Sustainability Report 2024

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Introduction

The reporting cycle that led to the preparation of the 2024 Sustainability Report enabled the Cimolai Group to achieve the following results:

Reporting Scope

Data collection was extended across the entire Group, including all companies fully consolidated in the statutory financial statements.

Threshold for Environmental Impacts

Group legal entities and their branches were assessed to define the materiality threshold of impacts. Entities with more than 5 employees were considered relevant.

Site Reporting

Environmental and health and safety data collection began for worksites.
This report includes energy, water, and waste consumption data managed directly by Cimolai as the general contractor. In the future, the aim is to also report consumption managed by clients, using accurate estimates in multi-company worksites.

Transport

Data was collected on transport to and from Cimolai facilities and construction sites, including inter-facility transport, in order to complete the calculation of indirect greenhouse gas emissions (Scope 3).

Sustainability Program

The Group's Sustainability Program was structured and will be completed by 2025. It will identify short-, medium-, and long-term goals with related performance indicators.

CSRD

The Cimolai Group is preparing for the adoption of ESRS (European Sustainability Reporting Standards) as part of the upcoming CSRD (Corporate Sustainability Reporting Directive) requirements. During this reporting cycle, the Group will finalize a Gap Analysis, conduct a double materiality assessment, and complete the greenhouse gas inventory as outlined by the GHG Protocol.

EU Taxonomy

Eligible economic activities were identified under the EU Taxonomy Regulations, and an alignment assessment was carried out to ensure compliance with substantial contribution criteria, "Do No Significant Harm" principles, and Minimum Safeguards. For each evaluated activity, the revenue and CapEx shares were calculated and reported in accordance with Delegated Regulation 2021/2178.

Letters to stakeholders

Dear Stakeholders,

I am pleased to present the Cimolai Group's 2024 Sustainability Report, a document that reflects our concrete and ongoing commitment to a more sustainable and responsible future.

This year, we have further strengthened the foundations of our sustainable development through targeted investments, stronger governance, and continuous attention to the environmental and social impacts of our activities.

In line with our vision, we continue to design and build projects that not only meet our clients' technical and aesthetic requirements but also contribute to protecting the environment and enhancing community well-being.

We have achieved significant **environmental** results, such as increased use of renewable energy, reduced water consumption, and maintaining high recycling rates of used materials.

On the **social** front, we are committed to valuing our human capital through innovative training programs, and by promoting diversity, equity, and inclusion in all our offices. The safety of our workers remains a top priority, with continuous improvements to health and safety standards.

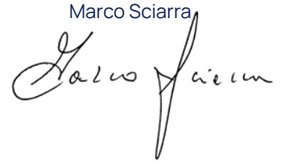
In terms of **governance**, we have effectively implemented certified systems, further enhancing our ability to prevent and manage risks, while promoting a rigorous and transparent business ethic.

This journey has been made possible thanks to the open dialogue and constructive collaboration with all of you—our clients, employees, suppliers, institutions, and local communities—who support and guide us each day on our path toward excellence.
Looking ahead, we will continue to invest in innovative technologies, sustainable processes, and advanced engineering solutions, reaffirming our social and environmental responsibility as essential values.

Thank you for your trust and the commitment you share with us.

Kind regards.

Chairman of the Board of Directors
Marco Sciarra



The Cimolai Group

The Cimolai Group is an industrial group primarily engaged in large-scale steel construction. It has its roots in the Pordenone region of Italy, dating back to the 1950s, and today it enjoys global reach and recognition.

The Group designs, manufactures, and installs steel structures known for their uniqueness, strength, and safety. These projects are delivered with quick turnaround times and high-quality technical specifications.

Every project is managed from the initial engineering design phase through to the final delivery to the client.

The Group's administrative headquarters are in Porcia, in the province of Pordenone, where its commercial (procurement and client relations), managerial (human resources and group-wide administration), and technical (engineering and project management) functions are based.

Over time, production facilities have been established where pre-processing, metalworking, welding, and painting activities take place. These facilities have expanded beyond the province to the regional and international level, while retaining a strong local identity rooted in skilled craftsmanship, passed down through hands-on training.

Cimolai S.p.A., the main production company, operates four production plants in Friuli Venezia Giulia:

The first is in **Roveredo in Piano**, about 6 km from Porcia, covering 140,000 m², of which 46,000 m² are indoors.

The second facility is in **Polcenigo**, approximately 10 km from Porcia, occupying 120,000 m², with around 37,000 m² of covered space. It also houses a technology testing lab operated by the welding coordination department.

The **San Giorgio di Nogaro** facility, in Udine province's Aussa-Corno industrial zone, spans 180,000 m², with about 60,000 m² covered. It includes a division for welded pipe production using plate bending. The press here is 15 meters wide and can deliver over 6,000 tons of force.

The fourth plant is in **Monfalcone**, Gorizia province, covering 280,000 m², with approximately 62,000 m² indoors.

Cimolai also maintains a commercial office—Cimolai UK LTD—in London.

Internationally, the Group acquired Swiss company Zwahlen & Mayr SA, expanding its expertise in stainless steel pipe production, a skill later brought to the Friuli region as well.

Zwahlen & Mayr SA
Aigle, Switzerland

Total area
165,000 m²

Covered area:
31,000 m²

Cimolai facilities

1,065,000 m²
of industrial areas

260,000 m²
of covered industrial areas

Porcia
Administrative headquarters

Roveredo in Piano (PN)
Plant

About 6 km from Porcia

Total area
140,000 m²

Covered area
46,000 m²

Polcenigo (PN)
Plant

About 10 km from Porcia

Total area
120,000 m²

Covered area:
37,000 m²

San Giorgio di Nogaro (UD)
Plant

About 65 km from Porcia

Total area
180,000 m²

Covered area:
60,000 m²

Monfalcone (GO)
Plant

About 95 km from Porcia

Total area:
280,000 m²

Covered area:
62,000 m²

Internationally, the Group acquired Swiss company Zwahlen & Mayr SA, expanding its expertise in stainless steel pipe production, a skill later brought to the Friuli region as well.

Thanks to its widespread growth, Cimolai now has a production capacity exceeding 160,000 tons and has led major investment plans over the last five years—both in human capital and, more significantly, in technological innovation. This has enabled safer and more efficient production, integrating advanced robotic welding engineering into its traditional metalwork expertise.

Innovation, however, depends on individual talent. Of the more than 1,000 direct employees at the Cimolai Group, around half work in production, which has created a solid and stable support system.

While the company promotes multiculturalism—employing over 45 nationalities—it continues to draw new hires mainly from the local area. Over 200 civil and mechanical engineers work across all departments, with most involved in management, which is structured into eight technical-commercial divisions based on geographical areas or market sectors. These are supported by the technical office, procurement, production, administration, finance, and project control, operating in an increasingly international market while staying firmly rooted in its local heritage.

160,000 tons
production capacity

more than **1000**
direct employees

over **45**
nationalties

ESG Highlights

E-ENVIRONMENTAL

S-SOCIAL

G-GOVERNANCE

ENVIRONMENTAL

20,8% of electricity consumption from renewable sources (2024)

14,2% EE energy self-sufficiency (2024)

94,3% of total waste for recycling (2024)

-8,7% water withdrawals per hour worked (2024 vs 2023)

SOCIAL

+5.5% growth in Group employees (1.338 at 31/12/2024)

17.5 hours average training hours per employee (+48.8% compared to 2023)

Health and Safety
Health and Safety Committee

Gender Equality
Appointment of the Diversity, Equity, and Inclusion Committee

Gender Equality
Equal pay for equal level

Ethical Supply Chain Management
Supplier monitoring for compliance with SA8000 requirements

GOVERNANCE

Energy Management
Certified management system compliant with ISO 50001

Anti-Corruption
Code of Ethics, Model 231

Certified management system compliant with ISO 37001

Safety Management
Certified management system compliant with ISO 45001

Environmental Management
Certified management system compliant with ISO 1400

Diversity and Inclusion
Certified management system compliant with ISO 30145

Social Responsibility
Certified management system compliant with SA 8000

Intellectual Property. 11 active patents
A new patent application was filed in 2024

Quality Management
Certified management system compliant with ISO 9001

History and Growth of the Group

The Group led by Luigi Cimolai Holding Spa, with a strong legacy, constantly looks to the future to offer tailored solutions capable of meeting the increasingly complex challenges of the global market, characterized by a growing demand for sustainability, technological innovation, and execution speed.

1949

THE BEGINNING

Armando Cimolai, after working as a labourer, decides to start his own business. Together with his wife Albina, he opens a small workshop in Pordenone for the construction of metal gates and window frames.

1963

THE FIRST PLANT

During the 1960s, the Italian economic boom drives industrial expansion and offers new growth opportunities for Cimolai. The growing demand for infrastructure and production facilities leads the company to expand its capabilities by investing in innovative technologies and increasing its workforce. During this period, Cimolai establishes the Viale Venezia plant, becoming a key partner for major companies such as Zanussi, Fiat, and Valeo, who entrust it with the construction and expansion of their facilities.

1974

EXPANSION

To meet market demand, new plants are opened: Polcenigo in 1974, Roveredo in 1986, and the “Service Center” in San Quirino in 1991. Cimolai makes its mark with high-profile projects such as aircraft hangars, bridges, and stadiums, extending its reputation beyond national borders.

2003

LSAW PIPE PRODUCTION

International expansion requires attention to logistics. In 2003, the San Giorgio di Nogaro plant is built, equipped with a dock for ship loading. Here, production of thick-walled pipes begins, and from 2007, ship hull construction is also launched.

Armando Cimolai, after working as a labourer, decides to start his own business.

During the 1960s, the Italian economic boom drives industrial expansion and offers new growth opportunities for Cimolai.

To meet market demand, new plants are opened.

Cimolai expands wordwide.

2011

STRATEGIC ACQUISITIONS

Growth continues with the acquisition of Fabris Srl, specialized in mechanics, and **Zwahlen & Mayr SA** in 2012, a Swiss company leading in metal carpentry and drawn pipe production. Additionally, a new 60,000 sqm plant is inaugurated in **Monfalcone**, on a total area of 280,000 sqm.

2015

THREE NEW COMPANIES

C&S Walls Srl (later CS Facades Srl) is founded for curtain walls, Cimolai Energy Srl for Oil & Gas components, and Cimolai Heavy Lift Srl for assembling large structures.

2017

TECHNOLOGICAL INNOVATION

New automatic dimensional control systems for pipe production are installed, along with a heat treatment furnace and an automated UT inspection system. E.C. PROJECT Srl (later Cimolai ASC Srl) is established for cladding design, and Cimolai & Rimond Middle East Contracting LLC is founded in Dubai. ISO 14001 environmental certification is obtained for all production units.

2019

INTERNATIONALIZATION

Cimolai expands into Central and South America with advanced projects and strengthens its presence in Europe as a general contractor. The San Giorgio di Nogaro and Monfalcone plants are expanded, each reaching 60,000 sqm of covered area. New automated cutting and drilling lines are installed in Polcenigo, and welding robots are introduced in Roveredo in Piano.

2020-2023

COLLABORATIONS AND MERGERS

Cimolai strengthens both its internationalization and its position in Italy. Collaboration resumes with Mariotti S.p.A. for ship hull construction at the San Giorgio di Nogaro plant, and a proprietary barge with a load capacity of 14,000 tons is built.

In 2021, Cimolai ASC and CS Facades merge into Cimolai Architectural S.r.l., specializing in architectural claddings and complex ornamental elements.

2024

TODAY

Cimolai confirms its market leadership in the metal construction sector by completing major projects.

Internationally, it builds the La Joya Bridge in Peru, a strategic infrastructure project enhancing connectivity between urban and rural areas.

Nationally, the New Pilot Tower in Genoa becomes a symbol of reconstruction for both the Port and the City.

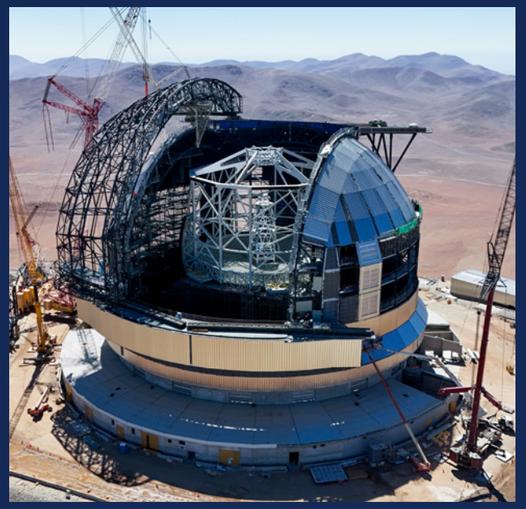
Cimolai Architectural completes the prestigious Mareterra project in the Principality of Monaco, designed by architect Renzo Piano.

At the same time, the company continues to develop strategic partnerships in its core business, as well as in the naval sector and EPC projects, expanding its divisions to explore new markets both geographically and by industry.

Notable ongoing projects include the ELT (Extremely Large Telescope), the world's largest telescope under construction in the Atacama Desert in Chile, Line 17 of the Grand Paris Express in Paris, and the Statale Jonica in southern Italy.

Sustainability Report 2024 Cimolai Group

La Joya Bridge, Peru



Extremely Large Telescope, Chile

New Pilot Tower, Genoa, Italy

Vision, Mission and Values

Vision

To be the future of steel works with excellence and innovation, creating the most complex engineering and architectural structures worldwide, while respecting the land and people.

Mission

We are committed to shaping the most ambitious ideas in steel engineering and architecture, leveraging our know-how and creativity to find solutions to the greatest challenges.

Thanks to quality and technology, we create cutting-edge, durable, and sustainable works designed to meet present needs and anticipate those of the future.

We believe in the value of people who, with their experience and passion, are the driving force behind our success. Together, we build the future, generating value, creating opportunities, and leaving a positive mark on the territory and society.

Vision

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

RELIABILITY

We keep our promises with seriousness and responsibility, ensuring quality at every stage of the job. We offer solutions that clients and partners can always count on, meeting deadlines and requirements.

We build trust-based relationships through transparent communication and by honoring our commitments.

EXCELLENCE AND QUALITY

We work every day to deliver solutions to the most complex challenges, meeting the highest industry standards through solid and continuously evolving know-how.

We invest in technological research to constantly improve processes and results, ensuring safe and reliable structures.

INTEGRITY

We build relationships based on transparency, fairness, and respect—both internally and with all stakeholders—acting with rigor and in compliance with regulations.
We oppose all forms of corruption or misconduct and collaborate with suppliers and partners who share our values. We adopt management models aligned with international standards to ensure efficiency, fairness, and control in every decision-making process.

We develop clear, fair, and transparent contracts, protecting the interests of all parties involved.

PEOPLE

People are the heart of our success.

We believe in the talent, commitment, and growth of those who work with us, creating a safe, inclusive, and stimulating environment where everyone can develop their potential.
We support professional growth through continuous training and skill-sharing.

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.

PASSION

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

We build iconic structures that make a lasting impact, working with energy and enthusiasm, united in reaching ever more ambitious goals.

