

# Sustainability Report **2024**



The **Eco-Ethical** Company

Prepared by:  
**Gruppo Saviola**

In cooperation with:  
**Fedabo Spa SB**

Data processing through:  
**Piattaforma ESGeo**

Graphic Design:  
**Jump Group**

Translation:  
**DEM Group**



The **Eco-Ethical** Company



Sustainability  
Report  
**2024**

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# Gruppo Saviola

## The Eco-Ethical Company



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## 1.1



## Letter to Stakeholders

We are proud to present the sixth edition of our Sustainability Report, which represents an important step forward on the path to increasingly responsible corporate management. As Gruppo Saviola, we are committed to extending a shared culture of ESG issues across all contexts because we believe they represent added value for our stakeholders.

In all our core businesses, we work towards generating positive relationships, in the knowledge that this is the only path to the future and to creating value for our customers, collaborators, and suppliers. In over sixty years, we have sought to create a value chain inspired by economic, environmental, and social sustainability.

Our Ecological Panel<sup>®</sup>, made through the upcycling of a secondary raw material, is a concrete example of our commitment to the wood-furniture and design sector. This product not only reduces environmental impact, but also offers an innovative, sustainable and quality solution.

Over the past year, we have worked hard and with dedication to improve our environmental, social and governance performance. Thanks to the input of the ESG Committee and all the corporate functions involved in its publication, our report has been prepared in compliance with the required standards, preparing us

to promptly incorporate all the changes that will be introduced in the coming years by the new directives. It is a reporting and transparency tool that aims to provide a complete overview of our sustainability performance. We believe that these two principles (transparency and reporting) are essential to building stakeholder trust and guiding our business decisions.

In this document, you will find detailed information on our goals, strategies, and progress: an overview of 2024 that we are proud of and want to share with our community. We thank all the stakeholders who have contributed to achieving this goal: our team, our customers, our suppliers, and the local communities. Your collaboration and support are essential every day.

We are aware that we are on a constantly evolving journey and that we cannot stop if we want to improve our performance. We are committed to doing so and to maintaining a high focus on ESG issues in all our activities.

We therefore invite you to read our Report and share your observations and suggestions with us. Sustainability is a path we must travel together to build a better future for all.

Alessandro Saviola  
Chairman of Gruppo Saviola





# 1.2

## Methodological note and reading guide

Gruppo Saviola has drawn up the sixth edition of the Sustainability Report according to the 'with reference' option of the GRI Standards (Global Reporting Initiative) updated to the latest version (2023), with the aim of communicating to its internal and external stakeholders the results, actions and projects related to sustainability issues for its environmental sphere.

In drafting the document, the principles of materiality, accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability were adopted.

As explained in more detail in the following chapter on impacts and materiality analysis, in 2024 the materiality analysis carried out in the previous year was updated, also taking into account the provisions of the European Union's Corporate Sustainability Reporting Directive (CSRD). Specifically, the impact materiality analysis envisaged by the GRI Standards has been integrated according to a dual materiality approach, which therefore considers the company's impacts on the environment and people, in line with the GRI methodology, and outlines the financial risks and opportunities arising from sustainability issues, inspired by the provisions of the 'European Sustainability

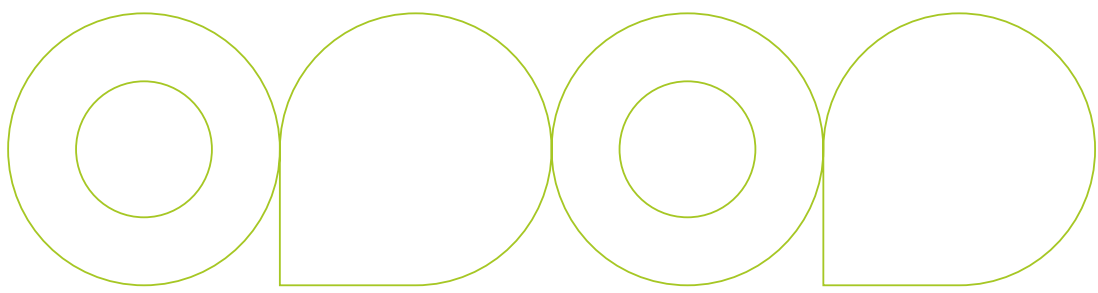
Reporting Standards' (ESRS) reporting framework.

Stakeholder engagement for the materiality analysis, carried out during the previous year, was not repeated for this edition, with the intention of addressing this activity as closely as possible to the new practices arising from future reporting requirements.

The material topics have been dealt with within the relevant chapters and paragraphs. Whenever possible, indicators, including metrics, were used to show time trends. For each reported topic, the correlation with the Sustainable Development Goals (SDG) is proposed.

