* *The figure was estimated to offset a general slowdown in the disposal of iron scrap, particularly at the Roveredo facility, based on the acceleration in disposal activities that took place during the first months of 2026.*

Notwithstanding the considerations regarding management and timing factors, in 2025 special waste sent for disposal recorded a marked reduction, decreasing to 678.3 tonnes compared with 2,039.1 tonnes in 2024. The decrease involved both components: non-hazardous waste sent for disposal decreased from 1,278.2 to 417.2 tonnes (-67.4%), while hazardous waste decreased from 760.8 to 261.1 tonnes (-65.7%).

The reduction is consistent with the trend already observed in relation to hazardous waste generated and, more generally, reflects an improvement in the overall management of special waste, with an increasing share sent for recycling and a significant reduction in the proportion destined for disposal.

The Total waste generated per hour worked indicator decreased from 24.5 kg/h in 2024 to 23.1 kg/h in 2025. However, the trend over the two-year period should be interpreted with caution: as already highlighted, the values for both years are influenced by management and timing factors related to the Roveredo facility, rather than by an ordinary variation in production. The peak recorded in 2024 was attributable to extraordinary scrap disposal activities, while the 2025 figure is still affected by delays in collections, which made it necessary to include estimated quantities attributable to the reporting year. The slight decrease recorded in the last year therefore indicates a partial improvement in waste intensity per hour worked, but is not sufficient to define a structural trend in environmental performance.



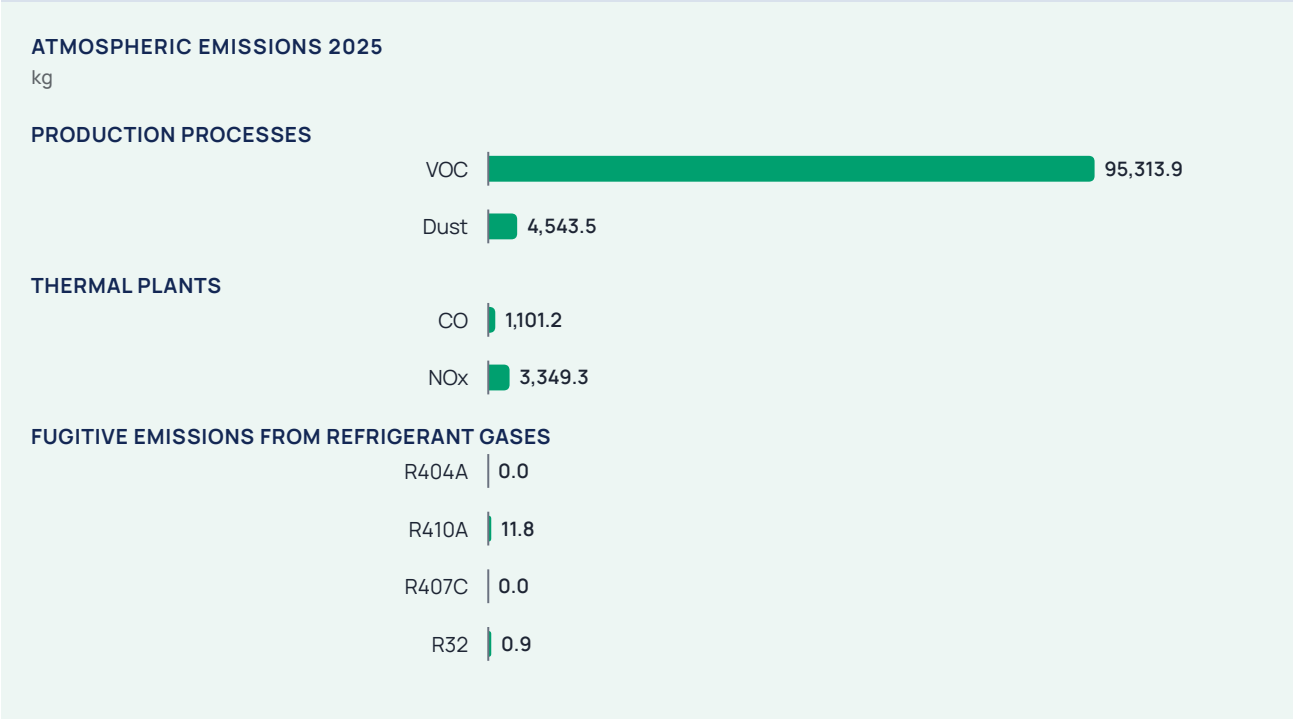
Atmospheric Emissions

Atmospheric emissions resulting from the activities carried out through Cimolai's production processes mainly consist of dust and VOCs, while carbon oxides and nitrogen oxides originate from thermal plants.

The sources of these emissions are therefore mechanical processing activities, the use of paints, solvents or other preparations containing volatile organic compounds — mainly used in the production line — and heat generation for both production purposes and space heating.

All emissions discharged into the atmosphere through dedicated systems are regulated and authorized within the framework of the Environmental Single Authorization (A.U.A.) procedures. These authorizations also cover the fulfilment of requirements relating to solvent management plans.

The following table reports emissions of Volatile Organic Compounds, carbon monoxide and nitrogen oxides deriving from production processes and thermal plants, as well as fugitive emissions of refrigerant gases from air-conditioning systems.



* Estimated data, as it was available on a detailed basis only in June.

The efficiency status of the abatement systems serving atmospheric emissions is ensured by the internal maintenance services, while pollutant concentrations at the stacks are verified in compliance with the prescribed sampling plans.

In 2025, none of the measurements of dust concentrations (mg/m³) carried out at the stacks at the respective emission points recorded values exceeding the authorized limits, as these emissions remained well below the applicable thresholds.

The monitoring and continuous improvement of the capture systems and subsequent atmospheric emission abatement systems are, in any case, an integral part of the Company's ongoing commitment to maintaining air quality in the workplace.