SUSTAINABILITY

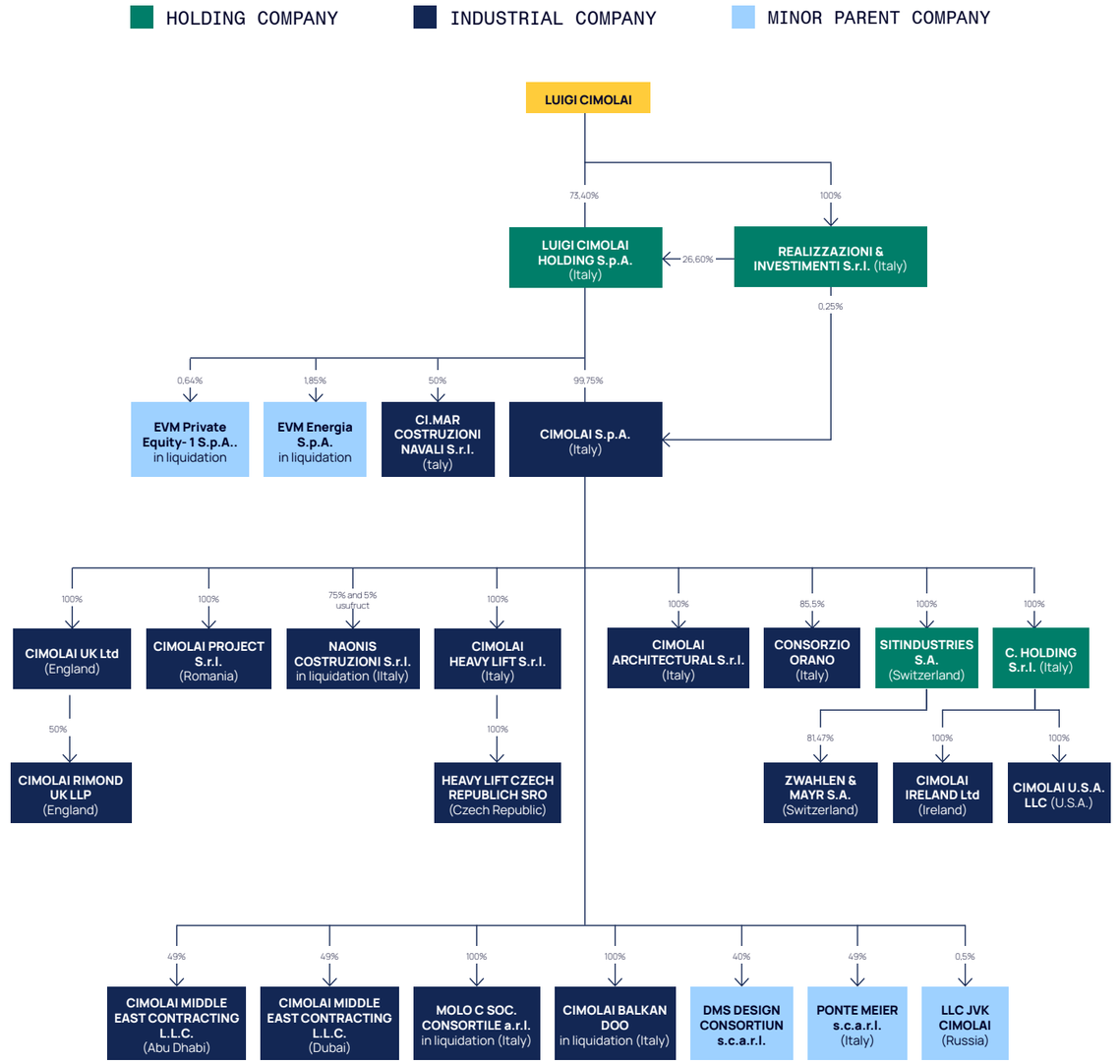
We design and build works that respect both people and the environment, recognizing the value of natural capital and adopting solutions that reduce waste and consumption.
We are committed to improving the quality of life in the communities where we operate.

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

Group Structure

Sustainability Report 2024

Cimolai Group



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

Projects

Cimolai's team problem-solving mindset enables the realization of any type of project, optimizing design and logistics in terms of time and cost. The company contributes to the design and development of large-scale projects thanks to a team of specialized technicians who shape them with unique style and aesthetic quality. Cimolai's expertise covers the entire realization process.

Main on-site activities for 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 BUILDING
Cimolai participates in the construction of large public buildings—such as airports, shopping centers, and skyscrapers—providing the steel load-bearing structures.

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 WORK
The company has worked on unique projects such as monumental sculptures and visually striking artistic structures.

International projects

GLOBAL INFRASTRUCTURE AND PROJECTS:
In addition to its work in Italy, Cimolai operates internationally and has contributed to some of the world's most significant and iconic infrastructure and building projects.

Special projects

Cimolai's highly developed engineering capacity allows not only the execution but also the conceptualization of technically advanced and large-scale works such as sluice gates, telescopes, and floating platforms.

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.

Logistics and Installation

PREFABRICATION AND ON-SITE ASSEMBLY
Steel structures are often prefabricated in Cimolai's facilities and then transported and assembled on-site. The company is renowned for managing lifting and assembly operations of large structural elements with precision.

TURNKEY PROJECTS
In many cases, Cimolai handles the entire construction process, from engineering design to final delivery of the completed work.

Renovation and Maintenance

MODERNIZATION OF EXISTING STRUCTURES
Cimolai also works on upgrading existing infrastructure, such as bridges and stadiums, enhancing their structural capabilities using steel.

MAINTENANCE SERVICES
The company provides maintenance services to ensure long-term safety and efficiency of its structures.

EPC CONTRACT

Design and execution of works as general contractor.

STADIUMS & ARENAS

Stadiums, arenas and sports centre facilities.

BUILDINGS

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

BRIDGES

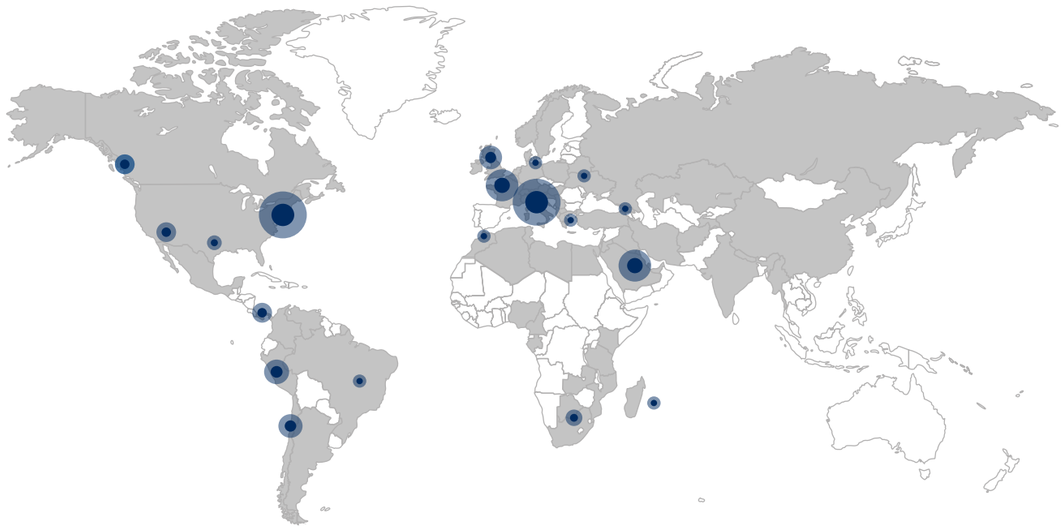
Road bridges, railways and pedestrian bridges of all sizes and types.

SPECIAL PROJECTS

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

AEROSPACE

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



Major works carried out in the world

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

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

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

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

Current projects

Project	Client	Description
BORGO ROMA HOSPITAL Verona - Italy	Azienda Ospedaliera Universitaria Integrata Verona	Design and execution of structural earthquake-resistant works to protect the building bodies of Borgo Roma Hospital. **Cimolai SpA – General contractor**
BRIDGE JFK T6 New York – USA	Port Authority of N.Y. and N.J.	Hook-Hook supply at port in New Jersey of metal deck structures for new terminal T6.
BRIDGE JFK T1 New York – USA	Port Authority of N.Y. and N.J. /AECOM/Tishman	Supply and shipment of the two access ramps to Terminal 1 at New York JFK Airport named R12A and R12B and a set of bridge diaphragms named R12 with a total weight of 1.260 t.
BRIDGE ON THE T9 LINE Lyons – France	SYTRAL	Design, supply and installation of a caisson bridge of constant section, curved in plan. **Cimolai SpA, Demathieu et Bard, Perrier – General Contractor**
FOSSANO BYPASS VIADUCTS S.S.231 "di Santa Vittoria"section - Italy	ANAS S.p.A.	Supply of the metal structures of the new painted corten steel decks as part of the structural rehabilitation and extraordinary maintenance works of the Fossano ring road in Piedmont.
GROSSETO-FANO VIADUCTS Tratto Grosseto-Siena S.S.223 - Italy	ANAS S.p.A.	Supply and installation of the steelwork structures for viaducts IO1, VI02, VI03, VI04, VI05, VI06, VI07 and VI08, as part of the work to upgrade to four lanes the Grosseto-Siena section (S.S. No. 223 "di Paganico") from km 27+200 to km 30+038, Lot 4.
BICYCLE AND PEDESTRIAN FOOTBRIDGE OVER THE SATANASSO Villapiana – Italy	Comune di Villapiana	Executive design and supply of the metal carpentry of a lower street arched cycle-pedestrian footbridge, with a weight of about 90 t, connecting Villapiana Lido and Villapiana Scalo on the Satanasso torrent.
BRIDGE OVER THE CHIUSELLA Motorway A5 KM 36+487 – 36+779 – Italy	A.T.I.V.A. S.p.A.	This involves the construction design, supply, and installation of metal decks and secondary structures for the reconstruction of the bridge over the Chiusella stream. Cimolai SpA - CO.GE.FA. S.p.A (A.T.I.) – General contractor

Project	Client	Description
BRIDGE OVER THE CHIUSELLA Motorway A5 KM 36+487 – 36+779 – Italy	A.T.I.V.A. S.p.A.	The construction design, supply and installation of metal decks and secondary structures for the reconstruction of the bridge over the Chiusella torrent is planned. Cimolai SpA - CO.GE.FA. S.p.A (A.T.I.) – General contractor
S.S. 106 JONICA From the junction with S.S. 534 to Roseto Capo Spulico - Italy	ANAS ANAS S.p.A. S.p.A.	Cimolai will be responsible for the supply and installation of No. 27 metal decks for the construction of the 3rd megalot of S.S.106 Jonica, from the junction with S.S. 534 to Roseto Capo Spulico.
LA JOYA BRIDGE AND VIADUCTS Arequipa - Peru	Gobierno Regional de Arequipa	The bridge consists of two access viaducts of 63 m and 133 m, respectively, and an upper via arch bridge with a length of 175 m. The arch consists of two parallel caissons with dimensions equal to 4.50 m x 2.50 m.
WSF – WEAPONS STORAGE FACILITY Camp Darby – Pisa (Italy)	U.S. NAVY - NAVFAC	Construction of a railroad siding for use by the U.S. Army's Camp Darby military base, 2.7 km long and then branching off into two separate yards. Cimolai Spa – General contractor
SESTO SAN GIOVANNI STATION Sesto San Giovanni – Italy	Milanosesto S.p.A.	Pedestrian bridge (about 90 m long and 18 m wide) with associated roof made of glass photovoltaic panels (about 110 m x 28 m). The station is built above the existing railway line, connecting the two sides of Sesto San Giovanni and housing inside stores, bars, services for visitors and travelers.
ONE ROOF Geneva – Switzerland	Banque Lombard Odier, Cie SA,	For the new world headquarters of Lombard Odier bank in Bellevue, No. 1,800 metal columns will be supplied for all corridors. In addition to fabrication, a C2 duplex system will be applied and shipment will be made from Italy.
TORRE PILOTI Genoa – Italy	Autorità di Sistema Portuale del Mar Ligure Occidentale	Lightweight metal structure made of pipes and tie rods that evokes the architecture of the old harbor dock cranes. At the top of the 65-m-high tower is the pilots' cabin, which, equipped with large windows, will allow for visual inspection of the harbor entrance.
CDG EXPRESS – ZONE C – PORTE DE LA CHAPELLE Paris – France	SNCF Résau	Lower way railway bridge with painted steel structure weighing about 2,500 t. to be laid in place by the double toe launch method, one in straight and one with two radii of curvature.

Project	Client	Description
TELESCOPE ELT Cerro Amazones – Chile	European Southern Observatory (ESO)	ELT will be the largest telescope ever built in the world with a primary mirror diameter of 39 m. Placed in the Chilean Andes at about 3,000 m asl, the ELT will be divided into a rotating metal structure (Dome) equipped with sliding apertures, with a diameter of 92 m and a height of 80 m, within which the telescope's metal structure, with a diameter of 71 m and a height of 62 m, will be placed. **Ace Consortium, lead by Cimolai SpA - General contractor**
DRINI BRIDGE Kukes - Albania	MTI (Ministry of T ransport and Infrastructure)	Albania's largest arch bridge that will connect Albania and Kosovo. The work involves the design, erection and repair of welds, of metal structures previously made by another Italian carpentry company. Arch bridge of 270 m span, 2 spans with 20 m length.
PLAUQUEMINES 2 Louisiana - USA	Nuovo Pignone s.r.l. - Baker Hughes	Supply of 4 steel modules for Plaquemines Pass 2, a project to be developed by the Venture Global Company to build an LNG export facility in the Plaquemines area of Louisiana (near New Orleans).
CALCASIEU 2 Louisiana - USA	Nuovo Pignone s.r.l. - Baker Hughes	Supply of 18 steel modules for the CP2 LNG project, a liquefied natural gas (LNG) terminal to be located on an area of approximately 221 hectares in Cameron Parish, Louisiana.
PARIS LIGNE 17 Gonesse – Trembly-en-France - France	Societe Grand Paris (SGP)	Executive design, fabrication, transportation and assembly in place of the metal structures of the viaducts and related pylons, as well as the new and modern station at Parque des Expositions.
ANNE DE BRETAGNE BRIDGE Nantes - France	Nantes Metropole	The work is part of the project called "Loire au coeur" (Loire in the heart), which involves the construction of a "bridge-plaza" equipped with a garden and belvedere. Flanking and integrating with the existing one, the new metal deck will have a length of about 140 m and a width of up to 40 m.
RALPH WILSON PARK BRIDGE Buffalo - USA	Buffalo City	Fabrication, pre-assembly and transportation of the pedestrian bridge that will be installed in the Ralph C.Wilson Jr. Centennial Park in Buffalo, replacing an existing bridge. The project is distinguished by an innovative method of support, involving the installation of a lattice link connecting the arches to the longitudinal beams.

Project	Client	Description
COLLE TENDA BRIDGE Vallone del Ca' - France	ANAS S.p.A.	Workshop construction design, supply and installation of the metal structures of the double-arch bridge over the Vallon del Ca' in the commune of Tenda (France).
OLYMPIA EMBERTON HOUSE London – UK	Olympus Property Holding Limited	Renovation of a multi-story parking lot that will house a luxury hotel, theater and prestigious school after renovation. Construction of approximately 7,000 square meters of envelope.
STAND DE TIR OUVERTS EVOLUTIFS France	French Ministry of Defence	Design, fabrication and assembly of the metal carpentry elements and their cladding, intended for the construction of several shooting ranges (stand de tir) of different lengths, to be built in the south of France.
TELESCOPES LST – CTA+ Cerro Paranal / Cerro Armazones – Chile	I.N.A.F. (Istituto Nazionale di Astrofisica) – Osservatorio Astronomico di Capodimonte	Design and supply of the mount of 2 "Large Size Telescope" (LST) telescopes under the project "Cherenkov Telescope Array Plus (CTA+)".
UNITÀ NAVALE SDO-SURS (MAR201)	Marina Militare Italiana	Assembly and welding of the steel hull and superstructures of the MAR201 - SDO-SuRS (Special and Diving Operations - Submarine Resque Ship) vessel.
NEW MUSEUM Manhattan - New York - USA	New Museum of Contemporary Art	Supply of the coverings (about 1,600 square meters) for the expansion structure of the New Museum of Contemporary Art.
MARETERRA Monaco – Principality of Monaco	Anse du Portier – Principaute de Monaco	Exterior cladding of the most impressive building in the prestigious Mareterra district in the Principality of Monaco.
GARE DE MONS Mons – Belgium	Société Nationale des Chemins de fer Français	Gare de Mons station-crossing modernization
BIG-U New York – USA	NHTB/Liro	Provision of 3 pedestrian arch bridges and 6 floodgates in New York City, Lower Manhattan area.
PORTAL NORTH BRIDGE New Jersey – USA	Amtrak NJ Transit	Supply and shipment of temporary structures needed for the construction of the new railway bridge in North Portal.

Drini Bridge, Albania.

Buffalo Bridge, USA

MAR 201 - SDO-SuRS

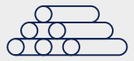
Additional production activities and solutions

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 strucutres 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.

Research, development and innovation

Cimolai considers research, development, and innovation to be strategic activities aimed at acquiring new knowledge to improve techniques and work tools. To carry out these activities, Cimolai collaborates with internationally recognized research institutions.

In 2024, the company engaged in Research, Development and Innovation activities (in accordance with Law 160 of December 27, 2019, and subsequent amendments), through both its internal staff and external contributions.

The impact of these activities is reflected in both the transformation of design and manufacturing processes and the implementation of new software platforms. Technical researchers work to acquire new knowledge in order to identify innovative solutions that allow for rethinking products and processes, in line with customer requirements and Cimolai's ongoing commitment to innovation and operational efficiency.

The R&D and innovation activities carried out in 2024 focused on ongoing topics from 2023 and previous years, as well as new initiatives. These efforts involved both in-house researchers and external suppliers. The investment was part of a strategic decision and was enhanced by the opportunity to recover part of the costs through tax credits and other fiscal incentives, such as the new Patent Box linked to intellectual property rights.

Funded projects

Complex sostware architecture based on pull philosophy managed in a BIM environment via web

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

The project involves the development of a Complex Software Platform that enables the management of information through BIM models accessible via the web, allowing activity planning based on the PULL logic in line with the INDUSTRY 4.0 framework.

Research on new technologies for high performance in efficiency, productivity and safety

POR FESR 2007-2013 1.1.A PRAT. 251

This project included Research, Development, and Industrialization activities, resulting in the creation of a new active press bench, CNC tube-cutting machines, and a system for longitudinal tube welding.

Innovative theoretical calculation for complex design and simulation algorithms

LR47/78 CAPO VII / PRAT. 466

The project led to the development of advanced structural analysis algorithms capable of processing large amounts of data and optimizing highly complex and stressed morphological structures.

