

SUSTAINABILITY REPORT



DUEMILAE

THE SANDRINI GROUP





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SUSTAINABILITY REPORT

THE SANDRINI GROUP



DUEMILAE

THE SANDRINI GROUP

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LETTERS TO THE STAKEHOLDERS



CHAIRMAN OF THE BOARD OF DIRECTORS

CEO

LORENZA SANDRINI

It is with renewed enthusiasm that we present the 2023 Sustainability Report of the Sandrini Group. This document reflects our continuous commitment, the results achieved and marks a further step in our path of responsible and sustainable growth, confirming our daily dedication to facing the challenges, as well as the opportunities, that increasingly characterise our company.

This year too, with passion and courage, we have faced numerous difficulties, from the post-pandemic consequences to the geopolitical tensions that have impacted various sectors. Our resilience and ability

to adapt have allowed us to stay the course, remaining true to the values that have guided us for over half a century.

People are at the heart of our success and strategy. Alongside our corporate values, we respect and promote human rights, work for inclusion and value diversity, recognising and valuing each person's strengths.

We are aware that the path to follow is long and complex, but thanks to the commitment and passion of the entire Sandrini team, we are ready to face future challenges and continue our sustainability project together.



GENERAL MANAGER

CHIEF EXECUTIVE OFFICER

NAZZARENO DAMIOLI

In this report, we wish to share with you the commitment that we dedicate every day to producing value for the people who work with us, for the territory that hosts us and for the environment that we wish to protect for the common good. We firmly believe that the Group must identify, respond and adapt to the most relevant sustainability issues for our business and our stakeholders. We are convinced that continuous improvement and the pursuit of excellence are the main motivations that guide our working days, sharing the goal of guaranteeing our customers quality products and reliable and efficient services. Respect, fairness and transparency

are the key values that guide our choices and are at the heart of our social, economic and environmental responsibility. The Group has continued and will continue to invest to ensure a long-term, always forward-looking perspective. We are confident that, thanks to our people and through collaboration with a wide network of partners, we will be able to achieve that positive change we constantly are seeking and that reflects the values and strategic vision of our Group.

We look to the future with optimism, motivated by growth, without ever forgetting our roots.



1973

“

We don't aim for the best:
WE AIM FURTHER.

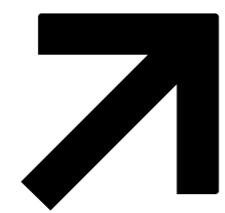
FOUNDER
Nazzeno Sandrini

HIGHLIGHTS

The Key Points of the Roadmap

In 2023 we continued our commitment to sustainable development, focusing on three strategic areas: **Governance**, **Environment** and **People**.

3
NUMBER OF STRATEGIC AREAS



ECONOMICS AND GOVERNANCE



84%

GENERATED VALUE DISTRIBUTED TO STAKEHOLDERS

ORGANISATION, MANAGEMENT AND CONTROL MODEL SINCE 2015

50%

FEMALE REPRESENTATION ON THE BOARD OF DIRECTORS

41%

PERCENTAGE OF RAW MATERIAL FROM RECYCLING

3

NUMBER OF PHOTOVOLTAIC PLANTS

100%

PERCENTAGE OF WASTE SENT FOR RECOVERY

ENVIRONMENT



86%

PERMANENT CONTRACTS

PEOPLE



133

NUMBER OF EMPLOYEES AS AT 31 DECEMBER 2023

18

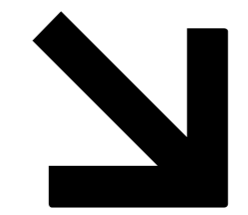
AVERAGE HOURS OF TRAINING PER EMPLOYEE



THE SANDRINI GROUP



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01

ABOUT US

Sandrini Metalli S.p.A. is a rapidly expanding company **that has been present on the market for over 70 years** in the roofing sector, specialised in the supply of corrugated sheets, coils and strips, architectural solutions.

70

OVER 70 YEARS
OF EXPERIENCE
IN THE ROOFING
MARKET

The entrepreneurial adventure began in 1950 in Piamborno (BS), where the brothers Nazzareno and Vittorio Sandrini started a small metal carpentry business. In the first twenty years, thanks to economic success and positive financial results, the business expanded. Not only is a new operational headquarters opened in Costa Volpino (BG), but the offer is expanded to include the processing and laying of sheet metal and tinwork. In 1973, OLLS – Officine Lavorazioni Lamiere Sandrini was formally founded.

At the end of the 1980s, the brothers embarked on separate paths: Vittorio continues his activity in Piamborno, while Nazzareno focuses on Costa Volpino, where, with the entry of his daughter Lorenza, he lays the foundations of the current Sandrini Metalli. The path of consolidation and growth continued in 2001, when Nazzareno, together with Lorenza and her husband Pier Franco Damioli, officially founded Sandrini Metalli Srl. In the same year, the Costa Volpino plant was built, which became the Group's headquarters, and the Building Division was created.

In the following years, the Sandrini Group continued to grow, expanding its territorial presence and strengthening its competitiveness in the market. In 2009, the plant in Pian Camuno (BS) was inaugurated, where the Coils Division was added in 2014. In 2017, the Group acquired a new headquarters in Chiari (BS), which became the centre of the expansion of the Building Division and the cradle of the new Architecture Division. The latter marks the entry into the world of architecture with solutions dedicated to metal cladding and roofing.

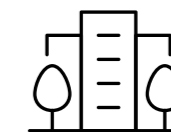
The Sandrini Group's success is rooted in the Sandrini family's spirit of initiative and innovation, starting with Nazzareno and continuing through subsequent generations. The first generational transition took place in 1988, with the entry of Lorenza Sandrini, current CEO, and her husband Pier Franco. Family growth continues with the involvement of the third generation: Alberto, Nazzareno and Federica, children of Lorenza and Pier Franco, thus ensuring the continuity and innovation of the Group.

Sandrini Metalli today wants to stand out for its sense of responsibility, passion and hard work, but above all, for that "never give up" attitude that represents the synthesis of all the values transmitted from generation to generation. From Lorenza Sandrini and Pier Franco Damioli, through Alberto, who left us too early, to Nazzareno and Federica, who today continue with great determination the path of growth, embracing the changes and innovations introduced and increasingly focusing on sustainability issues.

1950

YEAR OF START-UP AT
PIAMBORNO (BS)





1950

ORIGINS

Vittorio Sandrini, together with his brother Nazzareno, future founder of Sandrini Metalli, founded a small craft business in Piamborno (BS), specialising in metal carpentry and tinwork.

1973

FOUNDATION

The brothers decide to found OLLS SNC (Officina Lavorazioni Lamiere Sandrini), a new company specialising in sheet metal processing, which will form the basis of the current Sandrini Metalli.

1988/2001

BUILDING

1988 saw the entry into the company of Lorenza Sandrini, daughter of Nazzareno and current CEO of the company, and her husband Pier Franco Damioli. An important phase of growth and development began which, in 2001, led to the establishment of Sandrini Metalli in the current headquarters in Costa Volpino (BG) and of the Building Division. The company conquers leadership of the market.

2011/2015

COILS

In this period, the third generation - Alberto, Nazzareno and Federica - joined the company. A new building is purchased in Pian Camuno (BS), destined to become the headquarters of the new Coils Division, dedicated to the processing and supply of coils and strips.

2017/2019

ARCHITECTURE

The business continues to grow and acquires a new headquarters in Chiari (BS), which will host the Architecture Division, created to expand and diversify the offer on the market, through products dedicated to the world of architecture.

2019/2024

TODAY

Currently, Sandrini Metalli has 4 offices, more than 160 employees and a widespread sales network. After more than 70 years of activity and experience, the company offers itself as a competent, ready and reliable partner for every project.



STRUCTURE OF THE GROUP

The Sandrini Group is composed of the **company Sandrini Metalli Spa** and the parent company **Sandrini Holding Srl**.

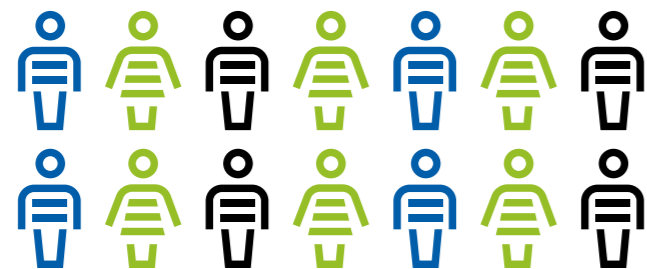
Sandrini Metalli Spa, as at 31/12/2023, is 90% controlled by the company Sandrini Holding Srl, whose sole director is Sandrini Lorenza, and by Damioli Pier Franco, production management delegate of Sandrini Metalli Spa, for the remaining 10%.

The Group operates in four main offices, flanked by additional facilities for offices and warehouses, located in the Brescia and Bergamo districts.

Sandrini Metalli S.p.A is 90% controlled by Sandrini Holding S.r.l., with the remaining 10% by Damioli Pier Franco.

+130

EMPLOYEES AS AT 31 DECEMBER 2023



no. 4
MAIN OFFICES

no. 3
DIVISIONS

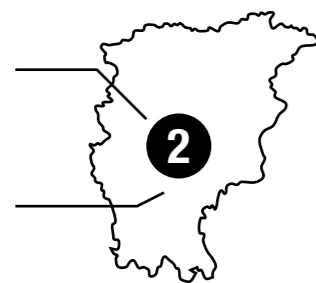
BERGAMO

Registered office and production site

Costa Volpino (BG)
- Via P. Togliatti 18/A

Historic headquarters and warehouse

Costa Volpino (BG)
- Via Ca' Poeta 2



BRESCIA

Production site

Pian Camuno (BS)
- Via dell'Industria

Production site

Chiari (BS)
- Via Roccafranca 34/36/38



35,000 sqm

OF COVERED AREA

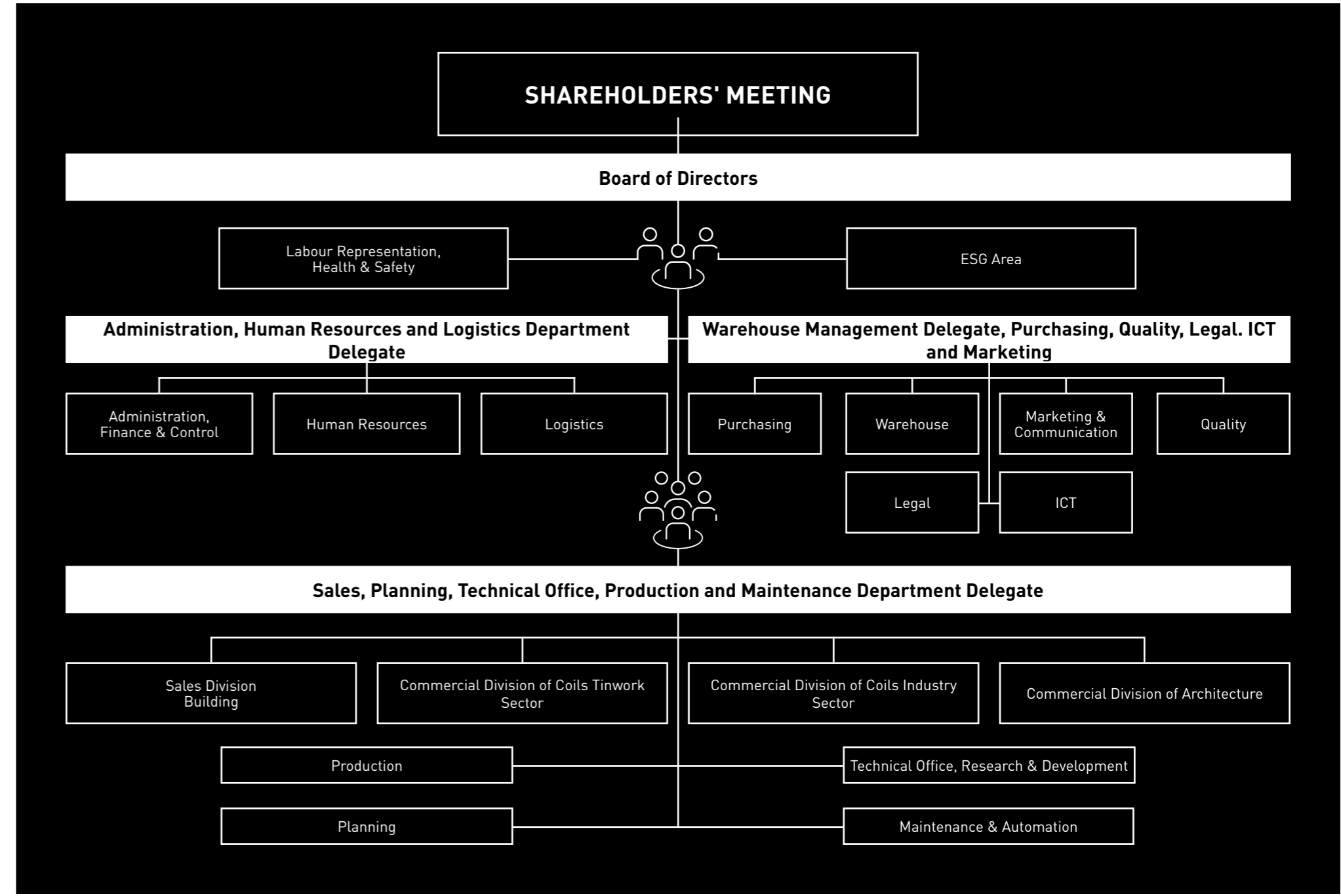


BUSINESS ORGANISATION

Clear and organised structure, aimed at ensuring efficiency, collaboration and the achievement of strategic objectives.

The Board of Directors of Sandrini Metalli S.p.A., the company's governing body, is composed of six members and holds full powers, both for ordinary management and extraordinary management, while with regard to Sandrini Holding Srl, the management is entrusted to the Sole Director Lorenza Sandrini. The BoD operates in the full interest of the people involved in the company's activity, with the objective of pursuing the aims and purposes established by the organisation.

The organisational chart follows to provide a clear overview of the company structure.



OUR MISSION

We work every day with enthusiasm to offer **excellent** and **quality** products and services.

We strive to be a large company that is sensitive to the needs of all its customers, striving to improve itself to offer new technical and innovative solutions by making its know-how available to everyone. We work every day with enthusiasm to offer excellent and quality products and services. Humility, persistence and openness to dialogue have made us a reliable partners for all our stakeholders.

We create social and economic value, we pursue an inclusive and sustainable choice, respecting people, the environment and the values in which we strongly believe.



Our strengths are the result of our values.



RELIABILITY

INNOVATION AND KNOW-HOW



Reliability and Responsibility

We always choose to respond personally, taking care of the projects entrusted to us, operating with responsibility and diligence, in order to guarantee a reliable service to our customers.



Respect and Fairness

Sandrini guarantees respect in all relationships, both internal and external, between collaborators, customers, suppliers, operating with extreme fairness and in compliance with company rules and regulations.



Constant Improvement

We work tirelessly to increase our expertise and that of our collaborators, developing innovative ideas through research and development. We are never satisfied!



Resilience and Teamwork

We work together to provide you with brilliant solutions and ideas. Nothing is achieved by chance and hard work always pays off.



Honesty

Our company operates with all stakeholders in compliance with the principles of honesty. We like to communicate and act in an honest way, because we believe that honesty is the basis of every healthy and lasting collaboration, whatever it may be.



Transparency

We work in partnership with our customers and suppliers, guaranteeing transparency of the conditions and methods with which work is carried out. What we are is what appears from our every action!



Humbleness and Passion

Humbleness has allowed us to grow and continues to be a founding value of our reality. Achieving our client's results is not a job but a true passion!



Well being

We are committed to guaranteeing our collaborators a working environment that is safe, pleasant, stimulating where proposals, ideas and points of view are valued for the fulfilment of individual people.

OUR VISION

We want to grow on the national and international market through **innovation, sustainability and partnerships**, offering solutions that support customers for mutual growth.

In our vision, we want to increase our presence on both the national and international markets, also through commercial and industrial partnerships, developing increasingly new skills and capabilities through research, development and innovation, both for product and processes, while respecting the environment, offering new solutions to present and future customers, which allows them to carry out their business easily and quickly, for mutual profitable growth.

We aim to become a reference point in the sector, anticipating the needs of the market and our customers with technologically advanced solutions.



Our strengths that characterise us and on which we continue to work:



EXPANSION

GROWTH AT THE NATIONAL AND INTERNATIONAL LEVEL



At your service

Our goal is to guarantee maximum attention to our customers, offering support and technical advice 365 days a year.



Reliability

The experience of over 70 years in the market, the skills we acquired, as well as the selection and constant training of our staff, make us a reliable partner and a point of reference in the sector.



Speed

Punctuality is an essential value for us. This is why we respond to our customers' requests by respecting delivery times and processing orders in record time, also thanks to our efficient organic organisation.



Availability and completeness

Thanks to an always well-stocked and assorted warehouse of 35,000 sqm roofings and to the widespread sales network, we guarantee fast production and deliveries throughout the national territory. We are structured to offer solutions, even tailor-made, for all the needs of the sectors in which we operate.



Quality

All our products are manufactured in compliance with the most recent regulations, using cutting-edge processes and plants. The traceability of raw materials and finished products is guaranteed at all stages of the supply chain.



Innovation

We are a young and dynamic team, in step with the times and always updated on new technologies. We like to propose and design new solutions to offer the best experience to our customers.



OUR BUSINESS MODEL

The knowledge acquired in seventy years of activity in the metal sector, makes the Sandrini Group a **fast, reliable, competitive and technologically advanced partner** for small and large projects.

The Sandrini Group retains an artisanal spirit, despite the more industrial structure it has acquired over time: the attention to detail, the high quality of the material and the services made available have in fact maximum customer satisfaction as main objective.

This is combined with the constant technical training of the team, an internal logistics office that allows you to manage a high volume of requests in a short time, a widespread commercial network and a wide and continuously updated range of products capable of meeting the needs of the current market. In particular, the three divisions into which the Group is divided are specialised in different product categories, thus allowing us to dedicate the necessary attention to each of them.

3

DIVISIONS

Wide range of products continuously updated to meet the needs of the current market.



DIVISIONE BUILDING

Production and supply of corrugated sheets intended for every type of use



DIVISIONE COILS

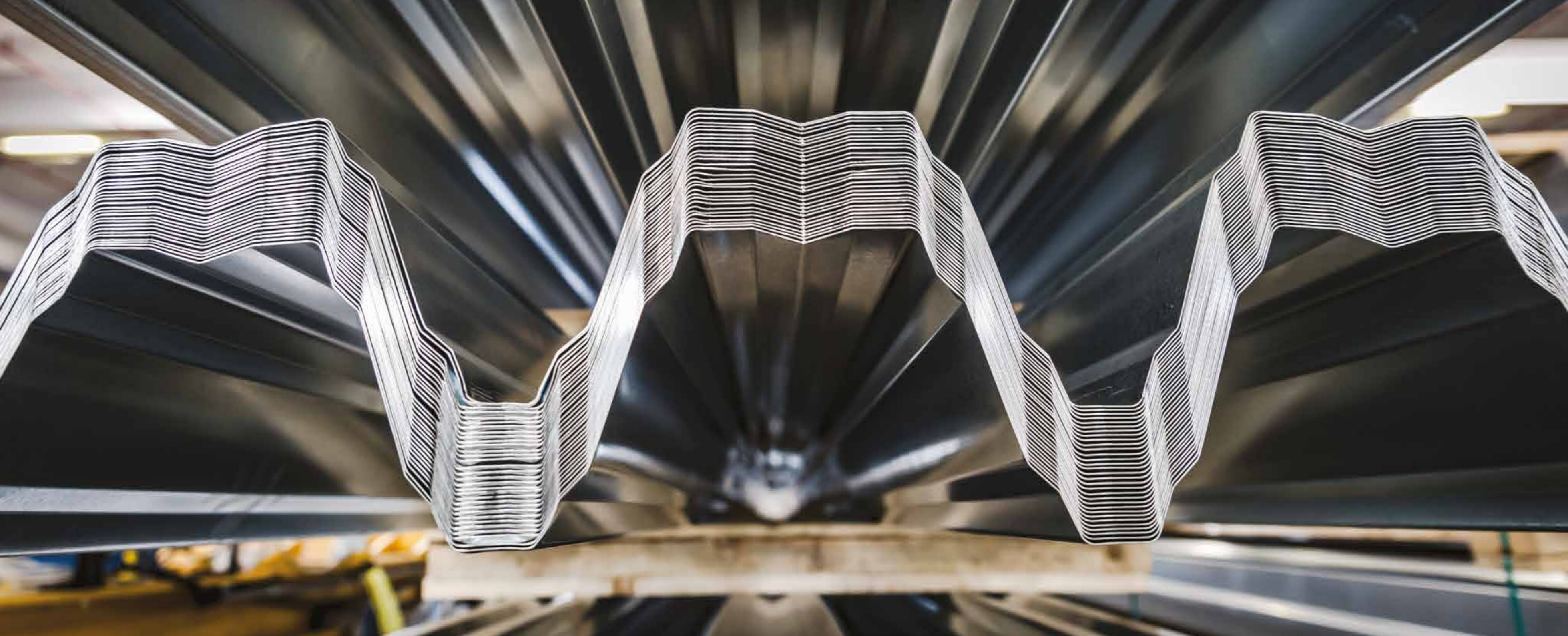
Marketing and processing of coils, strips and flattened sheets



DIVISIONE ARCHITECTURE

Products intended for cladding and roofing with high architectural value





Building Division

The company has 30 models of corrugated sheets, to meet the needs that the market requires and intended for different applications: roofing and cladding, structural floors, composite floors and large spans.