Greenhouse Gas Emissions

The Cimolai Group monitors direct and indirect greenhouse gas emissions in accordance with the Greenhouse Gas Protocol, distinguishing emissions into categories or Scopes:

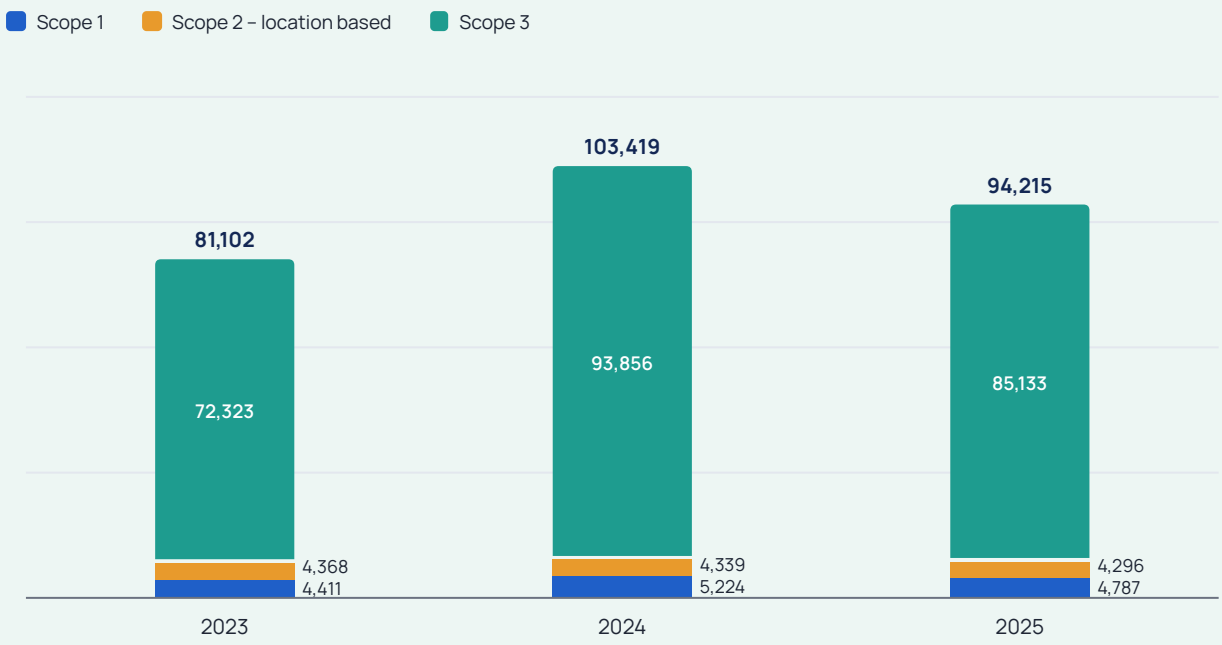
- Scope 1: emissions deriving from sources owned and controlled by the organization, resulting from heat production, internal handling operations and transport activities carried out with company-owned vehicles, as well as fugitive emissions of greenhouse gases.
- Scope 2: indirect emissions deriving from the production of electricity consumed by the organization and purchased from the grid.
- Scope 3 – other indirect emissions: this category includes emissions generated throughout the value chain. The Cimolai Group has quantified these emissions based on activity data, reclassifying them according to the Scope 3 categories of the GHG Protocol, in particular: Category 1 – Purchased goods and services: raw materials, materials and other purchased products and services; Category 3 – Fuel and energy-related activities: indirect upstream emissions associated with consumed fuels; Category 4 – Upstream transportation and distribution: transport activities borne by the Company; Category 5 – Waste generated in operations: waste generated; Category 6 – Business travel: business travel; Category 9 – Downstream transportation and distribution: transport activities borne by third parties..

GREENHOUSE GAS EMISSIONS	unit	2025
SCOPE 1		
Stationary combustion emissions	tCO2e	3.123,2
Mobile combustion emissions	tCO2e	2.089,0
Fugitive greenhouse gas emissions	tCO2e	23,2
Total Scope 1 emissions	**tCO2e**	**4.786,6**
SCOPE 2		
Emissions from electricity consumption - location-based	tCO2e	4.295,9
Emissions from electricity consumption - market-based	tCO2e	8.965,6
Total Scope 2 emissions - location-based	**tCO2e**	**4.295,9**
SCOPE 3		
CATEGORY 1 – PURCHASED GOODS AND SERVICES		
Raw materials (steel)	tCO2e	71.906,4
Cutting and welding gases	tCO2e	5.556,2
Chemical substances	tCO2e	449,3
Packaging	tCO2e	239,6
Other materials (paper, aluminium, plastic)	tCO2e	58,9
Water abstraction	tCO2e	2,4
CATEGORY 3 - FUEL AND ENERGY-RELATED ACTIVITIES		
Fuels	tCO2e	932,4
CATEGORY 4 - UPSTREAM TRANSPORTATION AND DISTRIBUTION		
Transport activities borne by the Company	tCO2e	4.196,2
CATEGORY 5 - WASTE GENERATED IN OPERATIONS		
Waste	tCO2e	521,3
CATEGORY 6 – BUSINESS TRAVEL		
Business travel	tCO2e	1.175,0
Category 9 - Downstream transportation and distribution		
Transport activities borne by third parties	tCO2e	95,3
Total Scope 3 emissions	**tCO2e**	**85.132,9**
TOTAL GREENHOUSE GAS EMISSIONS	**tCO2e**	**94.215,4**

In 2025, total greenhouse gas emissions amounted to 94,215.4 tCO_2e, recording an 8.9% reduction compared with 2024. The decrease affected all three components: direct emissions (Scope 1, -8.4%), indirect emissions related to electricity consumption (Scope 2 location-based, -1.0%) and indirect emissions generated by upstream and downstream activities along the value chain (Scope 3, -9.3%).