Theoretical and exprerimental development for new production and launching systems

LR47/78 CAPO VII / PRAT. 465

This research project developed innovative solutions to enhance strategic company performance, both by streamlining design and modeling processes and by optimizing on-site construction operations

Numerical simulations and virtual calculation fo stability, fatigue, elasto-plastic state, and interferences

LR47/78 CAPO VII / PRAT. 383

This project resulted in highly evolved structural analysis algorithms capable of processing large datasets, leading to optimized solutions for morphologically complex and variably loaded structures.

Process innovation and integration for design using structural and fluid dynamic calculation software

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

The project developed simulation algorithms to model the interaction between structures and fluid flows, enabling the identification of geometries that prevent triggering collapse-inducing phenomena.

Intellectual property

The impact of these activities is reflected in both the transformation of design and The Research, Development, and Innovation activities carried out by Cimolai—even beyond the previously mentioned funded projects—have led to the registration of numerous Industrial Invention Patents.

These intellectual property protections concern innovations conceived and designed by the company. The patents are valid within Italian territory, subject to the payment of maintenance fees, and aim to strengthen Cimolai's competitiveness, particularly in the maritime and marine transport sectors.

LAUNCH NOSE FOR BRIDGE INSTALLATION 102.017.000.041.278	A launch nose system used in bridge construction, suitable for truss or segmental structures, enabling progressive span-by-span installation.
EXTENSION FOR LAUNCH NOSE 102.017.000.041.316	Extension device for launch noses used to reach temporary piers placed at longer distances during bridge launching.
VERTICAL LIFTING DEVICE 102.017.000.053.641	A lifting apparatus for vertical movement of heavy structures, ideal for roofing and bridge launching.
DEVICE FOR BRIDGE CONSTRUCTION 102.017.000.053.686	Applied in bridge and viaduct construction, supporting long-span horizontal structures with end supports or vertical piers.
DEVICE FOR BRIDGE CONSTRUCTION 102.017.000.053.808	Applied in bridge and viaduct construction, supporting long-span horizontal structures with end supports or vertical piers.
SYSTEM FOR CONSTRUCTING LOAD-BEARING STRUCTURES 102.017.000.042.825	A modular system for constructing temporary or permanent structural supports, useful in lifting, rotation, and heavy-duty placement.
BARRIER DEVICE 102.020.000.007.108	A device and method for blocking canals or locks used in maritime navigation.
BARRIER DEVICE 102.020.000.007.114	A device and method for blocking canals or locks used in maritime navigation.

HULL CLEANING DEVICE 102.020.000.024.553	A multi-module system and method for automated hull cleaning of vessels.
HULL CLEANING DEVICE 1102.020.000.024.550	A multi-module system and method for automated hull cleaning of vessels.
HULL CLEANING DEVICE 102.021.000.004.502	A multi-module system and method for automated hull cleaning of vessels.

INTERNATIONAL EXTENSIONS (PCT – Patent Cooperation Treaty)

In 2023, Cimolai obtained a certificate of patent from the Italian Patent and Trademark Office (UIBM) and filed for 7 international extensions currently under review:

Patent title	Description	Filing	Patent Application Number	Patent
Hull Cleaning Apparatus	21.ITA.17 - WM III^	26/02/2021	102.021.000.004.502	07/03/2023
Hull Cleaning Apparatus	20.EUR.18 - WM Europe	03/05/2023	21791026.4	
Hull Cleaning Apparatus and Method	20.USA.19 - WM USA	19/05/2023	18/249554	
Hull Cleaning Apparatus and Method	20.CHN.20 - WM China	19/06/2023	2.021.800.857.408	
Hull Cleaning Apparatus and Method	20.KOR.21 - WM South Corea	19/05/2023	10-2023-7017075	
Hull Cleaning Apparatus and Method	20.UAE.22 - WM UAE	18/04/2023	P6000905/2023	
Hull Cleaning Apparatus and Method	20.PAN.23 - WM Panama	17/04/2023	94441-01	
Hull Cleaning Apparatus and Method	20.EGY.24 - WM Egypt	19/04/2023	PCT 606/2023	

2024 PATENT APPLICATION

Patent title	Description	Filing	Patent Application Number
Connection Beam for Self-Propelled Modular Transporters (SPMT)	24.ITA.25 - Travi SPMT s	30/09/2024	102024000021660

The Sustainability of the Cimolai Group

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 organization's external and internal context, and the strategic directions of corporate development.

Material aspects of sustainability

The process that led Cimolai to identify and assess the topics with significant impacts on the economy, environment, and people—and which define the company's contribution to sustainable development—was carried out in 2023.

Cimolai evaluated the magnitude of these impacts by analyzing the severity and likelihood of negative ones, and the scope of the positive ones. Severity was assessed by considering factors such as the scale of the impact, its reach, and the difficulty of mitigation, while the scope of positive impacts was evaluated based on the company's actual ability to influence the economy, environment, and people.

Finally, the company ranked sustainability aspects according to their overall significance, combining internal evaluations with those obtained through stakeholder engagement. This process made it possible to define a materiality threshold, excluding from reporting those aspects linked to impacts deemed to be of low relevance.

The Cimolai Group did not consider it necessary, for this reporting cycle, to repeat the analysis, as the results are still aligned with the development of its activities, business relationships, and stakeholder engagement.

SOCIAL TOPICS	IMPACTS Actual and potential positive impacts, potential negative impacts		OVERALL RELEVANCE
Occupational Health and Safety	+	Reduction in workplace injuries and occupational diseases, with a positive impact on people's health	●●●●●
	-	Increase in workplace injuries and occupational diseases, with a negative impact on people's health	
Employee Well-Being	+	Maintenance or development of current corporate welfare initiatives with positive impacts on well-being and quality of life	●●●●●
	-	Reduction in current corporate welfare initiatives, with a negative impact on people's well-being	
Training and Employee Development	+	Protection of know-how and increased well-being, with positive effects on productivity and economic development	●●●●○
	–	Reduced competitiveness and employee well-being, with negative effects on productivity and economic development	
Management of Labor Relations	+	Maintenance of constructive dialogue with social partners, with positive impacts on the economy and people's well-being	●●●●○
	–	Conflicts with social partners, failure to reach labor agreements, with negative economic and social well-being impacts	
Equal Opportunities and Gender Equality	+	Access to a broad and diverse pool of potential collaborators, with benefits for society as a whole.	●●●○○
	–	Loss of access to a broad and diverse pool of potential collaborators, with negative consequences for social stability and economic development	

Fair Distribution of the Value Generated by the Company	+	Fair compensation, leading to higher work motivation, with positive impacts on people and the economy	●●●○○
	-	Unequal pay, which can lower motivation and reduce work efficiency and effectiveness, with negative impacts on people and the economy	
Product and Service Safety and Compliance	+	Organizational procedures capable of ensuring product safety, with a positive impact on human and environmental health	●●○○○
	-	Accidents caused by poor product safety, with negative impacts on human and environmental health	
Stakeholder Engagement	+	Stakeholder engagement plans that increase legitimacy and strengthen the company's ability to fulfill its mission and strategies, with positive impacts on people, the environment, and the economy	●●○○○
	–	Lack of openness to stakeholder contributions in support of the company's mission and strategies, with negative impacts on people, the environment, and the economy	
Human Rights Protection	+	Ethical collaboration with local institutions, partners, and suppliers; absence of human rights violations, with positive impacts on people and the economy	●●○○○
	–	Occurrences of human rights violations, with negative impacts on people and the economy	
Support for Local Communities	+	Continuation or development of current initiatives, with positive impacts on people and the environment	●●○○○
	–	Reduction of current initiatives, with negative impacts on people and the environment	

ENVIRONMENTAL TOPICS	IMPACTS Actual and potential positive impacts, potential negative impacts		OVERALL RELEVANCE
Greenhouse gas emissions	+	Implementation of a plan to reduce greenhouse gas emissions and a positive contribution to climate change mitigation	●●●○○
	-	Lack of a CO_2 reduction plan; uncontrolled emissions potentially contributing negatively to climate change mitigation	
Energy consumption and renewable sources	+	Reduction of energy intensity and increased use of renewable sources, reducing climate impact and contributing positively to the transition	●●●○○
	-	Increase in energy intensity and no growth in renewable energy use, with a negative environmental impact	
Consumption of raw materials and resources, recycling and reuse	+	Reduction in consumption of raw materials and resources, increase in recycled components and reuse projects, resulting in lower environmental impact	●●○○○
	–	Increase in consumption of raw materials and resources, decrease in recycling and reuse, with negative environmental impacts	
Waste management	+	Reduction in waste generation and increase in the recycled and reused fraction, with environmental and social benefits	●●○○○
	–	Increase in waste generation, reduction in recycling and reuse, harming the environment and people	
Air emission	+	Control of harmful emissions and reduction of harm to people and the environment	●●○○○
	–	Increase in harmful emissions with potential harm to people and the environment	
Water resource management	+	Reduction in water waste and preservation of ecosystem balance	●●○○○
	–	Waste of water resources, ecosystem imbalance, and negative impacts on the environment and people	
Protection of biodiversity	+	Preservation of ecosystem balance	●○○○○
	–	Damage to natural habitats caused by environmental incidents, lack of organizational capacity to respond to emergencies or perform remediation	

GOVERNANCE TOPICS		IMPACTS Actual and potential positive impacts, potential negative impacts	OVERALL RELEVANCE
Sustainability of the Supply Chain	+	Partnerships with suppliers; ESG criteria respected within supply chain management, with a positive impact on people, their rights, working conditions, and the environment	●●●●●
	-	Failure to respect ESG criteria within the supply chain, with negative impacts on people, working conditions, their rights, and the environment	
Anti-Corruption Efforts	+	Strengthened ethical collaboration with institutions, partners, and suppliers; absence of corruption cases, with positive impacts on society and the economy	●●●○○
	-	Corruption cases, with negative impacts on legality and the economy	
Privacy and cybersecurity	+	Data protection and security ensured, with positive impacts on individuals and customers	●●●○○
	-	Data protection and security not ensured, with negative impacts on individuals and customers	
Board of Directors' Effectiveness in Sustainability Governance	+	Protection of the environment and people through the implementation of a sustainable development strategy	●●●○○
	-	Harm to the environment and people due to inadequate or insufficient corporate sustainability strategy	
Transparency in Tax Management	+	Cooperation with institutions in the countries of operation and compliance with tax laws, with positive impacts on the economy	●●●○○
	-	Violations of tax regulations, with negative impacts on the economy	
Product and Process Innovation	+	Increasing the sustainability of products and processes, with positive effects on the environment, people, and the economy	●●○○○
	-	Insufficient investment in product and process innovation, resulting in limited positive effects on the environment, people, and the economy	
Anti-Competitive Behavior	+	Maintenance of fair conduct ensuring free competition	●●○○○
	-	Implementation of conduct harmful to free competition	

The Committments of the Cimolai Group

CLIMATE CHANGE

- Reduce direct and indirect greenhouse gas emissions to contribute to mitigating climate change
- Reduce the company's energy consumption
- Use energy from renewable sources

PROTECTION OF NATURAL RESOURCES

- Reduce consumption of raw materials and promote recycling and reuse activities
- Limit harmful emissions into the atmosphere
- Reduce consumption of raw materials and promote recycling and reuse activities
- Reduce water waste and maintain ecosystem balance
- Protect biodiversity

PEOPLE AND RIGHTS

- Guarantee health and safety at work
- Enhance employee skills through technical-specialist training and development of soft skills
- Support employee well-being
- Ensure a fair distribution of the value produced by the company
- Maintain constructive dialogue with social partners to promote sharing and ways to achieve company goals
- Support initiatives aimed at overcoming all forms of discrimination
- Promote respect for human rights

CLIENTS, TERRITORIES, AND SUSTAINABLE DEVELOPMENT

- Contribute to the creation of quality, reliable, sustainable, and resilient infrastructure to support economic development and human well-being
- Invest in innovation and development of products and processes
- Guarantee safety and compliance of products and services
- Increase the sustainability of the supply chain
- Engage stakeholders for inclusive industrialization
- Support local communities: continue to collaborate on solidarity initiatives for the territory, communities, and families in difficulty

ETHICS AND INTEGRITY

- Fight corruption
- Guarantee privacy and cybersecurity
- Prevent anti-competitive behavior
- Ensure an active and proactive role of the Board of Directors in effectively governing sustainable development
- Ensure transparency in tax management

ESG imvestments

To improve its performance in environmental, social, and governance areas, Cimolai is implementing the interventions shown in the following diagram.

ENVIRONMENT

- **50001 Certification**
  Implementation and certification of the Energy Management System on all the company's production and operational sites
- **AUA actions**
  With the aim of analysing all the company's technological processes and identifying any impacts on the environment in order to mitigate them as much as possible when they cannot be completely eliminated

SOCIAL

Constant updating of the management system in accordance with voluntary standards uni en iso 140001 and uni iso 45001

- Identify and reduce occupational hazards to prevent occupational accidents and illnesses by promoting training and information on health, safety and the environment
- Implementation of sustainable resource and energy management, evaluating the adoption of best available technologies and setting HSE targets for continuous performance improvement
- Checks and audits, involving workers, RLS, and other stakeholders in the consultation and participation phases, promoting the reporting of situations hazardous to the environment and occupational health and safety

GOVERNANCE

- **Corporate governance review: introduction of a 5-member board of directors, 2 of whom are employees**
- **Review of Model 231**
- **Managing director incentive plan (subject to approval of the main financial stakeholders) to support of the arrangement**

In particular, the investments made in 2024, totaling **€1,809,395**, involved the Group's main plants and are classified as follows:

Investments	Amounts 2024 (euro)
Environmental adjustments (AUA)	884,552
Reduction of atmospheric emissions	516,000
Installation of energy measurement systems	100,000
Improvements to plants for energy savings	125,590
Improvements to plants for worker safety	141,243
Total	**1,809,395**

Environmental Adjustments (AUA)

The investments classified under this category aim to obtain the Single Environmental Authorization (Autorizzazione Unica Ambientale). They concern the implementation of systems for the collection, treatment, and discharge of wash water from paved areas with storage of materials subject to runoff, as well as systems for the capture and filtration of welding fumes. In 2024, the planned interventions at the San Giorgio plant were completed, those at the Polcenigo plant were 95% completed, and marginal work was carried out at the Monfalcone plant.

Plant - location	Amounts 2024 (euro)
Polcenigo	475,915
San Giorgio	369,983
Monfalcone	38,654
Total	**884,552**

Containment of Atmospheric Emissions

These investments concern the purchase and installation of systems to reduce pollutant emissions and improve the health and safety of employees at work.

In particular, an investment was made in an extraction and pollutant abatement system for painting operations to be used at construction sites.

Containment of Atmospheric Emissions	Amount 2024 (euro)
Extraction system for Ligne site	**516,700**

Installation of Energy Measurement Systems

The investments classified under this category concern the installation of a series of meters for electric current, fuel gas, and compressed air, as well as the implementation of a unified platform for data management and processing. The objective is to define energy-saving interventions and measure their effectiveness, in compliance with the requirements of the UNI EN ISO 50001 certification. The investments began in the second half of 2024 and will be completed in 2025. They cover all four plants and include:

- Electric energy meters;
- Natural gas meters;
- Compressed air measurement probes.

Plant - location	Amounts 2024 (euro)	Amounts 2025 (euro)
Polcenigo	25,000	101,400
San Giorgio	25,000	111,800
Roveredo	25,000	78,000
Monfalcone	25,000	118,800
Total	**100,000**	**410,000**

Improvements to Plants for Energy Savings

These investments involve a series of measures to increase energy efficiency and improve health and safety for employees. They are distributed evenly throughout the year and cover all facilities:

- **Polcenigo**: Safety improvements for the edge-banding machine and cutting machines. These interventions include soundproofing the edge-banding machine to reduce noise exposure and adding operator protection systems on the cutting machines.
- **Nogaro**: Upgrading the methane receiving cabin to enable better consumption monitoring, installation of fire alarm systems, and replacement of air conditioning units with more energy-efficient models.

- **Roveredo**: Partial renewal of the welding machine fleet with less energy-consuming machines, and replacement of air conditioning systems with more energy-efficient ones.
- **Monfalcone**: Upgrading the methane receiving cabin for better consumption control, installation of fall-protection systems for workers during crane maintenance, and replacement of air conditioning units with more energy-efficient systems.

Plant - location	Amounts 2024 (euro)
San Giorgio	33,850
Roveredo	60,890
Monfalcone	30,580
Total	**125,590**

Improvements to Plants for Worker Safety

The investments classified as “Improvements to Plants – Worker Safety” involve a series of measures to enhance the health and safety of employees at work. These are distributed evenly throughout the year and concern the following facilities:

- **Polcenigo**: Safety improvements for the edge-banding machine and cutting machines. These interventions include soundproofing the edge-banding machine to reduce noise exposure and enhancing operator protection systems on the cutting machines.
- **Nogaro**: Installation of fire alarm systems.
- **Monfalcone**: Installation of fall-protection systems to safeguard workers during crane maintenance.