In addition to the availability of a wide range of colours, designed for every stylistic and architectural need, at the request of customers, corrugated sheets are produced in out-of-range colours.

The flexibility and service-oriented approach, which is what has always set the company apart, make it the ideal partner for developing and executing both small- and large-scale projects. Furthermore, the proximity to the main road junctions in Northern Italy means that Sandrini can represent a reliable and easily reachable partner for both Italian and foreign customers.

The corrugated sheets are made of different materials, including steel, Aluzinc®, aluminium, Magnelis® and copper, with single, double or multiple spans.

All corrugated sheets are CE compliant and guarantee optimal resistance, load-bearing and light-weight performance. In addition to being produced from eco-sustainable materials, which allow them to be recycled.

APPLICATIONS

Applications can be provided for, to improve the performance of the product at a hygrometric and acoustic level:

- **SANDnodrip:** Particular non-woven fabric that allows the internal surface of the sheet to be very porous and with excellent moisture absorption properties, thus preventing any problems with condensation and dripping;

- **SANDcontrol:** Special non-woven fabric with increased density which, in addition to avoiding condensation and dripping problems, also allows the noise caused by external atmospheric agents to be significantly reduced.

BENDING

Depending on the type of sheet, it is possible to envisage bending with a fixed radius, variable radius (different bending radii, and possibly interspersed with straight parts, on the same sheet) or shed processing.

DIFFERENT BENDING RADII



FIXED RADIUS



VARIABLE



SHED



THE CORRUGATED SHEETS OF THE BUILDING DIVISION ARE INTENDED FOR:

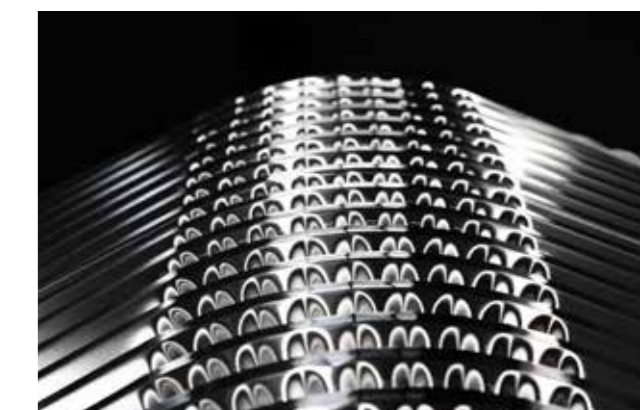
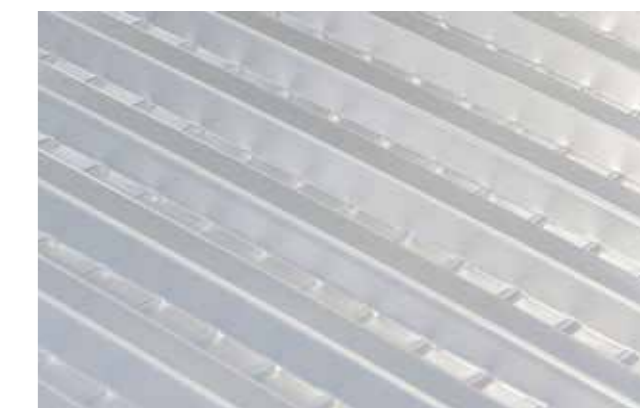
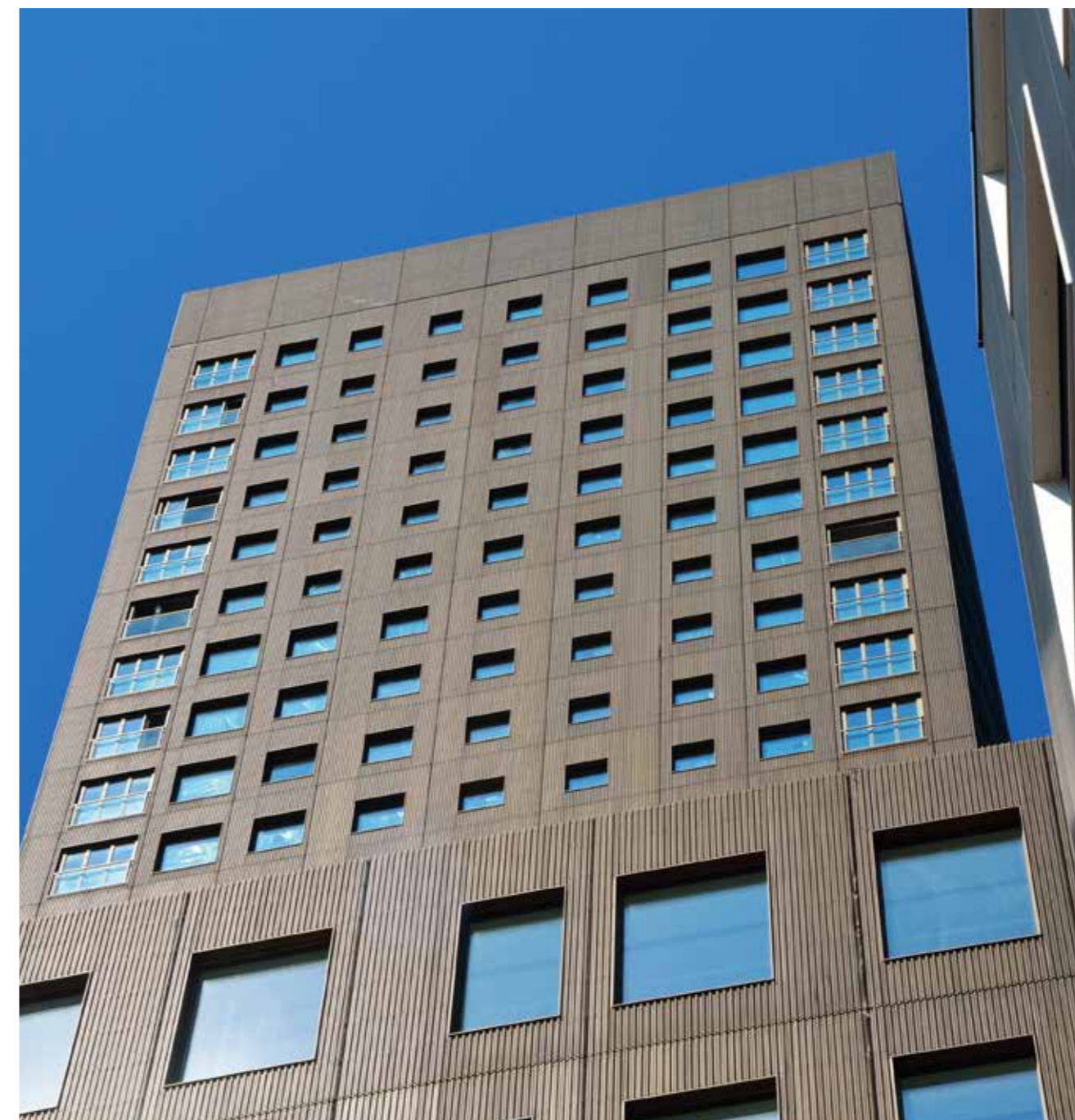
ROOFING

CLADDING

STRUCTURAL FLOORS AND CONCRETE

LARGE SPAN FLOORS

PHOTO BUILDING DIVISION





Coils Division

Thanks to the availability of cutting-edge slitter plants, the Sandrini Group is able to supply strips and sheets in different materials, widths and thicknesses, while two latest generation production lines allow the production of downpipes in all lengths and diameters required by the market. A large, well-stocked warehouse and a well-run in-house logistics department deal with high demand in short time frames.

All Sandrini coils are cold rolled, i.e. following a technique used in the metallurgical industry, capable of transforming raw materials into metal coils,

guaranteeing specific mechanical and dimensional properties.

At the Coils Division headquarters, Sandrini offers a wide selection of materials with over thirty variations of material, finishing and colours, always ready in stock.

In addition to offering customised services for cutting coils into strips and straps, the company also uses these products in the production of downpipes and flattened steel and aluminum sheets.



THE PRODUCTS OF THE COILS DIVISION ARE:



COILS

Coils and baby coils that can be customised in materials, thicknesses, in colours as well as finishes

STRIPS

Coils can be cut to length to make strips and bands of different widths

SHEETS

Steel and aluminum flat sheets are useful products for industries, carpentry and many other sectors

PIPES

Sandrini downpipes are available in all materials and colours available in the catalogue

PHOTO
COILS
DIVISION





Architecture Divison

The extensive experience acquired in the sheet metal and roofing sectors inspired Sandrini Metalli to take on a new challenge in 2019 – to market a new range of products for the world of architecture. This is how the new Architecture Division takes shape, created to offer solutions for cladding and roofing with high architectural value, where the expertise of the technical office and the R&D department merges with the knowledge of metals and their characteristics.

SANDfuture was therefore introduced, a standing seam roofing system, also applicable to façades and capable of providing long-term guarantees and durability, without the need for maintenance. Ideal for low-sloping roofing and therefore for flat roofs, it is also used on facades, thanks to its unique design and ease of assembly. This product breaks down boundaries by looking at the customer's needs: the sales network becomes the protagonist in distribution across the territory, accompanied by design support and after-sales assistance. The innovative profiling of the system can also take place on site with special mobile and completely autonomous structures.

SANDfuture is a continuous metal standing seam roofing system with draining joint and without external fixings, specifically designed to adapt to the specificities of low-slope roofs. This system has several distinctive features:

- Impeccable waterproofing: SANDfuture manages to successfully address the main critical issue of low-slope roofs, i.e. the risk of infiltration, thanks to the draining joint;

- Adaptability to minimal slopes: the SANDfuture system can be used for roofs with a slope of up to 1.5%;
- Easy installation: The draining joint not only guarantees water tightness, but also acts as a connection element between the slabs via a pressure interlocking system;
- No external fixings: thanks to the innovative joint, all visible fixings are eliminated, guaranteeing safety against atmospheric agents and a minimalist aesthetic;
- Zero maintenance: unlike other roofings, the Sandrini Metalli system does not require repairs or periodic monitoring.

The multitude of materials in which **SANDfuture** can be produced is combined with a wide range of colours and finishes in which it can be customised to adapt to every taste and every architectural need. The panel is completed by various processes that can be carried out on the system:

- **FUTUREcurve:** identifies the special cold mechanical calendering system designed to create curved slabs on the SANDfuture profile. It is now possible to obtain not only convex but also concave profiles.

- **FUTUREconical:** from this year, SANDfuture sheets can undergo a conical deformation to obtain a variable useful width along the development.

- **FUTURErefold:** with this machining it is possible to provide the 90° folding machining of the terminal part of the ridge and eave directly from the plant.



BETWEEN AESTHETICS AND FUNCTIONALITY WITH THE ARCHITECTURE DIVISION:

SANDFUTURE

SANDCUSTOM

CORRUGATED SHEETS FOR CLADDING

COVERING SLATS

PHOTO ARCHITECTURE DIVISION





FACADES

From slats to corrugated sheets and, starting from 2023, also thanks to the new SANDcustom service dedicated to custom metal profiles, Sandrini is able to offer innovative and tailor-made solutions for facade cladding, capable of adapting to the aesthetic and functional needs of a multiplicity of architectural contexts. All products, which are constructed from top-quality materials and designed to guarantee long-lasting performance, are fully customisable in terms of material, colour and finish, to meet the demands of each specific customer. Facade cladding plays a fundamental role in modern architecture, it is the only element that is capable of truly transforming the external appearance of buildings.

THE NEW SANDCUSTOM RANGE

SANDcustom is the new service thanks to which the Group proposes the design and construction of fully customisable architectural metal profiles, so as to be able to guarantee unique and customised façade claddings for each project. With its unlimited stylistic potential, it allows you to customise substrates, finishes and shapes and can also be produced using all types of metal, even ones that are the most noble. In addition to proposing inspirational geometries for its customers, which increased to eleven during 2023, Sandrini Metalli presents designs born from the involvement and work of the people who are part of and represent it. These architectural profiles are at the centre of a special project, which collects and narrates, through a multifocal approach, different perspectives and points of view. Each one is a glimpse, unique and unrepeatable, within a different vision and will be presented gradually.



Diamonds was the first exclusive design of the SANDcustom service, a unique profile that captures the essence of diamond and translates it into matter to bring it to the world of architecture; its facets create precious reflections that give dynamism and character to the cladding. Born thanks to the skills of our collaborators, it makes it possible to emphasise the shapes of the building thanks to its marked and elegant lines, returning an aura of luminous refinement.

The second design was also presented during the year: **Roots**. Designed as a tribute to the roots that provide stability in the life of each individual, it is a strong, authentic and primitive design, with jagged shapes like a cliff overlooking the horizon.

Born from the inspiration of one of our collaborators, it is a tribute to the origins, a precious story that taps into memories, collected during childhood in San Pantaleo, a picturesque Sardinian town where she was born. The shapes of the profile narrate the caress of the wind, the harshness of the rocks, the crests of the waves, and symbolise the union between the human being and nature that, the inexorable passage of time transforms without affecting its essence.

Each new release is told through architectures designed and dedicated to the protagonist's profile: Sandrini's 'Houses'. These are born to express the concept of a space where innovation is at the service of beauty, to translate it into forms that it takes each time on the multiplicity of human glances, leading those who watch them to make unexpected journeys towards always original atmospheres.



RESEARCH AND DEVELOPMENT

The **attention to the quality of the products** offered passes through a **continuous monitoring** of their performance, through tests, including **load tests**, reaction to fire and noise.

In recent years, the Sandrini Group, increasingly attentive to product and process innovation, continues its path of strengthening the Research & Development office, considering it a medium-long term investment, which through **collaboration with university and research institutions** is also able to bring numerous benefits to the Group, both in terms of better product performance and in terms of economic and environmental efficiency. An example is the cHOMgenius project, born from the collaboration with the Politecnico di Milano and other companies, which concerns an

industrialised housing system made with abandoned maritime containers, emphasising reuse, recycling, modularity and sustainability. Another project, in progress, is the creation of **an internal quality laboratory**, with qualified and equipped personnel, so that the products are subjected to continuous monitoring. Innovation, particularly with the entry of the third generation into the company, is an engine of growth and social and economic progress, with a focus on continuous improvement of processes to ensure efficiency and productivity.

SANDactive Launch

1

The MADE expo 2023 fair launched SANDactive, integration of innovation and sustainability, a Sandrini-Pureti Group collaboration. Treatment against dirt and pollution that, by exploiting photocatalysis, a chemical reaction activated by solar energy, decomposes atmospheric pollutants such as NOx, SOx and VOCs, improving air quality and preserving the aesthetics of the materials.

Planner

2

Automated control of material flows out of the warehouse. Through a computerised system on the machine, the operator is able to directly communicate the characteristics and quantities of the raw material used, automatically updating warehouse stocks and significantly optimising office activities.

Sandrini SnapRoll app

3

App for uploading and storing photos relating to shipments organised by the company, material from suppliers at the time of unloading, special productions, etc.. Fast and safe process, so that there is a timely control of the quality of the product both inbound and outbound, saving time and efficiency throughout the value chain.

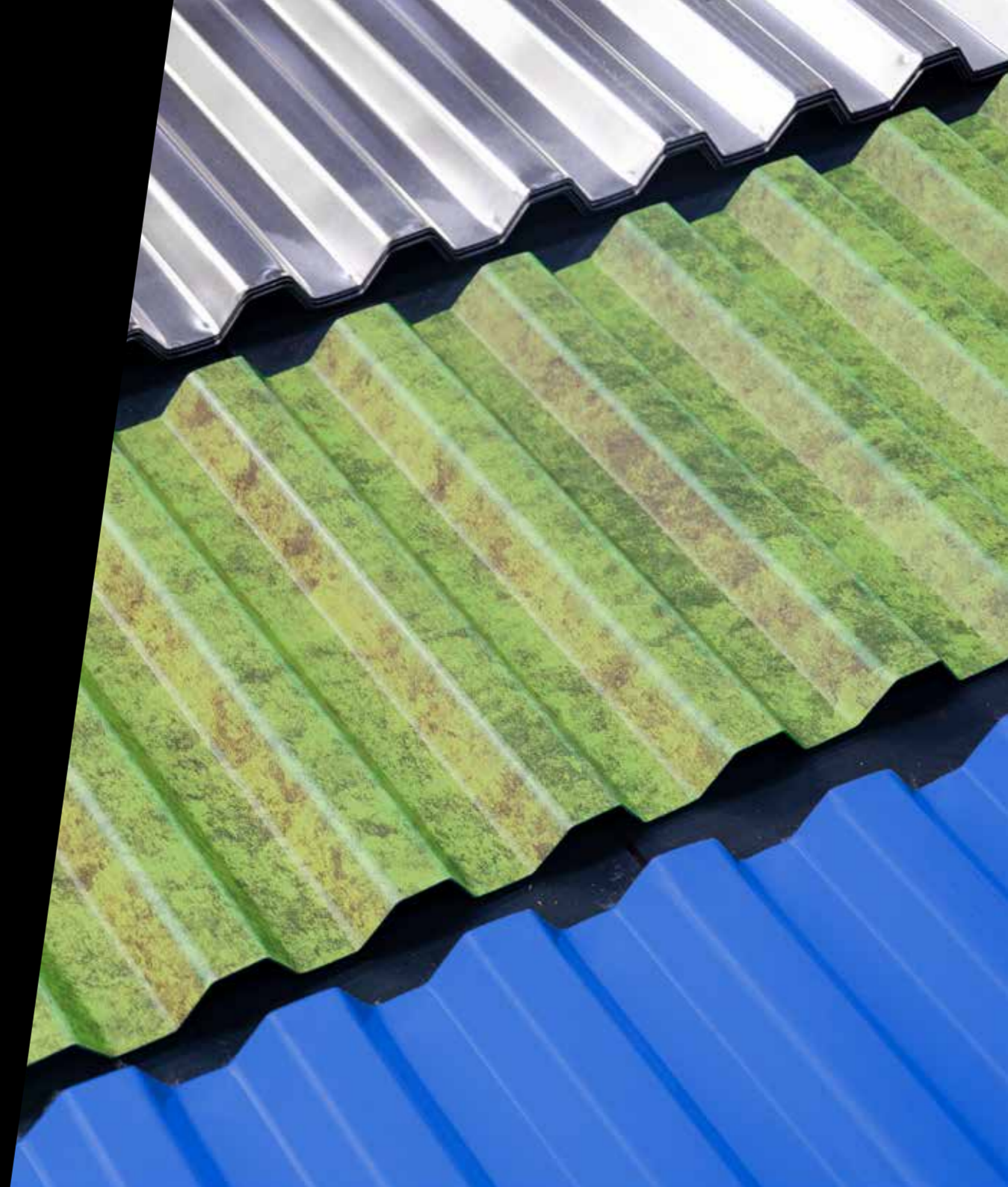
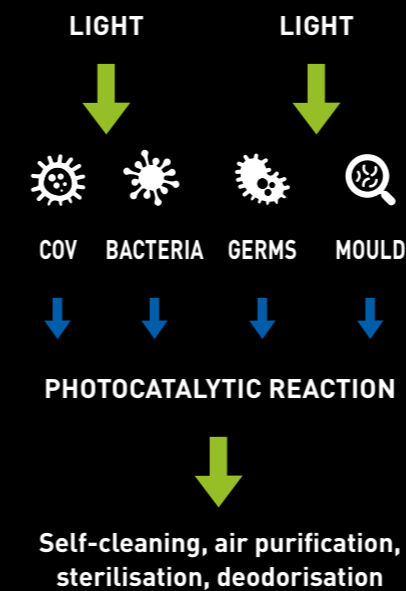
Traceability of internal transfers

4

Personalisation of the company management system through a particular procedure, which generates as output the document called OTP (Transfer Order). The latter tracks the internal transfer allowing a real-time control of the material available and committed to production, allowing an efficiency of transport between the various locations.



USE LIGHT TO CLEAN THE AIR AND BUILDINGS





CERTIFICATIONS

Due to the constant search for high quality standards and compliance with current regulations, Sandrini Group's products boast a **vast range of certifications.**

UNI EN ISO 9001: UNI EN 2015 & UNI EN 1090

The ISO 9001 standard outlines the requirements for designing, implementing and maintaining over time a quality system capable of guaranteeing the control of the production and service delivery process. Instead, UNI EN 1090 is a European standard that establishes the requirements for the production, safety and quality control of metal structures. The Sandrini Group has this certification for the offices in Costa Volpino and Chiari, places where the construction of the structural components takes place.