TOTAL GREENHOUSE GAS EMISSIONS

tCO_2e

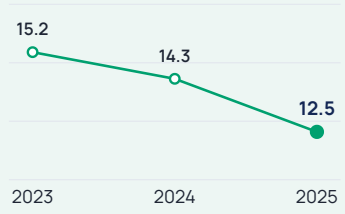


The Scope 1 emission intensity index, calculated as tCO_2e per million of production value, shows a progressive improvement over the three-year period, decreasing from 15.225 in 2023 to 12.496 in 2025. The overall reduction is approximately -18% compared with 2023.

The trend therefore highlights a progressive decrease in the carbon intensity of the Company's activities, indicating greater emission efficiency in relation to the economic value generated.

SCOPE 1 EMISSION INTENSITY

tCO_2e per € million of production value



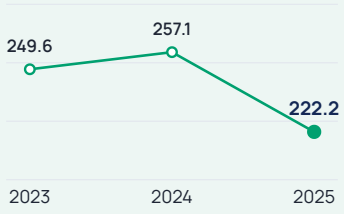
SCOPE 2 – LOCATION BASED EMISSION INTENSITY

tCO_2e per € million of production value



SCOPE 3 EMISSION INTENSITY

tCO_2e per € million of production value



The Scope 2 location-based emission intensity, calculated as tCO_2e per million of production value, shows a progressive improvement over the three-year period. The indicator decreases from 15.078 tCO_2e per million of revenue in 2023 to 11.885 in 2024 and 11.215 in 2025, with an overall reduction of approximately -25.6% compared with 2023.

In 2025, the indicator therefore confirms greater emission efficiency of electricity consumption in relation to revenue, highlighting a reduction in the carbon intensity of the Company's activities according to the location-based approach.

The Scope 3 emission intensity, calculated as tCO_2e per million of production value, after a slight increase between 2023 and 2024, recorded a significant reduction in 2025, reaching 222.2 tCO_2e/million (-13.6%).

Overall, the improvement in the Scope 3 indicator in 2025 contributes to strengthening the organization's overall emission efficiency, while confirming the relevance of indirect emissions as a priority area for monitoring and management.

Construction Site Management

The Cimolai Group is committed to managing the environmental impacts of construction sites and ensuring the health and safety of the people involved in the work.

From an environmental perspective, the Company's objective is to limit waste generation as much as possible, promoting recycling. Energy and water are also used responsibly, avoiding waste and seeking efficient solutions. At the same time, the Company aims to limit forms of pollution by controlling dust and noise and preventing harmful substances from reaching the soil or water.

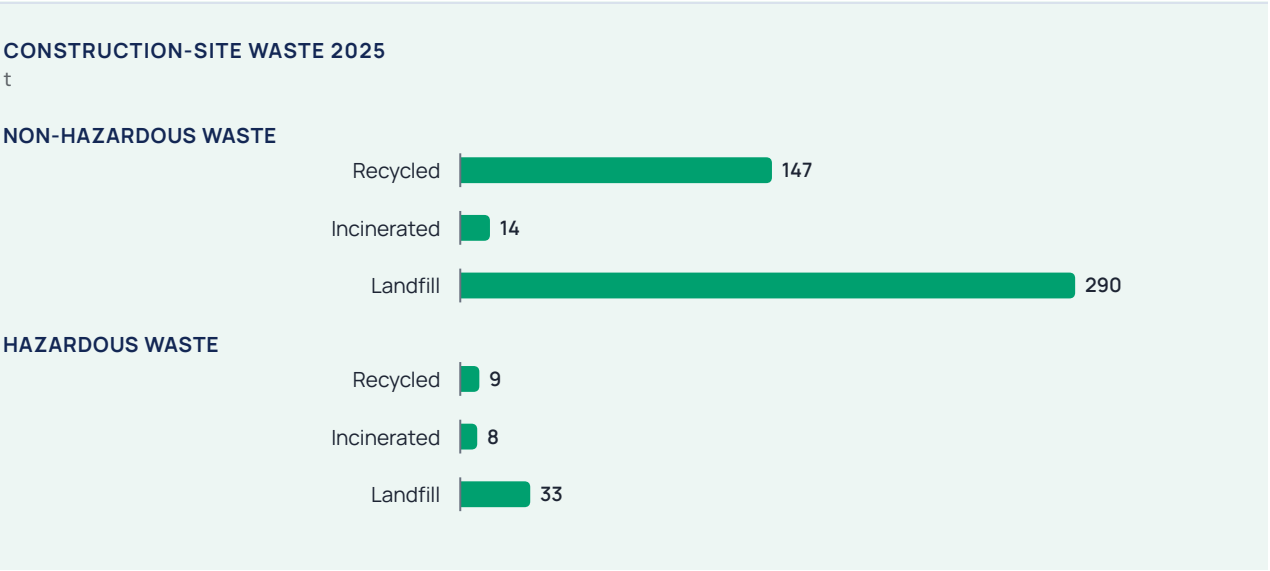
From a social perspective, ensuring the safety and health of those working on construction sites is fundamental for Cimolai. In addition to compliance with regulations, the Company is committed to training personnel in order to develop a culture of prevention. Decent working conditions are also guaranteed, with regular contracts and adequate remuneration.

A sustainable construction site is a construction site that measures its performance, and Cimolai collects data to monitor its results. In 2024, the Company began reporting the main environmental and health and safety data relating to directly managed construction sites.

In 2025, the most significant environmental aspects were concentrated in three main construction sites: Ligne 17, the Grand Paris Express infrastructure project, with regard to energy consumption; the Verona Hospital project, involving the construction of seismic-resistant structural works, with regard to water withdrawals; and ELT – Extremely Large Telescope, a project of the European Southern Observatory in Chile, with regard to waste generation.

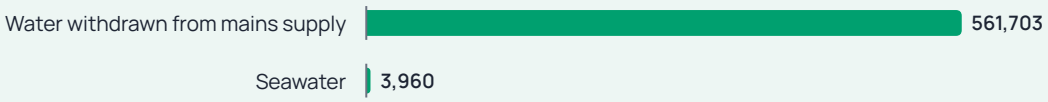
718	3,796	208,941
MWh	t	Smc
Electricity	Diesel for vehicles and site machinery	Natural gas

Energy consumption at construction sites, 2025



CONSTRUCTION-SITE WATER RESOURCES 2025

m^3



ACCIDENTS	2025
Number of fatalities resulting from occupational accidents	0
Total number of recordable occupational accidents	26
Number of occupational accidents with serious consequences*	0
Recordable occupational accident rate	**27.2**

*Resulting in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.