Plant - location	Amounts 2024 (euro)
Polcenigo	14,693
San Giorgio	71,160
Monfalcone	55,400
Total	**141,253**

Stakeholders of the Cimolai Group

The Cimolai Group is committed to developing transparent relationships with its stakeholders and works to better understand their needs and expectations, aiming to meet them in the pursuit of common goals.

The expectations of stakeholders also have effects or potential effects on the organization's ability to consistently provide increasingly advanced products and processes capable of satisfying legal and regulatory requirements, which themselves are continuously evolving. Therefore, relevant needs and expectations become inputs for the management systems of Quality, Health and Safety, Environment, Energy, and Social Responsibility.

Information coming from stakeholders—such as evaluations, possible complaints, or non-conformities—is carefully analyzed during periodic internal meetings and reviewed by company management.

Stakeholders	Expectations
Owners and shareholders	• Business continuity • Regulatory compliance • Process and product innovation and continuous improvement • Risk management capability
Employees	• Adequate training of personnel • Commitment to continuous improvement of workplace safety performance • Suitability of the working environment and adequacy of facilities and equipment • Clear definition of roles and responsibilities • Respect for privacy and personnel rights
Clients	• On-time product delivery • Compliance with quality standards • Ability to meet innovation needs • Commitment to continuous improvement of environmental performance and ESG-related company performance
Suppliers/Contractors	• Transparent contracting • Continuity and efficiency of commercial relationships • Fair commercial conduct • Adequate timing for requests • Recognition of the quality of the product or service supplied
Banks and Financiers	• Awareness of risks and understanding of behaviors and measures to mitigate them • Commitment to continuous improvement of ESG performance
Community	• Compliance with environmental requirements • Commitment to continuous improvement of environmental performance • Application of the best available technologies aimed at reducing and/or mitigating impacts • Awareness of risks and understanding of behaviors and measures to mitigate risk

Furthermore, with the adoption of the **Code of Ethics**, Cimolai has established a set of behavioral rules toward its stakeholders.

EMPLOYEES

Cimolai recognizes the central role of people as the main factor of the company's success, within a framework of loyalty and mutual trust between employer and employees. All personnel are employed by the company under regular employment contracts. Employment relationships comply with collective labor agreements relevant to the sector, as well as social security, tax, and insurance regulations. The company promotes the continuous improvement of its employees' professional skills, including through training initiatives.

CLIENTS

Cimolai bases its activities on the principle of quality, understood primarily as the full satisfaction of the customer. In dealings with customers and clients, the company ensures fairness and transparency in commercial negotiations and in assuming contractual obligations, as well as their faithful and diligent fulfilment.

When participating in tenders, the company carefully assesses the feasibility and appropriateness of the requested services, with particular regard to technical and economic conditions, safety, and environmental aspects, promptly reporting any anomalies where possible.

Offers are prepared to allow compliance with adequate quality standards, fair employee remuneration, and current safety and environmental protection measures. The company resorts to litigation only when its legitimate claims are not satisfactorily addressed by the counterpart.

SUPPLIERS

Relationships with the company's suppliers, including financial and consultancy contracts, are subject to constant and careful monitoring by the company. Cimolai works with suppliers, contractors, or subcontractors who operate in compliance with current regulations and the rules set forth in its Code of Ethics. Furthermore, Cimolai commits to promoting a culture of workplace safety, environmental protection, and pollution prevention by raising awareness among its suppliers and subcontractors about risks and encouraging responsible behavior.

Economic value generated and distributed

Cimolai recognizes the importance of distributing the value generated by its activities to stakeholders who have directly or 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 financiers, public administration, and the community, as well as those retained by the company for self-financing.

Economic value generated and distributed	2022	2023	2024
A. Economic value generated	**399,010**	**398,786**	**443,749**
Total revenues	395,770	395,419	437,036
Financial income	3,240	3,367	6,713
B. Economic value distributed	**396,913**	**396,913**	**437,726**
Operating costs	304,543	295,553	337,365
Employee wages and benefits	80,669	86,513	92,558
Payments to providers of capital	7,093	5,047	4,310
Payments to public administration	4,583	2,928	3,493
Community investments	25	28	-
(A-B) Economic value retained	**141,253**	**8,717**	**6,023**

In 2024, the economic value generated amounted to **€443.7 million**, while the economic value distributed totalled **€437.7 million**. The **economic value retained** by the company for self-financing was **€6.0 million**, representing the difference between the value generated and the value distributed.

- The economic value distributed in 2024 was allocated among the following stakeholder groups:
- The largest portion, €337.4 million, was directed to Suppliers for the purchase of raw materials, goods, and services necessary for the company's operations.
- Employees received approximately €92.6 million in the form of wages, social security contributions, pension plans, and benefits.
- €4.3 million was paid to Financiers as interest on borrowings.
- €3.5 million was paid to the Public Administration in the form of taxes and duties.

Governance, Ethics and Integrity

Cimolai's governance system is focused on maximizing value, managing risk, maintaining and developing trust-based relationships with its stakeholders, and safeguarding the environment and local communities to promote sustainable and inclusive development.

Ethics and integrity, beyond mere compliance with legal requirements, represent a constant commitment for the Group and define the behavior of the entire organization.

Corporate Governance

Cimolai adopts a traditional governance model, which includes the following bodies:

- **Shareholders' Meeting**
- **Board of Directors**
- **Board of Statutory Auditors**
- **Supervisory Body**
- **Independent Auditors.**

Shareholders' meeting

The duly convened Shareholders' Meeting represents the entirety of the shareholders. Its resolutions, adopted in compliance with the law and the company's Articles of Association, are binding for all shareholders, including those who are absent or dissenting.

In accordance with Article 2364 of the Italian Civil Code, the Shareholders' Meeting is responsible for:

- Approving the financial statements
- Appointing and dismissing directors
- Appointing the statutory auditors and the president of the Board of Statutory Auditors
- Appointing the external audit firm
- Setting the remuneration of directors and statutory auditors
- Deliberating on directors' and auditors' liability
- Deliberating on other matters assigned by law

Under Article 2365 of the Italian Civil Code, the Extraordinary Shareholders' Meeting is called to deliberate on amendments to the Articles of Association, powers of liquidators, and any other matters explicitly attributed to its jurisdiction by law.

Board of Directors

According to the Articles of Association, the company is managed by a Board of Directors. The Shareholders' Meeting is responsible for appointing the Board, including its Chair, and determining the number of directors, which may be changed at any time.

The term of office is set by the Shareholders' Meeting and may not exceed three financial years. It ends on the date of the Meeting convened to approve the financial statements of the final year in office.

Board members may be non-shareholders and are eligible for reappointment. The prohibition against competition outlined in Article 2390 of the Italian Civil Code does not apply to directors.

The remuneration of Board members and of the executive committee, if established, is determined either at the time of their appointment or by the Shareholders' Meeting. Directors with special responsibilities receive remuneration set by the Board of Directors, after consulting the Board of Statutory Auditors. The Meeting may also set a total amount for all Board members' compensation, including those with special roles.

The Board of Directors holds full authority for the management of the company, including the power to carry out any actions deemed necessary or useful for achieving the corporate purpose, with the exception of those matters strictly reserved by law to the Shareholders' Meeting.

As per Articles 2381 and 2389 of the Italian Civil Code, the Board of Directors may delegate powers to one or more of its members or to an executive committee comprised of some of its members.

The Board is also empowered to appoint general managers and attorneys-in-fact, defining their powers and responsibilities.

As of now, the company is administered by a **Board of Directors composed of five members**, appointed on **December 20, 2023**, and **February 5, 2024**. The composition of the Board is outlined in the following table.

Position	Name	In office since	Term Expires	Executive	Independent
Chairman	Sciarra Marco	05/02/2024	Approval of FY2025 Financial Statements	●	
CEO (Chief Restructuring Officer)	Sergio Iasi	20/12/2023	Approval of FY2025 Financial Statements	●	
CEO (Employer Representative)	Corrado Cere-satto	20/12/2023	Approval of FY2025 Financial Statements	●	
Board Member	Massimo Luc-chini	20/12/2023	Approval of FY2025 Financial Statements		●
Board Member	Luca Annibaletti	20/12/2023	Approval of FY2025 Financial Statements		●

Board of Statutory Auditors

The Company's management is supervised by the **Board of Statutory Auditors**, composed of three standing members and two alternates, operating in accordance with the provisions of the Italian Civil Code.
In line with **Art. 2403 of the Civil Code**, the Board oversees:

- Compliance with laws and the company's by-laws;
- Adherence to sound management principles;
- The adequacy and effective implementation of the company's organizational, administrative, and accounting structure.

All members of the Board possess a high level of professionalism, meet the required standards of integrity and independence, and have not held positions in companies subject to insolvency proceedings attributable to their term of service.

Role	Name
Chairman	Luca Guarna
Auditor	Anna Grava
Auditor	Francesco Clarotti

Supervisory Body

In compliance with **Legislative Decree 231/2001**, Cimolai has established a **collegial Supervisory Body** tasked with overseeing the operation, compliance, and updating of the Organizational, Management and Control Model.

The OdV is granted **independent powers of initiative and control**, and operates with full **autonomy** and **independence**. Its professionalism is ensured by the experience of its members and their ability to leverage both internal and external expertise as needed.

Role	Name
Chairman	Enrico Bevilacqua
Auditor	Ermanno Bon
Auditor	Alberto Sandrin

Sustainability Team

Board of Directors

Sustainability Manager
Eleonora Lucchese

HSE Manager
Corrado Ceresatto

Environmental Coordinator
Laura Gavagnin

HR Manager
Roberta Botti

CFO
Crisitiano Lovisotto

Purchasing Director
Damiano Mion

Energy Manager
Antonino Di Cara

Communication & Marketing Manager
Sofia Lucchese

Specifically, the Team is responsible for:

- Assessing risks related to corporate sustainability and monitoring related performance indicators;
- Defining the sustainability program, including environmental, social, and governance (ESG) objectives;
- Implementing specific policies required by international sustainability standards and rating agencies;
- Designing and coordinating stakeholder engagement and listening initiatives;
- Preparing the Sustainability Report and managing related internal and external communication activities.

Committee for Diversity, Equity and Inclusion

Cimolai is committed to creating a work environment that respects and values individual differences, promoting equal opportunities for all.

To this end, the company has established guidelines to reinforce its commitment to diversity and inclusion, supporting the professional and personal growth of its employees and preventing any form of discrimination.

Cimolai has also set up a dedicated **Diversity & Inclusion Committee** to:

- develop, propose, and implement a strategic plan for diversity, equity, and inclusion;
- promote a culture of equality at all organizational levels;
- organize and disseminate training and awareness activities;
- manage a reporting system for cases of discrimination, harassment, or violence related to gender or other potential forms of bias.

Anti-corruption

Cimolai aims to contribute through its operations, with a strong sense of responsibility and moral integrity, to the development of the Italian economy and the country's civil growth.

The company believes in the value of work and considers legality, fairness, and transparency in its actions as essential prerequisites for achieving its economic, productive, and social objectives.

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

Code of Ethics

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

- **of conduct** in relations with external stakeholders, collaborators, the market, and the environment, which guide the company's internal and external activities and whose compliance is required from all employees, consultants, and, where applicable, external counterparts;
- **of organization and management**, aimed at creating an efficient and effective system for planning, executing, and controlling activities to ensure constant compliance with the conduct rules and prevent their violation by anyone operating on behalf of the company.

The Code is widely disseminated internally and is available to any company stakeholder. A copy of the Code is published on the company's website.

Each employee is required to know and comply with the provisions of the Code; the company carefully monitors compliance, providing adequate information, prevention, and control tools and intervening with corrective actions if necessary.

Organization, Management and Control Model

The Organization, Management, and Control Model has been prepared based on the provisions of Legislative Decree 231/2001 and the guidelines developed by the most representative trade associations (including Confindustria) and also incorporates legal interpretations and jurisprudential developments.

The Model consists of:

- a General Part, illustrating the regulatory framework, objectives, structural lines, and implementation methods;
- a Special Part relating to the types of offenses relevant under the Decree, which the Company has decided to consider based on the characteristics of its own activities.

The Model identifies sensitive activities for which the risk of committing offenses is higher, and introduces systems of procedures and activity controls, to be carried out also preventively.

The identification of risk areas, procedures, and activity controls enable:

- raising awareness among employees and management about the areas and respective aspects of business management that require greater attention;
- explicitly condemning all conduct that constitutes an offense;
- subjecting such areas to a constant system of monitoring and control, functional to immediate intervention in case offenses are committed.

CIMOLAI is committed to information and training activities involving all internal personnel, through differentiated paths, also aimed at allowing targeted dissemination of information based on the roles of the involved actors. The Model is also available on the Company's website.

An important role is assigned to the Company's Supervisory Body, a body endowed with autonomy and independence from other corporate bodies required by law, with the specific purpose, among others, of supervising compliance with the Model and the correct application of internal protocols.

Whistleblowing Procedure

Cimolai has adopted a reporting system for violations addressed to the Supervisory Body, as required by the Organizational, Management and Control Model and the Code of Ethics. This system allows employees and third parties to report unlawful conduct they become aware of in the workplace, ensuring confidentiality for both the whistleblower and the reported person.

Whistleblowers acting in good faith are protected against any retaliation, discrimination, or penalization related to their report. The identity of the whistleblower is protected unless disclosure is required by law or necessary to protect Cimolai's rights or those of falsely accused persons. Any threats or retaliations will be punished.

The Supervisory Body and those involved in investigations are bound to secrecy about all collected information.

Non-anonymous reports are preferred but anonymous reports are also accepted. Anonymous reports will be evaluated based on relevance and credibility, excluding those that are generic, unclear, or defamatory.

Reports can be sent by regular mail to the Supervisory Body at Cimolai's registered office or by email to odv@cimolai.com.

The Supervisory Body evaluates each report and decides independently on the actions to take, possibly hearing the involved parties. Decisions, with written reasons, can lead to dismissal of the report or disciplinary actions and updates to the Model.

No reports were received in 2024.

Human Rights Protection and Social Responsability

The Cimolai Group places ethical values and respect for human rights at the center of its corporate strategy. In a world increasingly focused on ethical, environmental, and social aspects, citizens and communities not only demand quality services but also transparency regarding the methods of service delivery and their social impact.

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

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

Child and underage labor prevention

Cimolai firmly condemns the use of child and underage labor. To ensure no minors are employed, a valid identity document is required at the time of hiring to verify the worker's age. Additionally, opportunities for internships and training are offered to young people under the age of majority, in compliance with regulations and to support professional development.

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

Forced or compulsory labor

At Cimolai, work is always voluntary. No form of threat or coercion is tolerated. All employees are fully aware of their rights and duties and have access to information about their employment contract. Upon hiring, the company provides a job guide and a new employee handbook to ensure proper integration. Cimolai does not provide loans to employees but offers advances on severance pay and salary advances, as allowed by the national collective labor agreement.

Freedom of association and rights to collective bargaining

Cimolai fully respects the right of employees to form unions and engage in collective bargaining. The company has agreed with trade unions on supplementary benefits that improve the economic and regulatory aspects of employment. Union representatives are free to communicate with workers, and spaces are made available for union meetings.

Thanks to constructive dialogue with trade unions, disputes have been minimized, with the last significant conflicts dating back nearly 20 years. In 2024, strike hours remained low, demonstrating a positive collaborative environment.

Non-discrimination

Cimolai adopts an equal opportunity policy, ensuring that no employee is discriminated against in the areas of: hiring, pay, access to training, promotion, dismissal, or retirement.

Discrimination based on race, social class, nationality, age, family responsibilities, religion, disability, gender, sexual orientation, union membership, political opinions, or any other factor is not tolerated. The company ensures that staff can freely exercise their rights while respecting their personal and cultural beliefs. Furthermore, Cimolai condemns any form of discriminatory behavior, including inappropriate gestures, language, or physical contact in the workplace or in any situation where the company is represented.

Management systems and certifications

Cimolai intends to uphold human values and adopt socially responsible behavior by managing its business in a proper manner and with attention to the expectations of all stakeholders,

https://www.cimolai.com/certifications/

Cimolai's sustainable development is achieved through high production quality standards, adequate levels of employee safety, environmental protection, and the pursuit of ethical and social responsibility objectives. The company pursues a modern **integrated management of these aspects** by allocating the necessary financial resources and organizational efforts in order to ensure:.

QUALITY

The achievement of customer satisfaction and stakeholders; 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**.

SAFETY

Minimising the possibility and consequences of accidents in the workplace.

SOCIAL

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

Process certifications

The operational units of the Cimolai Group have implemented quality, health and safety, environmental, social responsibility management systems in compliance with the standards **UNI EN ISO 9001:2015**, **UNI EN ISO 14001:2015**, **UNI ISO 45001:2018**, **UNI EN ISO 50001:2018**, and **SA 8000:2014**, issued by third-party certification bodies.