EPD

The Environmental Product Declaration is a voluntary document that allows companies to highlight the performance and environmental impacts of their products by providing transparent and verifiable information. The certification is drawn up on the basis of a Life Cycle Assessment (LCA) and considers the aspects "from cradle to gate with option", or from the cradle to the customer's premises. After a first phase, in which the EPD certification concerned only some of the corrugated profiles in the catalogue, the company undertook a meticulous analysis of the production processes that made it possible to draw up a real LCA study for the entire current product range and differentiate the certifications on 4 separate documents.



AWARDS AND RECOGNITIONS

We are proud to share with you some of the **awards we have won.**

Over the years, the Sandrini Group has embarked on a significant development path, attested by the achievement of numerous important awards and certifications.

These awards are a clear testimony to the constant commitment of the entire Sandrini team and the continuous investments in innovation and quality excellence.

COMPANY CHAMPION

The survey carried out by the ItalyPost Study Centre aimed at rewarding the best one thousand Italian companies that have grown the most in the last six years and have performed better in terms of EBITDA².

The analyses were based on the financial statements filed by the companies, and Sandrini Metalli was again above average for its performance according to:

- GROWTH RATE
- EBITDA

²EARNINGS BEFORE INTEREST, TAXES, DEPRECIATION AND AMORTISATION (EBITDA) IS ONE OF THE MAJOR INDICATORS OF A COMPANY'S PROFITABILITY RATIOS AND REPRESENTS A MEASURE COMPARABLE TO GROSS OPERATING MARGIN.



INDUSTRIA FELIX

Also this year Sandrini Metalli has obtained the High Honour of Industria Felix – L'Italia che compete (Italy that competes), being among the 196 most competitive and reliable companies in Italy in different sectors.

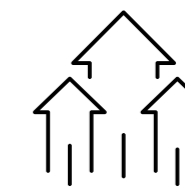
Management performance and financial reliability are analysed through a journalistic survey carried out in collaboration with Cerved on 700,000 joint-stock company balance sheets. The analysis criteria are:

- COMPETITIVENESS
- FINANCIAL RELIABILITY
- MANAGEMENT PERFORMANCE
- SOLVENCY AND SECURITY

SAMPLE OF GROWTH

In its fifth edition, the company was once again classified as one of the excellencies of the Italian economy according to the German Institute for Quality and Finance (ITQF), which in collaboration with La Repubblica Affari & Finanza, awarded 800 companies among the 50,000 examined nationwide. The analyses, independent and based on publicly available official data, took into account several factors:

- CONSTANT GROWTH RATE (2018-2021)
- ORGANIC EXPANSION, WITHOUT ACQUISITION OF OTHER COMPANIES
- STABLE INCREASE IN EMPLOYMENT
- POSSESSION OF THE REGISTERED OFFICE IN ITALY



GROWTH & Financial reliability

WINNING COMPANIES

Sandrini Metalli was identified by Intesa San Paolo in its "Winning Enterprises" programme as an example of entrepreneurial excellence. The fourth edition, inspired by the growth lines of the National Recovery and Resilience Plan, focuses on the territories and corporate development or transformation projects, which have enabled companies to react successfully to the particular difficult moment. These companies distinguished themselves in the following areas:

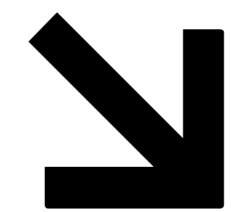
- INNOVATION, RESEARCH AND EDUCATION
- SUSTAINABILITY AND ECOLOGICAL TRANSITION
- DIGITALISATION AND COMPETITIVENESS
- WELFARE AND SOCIAL IMPACT



SUSTAINABILITY OF THE SANDRINI GROUP



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02

2023

“

The double materiality matrix represents a clear and transparent communication tool, of how the Group strives to preserve its value from ESG risks, in addition to its commitments to sustainability.

THE SANDRINI GROUP



SUSTAINABILITY OF THE SANDRINI GROUP

Integrated sustainability: the Sandrini Group for a responsible future, between environmental protection, social inclusion and economic innovation.

3

AREAS OF ACTION

ENVIRONMENT



PEOPLE



ECONOMY AND GOVERNANCE



Sustainability is the ability to satisfy one's own needs without compromising the ability of future generations to satisfy their own.³

The Sandrini Group continues with its commitment to sustainable development, facing a challenge and, at the same time, an opportunity to evolve towards a production model that reduces environmental impact, promotes energy efficiency and guarantees responsible management of resources.

The reporting of **environmental** aspects concerns the responsible management of natural resources, the reduction of Greenhouse gas emissions, the efficient use of energy and water, waste management, the adoption of responsible

production and consumption practices to preserve the environment and mitigate climate change.

The **social** aspects focus on respecting human rights, protecting the health and safety of employees, creating fair working conditions, training and career development, promoting diversity and inclusion, as well as promoting social responsibility towards the community in which the Group operates and transparency in relations with customers, suppliers and other stakeholders.

Last but not least, the **economic** and **governance** aspects focus on creating long-term value through risk management, research and innovation activities and business ethics.



³SOURCE: BRUNDTLAND REPORT, OUR COMMON FUTURE.

MATERIALITY ANALYSIS

Double materiality: intertwining impact and financial materiality.

The issues reported in this Sustainability Report are the result of the materiality analysis, a strategic process aimed at determining, evaluating and prioritising the relevant and significant issues for the Group's business and for stakeholders (internal and external).

The materiality analysis for the year 2023 was carried out following the double materiality approach, which refers to the analysis and evaluation of how environmental, social and ESG governance issues affect a company's financial performance (in terms of financial materiality) and, at the same time, how company activities impact on social and environmental issues (in terms of external materiality or impact).

The double materiality matrix represents a clear and transparent communication tool, of how the Group strives to preserve its value from ESG risks, in addition to its commitments to sustainability, emphasising both the influences deriving from the

outside and the related impact on the stability and profitability of the Group, and how the latter in turn influences the surrounding world.

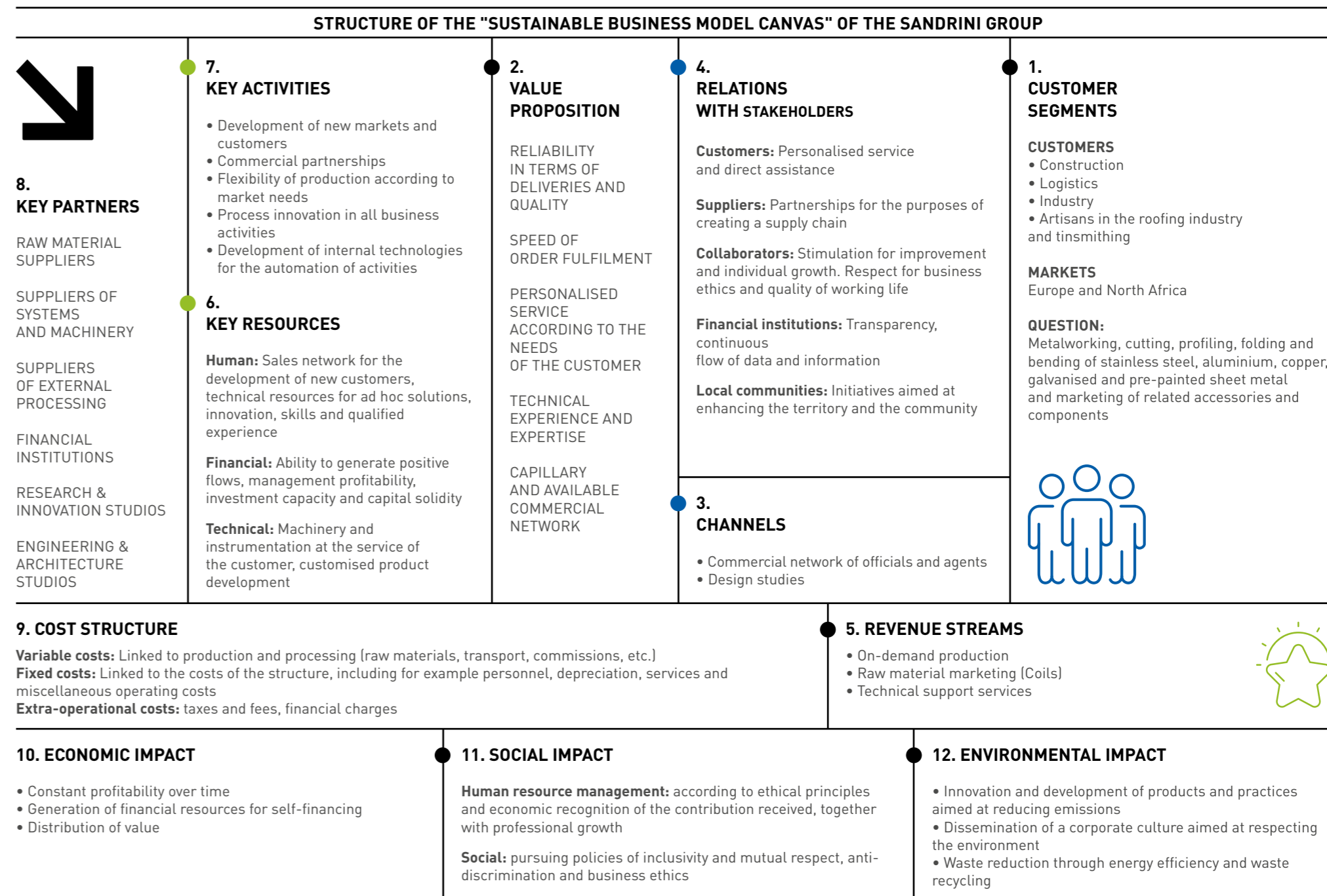
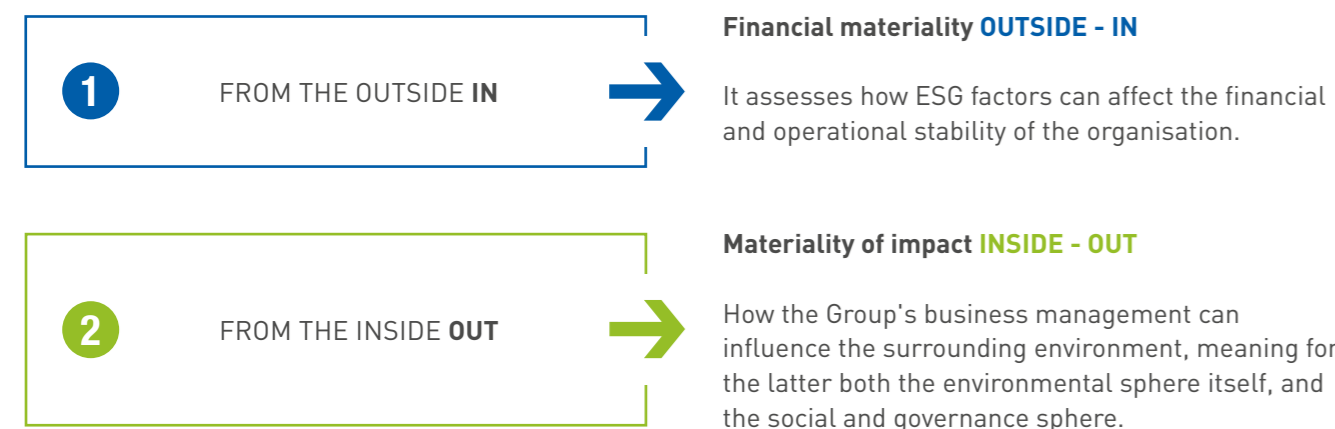
The materiality analysis process was divided into four phases, defined by the GRI 3 standards:

- Understanding the context in which the Group operates
- Identification of the nature of the actual and potential impacts
- Assessment of the significance of the identified impacts
- Prioritisation of the most important impacts for reporting

SUSTAINABLE BUSINESS MODEL (SBM)

The starting point is the Sustainable Business Model (SBM), the business management model that incorporates a focus on Sandrini Group stakeholders for the creation of corporate value, monetary (economic) and non-monetary (environmental and social), adopting a perspective oriented to medium and long-term logics. SBM, drawn up and managed by the CEO assigned to the Board of Directors of the Sandrini SpA Group, is the most suitable tool to represent the Group's organisational model, which wants to pay attention to and involve all its stakeholders, as it defines the Group's purpose in broader terms than the financial one, emphasising both environmental and social aspects, integrating sustainability into the company culture through management.

THE PRINCIPLES OF DOUBLE MATERIALITY CONSIDER TWO FLOWS OF INFLUENCE.



Lastly, a Risk Management⁴ process was followed. In order to achieve its objectives, the Group must protect itself against events that may "put at risk" the pursuit of the same.

Risks are defined as "probability of occurrence of an event due to the severity of the damage", they concern situations of uncertainty, with possible negative developments to which each company is exposed in the performance of its business.

Therefore, risk management activity aims to **identify, evaluate, prevent, reduce, transfer and keep the risk low.**

In addition, the Board of Directors of the Sandrini Group works to protect its business, including through actions that guarantee the Group's response to the risks that could lead to the interruption of activities and the reduction of value creation due to internal and/or external disruptive factors. If these factors cannot be eliminated, the Board of Directors prepares containment actions to reduce the negative effects on its business and to continue to guarantee all stakeholders the protection of their interests, minimising the effects of any malfunctions.

IMPACT MATRIX

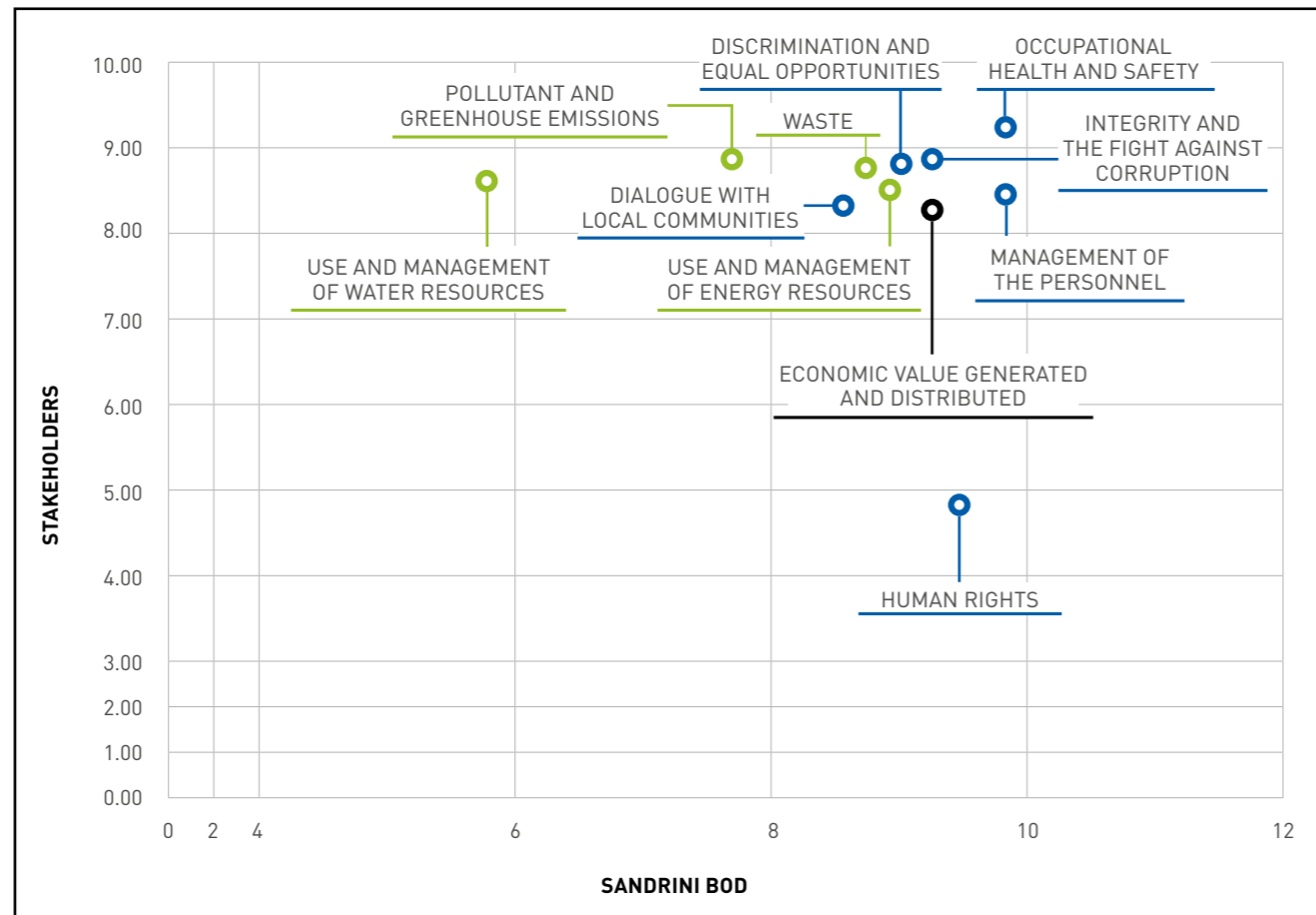
In this way, the Sandrini Group stakeholders (internal and external) were identified, to which a questionnaire was submitted, in order to arrive at the drafting of the impact matrix.

The categories of stakeholders involved are:

- Employees
- Customers
- Suppliers
- Financial and credit institutions

MATERIALITY IMPACT MATRIX

- Governance and integrity
- Environment
- People



⁴GUIDE ISO 73:2009: COORDINATED ACTIVITIES TO LEAD AND CONTROL AN ORGANISATION WITH REFERENCE TO RISK [EFFECT OF UNCERTAINTY ON OBJECTIVES].

In addition to the establishment of an internal working group, led by the delegate of the Board of Directors for ESG issues.

Each of the identified categories has been assigned a weight for the relevance covered for the Sandrini Group:

CUSTOMERS	0.45
SUPPLIERS	0.25
EMPLOYEES	0.2
FINANCIAL AND CREDIT INSTITUTIONS	0.1

FINANCIAL MATRIX

From the mapping and risk analysis, the Group identified the **financial materiality**, and from the intersection of the latter with the impact matrix, the double materiality matrix was identified and an impact threshold was defined above which the material topics were identified.

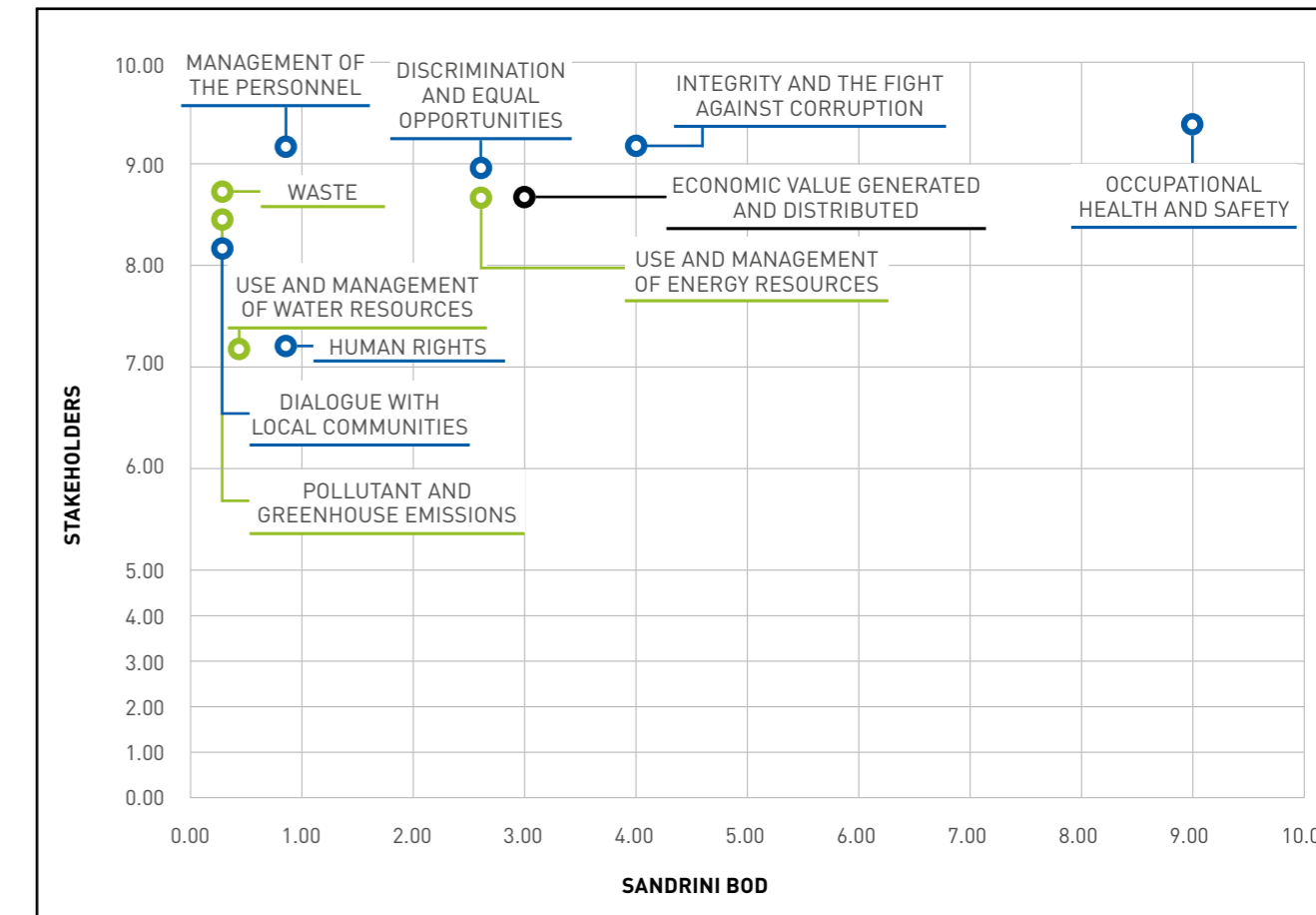
The analysis of the double materiality matrix reveals the issues considered relevant from the comparison with stakeholders and which have important financial impacts on the Group's management.