Fiumicino New Terminal · Rome – Italy · 2016

05

Our People

People at the heart of our success: growth, training, wellbeing and safety.

OCCUPATIONAL HEALTH AND SAFETY

Since its foundation, the Cimolai Group has placed people at the centre of its success, fostering a working environment founded on trust, loyalty and the enhancement of talent. Over the 2023–2025 three-year period, the workforce expanded markedly, rising from 1,111 to 1,454 employees in 2025 (+22.0% in the 2024–2025 period alone).

Workforce Breakdown

The growth in the workforce reflects the strengthening of the Group's operational and production capacity, with a significant contribution from international contracts.

- Professional classification: Growth mainly involved the Blue Collars category (+37.9%, equal to +250 employees in 2025), supporting construction site and plant operations. The increase was more limited among Middle Managers (+21.2%) and White Collars (+1.3%), while Executives remained stable.
- Geographical distribution: Italy represents the main hub with 749 employees (51.5% of the total, +2.6% vs 2024). The Extra-EU area accounts for 592 employees (40.7%) and recorded an extraordinary increase of +64.0%, driven almost entirely by the Group's presence in Chile. The EU area accounts for 113 employees (7.8%).
- Gender and age profile: Although historically male-dominated, the workforce recorded an 18.0% increase in female employees in 2025 (157 women in total). The predominant age group is between 30 and 50 years old (59.8% of the total, increasing by +22.7% in 2025), followed by employees over 50 (26.7%) and under 30 (13.5%)..

Employment Contracts and Types of Employment

Cimolai prioritizes employment stability, adapting its organizational structure to construction site requirements:

- Stability and flexibility: Permanent contracts represent the Company's stable workforce, increasing from 1,032 in 2023 to 1,155 in 2025. Fixed-term contracts (299 employees in 2025) are concentrated in Chile to meet the temporary needs of individual operational phases.
- Working hours: The workforce is employed almost entirely on a full-time basis. Part-time employment remains marginal (1.4% in 2025), and is present only in Italy among female employees.
- Non-subordinate work: Temporary agency contracts and coordinated and continuous collaboration contracts amount to 39 employees, all located in Italy..

Recruitment and Turnover

The Group's recruitment policy prioritizes internal growth and job rotation, resorting to the external market only when requirements cannot be met internally.

Selection Principles: Recruitment is based on objective criteria of merit, transparency and equal opportunities, ensuring the complete absence of discrimination and the protection of privacy (in compliance with Legislative Decree No. 198/2006 and the applicable Collective Labour Agreement).

In 2025, employment dynamics showed a strong expansionary trend:

- Hiring rate: Increased from 29.1% to 49.7%, driven by operational hires within the male workforce.
- Turnover rate: Remained stable at 29.5%, resulting in a significantly positive employment balance..

Training and Skills Development

The training plan originates from an annual process of listening to and sharing needs between Department Managers and the Personnel Department, based on the analysis of skills gaps.

- Hour volume: In 2025, 17,715 training hours were provided (an increase compared with 14,741 hours in 2023).

- Participation by category and gender: Average training hours provided per capita were highest for Middle Managers (23.9 hours) and Executives (20.3 hours), followed by White Collars (20.3 hours) and Blue Collars (10.3 hours). In terms of gender, a higher training intensity is confirmed for women (21.2 average hours) compared with men (14.1 hours).
- Training areas: Health and Safety represents the absolute priority, with 10,525 hours delivered, followed by language training (5,188 hours) and technical-administrative updates.

Performance Evaluation

The evaluation system — structured through end-of-probation meetings, 6-month and 1-year reviews using a 360° feedback method, and with a pilot project extended to Blue Collars — involved 496 people in 2025 (34.1% of the workforce). Coverage is total for Executives (100%), very high for Middle Managers (95.0%) and White Collars (72.9%), and is currently being extended to Blue Collars (9.1%).

Employee Welfare

As evidence of the central role of employees and in compliance with the SA8000 and ISO 30415 certifications, Cimolai ensures continuous listening through complaint boxes, feedback forms, dedicated email addresses and periodic meetings with Workers' Safety Representatives (RLS) and HR.

The Welfare Package and Prevention Initiatives

- Benefits and Services: Supplementary healthcare assistance, insurance coverage for disability, company canteen, discount portal and local agreements, company library, solidarity market with the "Il Piccolo Principe" cooperative, laundry service and affiliated summer camps for employees' children.
- 2025 Health Campaign: In collaboration with WelfareCare, in May/June 2025 a mobile clinic was positioned at the Porcia and Roveredo sites, offering 160 free echocardiograms with resting ECGs to the entire company workforce..

Parental Leave

Cimolai promotes work-life balance, ensuring equal career opportunities upon return from parental leave.

Indicator	Men	Women	Total
Employees entitled to parental leave	22	50	72
Employees who took parental leave	46	14	60
Employees who returned to work	44	13	57
Return Rate	**96%**	**93%**	**95%**
Retention Rate (12 months after return)	—	100%	100%

Integrity, Respect and Equal Opportunities

Ethics and inclusiveness guide every organizational decision, safeguarding the dignity of all employees and rejecting any form of discrimination or harassment.

- Certifications and Standards: As confirmation of this commitment, the Company obtained UNI ISO 30415 (Diversity & Inclusion) certification in October 2024 and UNI/PdR 125:2022 Gender Equality certification in 2025.
- Disability Inclusion: The Company promotes accessibility and the full inclusion of vulnerable workers, with 20 employees with disabilities in its workforce in 2025.
- Pay Equity: The Company applies remuneration and professional development policies based exclusively on fairness and merit, constantly monitoring Gender Pay Gap indicators and internal remuneration dynamics.