UNI EN ISO 9001
Quality Management Systems

UNI EN ISO 14001
Environmental Management Systems

UNI EN ISO 45001
Occupational Health and Safety Management Systems

SA 8000
Social Accountability

UNI EN ISO 5001
Energy Management System

Cimolai is also certified **UNI EN ISO 39001:2016**, the international standard for **road traffic safety management**, which includes all aspects of risk management and legal compliance. Through the implementation of the RTS – Road Traffic Management System, the company actively contributes to reducing the risk of road accidents and related serious injuries by intervening in processes connected to road traffic.

Cimolai also holds the **UNI ISO 30415:2021** certification, which serves as a guideline for p**romoting diversity and inclusion principles** within organizations, helping them implement these principles through concrete and demonstrable actions.

In 2024, the company continued its management system certification process, obtaining **UNI EN ISO 37001:2016**, the standard that provides a management system framework to help organizations **combat corruption**, and **UNI EN ISO/IEC 27001:2022**, the standard that specifies requirements for establishing, implementing, maintaining, and improving an **information security management system**, **including cybersecurity and privacy protection**.

Also in 2024, the company began the process toward obtaining **UNI PdR 125:2022** certification, the reference practice that defines guidelines for a gender equality management system, which will be completed in 2025.

Other certifications, qualifications, and registrations

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

CIMOLAI GROUP

- AISC (American Institute of Steel Construction)
- NHSS 20
- NHSS 19/A
- RQSC (Register of Qualified Steelwork Contractors for Bridgeworks)
- SCSC (Stee Constructionl Sustainability Charter)
- ACHILLES UNCE
- ACHILLES Global Energy
- ACHILLES Network
- ACHILLES Repro
- SCNF
- SOA
- RETE FERROVIARIA ITALIANA
- The National Board – NB
- The National Board – R
- EN ISO 3834-2
- EN 1090-1 - marcatura CE
- EN 1090-1 - marcatura UKCA
- CSA Standard W47.1
- ASME U
- ASME U2
- UNI/PdR 74:2019

PIPE DIVISION

- EN 10219-1
- EN 10210-1
- API (American Petroleum Institute) 5L-0512
- API (American Petroleum Institute) 2B-0090

ZM ZWAHLEN & MAYR SA

- ISO 9001:2015
- ISO 14001:2015
- Inox certifications:
- PED 2014/68/EU
- TUV AD 2000 W0
- IATF 16949
- Steel certifications:
- EN 1090-1-EXC4
- ISO 3834-2
- EN 1090-1-EXC4
- ISO 3834-2

The Environment

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

To actively and responsibly contribute to tackling the challenges posed by climate change, Cimolai applies best practices, optimizing its environmental management in a cost-effective way.

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

Environmental Policy

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

Below is Cimolai's commitment to the environment:

- Comply with applicable legal requirements, national and EU regulations, and customer requirements. Full compliance with current legal standards and other documents signed by the company concerning its hazards is considered a non-negotiable minimum requirement.
- Develop and maintain specific procedures to ensure the prevention and prompt management of emergency and accidental situations, as well as to contain their negative effects.
- Promote awareness of environmental protection issues among staff by enhancing individual competencies through appropriate training and information programs.
- Ensure and monitor that company activities have the least possible impact on the environment.
- Evaluate future developments by pursuing, where technically possible, the adoption of the best available technologies for environmental protection.
- Implement sustainable management of resources and energy through the use of renewable sources, pollution prevention, and environmental preservation.
- Allocate sufficient resources to plan and carry out activities aimed at achieving established goals, involving all organizational levels.
- Periodically define environmental objectives to continuously improve performance.
- Evaluate performance, review goals and programs, and periodically reassess the policy to evaluate its effectiveness and adopt necessary measures.

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

Environmental Performance

To achieve the overall objective of environmental protection and preservation in the context of its industrial activities, Cimolai has introduced and constantly updates its Management System in compliance with voluntary standards UNI EN ISO 14001 and UNI EN ISO 50001.

In relation to the organization's context, the Management System applies to Cimolai's activities and services concerning contract acquisition and management, understood as the coordination of the various activities included in the scope, including:

- design of steel structures and assembly;
- procurement of goods and services at sites/facilities under its own management, for and from external companies assigned to deliver goods and services or to the end customer;
- production of components through specialized processes such as steel fabrication, welding, mechanical cutting (hot and cold), and high-precision chip-removal machining;
- organization of shipping and transport activities via road, and more rarely by sea or air;
- final assembly at construction sites, depending on the scope of work required by the contract;
- supervision and coordination of external companies operating at Cimolai plants and construction sites, both for operational personnel and for administrative/design staff involved in planning or coordination activities.

Consuption of raw materials, materials and recycling

Cimolai's finished products consist of metal constructions such as highway and railway bridges, sports stadiums, viaducts, warehouses, office buildings, and special structures for shipbuilding, cranes, onshore and offshore structures, and technological roofing.

The main raw material used in production is steel.

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

At Cimolai, the percentage of steel coming from recycled sources in 2024 is approximately 33.3%.

Raw materials for production	Unit	2022	2023	2024
Steel	**[t]**	**39,009.0**	**50,557.1**	**56,757.0**
new material	[t]	22,509.0	31,316.3	37,831.0
recycled materia	[t]	16,500.0	19,240.8	18,926.0
Recycled material	**[%]**	**42.3%**	**38.1%**	**33.3%**

Raw materials in the form of steel sheets and various types of profiles, upon delivery to the plants, are handled with the aid of lifting and transport equipment (overhead cranes) to be directed to subsequent transformation and processing operations.

Before undergoing processing, the raw materials are subjected to shot blasting.

Depending on the product to be manufactured, the sheets are assigned to marking, assembly, welding, and grinding operations—in the case of carpentry work—or are subjected to shearing, drilling, and punching—in the case of mechanical processing.

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

Gases for cutting and welding	Unit	2022	2023	2024
Oxygen	[t]	39,009.0	50,557.1	**56,757.0**
Carbon Dioxide	[t]	22,509.0	31,316.3	**37,831.0**
Argon	[t]	16,500.0	19,240.8	**18,926.0**
Nitrogen	[t]	42.3%	38.1%	**33.3%**

Oils, as well as paint products and technical gases, are stored in dedicated and authorized facilities equipped, for used oils and emulsions, with containment basins in case of accidental spills.

Chemical substances	Unit	2022	2023	2024
Solvents	[L]	15,420	16,320	**55,635**
Oil and lubrificants	[L]	27,440	36,299	**32,332**
Paints	[L]	n.d.	n.d.	**n.d.**

Downstream of the production activity, Cimolai monitors the consumption of packaging materials including wood, plastic (both rigid and film), and cardboard. The company's commitment is both to increase over time the percentage of recycled components and to seek, where possible, the reuse of these materials.

Packaging	Unit	2022	2023	2024
Wood	**[t]**	**1,184.0**	**1,191.0**	**1,290.7**
new material	[%]	89.4	88.7	**88.4**
recycled material	[%]	10.6	11.3	**11.6**
Paper	**[t]**	**8.8**	**10.7**	**10.9**
new material	[%]	92.9	91.5	**91.3**
recycled material	[%]	7.1	8.5	**8.7**
Plastic film	**[t]**	**24.9**	**23.3**	**23.4**
Rigid plastic	**[t]**	**7.1**	**10.8**	**9.6**

Reused Packaging	Unit	2022	2023	2024
Wood	**[t]**	**93.7**	**100.7**	**105.7**
Rigid plastic	**[t]**	**0.5**	**0.9**	**0.9**
Paper	**[t]**	**0.2**	**0.2**	**0.2**

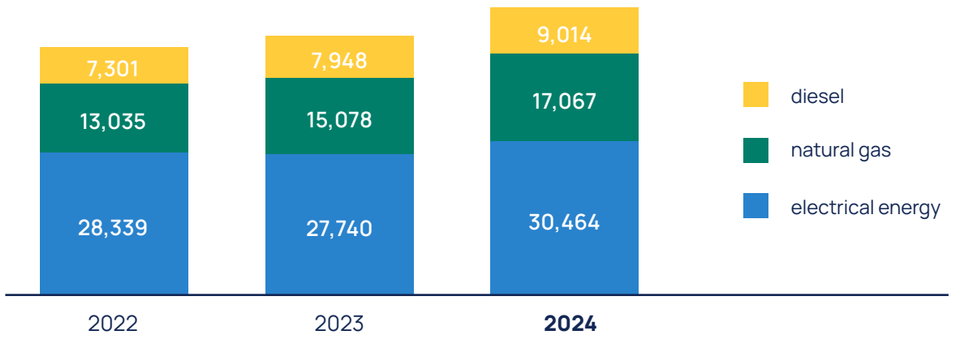
Consuption of raw materials, materials and recycling

The energy sources used by Cimolai consist of:

- **electrical energy**, for powering production and auxiliary plants (emission extraction and compressed air production), for lighting and air conditioning of environments, for charging forklifts, for operating IT equipment in offices, and for outdoor lighting;
- **natural gas**, used for supplying thermal plants for heating and for heat treatments related to production processes;
- **diesel**, for internal handling and transportation carried out with company-owned vehicles.

In 2024, total energy consumption amounted to 50,766 MWh, an increase of 11.4% compared to the previous year. Consumption for the year is distributed as follows: 54.6% electrical energy, 29.7% natural gas, and 15.7% diesel.

TOTAL ENERGY CONSUMPTION [MWh]



The amounts of energy consumption involving non-renewable sources are shown in the following table.

Energy from non-renewable sources	Unit	2022	2023	2024
Electricity taken from the grid	[MWh]	18,000	18,337	22,474
Methane for heat generation	[MWh]	13,035	15,078	17,067
Diesel for transport and internal handling	[MWh]	7,301	7,948	9,014
Total	**[MWh]**	**38,336**	**41,362**	**48,555**

The Cimolai Group uses renewable energy sources: part of the electricity taken from the grid and certified 100% renewable and the electricity produced by photovoltaic systems installed on the roofs of the factories.

In 2024, 20.8% of the electricity consumed will come from renewable sources.

Energy from renewable sources	Unit	2022	2023	2024
Electricity taken from the grid (100% renewable)	[MWh]	7,314	4,748	3,663
Electricity consumed by photovoltaic systems	[MWh]	3,025	4,655	4,327
Total	**[MWh]**	**10,339**	**9,403**	**7,990**
% of EE from renewable sources to total EE consumption		26.7%	25.3%	20.8%

PHOTOVOLTAIC SYSTEM

PORCIA

site

Photovoltaic system consisiting of 4 generators with a total of 414 polycrystalline silicon modules.
Total rated power 95.2 kWSTC

SAN GIORGIO DI NOGARO

plant

Photovoltaic system consisiting of 8 generators for a total of 7,101 polycrystalline silicon modules.
Total rated power 1,718,9 kWSTC

ROVEREDO

plant

Photovoltaic system consisiting of 4 generators with a total of 4,160 polycrystalline silicon modules.
Total rated power 998.4 kWSTC

POLCENIGO

plant

Photovoltaic system consisiting of 4 generators with a total of 414 polycrystalline silicon modules.
Total rated power 95.2 kWSTC

MONFALCONE

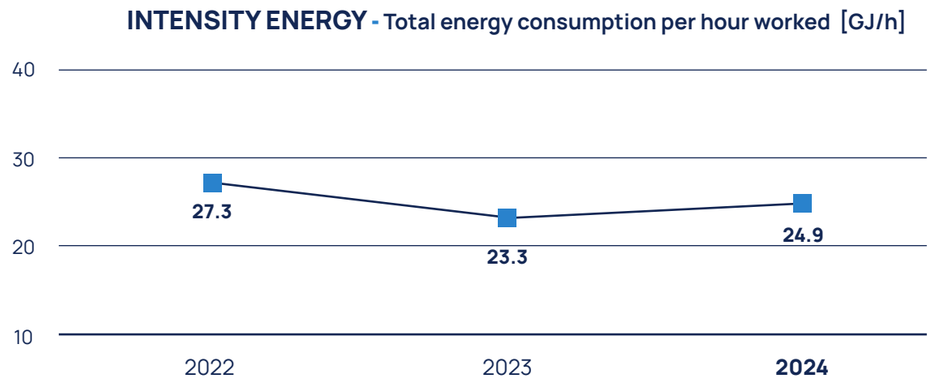
plant

Photovoltaic system consisiting of 9 generators with a total of 700 polycrystalline silicon modules.
Total rated power 190.0 kWSTC

Total photovoltaic system	Unit	2022	2023	2024
Electricity generated by photovoltaic systems	[MWh]	3,823	7,328	**7,377**
Electricity produced and fed into the grid	[MWh]	798	2,673	**3,050**
Average self-conumption	[%]	79.1	63.5	**58.7**
Average energy self-sufficiency (EE)	**[%]**	**10.7**	**16.8**	**14.2**
Avoided CO_2 emissions	[tCO_2e]	1,025	1,964	**1,977**

On average, the Group's energy self-sufficiency, with regard to electricity consumption, is around 14%.

The **Energy Intensity** indicator calculated as total energy consumption per hour worked increased from 2023 by 7.3% due to an increase in consumption more than proportional to the increase in hours worked.



Water resource management

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

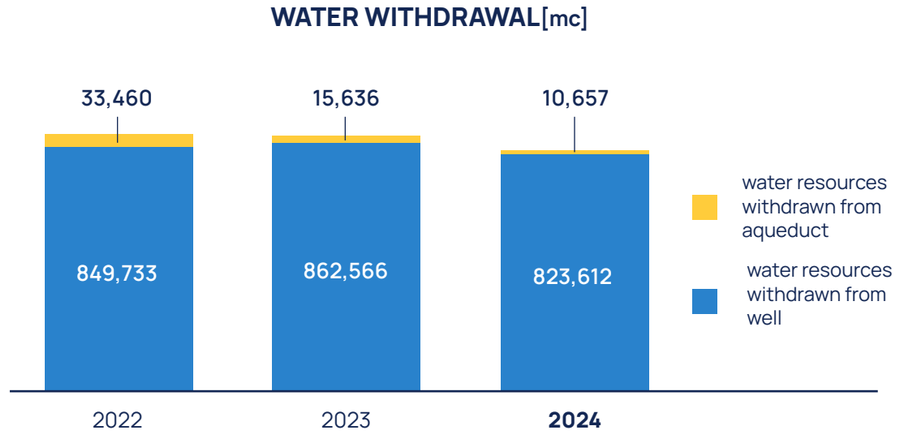
Cimolai Group headquarters and plants are not located within areas characterized by water stress.

Water is withdrawn from aqueducts and wells and has domestic and industrial uses such as in the case of water for washing artifacts and vehicles, water used for fume abatement systems, and water used for emulsions.

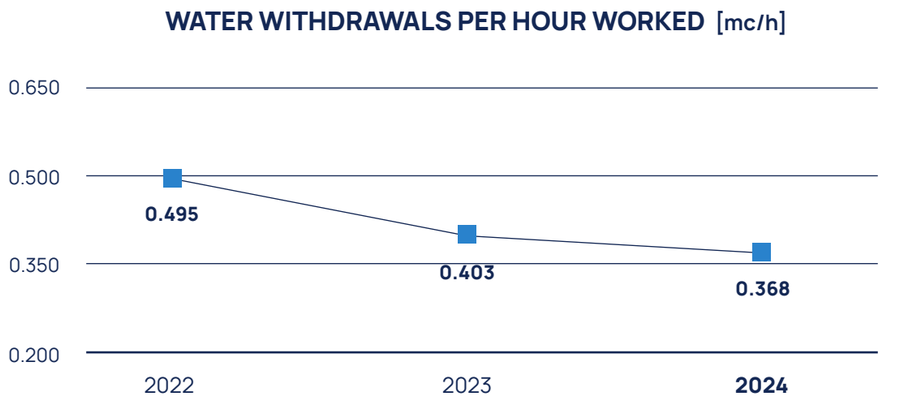
In 2024, total water withdrawals were 834,269 cu m with a reduction of 5.0 % compared to 2023.

Water withdrawls by source		Unit	2022	2023	2024
Water resources withdrawn from **aqueduct**	Fresh water (≤ 1000 mg/L total dissolved solids)	[mc]	33,460	15,636	10,657
	other water types (>1,000 mg/L total dissolved solids)	[mc]	-	-	-
Water resources withdrawn from **well**	Fresh water (< 1000 mg/L total dissolved solids)	[mc]	781,405	794,238	755,284
	other water types (>1,000 mg/L total dissolved solids)	[mc]	68,328	68,328	68,328
Total water withdrawls		**[mc]**	**883,193**	**878,202**	**834,269**

Water withdrawn from aqueduct accounts for 1.3 percent of the total in 2024.



The indicator Water withdrawals per hour worked decreased by 8.7 percent, due to both a reduction in withdrawals and an increase in hours worked.