The relevant material topics are highlighted:

MATERIAL TOPICS	GRI
Occupational health and safety	403
Integrity and fight against corruption	205
Economic value generated and distributed	201
Discrimination and equal opportunities	405
Use and management of energy resources	302
Management of the personnel	401
Human Rights	406

DOUBLE MATERIALITY MATRIX

- Governance and integrity
- Environment
- People



4 CATEGORIES OF STAKEHOLDERS INVOLVED

Description and evaluation of impacts

The identification of the **actual** and **potential impacts**⁵ on the economy, environment and on people, included those of human rights, in the sphere of the Group's activities and business relationships, was conducted considering for the actual negative impacts the degree of positive or negative relevance⁶, instead, for the **potential** ones, the result was produced from the severity and probability of occurrence.

The severity of the potential impact is the result of the pure impact netted by the safeguards adopted by the Group in order to contain the risk.

The Group contributes to economic activity with a direct, indirect and induced impact. For the detection of the economic footprint, the Group uses as reference metrics those relating to the GRI 200 standards.

Through the economic approach, an analysis of the environmental footprint was initiated with data relating to the use of materials, energy and water consumption as well as the evaluation of the emissions created by the different activities of the Group.

The sum of the environmental impacts of each activity represents the global environmental footprint of its value chain. The specific standards for the analysis of this footprint are those relating to the GRI 300.

The Group's social footprint analysis is conducted through specific standards relating to employment, health and safety, relations with the local community. These standards are those relating to the GRI 400.



⁵POTENTIAL IMPACTS ARE IMPACTS THAT MAY OCCUR BUT HAVE NOT YET OCCURRED, WHILE ACTUAL IMPACTS HAVE ALREADY OCCURRED.

⁶NEGATIVE IMPACTS ARE IMPACTS THAT CAUSE HARM TO INDIVIDUALS, COMMUNITIES AND THE ENVIRONMENT, AND WHICH UNDERMINE SUSTAINABLE DEVELOPMENT, WHILE POSITIVE IMPACTS CONTRIBUTE TO SUSTAINABLE DEVELOPMENT.

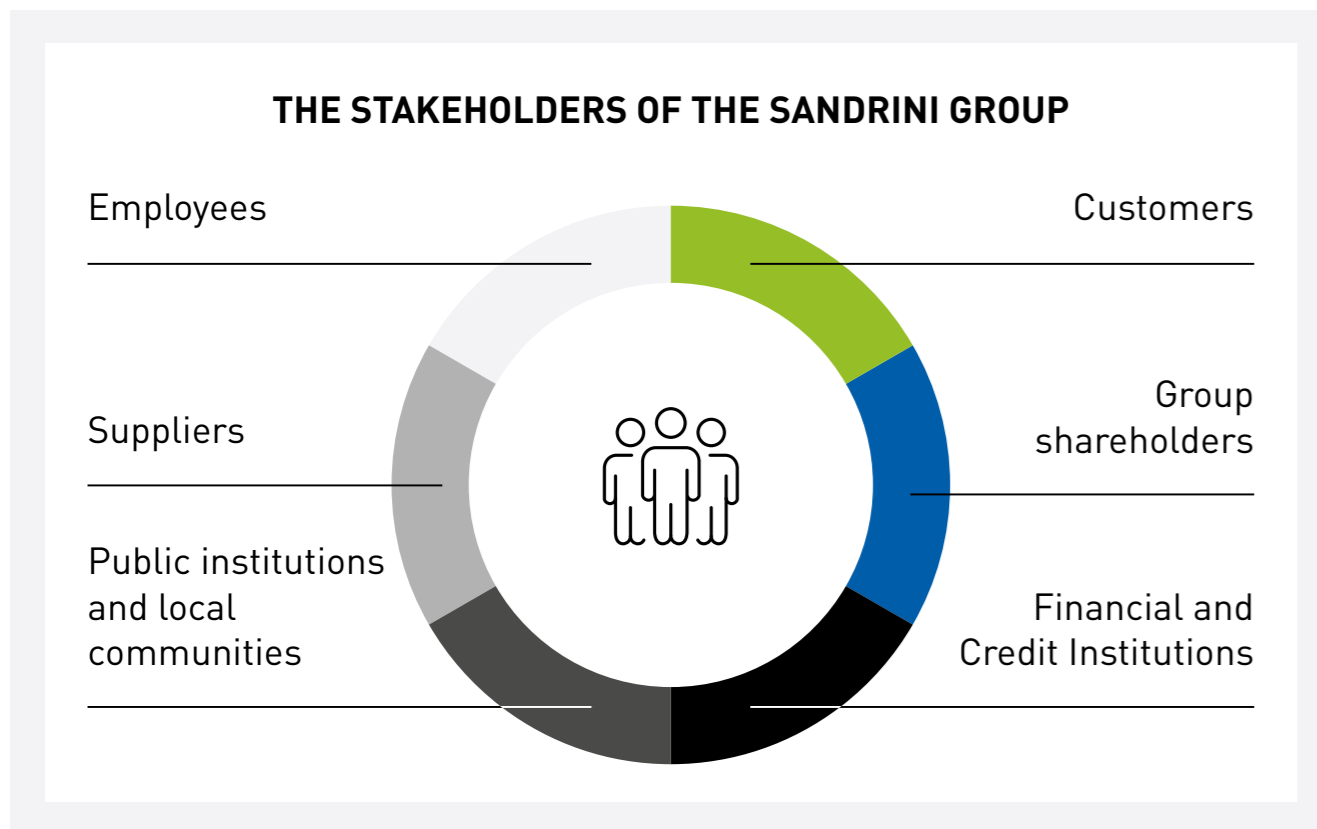
ESG	MATERIAL TOPIC	ACTUAL IMPACTS GENERATED	INTENSITY	POTENTIAL NEGATIVE IMPACTS - RISKS	INTENSITY	POTENTIAL POSITIVE IMPACTS - OPPORTUNITIES	INTENSITY
PEOPLE	OCCUPATIONAL HEALTH AND SAFETY	Integrated management system, measures for the prevention and management of accident risks in the workplace	●●●	Increase in occupational accidents, non-compliance with regulations on the subject and workplace safety	●●●	More information to spread the culture of safety, encourage prevention	●●●
	MANAGEMENT OF THE PERSONNEL	Attention to the psycho-physical and economic well-being of employees, involvement, training	●●●	An inadequate personnel management system, no growth paths with high turnover	●●●	Employee loyalty, greater know-how and sharing of group values	●●●
	DISCRIMINATION AND EQUAL OPPORTUNITIES	Promotion of inclusion policies and support for equal opportunities through fair remuneration policies, which reward skills without distinction of gender	●●●	Non-compliance with regulations, they give the Group a reputation and non-attractiveness on the labour market	●●●	Greater employee professional satisfaction reduction in turnover and recruitment costs	●●●
	HUMAN RIGHTS	Code of Ethics, whistleblowing reporting mechanism	●●●	Legal risks and sanctions, reputational damage and loss of relationships with stakeholders	●●●	Compliance with regulations, inclusive, fair and respectful corporate culture	●●●
GOVERNANCE	INTEGRITY AND FIGHT AGAINST CORRUPTION	Code of Ethics, values of transparency and fairness, Whistleblowing reporting system	●●●	Legal and financial risks, reputational damage and damage to competitiveness	●●●	Management integrity, minimisation of legal and financial risks, strengthening of the Group's reputation	●●●
	ECONOMIC VALUE GENERATED AND DISTRIBUTED	Economic sustainability and distribution of value among stakeholders	●●●	Poor management of the Group's profitability, resulting in damage to stakeholders and to the detriment of the Group's continuity	●●●	Development of the Group through investments, greater well-being of employees and greater contribution to the community	●●●
ENVIRONMENT	USE AND MANAGEMENT OF ENERGY RESOURCES	Electricity from photovoltaic plants	●●●	Increase in Greenhouse gas emissions and costs for the company	●●●	Energy efficiency, long-term cost reduction and reduction of Greenhouse gas emissions	●●●

THE STAKEHOLDERS OF THE SANDRINI GROUP

The Sandrini Group values **strong relationships** with employees, customers, suppliers and communities for sustainable growth.

The Sandrini Group's main stakeholder categories include employees, who are the operational heart of the company, shareholders, fundamental to growth and financial stability, and customers, who drive business success. In addition, there are suppliers, crucial partners to guarantee quality and continuity of supplies, financial and credit institutions, which support development and investments, and lastly,

public institutions and local communities, with which the Sandrini Group collaborates to promote social and territorial development. The relationship with all these stakeholders is based on values of trust, transparency and mutual collaboration, essential elements for the company's long-term success and sustainability.



STAKEHOLDER ENGAGEMENT⁷

- 1 MEETINGS AND EVENTS ORGANISED BY THE GROUP, COMMUNICATION CAMPAIGNS, SITE VISITS
- 2 FINANCIAL STATEMENTS, PRE- AND POST-SALES SERVICE
- 3 INTERNAL COMMUNICATION CHANNELS, BUSINESS CLIMATE ANALYSIS, WEB PORTAL AND BULLETIN BOARD
- 4 SURVEYS, NEWSLETTERS, BUSINESS BLOGS, SOCIAL MEDIA



⁷GRI STANDARDS 2021: 2-29.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

The **economic value generated** reflects the commitment to stakeholders and investments for the future.

In 2023, the economic value generated by the Group amounted to approximately € 132 million, down 8% compared to 2022, due to a general decrease in prices. The difference between the economic value generated and the one distributed represents the retained economic value, equal to € 20.5 million, invested in the Group to guarantee its continuity.

The Economic value distributed in 2023 among the stakeholders:

- € 99.1 million relating to the costs incurred for the purchase from suppliers of raw materials, materials and services necessary for the business;
- Approximately € 6 million has been distributed to employees for wages and benefits, social security and pension contributions;
- Approximately € 1.4 million for payments to capital providers, shareholders and lenders, in the form of profits and interest;
- € 4.88 million were paid to the Public Administration in the form of donations and sponsorships of sports activities aimed at promoting youth groups.

The Sandrini Group recognises the importance of distributing the value generated to stakeholders, who have directly and indirectly contributed to its creation.

€ 99.1 MLN

COSTS INCURRED FOR THE PURCHASE FROM SUPPLIERS OF RAW MATERIALS

€ 6 MLN

VALUE DISTRIBUTED TO EMPLOYEES IN THE FORM OF WAGES AND BENEFITS

€ 1.4 MLN

PAYMENTS TO CAPITAL PROVIDERS, SHAREHOLDERS AND LENDERS

€ 132 MLN

ECONOMIC VALUE GENERATED BY THE SANDRINI GROUP IN THE YEAR 2023

ECONOMIC VALUE GENERATED AND DISTRIBUTED	2020	2021	2022	2023
A. ECONOMIC VALUE GENERATED BY THE COMPANY	67068542	112114761	144420407	132183464
Total revenues	67044524	112020163	144408534	131582403
Financial income	24018	94597	11873	601061
B. ECONOMIC VALUE DISTRIBUTED BY THE COMPANY	57522314	96890446	123963496	111676089
Operating costs	51307098	86131823	112482064	99155994
Employee wages and benefits	3002260	3706615	4579265	6028066
Payments to capital providers	62233	1747774	1541082	1396978
Payments to the Public Administration	2793338	5065917	4953083	4879747
Investments in the community	357386	238317	408003	215303
(A-B) RETAINED ECONOMIC VALUE	9546228	15224315	20456910	20507376

SANDRINI GROUP SUSTAINABILITY PLAN

Sustainable Future: innovating responsibly, reducing environmental impact and promoting solutions that preserve the well-being of future generations.

The Group pursues the objective of integrating sustainable practices into all aspects of business operations, from production to resource management, from employee management policies to relations with local communities, formalising its commitment within the sustainability plan for the three-year period 2024-2026.

Create long-term value in a responsible way, adopting practices and strategies that integrate environmental, social and economic principles into their business strategy and daily decisions.

2024/26

A **TRANSPARENCY** THAT IS ALSO ACHIEVED THROUGH A CLEAR SHARING OF MEDIUM-LONG TERM OBJECTIVES AND COMMITMENTS, SUMMARISED IN THE SUSTAINABILITY PLAN

GOVERNANCE



ENVIRONMENT



PEOPLE



OBJECTIVES - MATERIAL TOPICS 2024 - 2026

- 1** Establishment of the figure of Internal Auditor
- 2** Pursuing the dissemination of the culture of sustainability within the company structure
- 3** Increased investment in Research & Development through collaboration with university institutions and/or research institutes
- 4** Annual formalisation of the Code of Ethics to all stakeholders
- 5** Increased economic value distributed to the community and collaborators
- 6** Updating of process mapping and their innovation for the purpose of control and reduction of non-compliance

- 1** Increase in photovoltaic plants for the production of energy from renewable sources
- 2** Reduction in the use of printed paper within the company structure
- 3** Maintenance and possible increase in the levels of raw material for recycling, compatible with the economic sustainability of procurement operations
- 4** Promotion of voluntary activities for environmental protection initiatives
- 5** Implementation of greenhouse gas emissions measurement systems
- 6** Introduction to the green price list

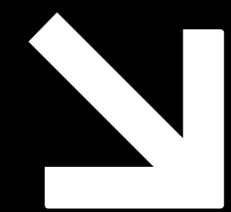
- 1** Implementation of staff performance appraisal
- 2** Maintenance/increase of the welfare system
- 3** Increase in training hours for all categories of collaborators
- 4** Establishment of an internal code for policies on inclusion, diversity and gender equality, meritocracy and respect for human rights
- 5** Initiatives aimed at increasing the culture of safety in the workplace with awareness of the associated operational risks
- 6** Initiatives aimed at spreading the culture of disease prevention with interventions for employees to carry out check-ups and medical examinations



GOVERNANCE, ETHICS AND INTEGRITY



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Patents and trademarks	75



03

GOVERNANCE, ETHICS AND INTEGRITY

The Corporate Governance system adopted by the Sandrini Group is based on principles of **transparency, fairness and responsibility in the management of the company.**

The Corporate Governance system adopted by the Sandrini Group is based on principles of transparency, fairness and responsibility in the management of the company. This approach is aimed at ensuring that the Group operates ethically, effectively and in compliance with current regulations, promoting the long-term well-being of shareholders, employees and other stakeholders.

It is a system aimed at maintaining the highest standards of Corporate Governance in order to protect interests and create long-term value for all Group stakeholders. Through the set of rules, norms, practices, procedures well rooted within the structure, in addition to the values that guide it, Corporate Governance aims at maintaining and caring for the credibility and reputation of the Group, as a reference partner for both internal and external stakeholders.

UN TARGET



5 / GENDER EQUALITY

Achieve gender equality and the empowerment of all women and girls.



8 / DECENT WORK AND ECONOMIC GROWTH

Encourage long-lasting, inclusive and sustainable economic growth, full and productive employment, decent work for all.



10 / REDUCING INEQUALITIES

Reduce inequality within and between nations.



16 / PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and more inclusive societies; offer access to justice for all and create efficient, accountable and inclusive bodies at all levels.



GOVERNANCE

HIGHLIGHTS / 2023 AS AT 31 DECEMBER

2

NEW BRANDS

**ORGANISATION,
MANAGEMENT AND
CONTROL MODEL
SINCE 2015**

**Code of
Ethics**

**Risk Management
and Credit Committee**

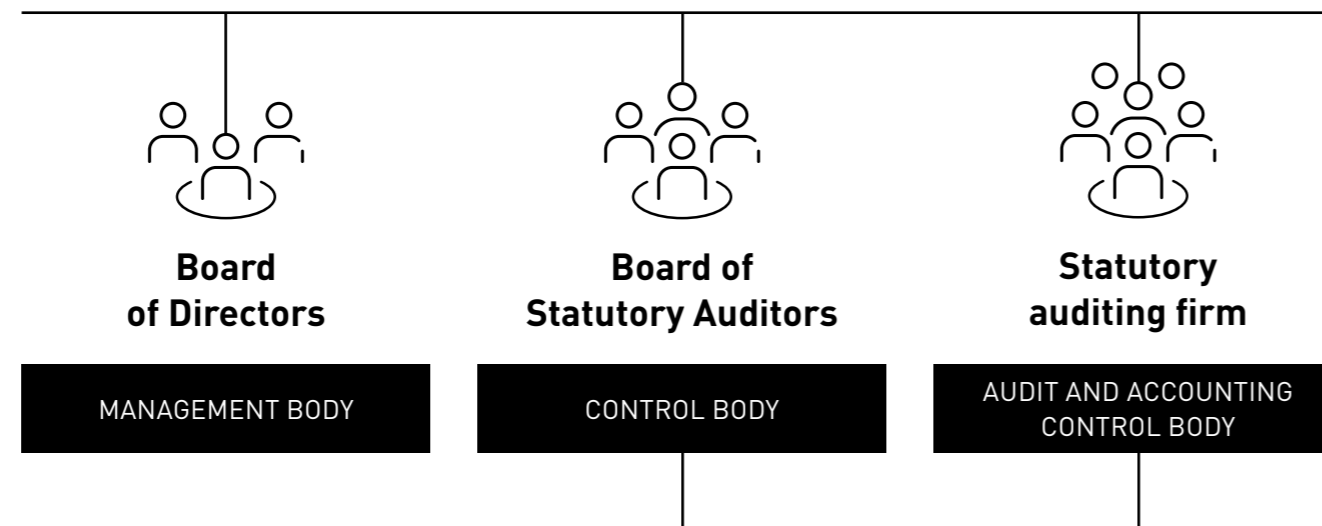
50%

FEMALE REPRESENTATION ON THE
BOARD OF DIRECTORS

CORPORATE GOVERNANCE

Sandrini Metalli SpA adopts a **"traditional"** Corporate Governance model based on the administration and control system established by the Italian Civil Code.

CORPORATE GOVERNANCE MODEL



TO STRENGTHEN AND ENSURE CONTINUOUS CONTROL, THREE INTERNAL BODIES WITH DIFFERENT FUNCTIONS HAVE BEEN SET UP:

1

THE MANAGEMENT

THE MEMBERS of the Board of Directors meet weekly in order to discuss the strategic objectives of the company and manage the operational issues that need timely feedback. On a monthly basis, they also meet with managers in sector-specific meetings (defined as "extended") with the presentation of specific reports whose topics also include the theme of sustainability.

2

CREDIT COMMITTEE

It involves several company figures, including Senior and Junior Credit Managers, the sales managers of the various divisions, the sales director, the legal contact person and the CEO, in order to monitor credit risk and take corrective measures where necessary.

3

RESPONSIBLE COMMITTEE

Composed of the main management figures of the company, it meets weekly to discuss and analyse the problems of the different departments, the issues of common interest and evaluate any new projects cross-cutting the entire company structure. From these meetings, ideas and proposals emerge that are then presented to the management.



Governance and control bodies

SHAREHOLDERS' MEETING

The Shareholders' Meeting meets periodically to resolve, in compliance with current regulations, on the various topics established by the Company's Articles of Association.

The main functions of the Shareholders' Meeting include the appointment of the Board of Directors, the Board of Statutory Auditors and the approval of the Financial Statements.

BOARD OF DIRECTORS

The Board of Directors, appointed by the Shareholders' Meeting on 30 April 2022, constitutes the highest decision-making body of the Company, to which full powers for ordinary and extraordinary management are conferred. As of 31/12/2023, the Board of Directors of Sandrini Metalli Spa consists of six members, five executive and one non-executive external, and will remain in office until the date of the Ordinary Shareholders' Meeting that will approve the Financial Statements as at 31 December 2025.

The current composition of the Board of Directors of Sandrini Metalli Spa includes three female members out of a total of six, thus respecting the European regulations on gender equality, which establish the obligation to appoint at least one third of the members of the Board among the representatives of the female gender.

The Board of Directors (BoD) exercises its functions in compliance with the corporate purpose, adopting all the decisions and carrying out all the acts necessary for the implementation of the same, except for those expressly reserved for the

Shareholders' Meeting.

The main tasks of the Board of Directors include defining the company strategy, evaluating and approving the strategic objectives, annual budgets and significant operations for the Group. The Board is also responsible for monitoring the Group's operating and financial performance through the analysis of annual and interim results.

A crucial aspect of his role is the definition and monitoring of the corporate sustainability strategy, ensuring that it is aligned with the Group's overall objectives. Equally important is the supervision of the implementation of an adequate and effective internal control and risk management system, to protect the solidity and operational transparency of the organisation.