Occupational Health and Safety

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

As a minimum and non-negotiable requirement, Cimolai considers compliance with applicable laws and regulations in force, national and EU regulations, and customer requirements to be essential.

The following outlines Cimolai's commitment to Health and Safety.

1. Ensuring safety in the workplace by defining and implementing actions aimed at reducing risks, with a view to preventing occupational diseases and accidents at work, with the objective of achieving "zero accidents".
2. Preventing and correcting any dangerous situations, including "near misses", by promoting their reporting and systematically implementing the analysis of causes and possible corrective measures.
3. Pursuing a continuous improvement in safety performance.
4. Ensuring the protection of the health and physical and psychological well-being of people working within the Cimolai Group.
5. Assessing risks associated with changes in production activities resulting from new equipment or modifications to the working environment, before implementing such changes.

The Company is aware that the abuse of alcohol, drugs and other substances by employees may negatively affect the effectiveness of their work performance and may have serious harmful consequences for themselves and for the safety of colleagues.

The improper use of medicines or the use, possession, of alcohol and illegal drugs, or controlled substances not prescribed by a physician, on Company premises is strictly prohibited and constitutes grounds for appropriate disciplinary action, up to and including dismissal. Although the policy explicitly refers to alcohol and drugs, its application is extended to inhalants and all other forms of substance abuse.

Those who believe they are dependent on the above-mentioned substances are encouraged to seek medical advice and undertake appropriate treatment without delay and before their condition may negatively affect their ability to work and pose a danger to their own safety, that of colleagues or third parties, as well as to the safety of plants, machinery and workplaces.

The Company is also aware that alcohol and drug dependency is a treatable condition. The Company's Prevention and Protection Service, through the Occupational Physician, is available to those concerned who, on a voluntary and strictly confidential basis, wish to consult it for any information and support.

Without prejudice to the provisions of the previous paragraph, should an employee's condition of dependence on alcohol or narcotic substances be such that, while not resulting in an inability to work, it nevertheless represents a potential danger, in the performance of specific tasks related to their duties, to their own safety, that of colleagues or third parties, or to the safety of plants, the Company, also in fulfilment of its legal obligation to ensure workplace safety, reserves the right to change such duties within the limits established by law.

The employee's unsuitability for the work activities actually performed, ascertained in accordance with legal procedures and resulting from a condition of dependence on alcohol or narcotic substances, even if following medical treatment, may result in termination of the employment relationship for justified reason.

During work activities, the consumption of alcoholic beverages, drugs or similar substances is prohibited. Employees are also advised to avoid consuming such substances outside working hours or immediately beforehand, as the resulting effects may continue during subsequent work activities.

The Company reserves the right to carry out unannounced checks for the presence of drugs and alcohol on Company premises and/or in offices. The Company will require its contractors for works and services to adopt an equivalent policy.

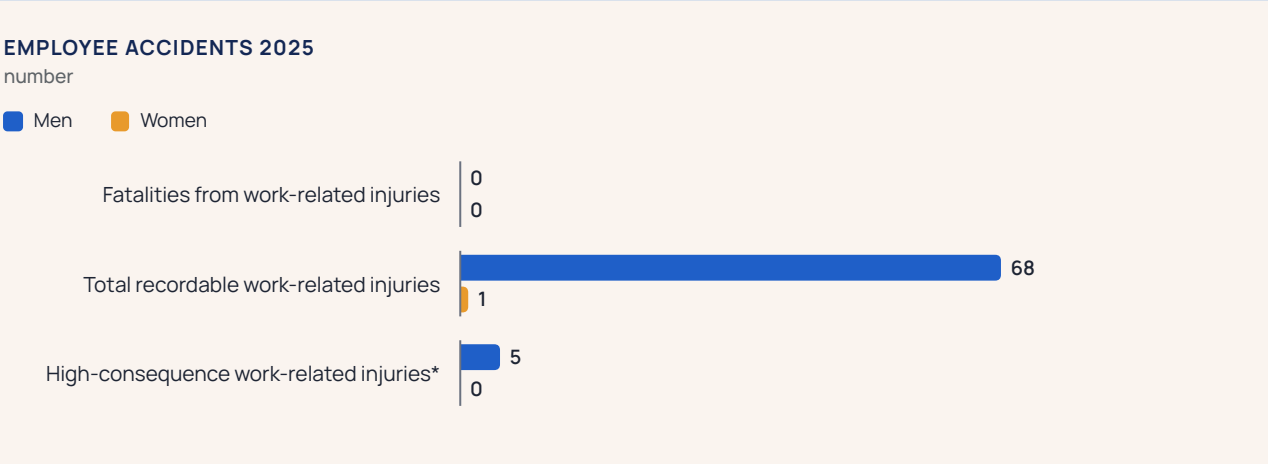
Risk Identification and Assessment

The Cimolai Group has a robust process in place for identifying and assessing Health and Safety risks at all organizational levels and across all Company activities, ensuring that risks to people, equipment and assets are adequately assessed and controlled in order to keep them within acceptable levels.

The headquarters, plants and construction sites are provided with risk assessment documents. To make the assessment and identification of actual and potential risks more effective, Cimolai has appointed a Health and Safety Committee.

The risk assessment and management system adopted requires continuous and careful monitoring, as well as ongoing updates, to ensure compliance with legislative developments and the Company's processes. Specific risk assessments are updated annually on a rotating basis.

The following table reports the data relating to occupational accidents over the last three years.



EMPLOYEE ACCIDENT RATES	2025		
	Men	Women	Total
Rate of occupational accidents with serious consequences	2,38	0,00	**2,14**
Recordable occupational accident rate	32,34	4,22	**29,49**

**which results in death or in an injury from which the worker cannot recover, does not recover, or where it is not reasonably foreseeable that they will fully recover and return to their health condition prior to the accident within 6 months.*

Over the three-year period considered, only one case of occupational disease occurred in 2024, while no cases were recorded in 2025.