The Cimolai Group is particularly attentive to the management of water discharges, which, depending on the plant under consideration, consist of:

- wastewater assimilated to domestic which comes from toilets, washbasins, locker room showers, and the canteen;
- stormwater runoff, which comes into contact with polluting substances and materials and is classified as industrial wastewater;
- wastewater from washing modules (mechanical parts) using hot pressure washers without the use of solvents or emulsion residues and oils.

Wastewater assimilated to domestic is disposed of in the public sewer system.

Industrial wastewater from runoff from paved areas is collected and subjected to pre-treatments of de-oiling, de-gritting and draining (to separate any coarse solids present in the effluent) before being conveyed to appropriate first rain tanks. From these, the effluent is routed to tanks where the solids sedimentation process is implemented and then to the oil separator. The water leaving the treatment plants is routed to the public sewer system. Downstream of the treatment plants are manholes for sampling.

The second rainfall fraction of stormwater runoff from yards (not classifiable as industrial), are dispersed on the ground through appropriate dispersal plants. Stormwater runoff from roofs is collected by downspouts and partly collected by the stormwater network (fraction of first rain into public sewer system - fraction of second rain dispersed on soil) and partly discharged directly to yards.

In some processes, water-based emulsions are used; the latter largely evaporates and the emulsions fall into a watertight tank below the machinery along with the processing chips. The chips are then stored in dedicated areas equipped with their own networks connecting them to the treatment plants (de-oiling).

Workpiece wash waters, are conveyed to recovery plants (continuous semi-automatic chimo-physical precipitation plants) by means of closed circuits.

Compressor condensate water is collected and disposed of as waste in special tanks.

Water discharges by destination		Unit	2022	2023	2024
Wastewater conveyed to sewers	Fresh water (≤ 1000 mg/L total dissolved solids)	[mc]	313,352	298,436	**268,143**
	other water types (>1,000 mg/L total dissolved solids)	[mc]	28,955	29,615	**30,524**
Wastewater into surface water bodies	Fresh water (< 1000 mg/L total dissolved solids)	[mc]	438,000	438,000	**438,000**
	other water types (>1,000 mg/L total dissolved solids)	[mc]	114,091	122,472	**108,610**
Total water discharges		**[mc]**	**894,398**	**888,532**	**845,277**

The water discharged is higher than the water withdrawn because some rainwater is, after treatment, sent to the sewer. For this reason, water consumption is negative.

Water consumption	Unit	2022	2023	2024
Total water withdrawals	[mc	883,193	878,202	**834,269**
Total water discharges	[mc]	894,398	888,523	**845,277**
Total water consumption	**[mc]**	**-11,205**	**-10,321**	**-11,008**

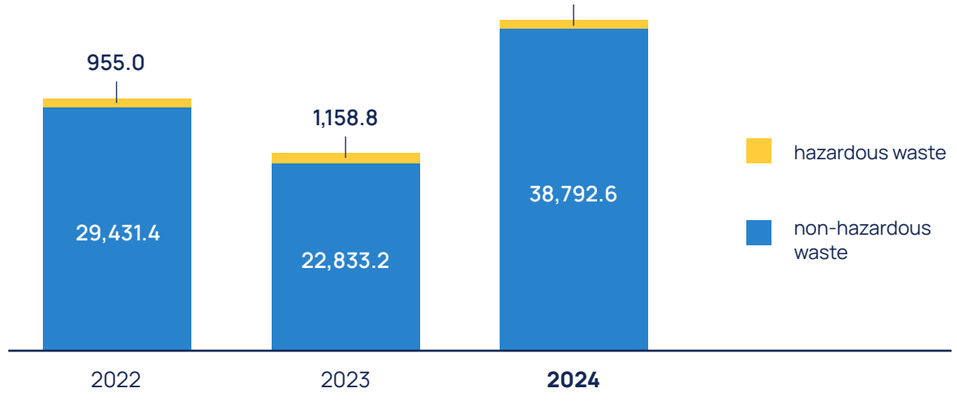
Waste management

The management of special waste (coming from production) and urban waste (coming from offices and canteens), is focused both on the upstream reduction of their production and on maximizing their destiny to recovery and recycling.

Special attention is paid by the company to the differentiation of the waste produced and to the safety of storage, which takes place on paved surfaces inside special bins in dedicated areas. The collected and sorted waste is delivered to authorized transporters and recipients. In the case of third-party firms operating at Cimolai's sites, dedicated spaces are set up in their areas for the temporary storage of the waste they produce: the areas are paved and the bins are identified and covered to prevent leaching.

Waste from the production lines consists mainly of iron and steel, ferrous filings and shavings, packaging, emulsions, and machinery solutions. More than 90 percent of the waste produced is non-hazardous.

TOTAL SPECIAL WASTE [t]



In 2024, the total amount of special waste generated was 39,844 tons. The significant increase compared to 2023 is attributable to extraordinary scrap disposal operations concerning in particular the Roveredo plant.

Special waste	Unit	2022	2023	2024
Non-hazardous waste	[t]	29,431.4	22,833.2	**38,792.6**
Hazardous waste	[t]	955.0	7,158.8	**1,052.0**
Total waste	**[t]**	**30,386.3**	**23,992.1**	**39,844.6**

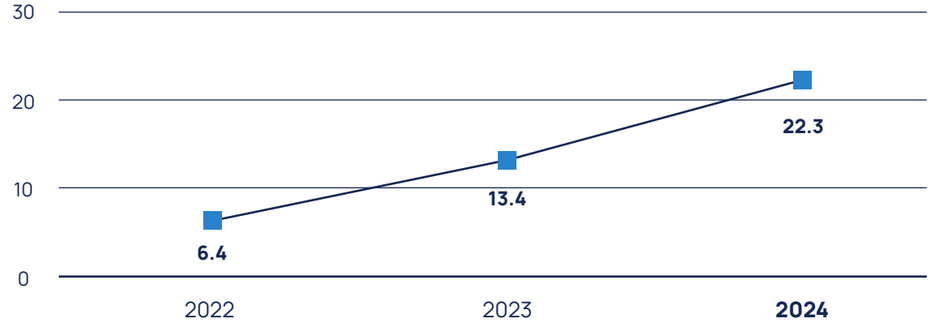
Special waste destined for recovery accounts for 94.3 percent of total waste in 2024. Waste destined for disposal is sent not only to landfill but also to incineration and energy recovery.

Special waste for recovery	Unit	2022	2023	2024
Total recycled waste	**[t]**	**28,497.9**	**21,721.7**	**37,589.9**
Recycled non-hazardous waste	[t]	28,449.4	21,645.2	**37,412.7**
Recycled hazardous waste	[t]	48.4	76.5	**177.2**

Special waste for disposal	Unit	2022	2023	2024
Total recycled for disposal	**[t]**	**1,888.5**	**2,270.4**	**2,254.7**
Non-hazardous waste	[t]	981.9	1,188.0	**1,379.9**
Energy recovery	[t]	29.0	47.0	**38.5**
Incineration	[t]	91.0	77.0	**63.1**
Disposal	[t]	861.9	1,064.0	**1,278.2**
Hazardous waste	[t]	906.5	1,082.3	**874.8**
Energy recovery	[t]	5.0	4.0	**3.3**
Incineration	[t]	21.0	8.0	**6.6**
Disposal	[t]	880.5	1,070.3	**865.0**

The indicator Total waste generated per hour worked increases, in 2024, due to the increase in absolute waste and despite the increase in hours worked.

TOTAL WASTE PRODUCED PER HOUR WORKED - [GJ/h]



Atmospheric emissions

Atmospheric emissions resulting from the activities deriving from the production processes carried out at Cimolai are essentially characterized by dust, VOCs while carbon and nitrogen oxides derive from thermal plants.

Thus, mechanical machining activities and the use of paints, solvents or other preparations containing volatile organic compounds - mainly used in the production line - and the generation of heat both for production use and for space heating are at the origin of these emissions.

All emissions piped into the atmosphere are regulated and authorized under the Single Environmental Authorization (A.U.A.) procedures. Within the framework of these measures, fulfillments related to solvent management plans are also managed.

The following table shows emissions of Volatile Organic Compounds, carbon monoxide and nitrogen oxides derived from production process and thermal plants and fugitive emissions of refrigerant gases related to air conditioning plants.

Atmospheric emissions	Unit	2022	2023	2024
Emissions from production processes				
VOC	[kg]	70,278.0	84,717.0	*68,615.8
Dust	[kg]	3,609.5	5,425.3	4,133.2
Emissions from thermal plants**				
CO	[kg]	992.4	1,147.9	1,29.4
NOx	[kg]	3,018.4	3,491.5	3,952.2
Fugitive emissions from refrigerant gases				
R404A	[kg]	10.0	1.2	0.0
R410A	[kg]	0.0	4.4	5.6
R407C	[kg]	10.0	0.0	14.7
R32	[kg]	0.0	08	0.0

* estimated data since available in June

** Estimated figure using emission coefficients from the European Enviromental Agency - EMEP/EEA air pollutant emission inventory guidebook 2023

The state of efficiency of the abatement systems subservient to atmospheric emissions is ensured by the internal maintenance services, the stack concentrations of pollutants are verified in compliance with the prescribed sampling plans.

In 2024, in none of the measurements of dust concentrations (mg/m3) taken at the stack at as many emission points exceeded the authorized values, as these emissions were largely below threshold.

However, the control and progressive efficiency of the systems for capturing and subsequent abatement of atmospheric emissions is an integral part of the company's constant attention to the air quality of working environments.

Greenhouse gas emissions

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

SCOPE 1

Emissions from sources owned and controlled by the organization due to heat production, internal handling and transportation by owned vehicles, and fugitive emissions of climate-changing gases.

SCOPE 2

Indirect emissions from the production of electricity consumed by the organization and taken from the grids.

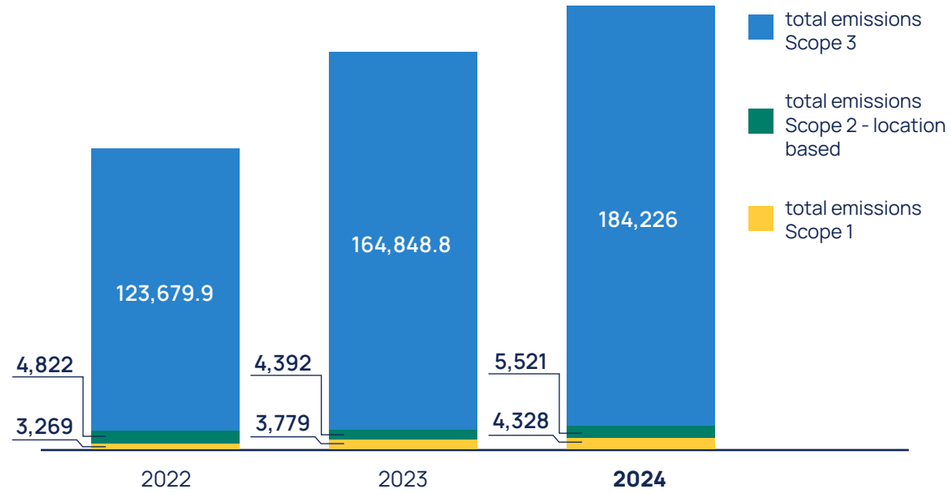
SCOPE 3

Other indirect emissions. This category includes other sources that are not under the direct control of the company, but whose emissions are indirectly due to the company's operations. The Cimolai Group has included, in this third report, emissions derived from consumption of the raw material steel, consumption of fuels used, business travels, treatment of waste produced, water consumption, and consumption of materials such as paper, plastic, and aluminum.

In 2024, total greenhouse gas emissions amounted to 194,074 tCO2e up 12.2% from 2023 due to the increase in the Group's activities that increased energy consumption and steel raw material consumption.

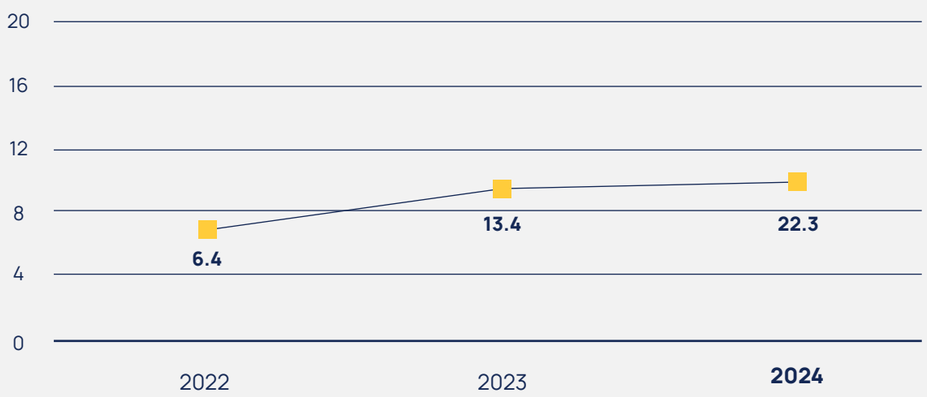
Greenhouse gas emissions	Unit	2022	2023	2024
Scope 1				
Emissions from thermal plants (natural gas)	[tCO2e]	2,350.6	2,749.7	3,123.2
Emissions from domestic handling and transportation (diesel)	[tCO2e]	861.3	1,015.4	1,167.1
Fugitive emissions of climate-altering gases	[tCO2e]	57.0	14.4	37.7
Total emissions Scope 1	**[tCO2e]**	**3,268.9**	**3,779.5**	**4,328.0**
Scope 2				
Emissions from electricity consumption - location based	[tCO2e]	4,907.3	4,447.3	5,563.4
Emissions from electricity consumption - market based	[tCO2e]	4,822.2	4,392.0	5,520.8
Total emissions Scope 2 - market based	**[tCO2e]**	**4,822.2**	**4,392.0**	**5,520.8**
Scope 3				
Emissions from raw material consumption (steel)	[tCO2e]	115,417.8	155,421.6	175,219.2
Emissions from packaging consumption	[tCO2e]	4,769.5	5,116.1	4,695.0
Emissions from business travel (air and train)	[tCO2e]	1,729.4	2,181.4	2,030.5
Emissions from fuel consumption (mining and transportation)	[tCO2e]	817.8	916.5	1,038.4
Emissions from waste disposal	[tCO2e]	813.7	1,110.6	1,115.2
Emissions from water consumption (withdrawal and treatment)	[tCO2e]	98.1	68.7	57.1
Emissions from material consumption (paper, plastic, cans)	[tCO2e]	33.7	34.0	70.1
Total emissions Scope 3	**[tCO2e]**	**123,679.9**	**164,848.8**	**184,225.5**
Total greenhouse gas emissions	**[tCO2e]**	**131,856.1**	**173,075.5**	**194,074.3**

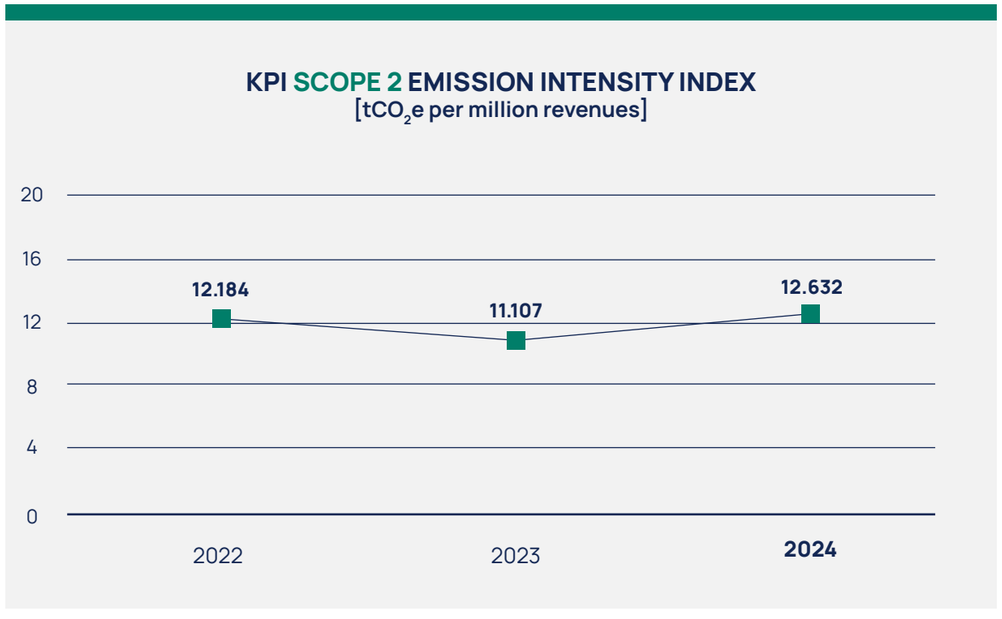
TOTAL GREENHOUSE GAS EMISSIONS [tCO_2e]

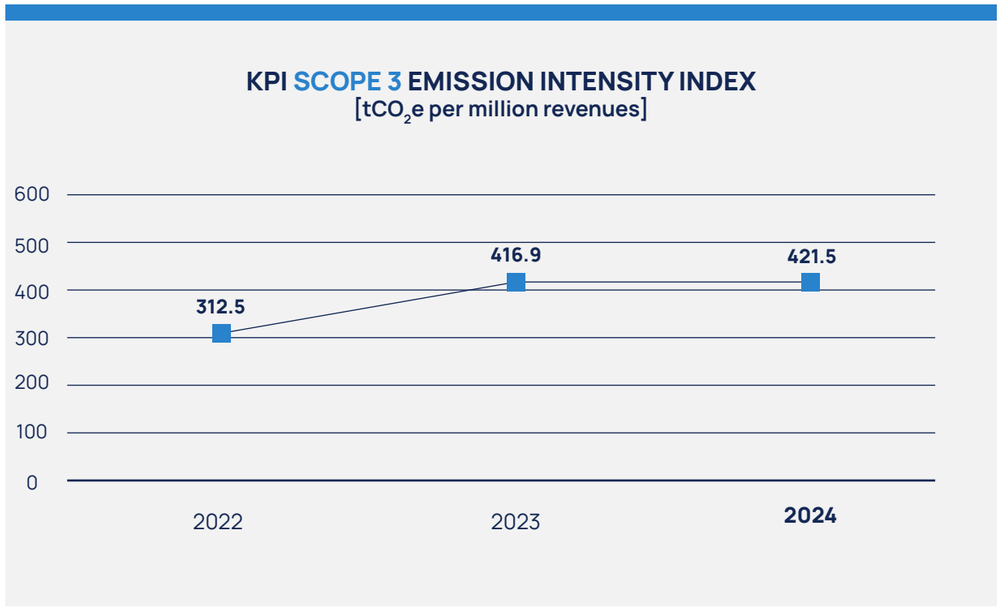


More restrained growth in **emission intensity indicators**, calculated as greenhouse gas emissions per million revenues, these having grown from 2023 by 10.5 percent.