The Board of Directors may exercise some of its responsibilities by delegating them to specific internal committees or individual board members, who are entrusted with operational or sectoral functions. However, this delegation does not exempt the Board from ultimate responsibility for the decisions taken. Activities that may be delegated include, for example, detailed regulatory compliance control, specific risk management, or operational implementation of approved strategies. Finally, the Board of Directors is responsible for ensuring clear and transparent communication with stakeholders, both internal and external, and for overseeing compliance with applicable regulations, ensuring compliance with the principles of ethics and good governance.

With reference to participation in the meetings of the Board of Directors, the rate recorded for 2023 was 100% for five members, while one component had a participation rate of 80%.

BOARD OF AUDITORS

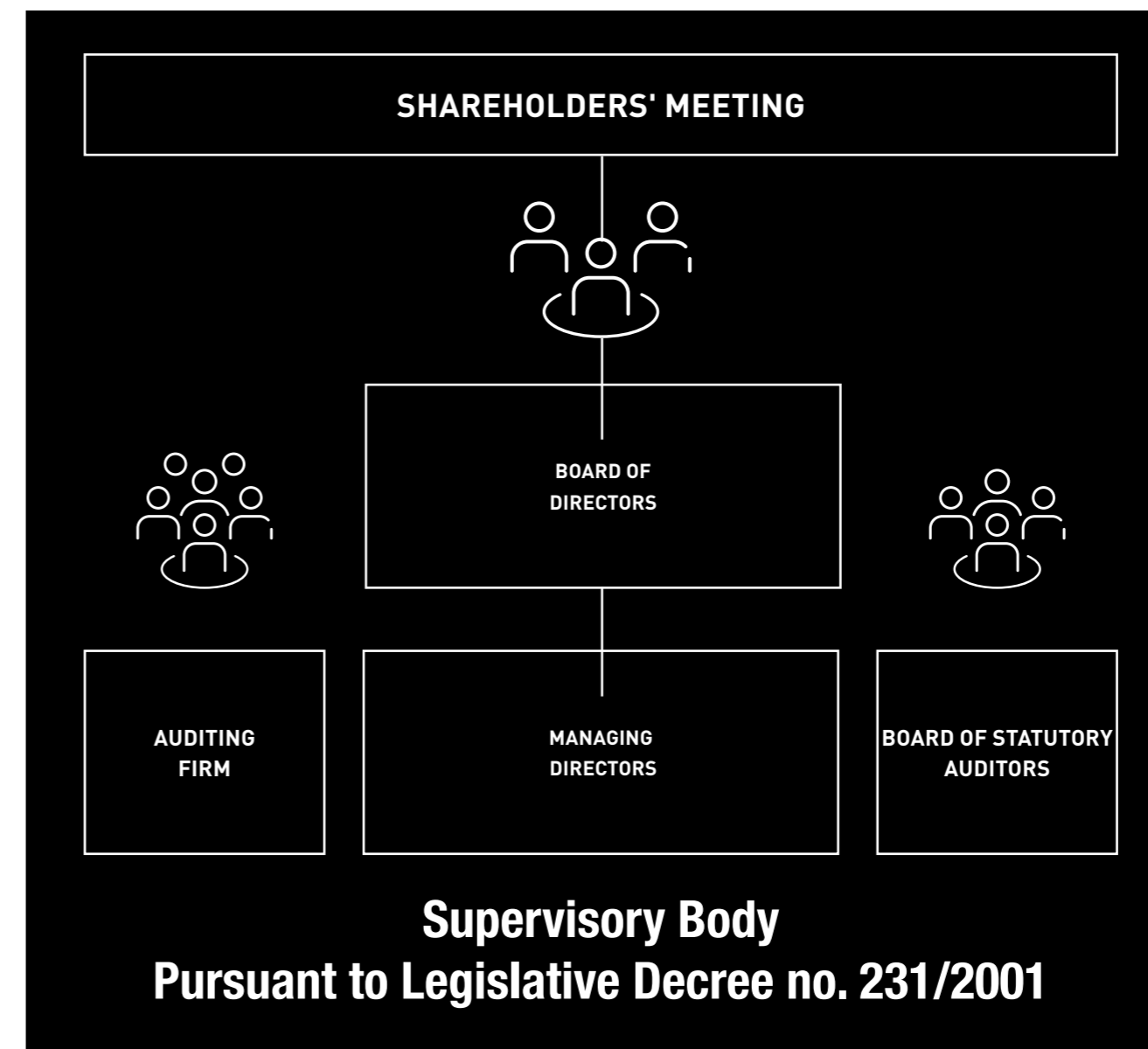
The Board of Statutory Auditors supervises compliance with the laws, the Articles of Association and the principles of proper administration in the implementation of corporate activities. It also verifies the adequacy of the company's organisational, administrative and accounting configuration, as well as the effectiveness of the internal control system and the independence of the statutory auditor. The composition of the Board of Statutory Auditors currently comprises three effective members, including the chairman, and two alternates, appointed by the Shareholders' Meeting on 27 April 2023. All members are male and will remain in office until the date of the Ordinary Shareholders' Meeting which will approve the Financial Statements as at 31 December 2025. The membership participation rate in the meetings was 100% for all incumbent members.

AUDITING FIRM

The Auditing Firm plays a crucial role for the Group's long-term integrity and sustainability. It guarantees transparency, compliance with laws, independence in assessments and improves the overall management of corporate risks, which are fundamental not only for the legal legitimacy of the company, but also for the confidence that stakeholders place in the correct representation of the economic, equity and financial situation that the Sandrini Group presents.

The current Auditing Firm was appointed on 27 April 2023 and will remain in office until the date of the Ordinary Shareholders' Meeting which will approve the Financial Statements as at 31 December 2025.

ORGANISATIONAL CHART OF GOVERNANCE AND CONTROL BODIES



50% PERCENTAGE OF FEMALE PARTICIPATION IN THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD OF DIRECTORS	+50 years old
MANAGING DIRECTOR	30/50 years old
DIRECTOR	+50 years old
DIRECTOR	+50 years old
DIRECTOR	-30 years old
DIRECTOR	30/50 years old

100% ATTENDANCE AT MEETINGS OF THE BOARD OF STATUTORY AUDITORS

CHAIRMAN OF THE BOARD OF STATUTORY AUDITORS	-50 years old
AUDITOR	+50 years old
AUDITOR	+50 years old
ALTERNATE STATUTORY AUDITOR	+50 years old
ALTERNATE STATUTORY AUDITOR	+50 years old

Ethics and integrity

The conduct of the Sandrini Group's business, based on the fundamental values of **integrity** and **transparency**, is the cornerstone of an **organisational management** that places great emphasis on **social responsibility**. This approach is designed to ensure and preserve the Group's reputation, which is based on the principles of **professionalism, fairness** and **honesty**.

ORGANISATION, MANAGEMENT AND CONTROL MODEL

In compliance with Legislative Decree no. 231/2001, the Sandrini Group adopted in 2015 an Organisation, Management and Control Model (Organisational Model 231), with the primary objective of preventing and reducing the risks of wrongdoing that could occur in the performance of the most sensitive company activities. This model is part of a proactive approach aimed at ensuring legal compliance and promoting ethical behaviour in every area of the company.

In compliance with the provisions of Law 179/2017, the Sandrini Group has adopted the Whistleblowing system as a tool to combat illegal or unethical behaviour within the organisation. This system has been implemented to ensure that employees and external stakeholders can safely and anonymously report any misconduct, violations of laws or unethical business practices, without fear of retaliation or penalties. In compliance with the regulations, the channels for making reports are both internal and external. The Sandrini Group has made available to its employees and external stakeholders a dedicated IT platform, accessible via a direct link communicated to the

entire company structure. The platform allows one to send reports while respecting anonymity directly to the Supervisory Body (SB), which has the task of monitoring, evaluating and acting on the reports received.

It should be noted that during 2023 **no reports were received, nor were there any ongoing or concluded investigations relating to complaints from previous years**.

SUPERVISORY BODY

The Group's Supervisory Board, established in 2015 on a collegial basis, is composed of three members, with autonomous powers, appointed by the Board of Directors on 25 November 2021 for the three-year period 2022-2024.

The main tasks of this body are to monitor compliance with the rules set out in Model 231: supervise the implementation and effectiveness of the internal management and control system, conduct internal investigations in the event of alleged misconduct, guarantee the confidentiality and protection of whistleblowers and propose corrective or disciplinary actions in the event of irregularities in order to improve the control system and prevent the recurrence of non-compliant behaviour.

RISK MANAGEMENT

The Sandrini Group attaches great importance to regulations and rules, considering them essential to ensure timely adaptation of processes and minimise risks of non-compliance. For this reason, it strives to keep these aspects constantly updated, actively involving the different company functions and



external specialists when necessary. The internal control system, managed by the administrative body, the management and the company structure, aims to guarantee the achievement of the set objectives with reasonable security.

The Board of Directors is actively engaged in the optimisation of the internal control and risk management system, involving the front lines at the personnel level and monitoring the main components: risk assessment and management, control, information and communication activities and continuous monitoring. The objective of the system is to safeguard the company's assets, ensure the efficiency of processes, the reliability of information and compliance with regulations.

The system involves the Board of Directors, the Board of Statutory Auditors, the Supervisory Board and the heads of the various company areas, who are responsible for implementing processes and procedures aimed at achieving company objectives, minimising risks through an effective system of controls.

ANTI-CORRUPTION POLICY

The Anti-Corruption Policy is the document that establishes the measures adopted by the Group to prevent, combat and monitor corruption behaviour, both inside and outside the company, complementing and strengthening the Code of Ethics. The Organisational Model, in compliance with Legislative Decree no. 231/2001, has identified the areas of risk related to the commission of corruption

offences and has defined specific behavioural principles to which the heads of the various functions and employees of the Group are required, in order to prevent the occurrence of such offences.

CODE OF ETHICS

The Sandrini Group considers respect for ethical principles a fundamental element for its success and reputation. The Code of Ethics and Conduct, approved by the Board of Directors, defines rights, duties and responsibilities towards all "stakeholders", including shareholders, government bodies, employees, customers, suppliers, Public Administration and anyone who has relations with the Company.

In 2015, the Code of Ethics formalised the guiding principles, which are also an integral part of the Group's governance model, shared with employees, collaborators and suppliers. Their purpose is to guide daily actions and support the Group's goal of creating long-term value for all stakeholders.

The Code of Ethics not only promotes correct behaviour within the organisation, but also contributes to building a healthy working environment, a solid reputation in the market and more effective risk management.

Knowledge and sharing of the Code is promoted through publications on direct communication channels. The latest updated version of the text was approved on 23 March 2023 and, upon declaration by the Board of Directors, is part of the Group's Organisational Model 231/2001.

PRINCIPLES OF THE CODE OF ETHICS

SANDRINI GROUP



Lawfulness, loyalty, fairness and transparency

Respect for the value of the person

Compliance with current laws and regulations

Respect for privacy

Respect for competition as an indispensable tool for the development of the economic system

Respect for the environment and awareness of environmental protection

Integrated management system and certifications

The Sandrini Group has chosen to adopt an Integrated Management System, based on internationally recognised standards and certifications, to stress the importance it attaches to the quality of services offered to customers, workplace health and safety, energy efficiency, environmental protection and social responsibility.

The Integrated Management System allows the Group to define, maintain and improve a dynamic organisational model, which adapts to the specific needs of the various sectors. Thanks to constant monitoring and the timely implementation of corrective and improvement actions, company and stakeholder performance are constantly progressing. In addition, the system is designed to optimise company strategies, in line with current national and international regulations and laws.

The Integrated Management System complies with the following rules and regulations:

- **ISO 9001:** Quality Management Systems - Defines the requirements for a quality management system for an organisation;
- **EUROPEAN REGULATION no. 305/2011 and subsequent amendments:** determines the conditions relating to the placing of construction products on the market. It also defines performance assessment criteria for these products and the conditions of use of the CE marking;
- **Ministerial Decree 17/01/2018 and subsequent amendments:** technical standards for construction;

- **UNI EN 1090-1:** requirements for the assessment of conformity of the performance characteristics of CE marked steel and aluminum structural components;

- **Legislative Decree no. 231/01 and subsequent amendments** (Organisational Management and Control Model);

Risk Based Thinking is the starting point of this system, which develops around the risks and opportunities assessment.

This assessment provides the information needed to plan and implement actions that enable the company to address the opportunities and manage the associated risks.

The Management is committed to pursuing a policy aimed at fully satisfying the needs of all the actors involved in the production cycle, whether they are customers, employees or suppliers, and attributes to all company areas the task of constantly improving the quality of the services and products offered.

THE INTEGRATED MANAGEMENT SYSTEM REGULATES THE PROCESSES CARRIED OUT WITHIN THE COMPANY IN A SYSTEMATIC, PLANNED, AND DOCUMENTED MANNER THAT TENDS TO THE ACHIEVEMENT OF THE FOLLOWING GOALS:

1 Internal climate

Creation of an internal “climate” suitable for guaranteeing well-being for employees

2 Flexibility

Ensure maximum flexibility in the manufacturing of products

3 Safety

Manage work in full compliance with legislation on safety and health in the workplace

4 Monitoring

Continuously monitor the activity to ensure compliance with delivery times

5 Improvement

Carry out process improvement

6 Risk based thinking

Apply risk based thinking to eliminate risks or reduce the likelihood of them occurring

Patents and trademarks

The Sandrini Group, aimed at promoting research and development, over the years has implemented a **patent system** with the following objectives:

1. SAFEGUARDING ITS FREEDOM OF IMPLEMENTATION, FOR THE PROTECTION OF ITS CUSTOMERS.
2. IMPROVING ITS REPUTATION AND CORPORATE IMAGE TOWARDS ITS CUSTOMERS.
3. ENCOURAGE RESEARCHERS WITH A REMUNERATION SYSTEM, WHICH IS NOT ONLY ECONOMIC

The possession of patents helps to consolidate the image that the company intends to convey, highlighting its capacity for innovation, technological competence, reliability and value. Sandrini patents are:

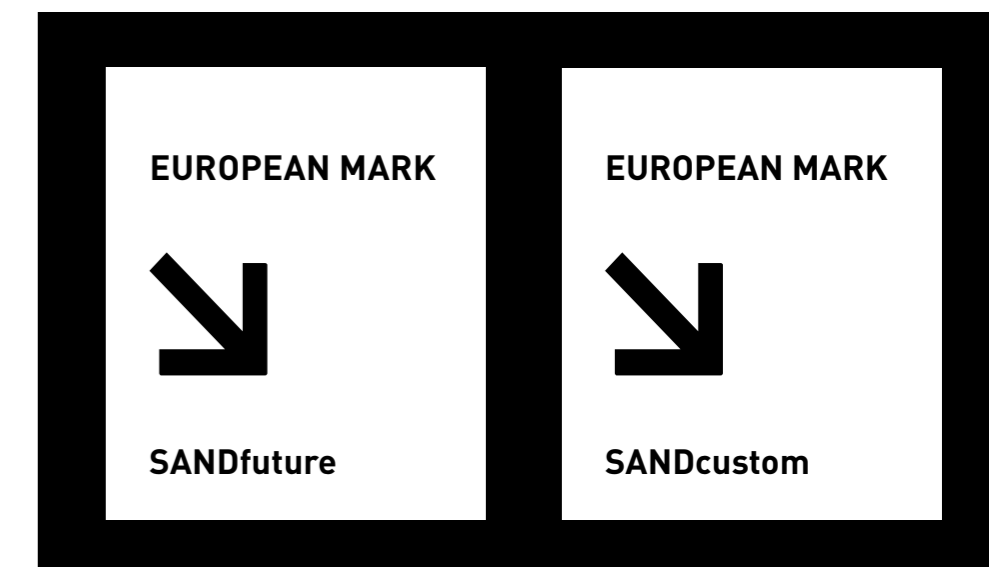
SANDfuture European patent

Metal sheet with draining joint for roofing and cladding with high aesthetic value.

Italian Future Safety Staff patent

Structural system for anchoring lifeline devices on SANDfuture roofing.

In addition to patents, in 2023 the Group acquired the following marks, as a tool for identification and communication with stakeholders:





ENVIRONMENT



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04

ENVIRONMENT

Responsible innovation for a sustainable future: **efficiency, recyclability** and **respect for the environment**.

The growing attention to environmental issues, both globally and locally, has made it increasingly essential for companies to adopt sustainable practices to reduce their ecological impact and respond to the growing demands for social and environmental responsibility.

Within this context, the Sandrini Group pursues its environmental policy, focused on minimising greenhouse gas emissions, starting from procurement policies, through the production cycle, up to the daily actions that involve the entire company structure.

The guidelines of the Sandrini Group in order to maintain an efficient management that guarantees current and future environmental and economic sustainability are: **high recyclability of raw materials**; renewable energy sources; optimisation of energy consumption; responsible management of water resources and waste; combined with the principles of efficiency; innovation and responsibility.

UN TARGET



6 / CLEAN WATER AND SANITATION SERVICES

Guarantee the availability and sustainable management of water and sanitation facilities for all



7 / CLEAN AND AFFORDABLE ENERGY

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



8 / SUSTAINABLE CITIES AND COMMUNITIES

Making cities and human settlements inclusive, safe, durable and sustainable



12 / SUSTAINABLE CONSUMPTION AND PRODUCTION

Guarantee sustainable production and consumption models



13 / COMBATING CLIMATE CHANGE

Take urgent measures to combat climate change and its consequences



ENVIRONMENT

HIGHLIGHTS / 2023 AS AT 31 DECEMBER

19%

ENERGY CONSUMED PRODUCED BY PHOTOVOLTAIC PLANTS

41%

RAW MATERIAL FROM RECYCLING

-25%

PERCENTAGE OF WASTE PRODUCED

201,368 tCO₂e

GREENHOUSE GAS EMISSIONS

100%

WASTE SENT FOR RECOVERY



ENVIRONMENTAL POLICY

A concrete commitment from the Management to the departments: to improve environmental performance through **targeted** and **sustainable** actions.

The Sandrini Group recognises the crucial importance (but also, at the same time, the difficulties) of addressing climate change in this historical period and, aware of its implications, is committed to conducting its activities in full respect of the environment.

The company pursues sustainability through actions aimed at reducing environmental impact, as well as promoting the protection and conservation of natural resources and the adoption of ecological practices at every stage of the production process. Tackling the effects of climate change is a global

challenge that requires everyone's commitment. In this perspective, the Sandrini Group promotes a message of collective responsibility, encouraging each person, both within the organisation and in the community, to actively contribute to building a more sustainable future.

THE STARTING POINT IS THE DIRECT COMMITMENT OF THE MANAGEMENT AND, CONSEQUENTLY, OF THE MANAGERS OF THE VARIOUS BUSINESS AREAS, WHO AIM TO **IMPROVE ENVIRONMENTAL PERFORMANCE** THROUGH:



Responsibility

The responsibility of the Company Management and the participation of managers and staff with regard to environmental performance, including through the systematic monitoring of the conduct of operational activities.



Compliance

The constant guarantee of compliance with all laws, regulations, requirements on environmental matters and with all compliance obligations identified for the Companies.



Monitoring

The careful monitoring and control of atmospheric emissions, water discharges, noise produced as well as the quality and quantity of waste produced, encouraging its differentiation and recovery.



Resource sharing

Sharing resources in pursuing environmental objectives, respecting mutual autonomy.



Transparent communication

Transparency in communication, open and constructive dialogue both between the companies and with all partners in the area and stakeholders.



Minimisation of waste

The development and application of production processes with lower environmental impact.



Consumption of raw materials, recycling and reuse

The main raw materials used for production are steel, aluminium and copper.

Each metal has specific characteristics that make it ideal for recycling, allowing the reduction of the use of natural resources, saving energy and reducing greenhouse gas emissions.

Steel is one of the most recyclable materials in the world. 100% recyclable without losing quality and without compromising its properties, making it an ideal material for adopting a circular approach.

The year 2023 saw the **percentage of recycled steel** purchased increase from 19% in 2022 to **41% in 2023**, a figure resulting from the shift of supply channels to suppliers that offer products with a high recycled content.

Like steel, aluminium is also a highly recyclable material, which can be reused and reused without losing quality. The products sold are easily disassembled and recyclable, facilitating the reuse and recycling process. The percentage of aluminium recycled in 2023 is 41%, the decrease compared to 2022 is about 12 percentage points. This is due to the decrease in the availability of the raw material on the market, which has pushed the Group to rely on suppliers that mainly offer primary aluminium.

Finally, with regard to the tonnes of copper purchased, in 2023 the incidence is minimal and represented by pure non-recycled copper.

41%

PERCENTAGE OF STEEL RECYCLED IN 2023

+17%

RAW MATERIAL PURCHASED IN 2023 COMPARED TO 2022

CONSUMPTION OF RAW MATERIALS	
TOTAL RAW MATERIALS	
	<i>new material</i>
	<i>recycled material</i>

+41%

PERCENTAGE OF RAW MATERIAL FROM RECYCLING

OVERALL, FROM 2022 TO 2023, THE PERCENTAGE OF RECYCLED RAW MATERIAL PURCHASED ALMOST DOUBLED, GOING FROM 23% TO 41%.