Near Miss

The commitment to continuously improving incident investigation processes also extends to Near Misses (near accidents, near injuries), with the aim of eliminating causes and preventing the potential recurrence of such events. The objective of analysing and addressing Near Misses is precisely to identify whether the measures defined and implemented following risk assessments are adequate and effective and can prevent the recurrence of adverse events.

At an aggregated level, Near Miss reports were more numerous than actual events during the three-year period considered, making it possible to pursue continuous improvement and the consequent reduction of accidents through prevention activities carried out directly in the field and focused on issues that have emerged.

NEAR MISS	2025
Number of Near Misses - plants	30
Number of Near Misses - sites	10

Skills and Training

Cimolai ensures that the necessary skills are defined and guaranteed for those professional roles that have an impact on the quality of Company processes, the management of risk factors and emergency response.

All Company personnel also receive periodic and recorded training on health and safety, and such training is repeated for newly hired personnel and for those assigned to new roles, according to 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 on the new training needs that have emerged.

Also in 2025, an increase in safety training hours was recorded, accounting for 59.4% of total training hours.

SAFETY TRAINING	2025
Safety training hours	10.525
% of safety training out of total training	59,4%

Employee Participation and Consultation

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

Employee involvement, represented by the Workers' Safety Representatives (RLS), takes place during the phases of hazard identification and risk assessment, the definition of control methods to be applied, the investigation of accidents, near misses and non-conformities, the definition of specific objectives to be achieved to improve performance, and the preparation of the training plan.

Within Cimolai, communication regarding health and safety topics takes place:

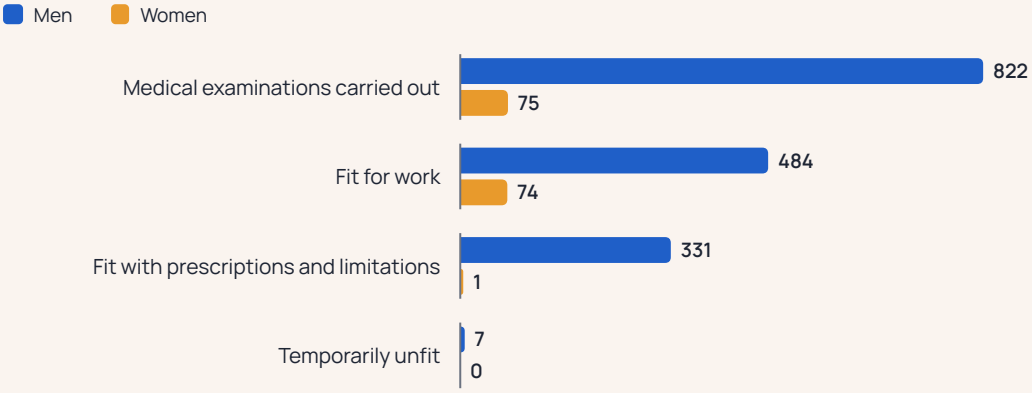
- from management bodies to employees, through practical tools such as the use of internal messaging systems and management software, and through the periodic organization of meetings to explain and share information and objectives;
- from employees to management bodies. This type of communication takes place through individual discussions, toolbox meetings and Safety Points. Reports in this case are treated and managed as non-conformities or improvement actions;
- through dialogue between employees at the same level, involving multiple senders and recipients.

During 2025, no improvement reports were recorded from employees or external companies during toolbox meetings, coordination meetings and HSE points.

Occupational Health Surveillance

Cimolai S.p.A. has appointed its Occupational Physician, who has the specific authority and responsibilities established by Article 25 of Legislative Decree 81/08 and subsequent amendments. In the case of long-term construction sites located far from Friuli Venezia Giulia, the Company appoints local Occupational Physicians in order to carry out health surveillance.

HEALTH SURVEILLANCE 2025
number





06

Ethical Supply Chain Management

Partnering with suppliers who share our values.

SUPPLIERS AND PROCUREMENT

SUPPLIER ASSESSMENT AND QUALIFICATION

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

Social responsibility, guaranteed through voluntary adherence to the SA8000 standard, is an integral part of the business strategy and involves the supply chain, which is increasingly considered a central element in the Company's sustainability improvement journey.

This process requires, among other things, the involvement of all suppliers of goods and services, as well as their commitment to complying with the obligations established by social responsibility, in line with the values and principles of the reference standard, including:

- not using child labour or forced labour;
- complying with applicable national legislation, international conventions and recommendations, including those issued by international organizations such as the ILO (International Labour Organization) and the UN (United Nations Organization);
- respecting freedom of association and the right to collective bargaining;
- combating all forms of discrimination and unequal treatment based on race, nationality, religion, disability, gender, sexual orientation, trade union membership or political affiliation;
- condemning all illegal conduct that may conflict with the dignity or physical and/or moral integrity of individuals;
- ensuring the protection of maternity and paternity, as well as disadvantaged persons;
- promoting and improving the safety and physical and psychological well-being of employees through both preventive and corrective actions;
- complying with applicable laws on working hours, including limits imposed on overtime work;
- remunerating employees in compliance with laws and employment contracts and, in any case, at a level sufficient to meet the basic needs of personnel.

It is Cimolai's intention that the same social responsibility principles to which it adheres are also followed by suppliers involved in the supply chain of products/services related to its activities.

For this reason, Cimolai is progressively adopting a supplier selection and evaluation process that also includes Social Responsibility issues, in order to increase supplier involvement in the approach towards sustainable development.

In 2022, the Company implemented a supplier monitoring plan by submitting an assessment questionnaire and a letter of commitment to compliance with the requirements of the SA8000:2014 standard, requesting suppliers to carry out checks on compliance with the principles of the standard also among their own suppliers (sub-suppliers).

Following the signed commitment letters, audits were scheduled and carried out on suppliers performing activities at Cimolai's plants. The results are reported in the audit reports and can be considered adequate, with some recommendations that suppliers will be required to implement within a short timeframe.