KPI SCOPE 1 EMISSION INTENSITY INDEX
[tCO_2e per million revenues]







Construction site management - environmental and health and safety data

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 the environmental point of view, the company's goal is to limit the production of waste as much as possible, encouraging it to be recycled. Energy and water are also used carefully, avoiding waste and seeking efficient solutions. At the same time, the company tries to limit forms of pollution, controlling dust and noise and preventing harmful substances from ending up in the soil or water.

From a social point of view, it is crucial for Cimolai to ensure the safety and health of those working on the site. In addition to compliance with regulations, the company is committed to training people to create a culture of prevention. Decent working conditions are also guaranteed, with regular contracts and adequate salaries.

A sustainable worksite is a worksite that is measured, and Cimolai collects data to monitor its performance; starting this year the company began reporting key environmental and health and safety data.

The data below is managed directly by the company.

Energy consumption	Unit	2024
Electricity	[MWh]	**955.2**
Diesel fuel for vehicles and construction equipment	[t]	**5,026.1**

Atmospheric emissions	Unit	2024
Non-hazardous waste	**[t]**	**3,591.0**
recycled	[t]	**2,960.3**
incinerated	[t]	**7.3**
landfill	[t]	**623.5**
Hazardous waste	**[t]**	**204.3**
recycled	[t]	**0.0**
incinerated	[t]	**0.0**
landfill	[t]	**204.3**
Total waste	**[t]**	**3,795.3**

Water resources	Unit	2024
Water withdrawn from aqueduct	[mc]	**37.7**
Sea water	[mc]	**6.7**
Total water withdrawals	**[mc]**	**44.4**

Employee accidents	2024
No. deaths caused by occupational accidents	0
Total no. of recordable occupational accidents	21
No. of accidents with serious consequences*	0
Rate of recordable occupational injuries	**24.28**

*Leading to a death or injury from which the worker cannot recover, does not recover, or cannot realistically be expected to recover fully by returning to the pre-accident state of health within 6 months

Our people

Since its founding, Cimolai has placed the individual at the center of its success, basing its relationship with employees on mutual trust and loyalty.

We believe in the value of the creativity and passion that animates each individual and, for this reason, we are committed to enhancing the talent of people, accompanying them on their path of professional growth, strengthening their skills and motivation, and supporting them in achieving their goals, so that individual success contributes to that of the entire company.

As of Dec. 31, 2024, the number of employees of the Cimolai Group was 1,338, growing by 5.5 percent compared to 2023. 94.8% are white and blue-collar workers; the white-collar category has the largest number of women, 26.0%, and together they account for 10.3% of the total number of employees.

Employees by job title	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	30	2	**32**	32	1	**33**	31	1	**32**
Middle managers	37	5	**42**	40	5	**45**	34	4	**38**
White-collar	350	114	**464**	347	127	**474**	362	127	**489**
Workers	660	6	**666**	711	6	**717**	773	6	**779**
Total	**1,077**	**127**	**1,207**	**1,130**	**139**	**1,269**	**1,200**	**138**	**1,338**

54.6 percent of the workforce, of the year 2024, resides in Italy. Over the three-year period, non-EU employees increased, particularly as a result of projects the company is implementing in Chile.

Employees by geographic origin	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	660	103	**763**	611	107	**718**	621	109	**730**
EU	176	13	**189**	94	7	**101**	94	7	**101**
Outside EU	241	11	**252**	425	25	**450**	485	22	**507**
Total	**1,077**	**127**	**1,204**	**1,130**	**139**	**1,269**	**1,200**	**138**	**1,338**

59.0 percent of employees belong to the 30-50 age group. Slight increase in the percentage of employees over 50 years old.

Employees by age group	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30	130	18	**148**	159	18	**177**	162	21	**183**
30-50	638	93	**731**	645	100	**745**	695	94	**789**
>50	309	16	**325**	326	21	**347**	343	23	**366**
Total	**1,077**	**127**	**1,204**	**1,130**	**139**	**1,269**	**1,200**	**138**	**1,338**

Contract types

The percentage of employees hired on a permanent contract basis in 2024 stands at **90.2%**, showing an increase compared to the previous year (87.7%). This figure is fully aligned with the company's commitment to creating a **positive and stable work environment** for its employees, where long-term collaborations and career growth can be developed together.

Contract types	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent employees	938	112	**1,050**	995	118	**1,113**	1,082	125	**1,207**
Fixed-term employees	139	15	**154**	135	21	**156**	118	13	**131**
Total	**1,077**	**127**	**1,207**	**1,130**	**139**	**1,269**	**1,200**	**138**	**1,338**

At the end of 2024, **19 people** were employed under a **part-time contract**, representing **1.4%** of the company's workforce.

Full time and part-time	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time employees	1,075	115	**1,190**	1,130	124	**1,254**	1,200	119	**1,319**
Part-time employees	2	12	**14**	0	15	**15**	0	19	**19**
Total	**1,077**	**127**	**1,204**	**1,130**	**139**	**1,269**	**1,200**	**138**	**1,338**

At the end of 2024, **29 people** were employed at Cimolai under **different types of contracts**, specifically **collaboration contracts (co.co.co.)**.

Other types of contracts	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Apprenticeship	1	0	**1**	3	0	**3**	0	3	**3**
Temporary employment	0	1	**1**	10	0	**10**	5	1	**6**
Collaboration contracts (co.co.co)	3	0	**3**	4	0	**4**	12	1	**13**
On-call contracts	0	4	**4**	0	0	**0**	0	0	**0**
Internship	1	0	**1**	5	3	**8**	6	1	**7**
Total	**5**	**5**	**10**	**22**	**3**	**25**	**23**	**6**	**29**

Recruitment and turnover

Cimolai turns to the external labor market only when internal resources are not sufficient or suitable to cover the required roles. However, whenever possible, the company promotes the professional growth of existing staff, fostering development paths and long-term internal advancement.

In particular, through job rotation, Cimolai recognizes and rewards merit and talent, pursuing the continuous improvement of professional skills, the enhancement of human resources, and performance excellence. To this end, the company uses personnel evaluation tools to monitor and encourage internal growth.

The recruitment process is based on principles of fairness, transparency, and impartiality, ensuring:

- Objective and transparent assessments aimed at verifying the skills and aptitudes necessary for the role.
- Equal opportunities for men and women, in Italy in accordance with Legislative Decree no. 198/2006 and subsequent amendments.
- Non-discrimination, in compliance with current regulations, avoiding any distinction based on race, ethnicity, religion, personal beliefs, disability, age, sexual orientation, or social and economic conditions.
- Protection of privacy and personal data, in accordance with applicable laws, with a ban on collecting information about political opinions, union affiliations, or aspects not relevant to professional evaluation.
- Application of rules regarding hiring in publicly owned companies, where applicable.

Hiring is carried out in full compliance with current labor laws and, in Italy, in accordance with the relevant National Collective Labor Agreement (CCNL).

Employment*	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	271	21	**292**	436	46	**482**	311	31	**342**
Hiring Rate	**26.0%**	**16.7%**	**25.0%**	**40.5%**	**36.2%**	**40.0%**	**27.5%**	**22.3%**	**27.0%**

Terminations*	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	238	20	**258**	374	34	**408**	306	30	**336**
Termination Rate	**22.8%**	**15.9%**	**22.1%**	**34.7%**	**26.8%**	**33.9%**	**27.1%**	**21.6%**	**26.5%**

* Hiring and termination rates are calculated as the ratio of no. of employees hired and terminated in the year to the no. of employees present at the beginning of the year.

Training and skills development

At Cimolai, the creation of the training and skills development plan stems from a structured process of identifying training needs, defined throughout the year via alignment meetings and staff feedback.

This process involves all key company roles, including Department Directors and the HR Office, who meet at least once a year to analyze and share the training needs identified.

Training requests are collected through:

- evaluation forms for employees, filled out by managers;
- direct requests submitted by Function Managers to the HR Office.

The definition of training needs is based on the analysis of the gap between current skills and those required for optimal job performance, with the goal of fostering professional growth and continuous performance improvement.

Over the three years considered, training activity has grown significantly. In 2024, total training hours increased by **56.5%** compared to the previous year. Average training hours per employee rose from **11.8 to 17.5**, and in particular, those related to **female** employees increased from **16.6 to 32.6**.

Hours of training	2022				2023				2024			
	Men	Women	Total	Avg hours	Men	Women	Total	Avg hours	Men	Women	Total	Avg hours
Executives	1,026	170	1,196	**37.4**	243	9	252	**7.6**	728	25	753	**23.5**
Managers	749	147	896	**21.3**	274	38	312	**6.9**	961	118	1,079	**28.4**
Office staff	6,666	1,170	7,836	**16.9**	4,706	2,157	6,863	**14.5**	9,586	4,230	13,816	**28.3**
Workers	1,297	8	1,305	**2.0**	7,455	109	7,564	**10.5**	7,686	123	7,809	**10.0**
Total	**9,738**	**1,495**	**11,233**		**12,678**	**2,313**	**14,991**		**18,961**	**4,496**	**23,457**	
Average hours	**9.0**	**11.8**	**9.3**		**11.2**	**16.6**	**11.8**		**15.8**	**32.6**	**17.5**	

The following table shows the increase in training in all types reported.

Hours of training per type	2022	2023	2024
Safety	1,628	7,281	**9,043**
Technical / Administrative	5,444	3,083	**8,168**
Linguistic	4,160	4,627	**6,246**
Total	**11,232**	**14,991**	**23,457**

Cimolai has, in addition, implemented a structured performance monitoring and evaluation system aimed at supporting the professional growth of employees and ensuring better alignment between skills and company objectives.

The stages of the evaluation process are as follows:

- **End of probationary period**: the manager completes an evaluation form to provide initial feedback on the employee's performance.
- **Six months after induction**: an alignment meeting is held between the HR team and the employee, with the aim of assessing the progress of the induction process.
- **One year after induction**: an alignment meeting is held between HR, Manager and employee, based on the completion of a specific form and the use of the 360-degree feedback method, which allows a more comprehensive assessment of skills and performance.
- **Workers**: a pilot project of 360-degree feedback has recently been launched for blue-collar staff as well, with the same method of filling out the form and subsequent alignment meeting.

In all labor categories, the percentage of people who received periodic performance appraisals to support professional growth has grown over the three-year period.

People who recive periodic performance appraisalas	2022				2023				2024			
	Men	Women	Total	% per cat.	Men	Women	Total	% per cat.	Men	Women	Total	% per cat.
Executives	24	1	25	**78.1%**	24	1	25	**75.8%**	26	1	27	**84.4%**
Managers	30	5	35	**83.3%**	30	5	35	**77.8%**	29	5	34	**89.5%**
Office staff	286	102	388	**83.6%**	266	102	368	**77.6%**	330	115	445	**91.0%**
Workers	44	0	44	**6.6%**	44	0	44	**6.1%**	85	0	85	**10.9%**
Total	**384**	**108**	**492**		**364**	**108**	**472**		**470**	**121**	**591**	
% per geneder	35.7%	85.0%	40.9%		32.2%	77.7%	37.2%		39.2%	87.7%	44.2%	

Corporate well-being

Organizational well-being refers to a company's ability to promote and ensure the physical, psychological, and social well-being of all workers.

The Cimolai Group is actively committed to this area, paying close attention to employee needs and requests, which are collected through forms and reports.

In line with the **SA8000** and **ISO 30415** certifications held by Cimolai for several years, tools have been adopted to ensure ongoing, open dialogue with employees, including:

- Complaint boxes for anonymous reporting;
- Online forms for collecting feedback;
- Dedicated email addresses for direct communication;
- Regular meetings with HR, H&S representatives, and General Management.
- **Employee benefits** aimed at improving quality of work life, including:

  - → Supplemental health insurance;
  - → Insurance coverage in the event of disability or incapacity;
  - → On-site canteen to ensure balanced meals;
  - → Discount portal reserved for staff;
  - → Local partnerships with optical centers, gyms, and retail stores;
  - → Company library to support personal and professional growth;
  - → Weekly solidarity market, in collaboration with the social cooperative "Il Piccolo Principe" of San Vito al Tagliamento;
  - → Laundry service;
  - → Partnerships with summer camps "I Templari" of San Quirino and "Giovanni Paolo II" of Porcia for employees' children.

Weekly solidarity market, in collaboration with the social cooperative “Il Piccolo Principe” of San Vito al Tagliamento

Breast cancer prevention day: more than 50 free screenings conducted for female employees

Parental leave

Cimolai, in accordance with current regulations, facilitates the use of parental leave, promoting a balance between work and family life, ensures equal opportunities for both parents, and guarantees that there are no career penalties for those who take parental leave.

Parental leave	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees entitled to parental leave	10	11	**21**	0	11	**11**	22	50	**72**
Number of employees who have taken parental leave	10	15	**25**	7	14	**21**	22	49	**71**
Total number of employees who returned to work after parental leave	10	14	**24**	0	13	**13**	20	42	**62**
Number of employees who returned to work and are still employed twelve months after returning	7	13	**20**	0	13	**13**	15	40	**55**
Return-to-work rate*	**100%**	**93%**	**96%**	**0%**	**93%**	**62%**	**91%**	**86%**	**87%**
Retention rate**	**70%**	**93%**	**83%**	**-**	**100%**	**100%**	**75%**	**95%**	**89%**

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

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

Integrity, respect and equal opportunity

Since its foundation, Cimolai has based its activities on principles of integrity, honesty, and fairness, operating in full compliance with all applicable regulations. This commitment is shared and supported daily by its employees, who help foster a corporate culture grounded in ethical values and social responsibility.

Cimolai protects the dignity, privacy, and personal rights of every collaborator, ensuring an inclusive work environment free from any form of discrimination or harassment. In particular, the company guarantees that no employee may be discriminated against based on origin, nationality, religion, ethnicity, gender, age, or sexual orientation, nor subjected to verbal or physical harassment related to these or other factors.

Confirming its commitment to equality and inclusion, Cimolai obtained, in October 2022, the UNI ISO 30415 certification, a formal recognition of its policy of equity and equal opportunities.

This principle of fairness is also reflected in equitable pay and in promoting employees' professional growth, ensuring everyone has the same opportunities for development within the organization.

Below are the gender pay gap indicators and total remuneration ratio.