UdM	2021	2022	2023
[t]	58849	56209	65787
[t]	73%	77%	59%
[t]	27%	23%	41%

Packaging

The management of packaging within the Sandrini Group is based on the policy of efficiency and minimisation of waste, avoiding the use of dimensions and quantities in excess of the needs of the product, while guaranteeing its integrity. The types of packaging used are mainly paper and cardboard, hard plastic and protective films, timber and iron. 100% of the packaging is easily separable from the finished product, allowing it to be sorted and 100% recycled.

The year 2023 is characterised by an increase in the consumption of packaging linked to the increase in the range and quantities produced.

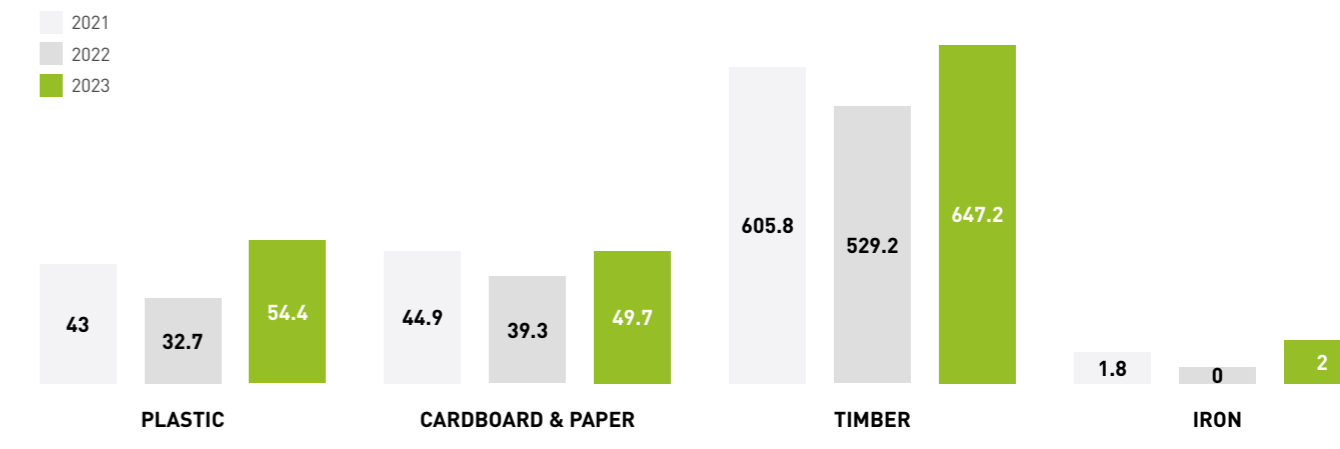
Paper for office use

When it comes to minimising waste even in daily actions, the use of office paper is an example.

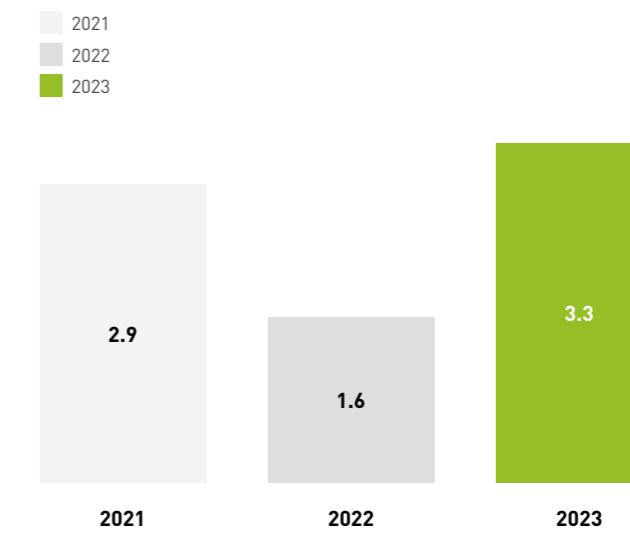
The Sandrini Group pursues its own policy both through the awareness of internal and external collaborators, to a rational use of paper by printing only where necessary, and through the use of recycled paper, optimisation of business processes in order to reduce printing and streamline the flow of communication and data between the various departments.

During 2023, there was an increase in paper consumption compared to 2022, where an improvement had been obtained compared to 2021. It is a physiological increase due to the growth of the Group and its personnel.

PACKAGING (T)⁸



PAPER FOR OFFICE USE (T)



100%

PERCENTAGE OF PACKAGING EASILY SEPARABLE FROM THE FINISHED PRODUCT AND 100% RECYCLABLE

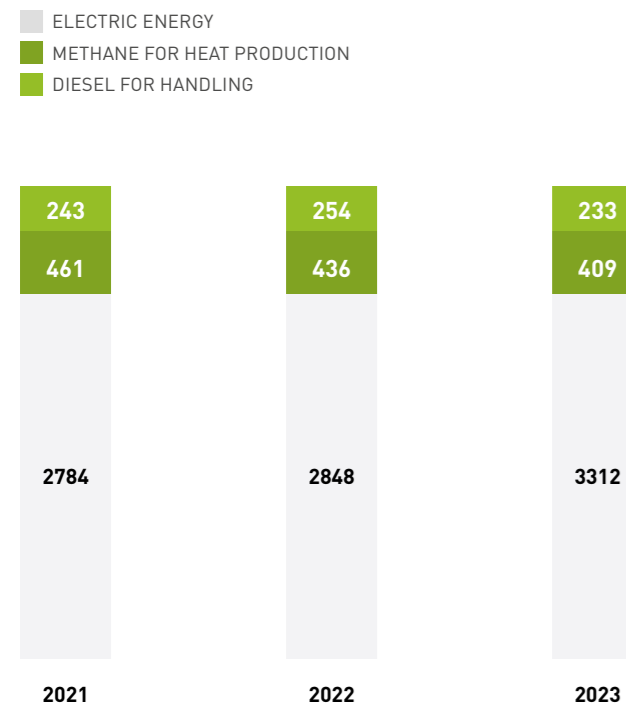
⁸THE TONNES OF TIMBER OF THE YEARS 2021-2022 HAVE BEEN RECALCULATED WITH CONSEQUENT VARIATION COMPARED TO THE 2022 FINANCIAL STATEMENTS.

Energy consumption and renewable sources

The total energy consumption in 2023 was 3,954 GJ, of which about 84% deriving from electricity, 10% from methane used for heat production and the remaining 6% from diesel used for trips with owned vehicles, necessary for the movement of products between locations.

2023 saw a slight increase in electricity consumption, mainly due to the introduction of new machinery, the expansion of the Chiari site and an increase in production compared to the previous year.

TOTAL ENERGY CONSUMPTION [GJ]



In 2023, **19% of the energy used was self-produced through photovoltaic plants.**

The use of energy from renewable sources is of fundamental importance for the Group, which in fact has three photovoltaic plants, **located at the different operating locations:**

ENERGY CONSUMPTION	
Electricity	
Methane for heat production	
Diesel for movement	
TOTAL ENERGY CONSUMPTION [GJ]	

ENERGY CONSUMPTION FROM RENEWABLE SOURCES	
Electricity taken from the grid (renewable share)	
Electrical energy consumed by the production of photovoltaic plants	
ENERGY CONSUMPTION FROM RENEWABLE SOURCES	

ELECTRICAL ENERGY PRODUCED BY PHOTOVOLTAIC PLANTS	
Total energy produced	
Self-consumed	
FED INTO THE GRID	

■ **Costa Volpino (BG)** with 150 Kw of power

■ **Pisogne (BS)** with 100 Kw of power

■ **Pian Camuno (BS)** with 75 Kw of power

UdM	2021	2022	2023
GJ	2784	2848	3312
GJ	461	436	409
GJ	243	254	233
GJ	3488	3538	3954

UdM	2021	2022	2023
GJ	-	-	-
GJ	682	632	629
GJ	682	632	629

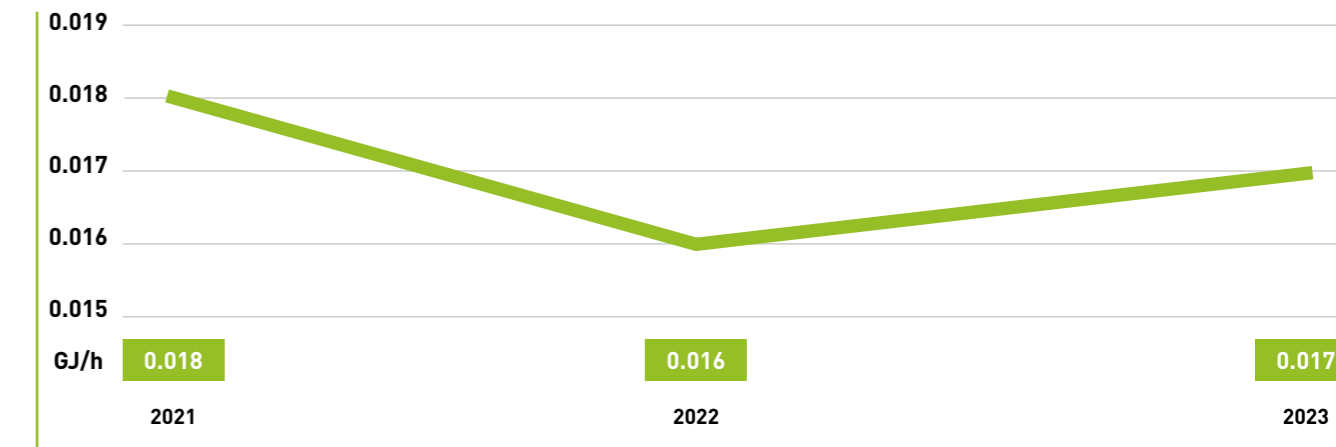
UdM	2021	2022	2023
GJ	991	947	1239
GJ	682	632	629
GJ	309	315	610

As already mentioned, during 2023 total energy consumption increased, parallel to the increase in production and working hours of employees.

The energy intensity indicator, given by the ratio between overall energy consumption and hours worked, shows a slight increase.

KPI - ENERGY INTENSITY INDEX [GJ/H]

■ ENERGY INTENSITY INDEX



Water withdrawals and water discharges

The locations in which the Sandrini Group operates are not classified as areas subject to water stress. The water used is not used for productive purposes, therefore consumption is similar to domestic consumption. As a result, water discharges do not pollute aquifers and do not pose a risk to human health or the environment.

In 2023 there was an increase in consumption of about 20%, again due to the expansion of the Chiari headquarters and the growth of the Group.

The totality of the water withdrawn from the aqueduct corresponds to the total amount of wastewater conveyed to the public sewerage system.

* THE DATA IN THE TABLE REFER TO FRESH WATER.

WATER WITHDRAWALS* (ML)	2021	2022	2023
Water resources taken from the aqueduct [ML]	2.63	2.07	2.49
TOTAL WATER WITHDRAWALS [ML]	2.63	2.07	2.49

+20%

PERCENTAGE INCREASE IN CONSUMPTION ATTRIBUTABLE TO THE EXPANSION OF THE CHIARI HEADQUARTERS AND THE GROWTH OF THE GROUP

Waste management

The waste generated by the Sandrini Group during the course of its production activity is exclusively represented by production waste.

The execution of the operational tasks that lead to the realisation of the finished products can generate waste due to residual material or implementation errors.

To minimise the amount of waste produced, the Group undertakes to adequately train its employees and to implement processes for updating and continuous improvement of procedures.

2023 saw a significant decrease in the waste produced, mainly due to the more conscious use of the new machinery introduced in 2022, which had initially generated a greater amount of waste.

The rest of the Group's waste consists of: **glass, mixed material packaging, timber, aluminium, iron and steel, paper and cardboard packaging and depleted toner for printers.**

Regardless of their nature, all waste generated is non-hazardous, that is, it belongs to that category that does not represent a direct and concrete danger to human health and the environment, as it is free of harmful substances.

In addition, all Sandrini Group waste is destined for recovery.

All the waste produced by the Sandrini Group it is not hazardous and is mainly represented by:



Glass



Timber



Paper and Cardboard



Iron and Steel



Mixed material packaging



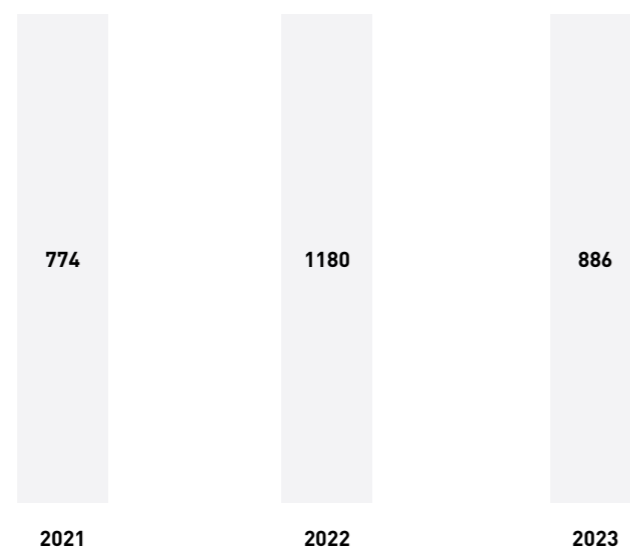
Depleted toner for printing other than those mentioned in 08 03 17



Waste produced by the processing and physical and mechanical surface treatment of metals

WASTE (T)

NON-HAZARDOUS WASTE
HAZARDOUS WASTE



100%

PERCENTAGE OF NON-HAZARDOUS WASTE DESTINED FOR RECOVERY

-25%

PERCENTAGE DECREASE IN WASTE PRODUCED COMPARED TO THE PREVIOUS YEAR

Greenhouse gas emissions

The Sandrini Group measures and monitors its greenhouse gas emissions following the standards of the Greenhouse Gas (GHG) Protocol, the most widely adopted international instrument.

THE CLASSIFICATION OF THE DIFFERENT EMISSION SOURCES INCLUDES:

• **SCOPE 1:** refers to direct emissions generated from sources directly controlled or owned by the company and occurring within organisational boundaries.

In the case of the Sandrini Group, these emissions include those deriving from the production of heat for space heating by boilers and those generated by the company vehicles, used both for the transport of goods and for the movement of personnel.

• **SCOPE 2:** concerns indirect emissions deriving from the purchase and consumption of electricity.

Although the company does not directly control the energy source, it is still responsible for the emissions generated by its use.

• **SCOPE 3:** includes all indirect emissions that, although not directly controllable by the company, occur during the life cycle of the product that the Sandrini Group offers.

Emissions from: consumption of raw materials, logistics, use of packaging, recycling of waste, fuels used, water consumption and other materials have been reported.

Over 99% of emissions come from the indirect emissions contained in Scope 3, with the highest value attributed to the consumption of raw materials used in production.

FOR A MORE ACCURATE ASSESSMENT OF THE COMPANY'S PERFORMANCE, REFERENCE IS MADE TO THE **EMISSION INTENSITY**, MEASURED BY THE RATIO BETWEEN THE TONNES OF GREENHOUSE GASES PRODUCED AND THE VALUE OF PRODUCTION

BELOW ARE THE DETAILS GREENHOUSE GAS EMISSIONS



201,368 tCO2e

THE TOTAL GREENHOUSE GAS EMISSIONS GENERATED IN 2023



SCOPE 1
Emissions to produce heat (natural gas)
Emissions for movements with owned vehicle (diesel)
Company fleet emissions
TOTAL SCOPE 1
SCOPE 2
Emissions for electricity purchased from the grid (location based)
Emissions for electricity purchased from the grid (market based)
TOTAL SCOPE 2 LOCATION BASED
SCOPE 3
PRODUCTION OF RAW MATERIALS (steel, aluminium and copper)
LOGISTICS (inbound and outbound transport)
PACKAGING (plastic, paper & cardboard, timber, iron)
WASTE PRODUCED - disposed of and recovered
FUELS USED (methane and diesel)
MATERIAL CONSUMPTION (office paper)
WATER CONSUMPTION (withdrawal from aqueduct and treatment)
TOTAL SCOPE 3
TOTAL GREENHOUSE GAS EMISSIONS

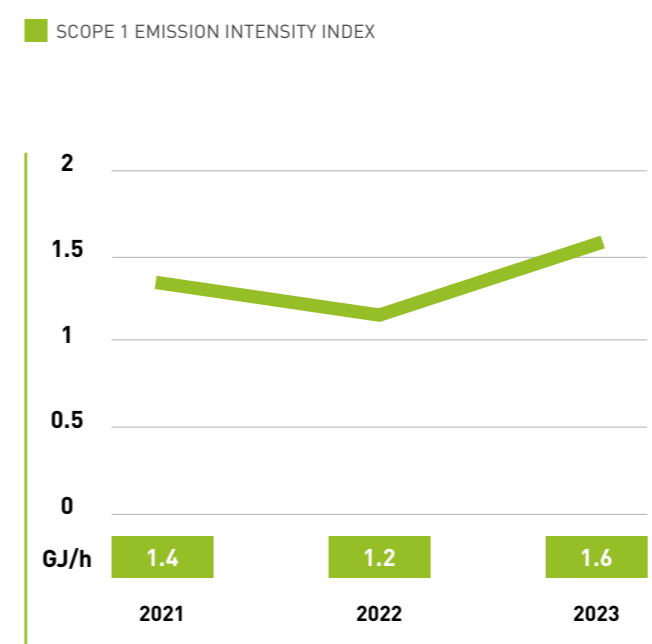
UNIT OF MEASUREMENT	2021	2022	2023
[tCO2e]	26.4	24.9	23.5
[tCO2e]	15.2	16.5	46.9
[tCO2e]	105.6	128.6	137.4
[TCO2E]	147.2	170.0	207.8
UNIT OF MEASUREMENT	2021	2022	2023
[tCO2e]	147.5	156.4	176.2
[tCO2e]	141.5	160.9	373.1
[TCO2E]	147.5	156.4	176.2
UNIT OF MEASUREMENT	2021	2022	2023
[tCO2e]	204369.6	205437.3	199261.2
[tCO2e]	1093.1	1399.2	1268.9
[tCO2e]	351.9	297.2	423.6
[tCO2e]	16.5	25.1	18.9
[tCO2e]	8.1	8.0	7.4
[tCO2e]	2.4	1.3	3.0
[tCO2e]	1.1	0.8	0.9
[TCO2E]	205842.7	207168.9	200984.0
[TCO2E]	206137.4	207495.4	201368.0

PER MILLION.
 THE THREE INTENSITY INDICES SHOW A REDUCTION FROM 2021-2022 AND AN INCREASE IN 2023 DUE TO THE GROWTH OF THE GROUP, IN TERMS OF QUANTITIES PRODUCED COMPARED TO 2022, NEW MACHINERY AND EXPANSION OF THE CHIARI HEADQUARTERS.

EMISSIONS ¹⁰
Emission Intensity Scope 1
Emission Intensity Scope 2 - location based
Emission Intensity Scope 3

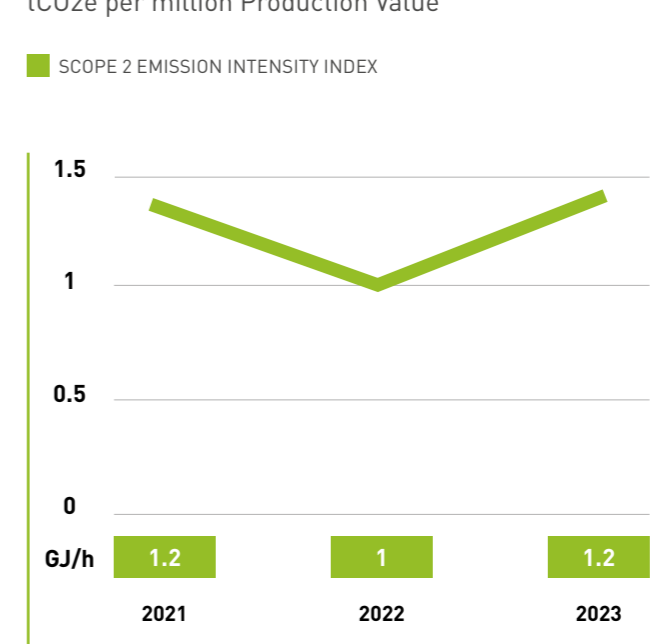
KPI SCOPE 1 EMISSION INTENSITY INDEX

tCO2e per million Production Value



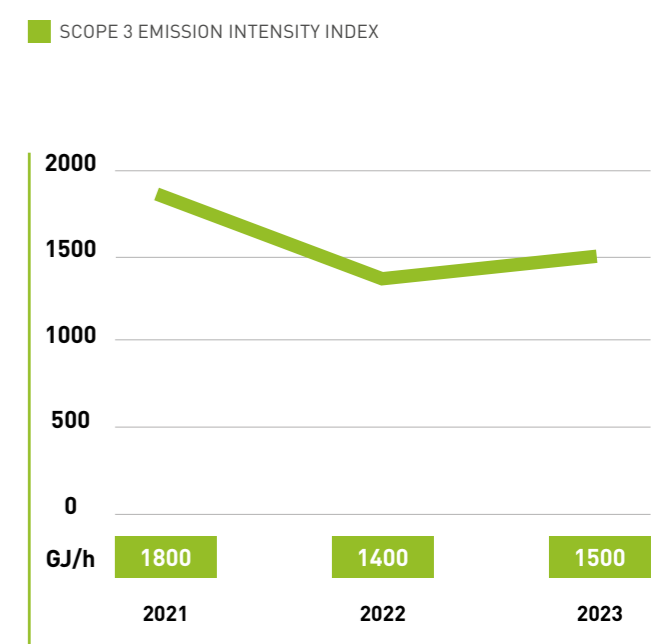
KPI SCOPE 2 LOCATION BASED EMISSION INTENSITY INDEX

tCO2e per million Production Value



KPI EMISSION INTENSITY INDEX OF SCOPE 3

tCO2e per million Production Value



¹⁰ KPI EMISSION INTENSITY INDEX SCOPE 1 HAS BEEN RECALCULATED ALSO INCLUDING EMISSIONS FROM THE COMPANY FLEET.