Suppliers and Procurement

In 2025, the number of active suppliers was 3,194, of which 66.2% are located in Italy.

SUPPLIERS (n.)	2025
No. of active suppliers	**3.194**

Overall, the geographical profile of procurement highlights a growing focus on the domestic market and, more generally, on the European area, both in terms of supplier numbers and, above all, expenditure.

This trend suggests a progressive strengthening of the geographical proximity of the supply chain, with a lower relative incidence of non-European suppliers.

SUPPLIERS – GEOGRAPHICAL DISTRIBUTION (n.)	2025
Italy	2.114
Europe (excluding Italy)	496
Americas	543
Africa	21
Middle East	14
Asia	6
Total	**3.194**

SUPPLIERS – GEOGRAPHICAL DISTRIBUTION (thousands of euro)	2025
Italy	224.640
Europe (excluding Italy)	50.814
Americas	9.811
Africa	41
Middle East	-349
Asia	363
Total	**285.320**

SUPPLIES – TYPE (thousands of euros)	2025
Raw materials, auxiliary materials, consumables and goods	125.011
Services	130.766
Use of third-party assets	17.774
Temporary agency work	673
Other operating expenses	2.380
Other	8.715
Total	**285.320**

Supplier Assessment and Qualification

Cimolai distinguishes between non-critical suppliers and critical suppliers, the latter being defined as suppliers of critical goods and services, i.e. those that are an integral part of the production process and that may have an impact on the quality and delivery times of the products supplied by Cimolai to its Customers.

Critical suppliers must be assessed with regard to their ability to meet:

- contractual requirements;
- project requirements;
- requirements of Cimolai's Quality Management System;
- requirements of applicable mandatory standards relating to the goods/services supplied;
- specific requirements requested by Cimolai.

HSE Requirements

Suppliers are also assessed by the HSE Management System, with regard to Environmental and Occupational Health and Safety aspects.

This process includes, in addition to registration in Cimolai's supplier list, the completion and evaluation, during the pre-contract phase, of the HSE Requirements for suppliers of services and activities. The HSE system checklist requires, in addition to the submission of documentation required by applicable regulations, the description of certain processes and methods that could have a significant impact on the Company's production and organizational processes.

By 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 to environmental protection.

The supplier shall implement, towards its employees, all the measures required by regulations concerning occupational health and safety protection, aimed at risk prevention and the prevention of environmental pollution. To this end, it shall require its personnel to comply with such requirements and shall ensure that its supervisors monitor and enforce such compliance.

In particular, the supplier shall explicitly declare that it will ensure that its personnel, as well as the personnel of any subcontractors or sub-suppliers or personnel assigned on secondment authorized by the Client, comply with all rules, provisions and procedures relating to the HSE Management System in force at the location where the activities will be carried out and of which they will be informed in advance.

Any additional Health, Safety and Environmental requirements and performances deemed necessary by Cimolai to better implement its policy, or specifically requested by Clients, may be required from the supplier as specified in the contract.



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Community

Creating value for the territories where we operate.

Cimolai's business model is based on continuous interaction with all stakeholders and the communities in which it operates, with the aim of generating shared value, in full respect of human rights and leaving no one behind.

For years, the Group has been committed to the main issues concerning the promotion and development of the territory and the community, becoming a reference partner in key areas such as: culture, health, education and volunteering.

Education and Talent Development

Another fundamental value for Cimolai is the enhancement of talent and support for education and training. The Company demonstrates this commitment through various initiatives in support of schools and universities. The Group has strengthened collaborations with Italian universities and technical institutes, such as Ca' Foscari, UNIUD, UNIPD, UNITS, UNISALENTO, La Sapienza University of Rome, ITST J.F. Kennedy and ISIS Mattiussi Pertini, as well as through direct initiatives in schools, including workshops, lessons, internships and work placements.

Health and Solidarity

In 2025, Cimolai donated new medical equipment to two healthcare facilities in the Friuli-Venezia Giulia Region, confirming its concrete commitment to supporting Health. Through the first initiative, the Company supported the Burlo Garofolo Foundation ETS by donating three paediatric pulse oximeters to the Paediatric Clinic of the IRCCS Burlo Garofolo in Trieste, essential tools for monitoring vital parameters in younger patients. The second initiative involved the Complex Structure of Anaesthesia and Intensive Care of the "Santa Maria degli Angeli" Hospital in Pordenone, which, thanks to the contribution received, can now rely on a portable ultrasound device to support the department's diagnostic and care activities.

At the same time, the Cimolai plant in Monfalcone donated a defibrillator to the Italian Red Cross – Monfalcone ODV Committee. The device will be used as part of healthcare transport services and assistance activities during public and sporting events, helping to strengthen the capacity for timely intervention in emergency situations.

Through these initiatives, Cimolai confirms its attention to health and safety issues not only within Company contexts, but also in favour of the community, promoting a social responsibility approach aimed at providing concrete support to organizations operating in the local area.

Cimolai also promoted solidarity initiatives directly involving its employees, encouraging active participation in support of the local area and social causes. On the occasion of PNTHLON 2025, a solidarity relay race held in Pordenone on 4 October 2025 and aimed at fundraising in favour of Parent Project APS, an association committed to supporting people affected by Duchenne and Becker muscular dystrophy, the Company participated in the event with three employee teams. The initiative represented a concrete opportunity for Cimolai to combine sport, team spirit and charity, strengthening the sense of belonging and confirming the Group's attention to projects with a positive social impact, capable of generating value also beyond the Company's own perimeter.

Cimolai also supported local historical and cultural events, such as the Antica Fiera dei Cesti in Polcenigo and the theatre season of the Marcello Mascherini Municipal Theatre in Azzano Decimo, contributing to the enhancement of local traditions and cultural life.

Methodological Note

The 2025 Sustainability Report, fourth edition, has been prepared in accordance with the "GRI Sustainability Reporting Standards" of the Global Reporting Initiative, using the "with reference to" reporting option.