Gender pay gap - ITALY	2022	2023	2024
Average gross hourly wages of male employees	16.1	16.5	16.7
Average gross hourly wages of female employees	14.9	15.2	15.6
Gender pay gap*	**7.3%**	**7.5%**	**6.9%**

* (Average gross hourly wage men - Average gross hourly wage woman) / Average gross hourly wage men * 100

Gender pay gap - SWITZERLAND	2022	2023	2024
Average gross monthly wages of male employees	5,550	5,590	5,600
Average gross monthly wages of female employees	4,900	5,150	5,300
Gender pay gap*	**11.7%**	**7.9%**	**5.4%**

* (Average gross monthly wage men - Average gross monthly wage woman) / Average gross monthly wage men * 100

Gender pay gap - CHILE	2022	2023	2024
Average gross monthly wages of male employees	7,419	8,779	8,734
Average gross monthly wages of female employees	7,829	9,192	9,986
Gender pay gap*	**-5,5%**	**-4,7%**	**-14,3%**

* (Average gross monthly wage men - Average gross monthly wage woman) / Average gross monthly wage men * 100

Pay ratio annual total **	2022	2023	2024
	maximum wage / median wage	**maximum wage / median wage**	**maximum wage / median wage**
Italy	1.50	1.60	5.29
Switzerland	2.40	2.40	2.40
Chile	2.44	2.64	5.25

** Ratio of the annual total remuneration of the person receiving the highest remuneration to the median annual total remuneration of all employees (excluding the above person)

Occupational health and safety

The Health and Safety policy of the Cimolai Group is integrated with the environmental policy (HSE policy) and publicly declares the Company's commitment to carry out activities within its context in full respect of the health and safety of all interested parties and the environment.

As a minimum and non-negotiable requirement, Cimolai considers compliance with current laws and regulations at national and community levels, as well as the requirements requested by Customers.

Below is Cimolai's commitment to Health and Safety:

- Identify, analyze, and assess all risks related to work activities in order to eliminate and/or reduce as much as possible injuries, accidents, anomalies, and occupational diseases;
- Ensure and implement appropriate health surveillance pursuant to Article 41 of Legislative Decree 81/08;
- Develop and maintain active specific procedures that guarantee the prevention and timely management of emergency and incidental situations, as well as the containment of their negative effects;
- Promote awareness of Health and Safety issues among internal and external personnel by improving individual skills through appropriate training and information programs;
- Evaluate future developments by pursuing, where technically possible, the adoption of the best available technologies to safeguard the Health and Safety of its workers and collaborators;
- Employ sufficient resources to plan and carry out activities aimed at achieving the set objectives, involving all levels of the organization;
- Periodically define HSE objectives in order to achieve continuous improvement of its performance;
- Conduct inspections, site visits, and audits to evaluate performance, review objectives and programs, as well as periodically review the policy to assess its effectiveness and adopt consequent measures;
- Maintain and promote consultation and participation of workers and worker safety representatives (RLS) and constructive communication with other Interested Parties and Authorities in the various sectors related to workplace health and safety;
- Promote the reporting of "near misses" and hazardous situations related to workplace health and safety by employees and suppliers.

Cimolai is also fully aware that, in work activities involving a high risk of occupational injuries or risks to the safety, well-being, or health of third parties, the consumption and distribution of alcoholic and spirituous beverages within the plants and offices is strictly prohibited.

Alcohol testing in the workplace can only be carried out by the company's Competent Doctor or by Occupational Health Doctors from the prevention and safety services in workplaces who have supervisory functions in the local health authorities.

At Cimolai, workers affected by alcohol-related, narcotic, or psychotropic substance disorders who wish to voluntarily join therapeutic and rehabilitation programs at the services referred to in Article 9, paragraph 1, or at other rehabilitation facilities, will be supported in this regard through the application of Article 124 of the Consolidated Law on narcotic drugs and psychotropic substances, prevention, care, and rehabilitation of related addiction states, approved by the Presidential Decree of October 9, 1990, no. 309, as amended.

Identification and assessment of risks

The Cimolai Group has a robust process for identifying and assessing risks related to Health and Safety, at all organizational levels and in all company activities, to ensure that risks to people, equipment and assets are adequately assessed and placed under control in order to keep them within acceptable levels.

The headquarters, plants and worksites have risk assessment documents. To make the assessment and identification of actual and potential risks more effective, Cimolai has appointed a Health and Safety Committee. In fact, the risk assessment and management system adopted requires permanent and careful monitoring and continuous updating to ensure that it responds to legislative changes and company processes; specific risk assessments are updated annually on a rotating basis.

The following table shows the data for the last three years regarding accidents.

Employee accidents	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
No. deaths caused by occupational accidents	0	0	**0**	0	0	**0**	0	0	**0**
Total no. of recordable occupational accidents	45	0	**45**	68	1	**69**	42	0	**42**
No. of accidents with serious consequences*	0	0	**0**	0	0	**0**	4	0	**4**
Total hours worked	1,626,994	157,329	**1,784,323**	1,958,233	223,141	**2,181,374**	2,053,780	215,604	**2,269,384**
Rate of occupational injuries with serious consequences	0.00	0.00	**0.00**	0.00	0.00	**0.00**	1.95	0.00	**1.76**
Rate of recordable occupational injuries	27.66	0.00	**25.22**	34.73	4.48	**31.63**	20.45	0.00	**18.51**

* leading to a death or injury from which the worker cannot recover, does not recover, or is not realistically expected to recover fully by returning to the pre-accident state of health within 6 months.

In 2024, compared with the previous year, the number of accidents was reduced by about 40 percent from 31.63 to 18.51. However, 4 cases of accidents with serious consequences were recorded.

Also in the three-year period under review, there were no cases of occupational disease.

Occupational diseases	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
No. of recordable cases of occupational diseases	0	0	**0**	0	0	**0**	0	0	**0**
Rate of recordable occupational diseases	0.00	0.00	**0.00**	0.00	0.00	**0.00**	0.00	0.00	**0.00**

Near Miss

The commitment to continuously improve the investigation processes of incidents also extends to Near Misses (near accidents, near injuries) in order to eliminate their causes and prevent their possible recurrence. The purpose of analyzing and managing Near Misses is precisely to identify whether the measures planned and implemented following the risk assessment are adequate and effective in preventing the recurrence of adverse events.

At an aggregate level, reports of Near Misses over the considered three-year period have been more numerous than actual incidents, making it possible to pursue continuous improvement and the consequent reduction of injuries through prevention carried out directly in the field and on issues that have arisen.

Near Miss	2022	2023	2024
Number Near Miss - plants	34	28	**53**
Number Near Miss - construction sites	n.d.	n.d.	**9**

Skills and training

Cimolai ensures that the necessary skills are defined and guaranteed for those professional figures who have an impact on the quality of business processes, risk factor management and emergency response.

All company personnel also receive periodic and recorded health and safety training, and this training is repeated for newly hired personnel and those assigned to new positions depending on the risk factors to which they are subjected.

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

There is also an increase in the number of safety training hours in 2024, which turns out to be 38.6 percent of total training hours.

Safety training	2022	2023	2024
Hours of safety training	1,628	7,281	9,043
% safety training of total training	14.5%	48.6%	38.6%

Worker participation and consultation

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

Worker involvement, represented by the Worker Safety Representative (RLS), takes place during the phases of hazard identification and risk assessment, in the control methodologies to be applied, in the investigation of incidents, near misses, and non-conformities, in defining specific objectives to improve performance, and in planning training activities.

Within Cimolai, communication regarding health and safety issues occurs:

- From management to employees, using practical tools such as internal messaging systems and management software, as well as periodic meetings to explain and share information and objectives;
- From employees to management, through individual interviews, toolbox talks, and Safety-Points. Reports in this case are treated and managed as non-conformities or improvement actions;
- Through dialogue among employees at the same level, involving multiple senders and recipients.

During 2024, reports for improvement by workers or external companies were / were not recorded during toolbox talks, coordination meetings, and HSE points.

Health monitoring

Cimolai S.p.A. has identified its own Qualified Doctor who has the specific authorities and responsibilities provided by art. 25 of Legislative Decree 81/08, as amended and supplemented. In the case of Long Term Construction Sites and far from the Friuli Venezia Giulia the Company, the company appoints local Qualified Doctors so that they can carry out health surveillance.

Health monitoring	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
No. visits made	695	35	**730**	683	52	**737**	853	83	**936**
No. of fitness	695	35	**730**	410	42	**452**	490	73	**563**
No. Eligibility with prescription and limitations	326	7	**333**	299	3	**302**	358	10	**368**
Number of temporary ineligibility	8	0	**8**	7	0	**7**	5	0	**5**

Ethical supply chain management

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

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

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

- Not using child labor or forced labor;
- Complying with applicable national laws, conventions, and international recommendations, including resolutions from international bodies such as the ILO (International Labour Organization) and the UN (United Nations Organization);
- Respecting freedom of association and the right to collective bargaining;
- Opposing all forms of discrimination and unequal treatment based on race, nationality, religion, disability, sex, sexual preference, union membership, or political affiliation;
- Condemning all illegal conduct that may conflict with the dignity or physical and/or moral integrity of individuals;
- Ensuring protection of maternity and paternity, as well as disadvantaged persons;
- Promoting and improving the safety and physical and mental well-being of collaborators through both preventive and corrective actions;
- Complying with applicable laws regarding working hours, including limits on overtime;
- Paying employees in compliance with laws and labor contracts and, in any case, sufficiently to meet the primary needs of personnel.

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

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

In 2022, the company implemented a supplier monitoring plan by submitting an evaluation questionnaire and a letter of commitment to comply with the requirements of the SA 8000:2014 standard, requesting suppliers to also ensure compliance with the principles of the standard by their own suppliers (sub-suppliers).

Following the signed letters of commitment, audits were planned and conducted on suppliers performing work at Cimolai's facilities. The results are reported in the audit reports and are considered adequate, with some recommendations that suppliers must implement within a short timeframe.

Suppliers and supplies

In 2024, there are 3,328 active providers of which 62.7 percent are located in Italy. Most of the spending, 78.3%, also falls on Italian soil.

Suppliers (no.)	2022	2023	2024
No. of active suppliers	**3,293**	**3,203**	**3,328**

Suppliers geographic distribution (no.)	2022	2023	2024
Italy	2,017	1,861	2,085
Europe (Excluding Italy)	414	370	448
Americas	767	922	754
Africa	33	9	19
Middle East	57	35	12
Asia	5	6	10
Total	**3,293**	**3,203**	**3,328**

Suppliers geographic distribution (thousands of euros)	2022	2023	2024
Italy	143,298	153,759	192,205
Europe (Excluding Italy)	54,117	50,148	42,436
Americas	15,498	13,709	8,939
Africa	1,056	3	1,329
Middle East	1,397	232	364
Asia	279	175	225
Total	**215,644**	**218,026**	**245,497**

Suppliers typology (thousands of euros)	2022	2023	2024
Raw materials, supplies, consumables and goods	98,669	93,035	100,769
Services	95,618	105,619	131,961
Use of third party assets	5,928	6,618	10,827
Temporary employment	-	108	379
Miscellaneous operating expenses	1,917	1,823	1,060
Other	13,512	10,823	500
Total	**215,644**	**218,026**	**245,497**

Evaluation and qualification of suppliers

Cimolai distinguishes between **non-critical suppliers** and **critical suppliers**, the latter being defined as those who provide goods and services that are integral to the production process and can impact the quality and delivery times of the products Cimolai supplies to its Clients.

- Critical suppliers must be evaluated with respect to their ability to meet:
- contractual requirements;
- project requirements;
- requirements of Cimolai's Quality Management System;
- applicable mandatory regulatory requirements for the supplied goods/services;
- specific requirements requested by Cimolai.

HSE requirements

Suppliers are also evaluated by the HSE Management System, in relation to Environmental and Occupational Health and Safety aspects. This process includes, in addition to registration in Cimolai's supplier list, the completion and assessment—during the pre-contractual phase—of the HSE Requirements for providers of services and performance. The checklist required by the HSE system requests, in addition to the submission of documentation in accordance with current regulations, a description of certain processes and methods that may 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, and to environmental protection. Suppliers must ensure that, in relation to their own employees, they comply fully with the requirements of legislation on workplace health and safety and environmental risk prevention. To this end, they must ensure that their personnel follow these rules and that their supervisors monitor and enforce compliance.

In particular, the supplier must explicitly declare that it ensures compliance, by its own personnel and by any subcontracted, sub-assigned, or seconded personnel authorized by the client, with all regulations, provisions, and procedures related to the HSE Management System in effect at the worksite, about which they will be informed in advance.

Any additional requirements or performance obligations relating to Health, Safety, and the Environment—considered necessary by Cimolai to better implement its policy or specifically requested by clients—may be required of the supplier, as specified in the contract.

Community

Cimolai's business model is based on continuous engagement with all stakeholders and the communities in which it operates, with the goal of creating shared value, fully respecting human rights and ensuring that no one is left behind.

For years, the Group has been committed to key issues related to the promotion and development of the local area and community, becoming a key partner in important sectors such as culture, health, education, and volunteer work.

Another core value for Cimolai is the promotion of talent and support for education. The company puts this commitment into practice through a range of initiatives in support of schools and universities. The Group has established strong collaborations with Italian universities and technical institutes such as Ca' Foscari, UNIUD, UNIPD, UNITS, UNISALENTO, La Sapienza in Rome, ITST J.F. Kennedy, and ISIS Mattiussi Pertini, as well as through direct engagement with schools, including workshops, lectures, internships, and training placements.

Methodological note

The 2024 Sustainability Report, now in its third edition, was prepared in accordance with the "GRI Sustainability Reporting Standards" of the Global Reporting Initiative, using the "with reference to" reporting option.

To define the content and ensure the quality of the reporting, Cimolai followed the principles outlined in the GRI Standards, which provide a set of criteria for selecting the information to be included in the report and for how it should be presented.

Accuracy

Financial data refer to the statutory financial statements, which are audited. The accuracy of environmental, health, and safety data stems 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 primarily extracted from Cimolai's internal operational systems.

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

Direct emissions (Scope 1): Defra - Department for Environment, Food & Rural Affairs - UK Government conversion factors for company reporting of greenhouse gas emissions (2022–2024);

Indirect emissions (Scope 2, location-based): ISPRA Report 386/2023, Table 1.13 – Emission factors in the power sector;

Indirect emissions (Scope 2, market-based): AIB – European Residual Mix (2022–2024);

Indirect emissions (Scope 3): Defra - UK Government conversion factors for company reporting of greenhouse gas emissions (2022–2024).

Clarity

The structure of the Sustainability Report was designed to make the information easily accessible to stakeholders. The document begins with the Letter to Stakeholders and is organized into six sections: The Cimolai Group; Cimolai's Sustainability; Governance, Ethics and Integrity; Environment; Our People; Ethical Supply Chain Management; and Community. The report concludes with a Methodological Note and the GRI Content Index.

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

Comparability

To allow stakeholders to analyze the company's performance trends, the Report presents data for the three-year period from December 31, 2022 to December 31, 2024. Internationally accepted units of measure were used, calculation methods were consistently applied across the years, and both absolute, percentage, and normalized values were reported to enable comparisons.

Completeness

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

Sustainability contex

Cimolai outlines how environmental, social, and economic issues are integrated into its strategy, risk and opportunity assessments, and growth objectives.

Timeliness

The Sustainability Report is published annually. The information in this document refers to the period from January 1, 2024 to December 31, 2024. It also includes the same quantitative information for the previous two years.

Verifiability

The company has implemented internal controls and organized documentation to prepare for a potential assurance activity.

GRI Content Index

Statement of use	The Cimolai Group has reported the information listed in this "GRI Content Index" for the period 01.01.2024 - 31.12.2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Fundamentals 2021

GRI standard	Informative	Position / direct response
GRI 2: General Disclosure	2-1 Organizational Details	
	2-2 Entities Included in the Organization's Sustainability Reporting	
	2-3 Reporting Period, Frequency, and Contact Point	
	2-6 Activities, Value Chain, and Other Business Relationships	
	2-7 Employees	
	2-8 Non-Employee Workers	
	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 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 06/06/2025.
	2-22 Statement on Sustainable Development Strategy	
	2-23 Policy Commitments	
	2-24 Integration of Policy Commitments	
	2-25 Processes to Remedy Negative Impacts	Management reviews related to certified management systems

	2-27 Compliance with Laws and Regulations	During the reporting period considered, no non-compliances with laws and regulations were recorded.
	2-29 Approach to Stakeholder Engagement	
	2-30 Collective Bargaining Agreements	Employment relationships at Cimolai SpA are governed exclusively by the National Collective Labor Agreement (CCNL).
GRI 3: Material Themes	3-1 Process for determining 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	During the reporting period considered, no incidents of corruption occurred.
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 tributaries	303-1 Interactions with water as a shared resource	
	303-2 Management of impacts related to water discharge	
	303-3 Water withdrawal	
	303-4 Water discharge	
GRI 305: Emissions	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	
	305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions	
	305-3 Indirect (Scope 3) greenhouse gas (GHG) emissions	

	305-4 Greenhouse gas (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 landfill	
	306-5 Waste directed to landfill	
GRI 308: Environmental assessment of suppliers	308-1 New suppliers 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 available 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 and consultation regarding occupational health and safety programs and related communication	
	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 Occupational diseases	
GRI 404: Training and Education	404-1 Average number of training hours per employee per year	
	404-2 Programs for upgrading employee skills and assistance in transition	

GRI 405: Diversity and Equal Opportunity	405-1 Diversity in governance bodies and among 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	During the reporting period considered, no incidents of discrimination occurred.
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 screened using social criteria	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	During the reporting period considered, no incidents of non-compliance concerning the health and safety impacts of products and services occurred

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