PEOPLE



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PEOPLE

The Sandrini Group is committed to operating **with full respect for the value of the person and human rights.**

Respect for human rights, workers and people in general, as well as the promotion of diversity, equity and inclusion, are elements that characterise the Group and its way of operating. In an increasingly competitive labour market, the Group has always considered human capital as a fundamental element of competitive advantage and in this context the Group works to promote and reward professional skills, teamwork and personal and professional. The well-being, development of people and the objectivity of staff performance evaluation are at the centre of the attention of the human resources office, with the aim of attracting, involving and retaining talent.

The health and safety of workers are fundamental and mandatory values for the Sandrini Group and are placed at the basis of every initiative and project undertaken by the company. Based on these solid foundations, the Sandrini Group works to ensure that its collaborators work in a peaceful environment that gives them the opportunity to express the best of themselves, enhancing their unique aptitudes and talents.

UN TARGET



8.5 - 8.6 - 8.8 / DECENT WORK AND ECONOMIC GROWTH

- Reduce by 2030 the proportion of young people who are unemployed and outside of any study or training cycle.
- Ensure full and productive employment and decent work for women and men, including young people and people with disabilities, and fair remuneration for work of fair value by 2030.
- Protect the right to work and promote a healthy and safe working environment for all workers, including immigrants, especially women, and precarious workers.



5.5 / GENDER EQUALITY

Ensure full and effective female participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



4.4 - 4.5 / QUALITY EDUCATION

- Considerably increase by 2030 the number of young people and adults with specific skills - including technical and professional - for employment, decent jobs and entrepreneurship.
- Eliminate gender inequalities in education by 2030 and ensure equal access to all levels of education and professional training for protected categories, including people with disabilities, indigenous populations and children in vulnerable situations.



10.2 / REDUCING INEQUALITIES

By 2030, enhance and promote the social, economic and political inclusion of all, regardless of age, sex, disability, race, ethnicity, origin, religion, economic status or otherwise.



PEOPLE

HIGHLIGHTS / 2023 AS AT 31 DECEMBER

133

NUMBER OF EMPLOYEES AS AT 31 DECEMBER 2023

50%

PERCENTAGE OF NEW HIRES UNDER 30

86%

PERMANENT CONTRACTS

Woman director delegate

18

AVERAGE HOURS OF TRAINING PER EMPLOYEE

WORKFORCE COMPOSITION

Inclusion and professionalism: values that drive the growth of the Sandrini Group.

In its continuous growth path, for the Sandrini Group, knowing that it can count on professionally valid people, who embrace the company's values, is of significant importance and fundamental for the composition of the workforce to be uniform and aligned with company directives, enhancing diversity and promoting inclusion.

As at 31 December 2023, there were 133 employees of the Sandrini Group. 67 employees were registered in the workers' category, all male, while 56% of the 66 employees in the office staff category were men and the remaining 44% were women.

The percentage of women in the company has always remained constant over the years, amounting to around 22-23% of the total workforce (2021-2023), all belonging to the category of office staff.

This confirms the centrality of the values of equality and gender equality for the Group.

PROFESSIONAL CATEGORIES	2021			2022			2023		
			TOT			TOT			TOT
OFFICE STAFF	34	22	56	38	26	64	37	29	66
WORKERS	51	2	53	59	3	62	67	0	67
TOTAL	85	24	109	97	29	126	104	29	133

67

NUMBER OF WORKERS, ALL OF THEM MEN

66

OFFICE STAFF, INCLUDING 56% MEN AND THE REMAINING 44% WOMEN



The right Mix

Know-How, understood as a balance between technical and transversal skills combined with an innovative spirit, represents the ideal mix sought in the composition of the personnel. As at 31 December 2023, the predominance of the **age group between 30 and 50 years old**, which constitutes **60% of the total**, emerges and is confirmed. Then there are the under-30s, who represent 28% of the personnel, and finally the over-50s, equal to 12%.

There is an increase in employees in the age group over 50, attributable both to age advancement and to the hiring of senior figures, aimed at ensuring a balance within the production department and among employees. These figures bring a wealth of work experience and a different attitude to work.

The Group's objective remains to preserve the balance over the years between employees present in the company for over a decade, custodians of the company's Know-How, and new hires who enrich the organisation with skills acquired in other professional experiences. This mix integrates with the energy and innovation brought by young talents, creating a synergy between tradition and modernity.

The integration between seniors and young talents is not limited to a simple transfer of knowledge, but takes the form of a continuous exchange of ideas and perspectives, which stimulates innovation and strengthens the sense of belonging to the company. This approach, combined with continuous training and mentoring programmes, is a fundamental pillar to ensure the professional growth of employees and the competitiveness of the Group in the long term.

The Sandrini Group: the right mix of transversal skills, techniques and innovative spirit.

60%







PERCENTAGE OF EMPLOYEES IN THE **30-50 AGE GROUP** IN 2023

28%

PERCENTAGE OF EMPLOYEES **UNDER 30** IN 2023

12%

PERCENTAGE OF EMPLOYEES **OVER 50** IN 2023

AGE RANGE	2021			2022			2023		
			TOT			TOT			TOT
< 30 YEARS	34%	46%	37%	33%	52%	37%	23%	45%	28%
30-50 YEARS	64%	38%	58%	63%	38%	57%	67%	34%	60%
> 50 YEARS	2%	17%	6%	4%	10%	6%	10%	21%	12%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%



THE TYPES OF CONTRACTS

Stability and growth: the Sandrini Group invests in people and the future.

In 2023, the percentage of personnel hired indefinitely increased by 38.55%, an increase given both by the transformations of fixed-term contracts and by new hires. Despite the difference found between employees present as at 31 December 2023 and those in 2022 being 5.56%, employees hired on a permanent contract have increased significantly, from 83 in 2022 to 115 in 2023.

This highlights the importance for the Group of occupational stability and safety for its employees. On the other hand, personnel with fixed-term contracts in 2023 amounted to 14%, a figure that mainly derives from new hires.

Employees hired part-time are a very limited portion, and in percentage terms they go from 2.4% in 2022 to 4% in 2023, four women and one man.

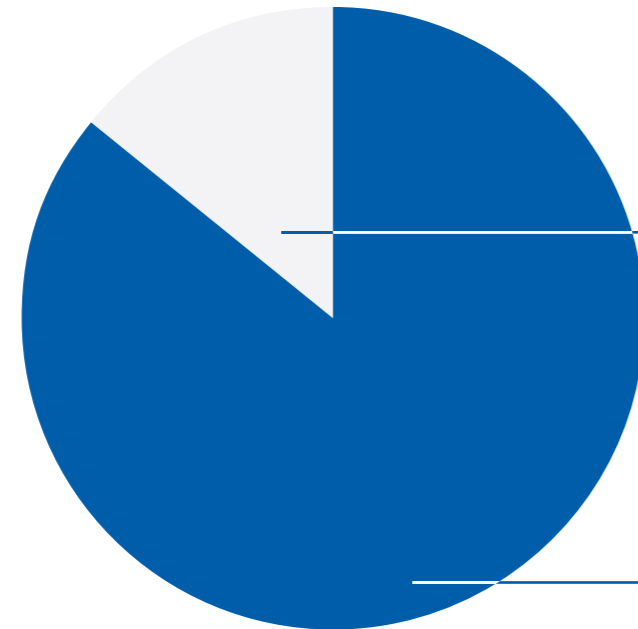
+39% PERMANENT CONTRACTS IN 2023

115 EMPLOYEES WITH PERMANENT CONTRACTS

NET INCREASE IN PERSONNEL FROM 2022 TO 2023: +5.56%

14% EMPLOYEES WITH FIXED-TERM CONTRACTS

4% PART-TIME WORK IN 2023 (2% IN 2022)



14%

PERSONNEL WITH A FIXED-TERM CONTRACT

86%

EMPLOYEES WITH PERMANENT CONTRACTS



THE SELECTION, TURNOVER AND LOYALTY PROCESS

People at the centre: strategic selection and shared growth for business success.

The stability and growth of a company are closely linked to the value of the people who make it up. For this reason, the effective management of the search and selection process, loyalty and control of personnel turnover are of fundamental importance.


Personnel selection is the first step in a strategic path that seeks to identify the most suitable candidates for company roles. Its importance has grown with the expansion of the Group and changes in the labour market, as careful selection helps to attract and retain talent that contributes to business success. The group invests in various research actions, selection channels, participation in sector networks and relations with universities and local training institutions to identify the ideal candidate in terms of skills, experience and values.

The selection process takes place in several phases: from the assessment of the staffing needs by the managers, to the financial offer for the chosen candidate. Another important phase is onboarding, which facilitates the integration of the new employee into the organisation and aligns them with the role with activities such as health and safety training, goal setting and specific training.

In addition, the HR department focuses on managing the employee growth path, actively involving the heads of the company areas, who become mentors and guides for new hires. Although the search for new skills is fundamental, the company's primary objective remains to hire personnel capable of contributing to the overall development of the organisation.

ONBOARDING Process:

1  **WELCOME BREAKFAST**

2  **HEALTH AND SAFETY TRAINING**

3  **WE DEFINE THE OBJECTIVES RELATED TO THE ROLE**

4  **SPECIFIC TRAINING**



Terminations and recruitment

The number of terminations **during the year 2023 was 26**, due to failure to pass the probationary period, non-renewal of the contract, voluntary resignation and disciplinary dismissals.

90% of hires in the worker category

TURNOVER*	2021				2022				2023			
	O.	W.	TOT	%	O.	W.	TOT	%	O.	W.	TOT	%
< 30 years	12	6	18	69.20	7	8	15	62.50	9	5	14	54
30-50 years	7	1	8	30.80	7	0	7	29.20	7	2	9	35
> 50 years	0	-	0	0.00	1	1	2	8.30	3	0	3	12
TOTAL	19	7	26	100.00	15	9	24	100.00	19	7	26	100.00

In 2023, there was a **total of 40 new hires**, including 9 women and 31 men.

The figure is also the result of a higher incidence of hiring in the category of workers.

26

TERMINATIONS IN 2023

40

NEW HIRES

9

NUMBER OF WOMEN HIRED IN 2023

HIRES	2021				2022				2023			
	O.	W.	TOT	%	O.	W.	TOT	%	O.	W.	TOT	%
< 30 years	16	8	24	68.60	16	12	28	68.30	14	6	20	50.00
30-50 years	9	1	10	28.60	10	1	11	26.80	13	3	16	40.00
> 50 years	1	-	1	2.90	2	-	2	4.90	4	0	4	10.00
TOTAL	26	9	35	-	28	13	41	100.00	31	9	40	100.00

Training the key to success

The training, development and enhancement of skills represent a fundamental element for the growth and success of the Group, both from the point of view of the individual skills of employees and the overall performance of the organisation.

Investing in training means not only improving the technical and professional skills of the personnel, but also fostering adaptation to changes, stimulating motivation and strengthening company culture.

In 2023, 2,439 hours of training were provided, carried out by both external operators and internal personnel, on **average 18.3 hours of training per employee**.

There is a significant increase in training hours compared to 2022, going from 6 hours of training per employee to 18.3 hours of training in 2023, where we observe that on average women belonging to the category of office staff have benefited from 31.3 hours of training and men belonging to office staff had 24.3 hours per employee.

In addition to the mandatory training provided for by Legislative Decree no. 81/08, the courses provided focused on the development of specific technical skills for the various tasks of both workers and office staff, in addition to the constant development of the soft skills of all employees in order to allow the development of transversal skills, increasing productivity and innovation.

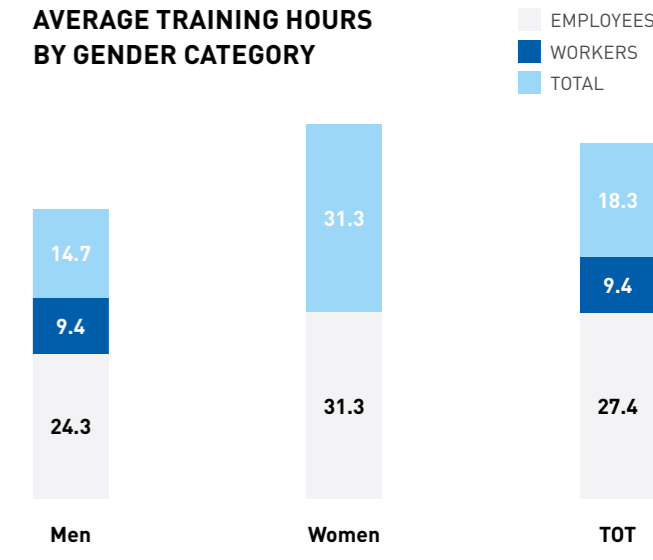
With this in mind, the coaching and training project for the Group's managers and senior

managers continued, with the aim of increasing and enhancing their potential and attitudes by providing new tools to face the daily challenges of work and the growing responsibilities with effective communication and better management of the challenges entrusted to them.

2439

HOURS OF TRAINING CARRIED OUT IN 2023

AVERAGE TRAINING HOURS BY GENDER CATEGORY



Well-being of the personnel

The well-being of the personnel within the Group is a crucial element, with a direct impact on productivity, motivation and employee satisfaction.

It is a decisive aspect to build a positive and stimulating work environment, in which people feel valued and supported in their path of professional growth.

The Group focuses on the well-being, not only the physical and mental well-being of its employees, but also on all those actions that allow them to find the right balance between private life and work.

The initiatives proposed in favour of all employees, regardless of the type of contract are:

CORPORATE WELFARE

The last quarter was characterised by the direct involvement of employees in the results obtained by the company through the disbursement of a company premium. The parameters for the attribution and quantification of the economic contribution, which are the same for all employees, are objective and predetermined. The use of this award is made possible through a Welfare platform that offers different services and flex benefits such as fuel vouchers, family services, agreements with medical facilities, sports and wellness, travel, education and training, etc.

SCHOLARSHIPS IN MEMORY OF ALBERTO DAMIOLI

The Group's attention to training is not only directed at its employees; in fact, their children are also



THE SANDRINI GROUP | Team Building



THE DANDRINI GROUP | Psychological Support



THE SANDRINI GROUP | Company canteen - Leisure area

encouraged and rewarded through the granting of scholarships in the face of the achievement of distinctive academic merits. The different amounts disbursed are established on the basis of the result obtained and according to the degree of education.

PARENTING CONTRIBUTION

For all employees with children from the 4th to the 24th month of age, a monthly contribution is made in order to facilitate families. This paternity and maternity support aims at a better organisation of the employee's professional life so as to be able to reconcile the management of the child with working hours.

YOGA

Fundamental to business success, in a dynamic and sometimes stressful context, is the well-being of every single team member. Participation in a weekly yoga class, offered to all employees, allows them to have a greater awareness of their emotions and leads to better management of them in all areas, both at work and in everyday life.

PSYCHOLOGICAL SUPPORT

All employees of the Group are offered a listening and psychological support service totally covered by the company. To allow people greater privacy and better time management to devote to the activity, employees can make appointments with psychotherapists in total autonomy outside of working hours.

CANTEEN SERVICE

To guarantee the necessary services and spaces for employees who consume their meals in the company, an ad hoc area has been set up for refreshment that can be used by the entire Group.

The company undertakes to provide hot meals, bearing most of the cost, by signing a contract with a catering agency and making available all the tools and appliances necessary for consumption.

TEAM BUILDING

In the face of the company's expansion project and the strong desire to maintain motivated resources within the company, it is essential that team members operate in a serene work environment and in a climate of cooperation.

Precisely for this reason, the Sandrini Group has decided to promote harmony and communication by making a sum of money available to each employee to be used to organise bi-monthly activities outside of work with the members of the various offices.

The company leaves total freedom, in respect of personal safety, on the organisation of the type of activity and on the timing, the only requirement is the presence and collaboration of all the members of the office.



THE SANDRINI GROUP | Activity: Yoga session



EQUAL OPPORTUNITIES AND REMUNERATION

For the Sandrini Group, **equal opportunities** and **remuneration** are two fundamental principles for promoting a fair, **inclusive** and **sustainable working environment**.

The Group, in line with the principle of **equal opportunities**, ensures that all employees, regardless of **gender, age, race, sexual orientation, disability, religion** or other personal characteristics, have **equal opportunities** for growth, development and career within the organisation. In the context of the Sandrini Group, equal opportunities are achieved through:

- **Non-discrimination policies:** The company is increasingly adopting policies that ensure that every employee is treated with fairness and respect, without any direct or indirect discrimination.

This includes processes of selection, training, promotion and assignment of responsibilities that are based only on merit and skills, not on personal characteristics unrelated to the role.

- **Inclusivity and Diversity:** The Sandrini Group is committed to promoting an inclusive environment that values diversity and fosters collaboration between people with different experiences, backgrounds and skills, believing that diversity contributes to the success and innovation of the company.

- **Access to career opportunities:** The Group ensures that all employees have equal access to training, professional growth and career opportunities. Promotions and advancements are based on skills, performance and work experience, avoiding prejudices related to personal characteristics.

The Group protects the principle of fair remuneration, ensuring that employees are paid fairly and consistently, taking into account the skills, experiences, responsibilities and results achieved, without discrimination, as shown by the data as at 31/12/2023.

99%

EQUAL PAY FOR MEN AND WOMEN

BASIC SALARY RATIO¹¹

Women / Men by category

employees

2021	2022	2023
W / O	W / O	W / O
88%	98%	98%

RATIO OF ACTUAL SALARY¹²

Women / Men by category

employees

2021	2022	2023
W / O	W / O	W / O
90%	99%	99%

¹¹ **BASIC SALARY RATIO:** REPRESENTS THE FIXED AMOUNT PAID TO AN EMPLOYEE FOR THE PERFORMANCE OF THE ASSIGNED TASKS, EXCLUDING ANY ADDITIONAL REMUNERATION.

¹² **ACTUAL SALARY RATIO:** CONSIDER THE TOTAL REMUNERATION REPRESENTED BY THE BASIC SALARY AND ALL ADDITIONAL REMUNERATIONS, FOR EXAMPLE THOSE BASED ON YEARS OF SERVICE, BENEFITS AND OVERTIME, ETC.



MOMENTS OF SHARING

Shared values, collective successes: **together for a collaborative future.**

Events and moments of sharing with collaborators are essential for promoting a positive, motivating and collaborative work environment. For the Sandrini Group, these initiatives are essential for creating a strong sense of community, encouraging involvement of the personnel and improving cohesion between teams, also contributing to employee satisfaction and well-being.

CORPORATE CONVENTION

At the beginning of each year, Management gathers all its employees to take stock of the state of the company, share future objectives and strategic updates. It is an important day to align employees on the company's vision and objectives, increasing their sense of belonging.

TEAM BUILDING

Events dedicated to cooperation and strengthening interpersonal relationships between colleagues, organised outside the work environment. An example is the walk organised in order to promote physical well-being and sociality among the whole team.

RECREATIONAL EVENTS

Christmas dinner, pre-summer aperitif: these are some examples of moments of sharing where the watchwords are "lots of food" and "music until the early morning", representing a moment of leisure.



THE SANDRINI GROUP | Corporate Convention



THE SANDRINI GROUP | Summer Party



THE SANDRINI GROUP | Sales meeting



THE SANDRINI GROUP | Christmas Dinner



HEALTH AND SAFETY OF WORKERS, PROTECTION OF HUMAN RIGHTS

Safety, health and well-being at the core: a constant commitment of the Sandrini Group to protect employees and ensure a safe and respectful working environment.

Occupational health and safety is managed in accordance with the provisions of Legislative Decree no. 81/2008 and subsequent amendments, national and territorial provisions, INAIL guidelines and the Integrated Management System.

The Sandrini Group has implemented and enhanced the prevention and protection service by choosing to entrust its management as a matter of priority to an internal RSPP (Head of the Prevention and Protection Service) figure as required by Legislative Decree no. 81/2008 art. 31 para. 1.