To define the contents and quality of the reporting, Cimolai followed the principles established by the GRI Standards, which provide a set of criteria for selecting the information to be included in the report and for the way in which it is presented.

In order to ensure comparability of the data reported over the three-year period, following the disposal of the equity investment in Zwahlen & Mayr SA, the reporting perimeter of the 2025 Report was subject to restatement, with the company being retrospectively excluded from the 2023 and 2024 data.

Accuracy. Economic data refer to the statutory Financial Statements, which are subject to audit, while the accuracy of environmental, health and safety data derives from the existence of certified management systems ISO 9001, ISO 14001, ISO 45001, ISO 50001, SA 8000, ISO 39001 and ISO 27001. Social data are mainly extracted from Cimolai's operating systems.

The emission factors used for the calculation of greenhouse gases are as follows:

- Direct Scope 1 emissions: Defra - Department for Environment, Food & Rural Affairs - UK Government conversion factors for company reporting of greenhouse gas emissions (2023-25)
- Indirect Scope 2 emissions (location based): ISPRA Report 418/2025 - Emissions factors in the power sector;
- Indirect Scope 2 emissions (market based): AIB – European Residual Mix (2023-24)
  Indirect Scope 3 emissions: Defra - Department for Environment, Food & Rural Affairs – UK
- Government conversion factors for company reporting of greenhouse gas emissions (2023-25).

Clarity. The structure of the Sustainability Report has been designed to make the information contained therein easily identifiable by stakeholders. The document opens with the Letter to Stakeholders and consists of six sections: The Cimolai Group; Cimolai 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.

The level of detail of the information was selected in order to make the Sustainability Report understandable, accessible and usable by the different stakeholders.

Comparability. To allow stakeholders to analyse changes in the Company's performance, the Report presents data relating to the three-year period 31.12.23 - 31.12.25. Internationally accepted units of measurement have also been used, consistency has been maintained in the methods used to calculate data over the three-year period, and absolute values, percentages and normalized data have been reported to enable comparisons.

Completeness. The Sustainability Report has been designed to provide stakeholders with a comprehensive overview of the activities carried out by the Company.

Sustainability context. Cimolai describes how environmental, social and economic issues are connected 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 from 1 January 2025 to 31 December 2025. The document also reports the same quantitative information relating to the previous two years.

Verifiability. The Company has established internal controls and organized documentation in order to be prepared for any potential Assurance activity.

GRI Content Index

Statement of use	The Cimolai Group has reported the information referenced in this "GRI Content Index" for the period 01.01.2025 - 31.12.2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location / direct response
GRI 2: General Disclosures	2-1 Organizational Details	
	2-2 Entities Included in the Organization's Sustainability Reporting	
	2-3 Reporting Period, Reporting Frequency and Contact Point	
	2-6 Activities, Value Chain and Other Business Relationships	
	2-7 Employees	
	2-8 Workers Who Are Not Employees	
	2-9 Governance Structure and Composition	
	2-10 Nomination and Selection of the Highest Governance Body	
	2-11 Chair of the Highest Governance Body	
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	
	2-13 Delegation of Responsibility for Managing Impacts	
	2-14 Role of the Highest Governance Body in Sustainability Reporting	The Sustainability Report was approved by the Board of Directors on 29/05/2026.
	2-22 Statement on the Sustainable Development Strategy	
	2-23 Policy Commitments	
	2-24 Embedding Policy Commitments	
	2-25 Processes to Remediate Negative Impacts	Management Reviews relating to certified management systems
	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	
	2-30 Collective Bargaining Agreements	Management Reviews relating to certified management systems

GRI 3: Material Topics	3-1 Process to Determine Material Topics	
	3-2 List of Material Topics	
	3-3 Management of Material Topics	
GRI 201: Economic Performance	201-1 Direct Economic Value Generated and Distributed	
GRI 204: Procurement Practices	204-1 Proportion of Spending on Local Suppliers	
GRI 205: Anti-corruption	205-3 Confirmed Incidents of Corruption and Actions Taken	No cases of corruption occurred during the reporting period considered.
GRI 301: Materials	301-1 Materials Used by Weight or Volume	
	301-2 Recycled Input Materials Used	
GRI 302: Energy	302-1 Energy Consumption Within the Organization	
	302-3 Energy Intensity	
GRI 303: Water and Effluents	303-1 Interactions with Water as a Shared Resource	
	303-2 Management of Water Discharge-Related Impacts	
	303-3 Water Withdrawal	
	303-4 Water Discharge	
GRI 305: Emissions	305-1 Direct (Scope 1) GHG Emissions	
	305-2 Energy Indirect (Scope 2) GHG Emissions	
	305-3 Other Indirect (Scope 3) GHG Emissions	
	305-4 GHG Emissions Intensity	
	305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	
GRI 306: Waste	306-3 Waste Generated	
	306-4 Waste Diverted from Disposal	
	306-5 Waste Directed to Disposal	
GRI 308: Supplier Environmental Assessment	308-1 New Suppliers that Were Screened Using Environmental Criteria	
GRI 401: Employment	401-1 New Employee Hires and Employee Turnover	
	401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	

GRI 403: Occupational Health and Safety	403-1 Occupational Health and Safety Management System	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	
	403-3 Occupational Health Services	
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety Programs	
	403-5 Worker Training on Occupational Health and Safety	
	403-6 Promotion of Worker Health	
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	
	403-8 Workers Covered by an Occupational Health and Safety Management System	
	403-9 Work-related Injuries	
	403-10 Work-related Ill Health	
GRI 404: Training and Education	404-1 Average Hours of Training per Year per Employee	
	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of Governance Bodies and Employees	
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	
GRI 406: Non-discrimination	406-1 Incidents of Discrimination and Corrective Actions Taken	No cases of discrimination occurred during the reporting period considered.
GRI 413: Local Communities	413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programs	
GRI 414: Supplier Social Assessment	414-1 New Suppliers that Were Screened Using Social Criteria	
	416-2 Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	No cases of non-conformity relating to the health and safety impacts of products and services occurred during the reporting period considered.



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