232027 HOURS WORKED IN 2023

	2021			2022			2023		
	O.	W.	TOT	O.	W.	TOT	O.	W.	TOT
EMPLOYEE ACCIDENTS									
Hours worked	154217	38573	192790	174305	47115	221420	187457	44570	232027
Number of accidents at work	1	0	1	2	0	2	2	0	2
- of which serious injuries	0	0	0	0	0	0	0	0	0
- of which fatal accidents	0	0	0	0	0	0	0	0	0
ACCIDENT FREQUENCY INDEX	6.48	0.00	5.19	11.47	0.00	9.03	10.67	0.00	8.62

2 NUMBER OF ACCIDENTS RECORDED IN 2023

All areas and tasks of employees, as well as all Sandrini Group offices, are protected by the occupational health and safety management system, and each risk analysis is divided by macro-areas and homogeneous categories to be more efficient and effective.

All Group employees are guaranteed health surveillance as required by current legislation with the execution of preventive and periodic visits, as well as the possibility of carrying out specific checks at the request of the employee. Increasing attention is also paid to the general



Internal RSPP, risk analysis for macro-areas, preventive and periodic health care visits guaranteed.

well-being of people, which is why the possibility has been introduced for all Group employees to take advantage of a completely free and anonymous out-of-hours listening and psychological support service.

The Management, in close collaboration with the Head of the Prevention and Protection Service and the competent doctor, directly or indirectly, assesses all the risks and strategies necessary to eliminate or mitigate them. For this reason, the Risk Assessment Document, as required by current legislation, is constantly updated taking into account structural developments, new working techniques as well as the improvement interventions planned on the safety theme.

The participation and direct consultation of employees is also considered essential for better management. In fact, all employees are given the opportunity to consult the procedures and/or make communications on occupational health and safety issues through the dedicated portal, as well as the option to make anonymous reports on the channel reserved for the Whistleblowing system.

The guideline of senior management is to maintain the highest standards with the goal of avoiding accidents, incidents and occupational diseases in every possible way, both for its employees and for

each supplier/customer. The objective is to achieve the regulatory standards provided for by ISO 45001 following the High Level Structure, significantly completing the integrated management system already in use.

The fundamental theme on which the Sandrini Group has placed the emphasis is the training and education of its personnel, with particular attention to the tasks in the production areas. In fact, a company training centre has been opened, allowing employees to take advantage of personalised training tailored to their various tasks.

In the "Sandrini Metalli" training centre, all mandatory courses provided for by Legislative Decree no. 81/2008 and state-region agreements are carried out, as well as all training on company procedures, machinery and work equipment.

Continuous training, monitoring of work activities and the drafting of new safety procedures have made it possible to contain both in number and in magnitude the **accidents** recorded by the Sandrini Group, which in the **year 2023** were **2 minor** ones.

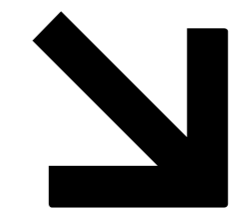
COMPANY TRAINING CENTRE



VALUE CHAIN MANAGEMENT



VALUE CHAIN MANAGEMENT	114
Our suppliers	116
Evaluation, selection and monitoring of suppliers	118
Our customers	119



06



VALUE CHAIN MANAGEMENT

The **solid value relationship** we have built over time with our suppliers and customers has allowed us to establish ourselves as a benchmark in our sector.

The Sandrini Group has always been committed to optimising its **value chain**, carefully examining every phase of the process from design and production to the distribution and sale of the product.

This makes it possible to identify inefficiencies and identify potential areas for improvement, intervening, whenever possible, with innovative solutions.

We work closely with our customers and suppliers to continuously refine our operations, optimising efficiency and costs, while generating tangible benefits for the community. Thanks to this synergy, we are able to generate positive impacts not only for our company, but also for the entire ecosystem in which we operate.

With a view to **sustainability** and **reducing emissions**, accurate value chain management is a fundamental lever for monitoring and minimising environmental impact along the entire supply and production chain. This not only creates value for the company, but also for consumers, suppliers and the community, constituting a strategic competitive advantage.

420

SUPPLIERS

90%

PERCENTAGE OF LOCAL SUPPLIER PURCHASES IN THE LAST THREE YEARS

49%

PERCENTAGE OF LOMBARDY SUPPLIERS



Our suppliers

A strong and trusting relationship with suppliers is crucial for several reasons: it ensures the quality of the final product, improves operational efficiency through close collaboration and mutual loyalty, and brings economic benefits, allowing one to negotiate more favourable conditions and reach advantageous agreements.

Since its foundation and throughout its growth, the Sandrini Group has always privileged collaboration with historical and local suppliers, with whom it maintains a lasting bond. Maintaining stable suppliers allows one to develop partnership-oriented relationships and better align on long-term strategic objectives, fostering continuous joint development.

Over the last three years, **local suppliers accounted for more than 90% of purchases**, with Lombardy suppliers having an incidence of 49% in 2023.

The reasons behind this preference are both practical and strategic: geographical proximity offers significant advantages in terms of logistics, reducing transport times and costs, and working with local suppliers helps mitigate the risks related to dependence on a global supply chain. In addition to reliability and flexibility, another fundamental aspect to consider is the reduction of the environmental impact that this choice entails.

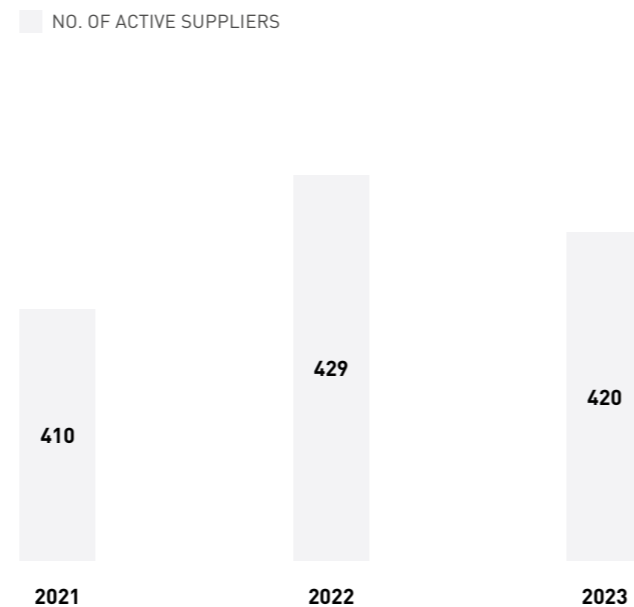
2021 was marked by a crisis in the Italian raw materials market, with a significant and anomalous increase in supplies from non-European suppliers.

However, in the following two years, there was a sharp reduction in these supplies and an increase in those from Italy, with a particular growth in Lombardy supplies.

Local collaborations and mutual trust: the Sandrini Group strengthens its roots for a sustainable and strategic supply chain.

TYPE OF SUPPLIES
Raw material
Raw material accessories
Transport and services on raw material purchases
Packaging
Miscellaneous (fuels, electronic devices, furnishings, etc.)
-

SUPPLIERS

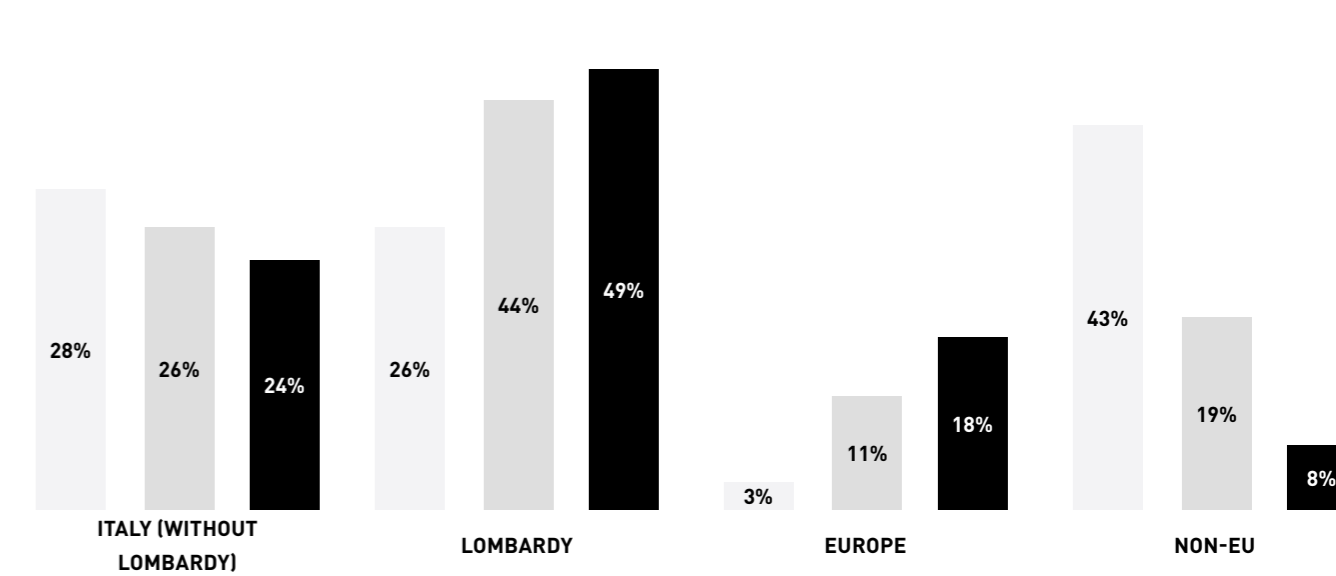
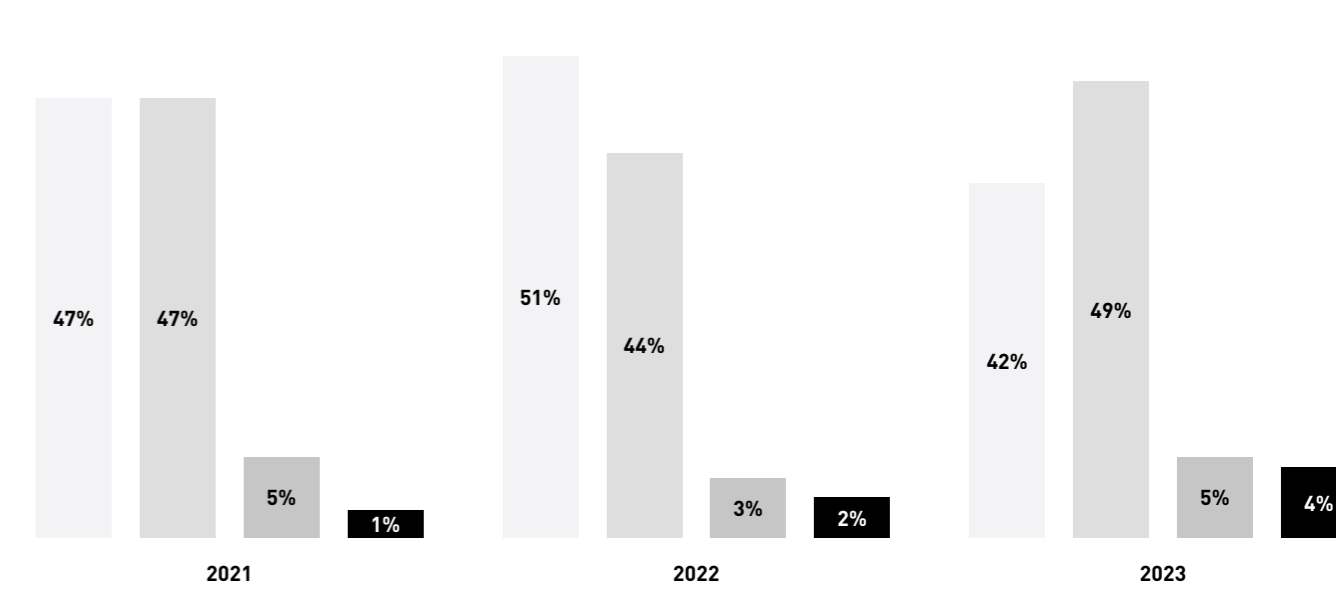


	2021	2022	2023
Raw material	94.30%	94.20%	94.23%
Raw material accessories	4.20%	4.10%	4.25%
Transport and services on raw material purchases	0.80%	0.80%	0.70%
Packaging	0.60%	0.70%	0.53%
Miscellaneous (fuels, electronic devices, furnishings, etc.)	0.10%	0.20%	0.29%
-	100.00%	100.00%	100.00%

GEOGRAPHICAL DISTRIBUTION OF SUPPLIERS (n)



GEOGRAPHICAL DISTRIBUTION OF SUPPLIERS (€)



Evaluation, selection and monitoring of suppliers

The Sandrini Group adopts strict criteria in its supplier selection process, based on product quality, production capacity, reputation and experience, with the aim of choosing reliable suppliers.

Careful selection is essential for ensuring that quality standards and delivery times are always met.

In addition, the Group has implemented specific internal procedures to manage any non-conformities, with the intention of continuously improving its processes and maintaining a solid and beneficial collaboration relationship for all parties involved.

Efficiency in the process of selecting, evaluating and monitoring suppliers is crucial for ensuring reliable supplies and optimising costs. Thanks to these processes and the reporting of social and environmental performance, company management is increasingly trying to guide the purchasing office to also take into account the aspects related to the adoption of sustainable practices and circular economy policies in the choice of suppliers, committing themselves to following the same philosophy.

Another fundamental principle for the Group is respect for human rights throughout the supply chain, a value enshrined in our Code of Ethics and shared with all suppliers through the institutional website.

Internal procedures to manage the selection process.

The evaluation process and the selection of all Suppliers is carried out by analysing a series of general criteria such as:

1. VALUE FOR MONEY

2. RESPECT FOR DELIVERY TIMES

3. COMPLIANCE WITH THE REQUIRED HEALTH AND SAFETY REQUIREMENTS

4. OFFER OF PRODUCTS WITH A GOOD PERCENTAGE OF RECYCLED RAW MATERIALS

5. ADOPTION OF CERTIFIED CIRCULAR ECONOMY POLICIES

The Sandrini Group has divided the supplier selection and monitoring activity into the following phases:

- acquisition of information;
- selection and evaluation of suppliers, including checks on incoming purchases;
- monitoring of suppliers consisting of periodic re-evaluations according to the performance of supplies.



Our customers

Customer satisfaction and the relationship established with them are fundamental for the Group, not only to ensure immediate success, but also to build a basis for sustainable growth and strengthen its position in the market.

A key aspect on which attention is focused is the analysis and understanding of customers' needs, which allows us to offer them the most suitable product, promoting greater loyalty.

"Achieving our client's goals is not just a job, but it's a real passion!"

This is one of the fundamental principles that guides the Sandrini Group, where customer satisfaction is one of our strengths.

Customer interactions are a valuable source of feedback, allowing the company to identify and correct any problems, improve processes and optimise products, thus stimulating innovation and better responding to market needs.

The degree of customer satisfaction, essential to evaluate the effectiveness of our Management System and identify any corrective actions, is measured by collecting and analysing data relating to:

- trend of complaints over time;
- comments received;
- level of customer satisfaction with the product (through dedicated questionnaires)

"In addition to offering high quality products, we are committed to maintaining constant availability and an open dialogue with customers, ensuring complete support during all phases, from design to delivery."

This approach allows us to continuously seize opportunities for improvement, even and especially in the event of non-compliance.

Information on customer satisfaction is analysed by the Integrated System Manager, who, after presenting it to Management during the review sessions, implements the necessary corrective and improvement actions.





SUSTAINABILITY FOR THE TERRITORY

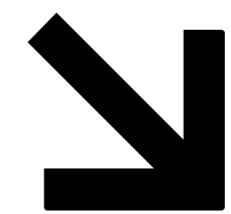


SUSTAINABILITY FOR THE TERRITORY

122

Sporting, cultural events and social activities

122



07

SANDRINI GROUP FOR THE TERRITORY

Roots in the territory: the Sandrini Group **promotes sport, culture and inclusion** for a stronger and more cohesive community.

Support to local sports teams, cultural events, traditional events such as the Stoppani Memorial and social projects, such as the renovation of the Parre oratory.

The Sandrini Group has always been committed to actively contributing to the growth and well-being not only of its members, but also of the community that hosts it, promoting and supporting initiatives that enhance the territory and promote projects related to sport, culture, youth and sustainability.

SPORTING EVENTS

Sport represents a fundamental value as a tool for growth, development and inclusion for young people. For this reason, for several years it has been enthusiastically supporting the sporting seasons of the football team A.C. PALAZZOLO 1913 S.S.D A R.L and the Costa Volpino volleyball team.

In addition to the support of sports teams, the Group is actively involved in sponsoring events open to all, such as the competitive running race and the non-competitive "Run Par" walk in the village of Parre. This event seeks to contribute to the renovation of the Parre oratory and the creation of the "C Come Casa" residential community for people with disabilities.

The Group also supports several small teams, camps and local oratories, accompanying young people on their growth path and thus consolidating its commitment to the territory.

Watching the participants of such events and the players take to the field wearing uniforms bearing the company logo is a considerable source of pride.

CULTURAL EVENTS

The Sandrini Group supports various local initiatives that promote the culture, gastronomic traditions and riches of the territory where it operates, such as the Mushroom and Chestnut Festival of Pisogne. In addition, the Group has been supporting the traditional Loverian event "Memorial Stoppani" for years, an event that offers a rich programme of exhibitions, conferences and activities, including an aeronautical village, the kite festival and exhibitions of hydroplanes and helicopters.

A further commitment to the territory by the Group concerns the periodic maintenance and upkeep of the Costa Volpino roundabout, renewing the seasonal greenery and Christmas installations.

SPORT

PROMOTING A HEALTHY LIFESTYLE AND INCLUSION



THE SANDRINI GROUP | Sports activities: A.C. PALAZZOLO 1913 S.S.D A R.L



THE SANDRINI GROUP | Village festivals



IL GRUPPO SANDRINI

The 2023 Sustainability Report was prepared according to the "**GRI SUSTAINABILITY REPORTING STANDARDS**" of the Global Reporting Initiative, using the "**WITH REFERENCE TO**" reporting option.

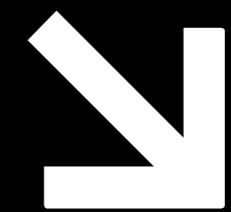




METHODOLOGICAL NOTE



TO DEFINE THE CONTENTS AND QUALITY OF THE REPORTING, THE SANDRINI GROUP FOLLOWED THE PRINCIPLES SET OUT IN THE GRI STANDARDS, WHICH PROVIDE A SET OF CRITERIA FOR SELECTING THE INFORMATION TO INCLUDE IN THE REPORT AND FOR THE REPRESENTATION METHOD.



08

METHODOLOGICAL NOTE

Transparency, accuracy and commitment: the Sandrini Group Sustainability Report as a guide to understand, verify and compare the path towards a responsible future.

ACCURACY

The economic data refers to the statutory financial statements, subjected to audit, while the accuracy of the HSE and social data derives from the existence of an integrated management system including the certified quality one (ISO 9001) and are mainly extracted from the Group's operating systems Sandrini.

The emission factors used to calculate greenhouse gases are the following:

- Scope 1 direct emissions: Defra - Department for Environment, Food & Rural Affairs - UK Government conversion factors for company reporting of greenhouse gas emissions (2021-23);
- Scope 2 indirect emissions (location based): ISPRA- Emission factors for the production and consumption of electricity in Italy – reference period 1990-2022 - publication of 28/02/2024;
- Scope 2 indirect emissions (market based): Association of Issuing Bodies - European Residual Mixes (2021-23);
- Scope 3 indirect emissions: Defra - Department for Environment, Food & Rural Affairs - UK Government conversion factors for company reporting of greenhouse gas emissions (2021-23).

CLARITY

The structure of the Sustainability Report has been defined to make the information contained easy to identify by stakeholders. The document opens with the letter to stakeholders and is made up of 7 sections: The Sandrini Group, Group Sustainability, Governance,

Ethics and Integrity, Environment, People, Value Chain Management and Sustainability for the territory. The document ends with the Methodological Note and the GRI Content Index. The level of detail of the information was chosen in order to make the Sustainability Report understandable, accessible and usable by the different stakeholders.

COMPARABILITY

To allow stakeholders to analyse changes in the company's performance, the Report presents the data relating to the three-year period 31.12.2021 - 31.12.2023. Furthermore, internationally accepted units of measurement were used, consistency was maintained in the methods used to calculate the three-year data and absolute values, percentages and normalised data were reported to allow comparisons.

COMPLETENESS

The Sustainability Report was designed to allow stakeholders to have a complete picture of the activities carried out by the company.

SUSTAINABILITY CONTEXT

The Sandrini Group then carried out the impact analysis, assigning a different weight to the stakeholders depending on the relevance covered for the Group;

- the survey conducted internally;

- the external survey which involved the following stakeholders: 16 customers, 21 suppliers; 10 financial and credit institutions and 87 employees.

TIMELINESS

The Sustainability Report is published annually. The information contained within the document refers to the time period between 1 January 2023 and 31 December 2023. The document also contains the same quantitative information relating to the previous two years.

VERIFIABILITY

The company has set up internal controls and organised the documentation so as to be able to prepare for a possible assurance activity.

GRI CONTENT INDEX





GRI CONTENT INDEX

DECLARATION OF USE

Sandrini Group reported the information cited in this “GRI Content index”. For the period 01/01/2023- 31/12/2023 **with reference to the GRI Standards.**

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GRI 1 USED

GRI 1: Fundamentals 2021



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