Environmental, social and governance issues were presented in aggregate at the Holding level. Focuses were conducted on specific topics of interest to Gruppo Saviola.

The reported information refers to the Gruppo Saviola organisation, whose Holding is based in Viale Lombardia (Mantua), for the period from 1 January to 31 December 2024.




**SUSTAINABLE DEVELOPMENT GOALS**


The considered corporate perimeter is defined by Gruppo Saviola and includes the activities carried out at the operational headquarters of Viale Lombardia 29, BU Savionet (Network sites as at 31 December 2024), BU Saviola (Viadana, Mortara, Sustinente, Radicofani, Refrontolo, Miane, Montelabbate, Montecalvo in Foglia, Sitech, Trasporti Delta, Trendcor, Rheinspan); BU Sadepan (Viadana, Truccazzano, Genk, Advachem); BU Composad (Gerbolina, Cogozzo) and BU Saviolife.

No data were included for the Sadepan Latinoamericana site, which has not been part of the Saviola perimeter since December 2024.

The documentation work was carried out with the support of the consulting company Fedabo Spa SB. For the collection of data, it was carried out through the ESGeo platform, a system that allowed a timely entry of data that had been identified as relevant by reference figures, without excluding any production or commercial site. The structural complexity of the Group and the variety of its production processes, as well as the human and material resources distributed within it, do not allow for total homogeneity in data collection, precisely because some values are not relevant (or available) for all company

sites. In these cases, an analysis of the data available in aggregate form was carried out.

Gruppo Saviola 2024 Report differs from its predecessors, however, in that it adds to the indicators required by the GRI reporting framework an initial reference to some specific datapoints provided for by the delegated act containing the 'European Sustainability Reporting Standards' (ESRS).

Comparative information for the three-year period 2022 - 2024 is also presented in the text.

The 2024 Sustainability Report was approved by the ESG Committee on 16 of July 2025. The document has been audited by KPMG S.p.A. in the form of "limited assurance".

For details on the subject of the audit work and the procedures carried out by the independent auditor, please refer to the report published from page 142 to page 144.

For any further information on the topics covered in the Report, write to the dedicated email address: [info@saviolaholding.com](mailto:info@saviolaholding.com).



# 1.3

## The Eco-Ethical Company

Circular economy and sustainability are two of the core principles of the business model of Gruppo Saviola, a leading company in the collection and processing of post-consumer wood for the wood-furniture industry. Thanks to vertical integration, which is another pillar of Saviola's business, the various operating units are organised to optimise the entire production cycle. The Group's Business Units aim to ensure maximum efficiency, reducing waste and environmental impacts.

As early as the late 1980s, the Group was one step ahead in developments in the industry, investing in ecology and recycling to transform waste materials into valuable, functional and aesthetically appealing products. Post-consumer wood is collected through the Savionet network, a system of collection centres spread across Europe, thus starting the virtuous cycle of the Saviola model.

Once the wood arrives at the mills, it is separated from non-wood materials such as iron, glass, aluminium and copper, allowing these resources to be recovered and valorised as well. Subsequently, the wood part is sorted and processed together with other internally produced components, including glues, resins, edges and decorative finishes. The result of this process is the Saviola Ecological Panel® ready to be transformed into quality furniture solutions.

This innovative production system is not only the result of the far-sighted intuition of founder Mauro Saviola, but also of the Group's constant commitment to innovation and the search for continuous improvements in its production processes.



The Eco-Ethical Company

 **savionet**

 **saviola**

 **sadepan**

 **composad**

 **saviolife**

## Our roots

# Our people are the engine of change

The skills and passion of those who work with us are the beating heart of the Group. We value people, we invest in their growth and we believe that only through talent and collaboration can ever more ambitious goals be achieved. Change starts with those who, every day, build our future.

## Sustainability, technology and design: our DNA

We constantly innovate to optimise every stage of our work, reducing waste and improving efficiency. Our solutions combine materials brought to life, advanced manufacturing processes and a constant focus on aesthetics and function. Sustainability is not an option, but a principle that guides all our choices.

## Let us not waste, let us regenerate

We give matter new life by transforming post-consumer wood into our Ecological Panel®. Thanks to an advanced industrial process, we eliminated the use of virgin wood over 30 years ago and transform materials destined for waste into sustainable, high-quality products. Upcycling is our circular economy model

# Function and aesthetics underpin every product

Each Ecological Panel® is developed from the perfect balance of innovation, quality and design. Attention to detail and continuous research allow us to create solutions that not only respect the environment, but also guarantee excellent performance and refined aesthetics. Beauty and function are inextricably linked in our work.

# Each Business Unit has its own role

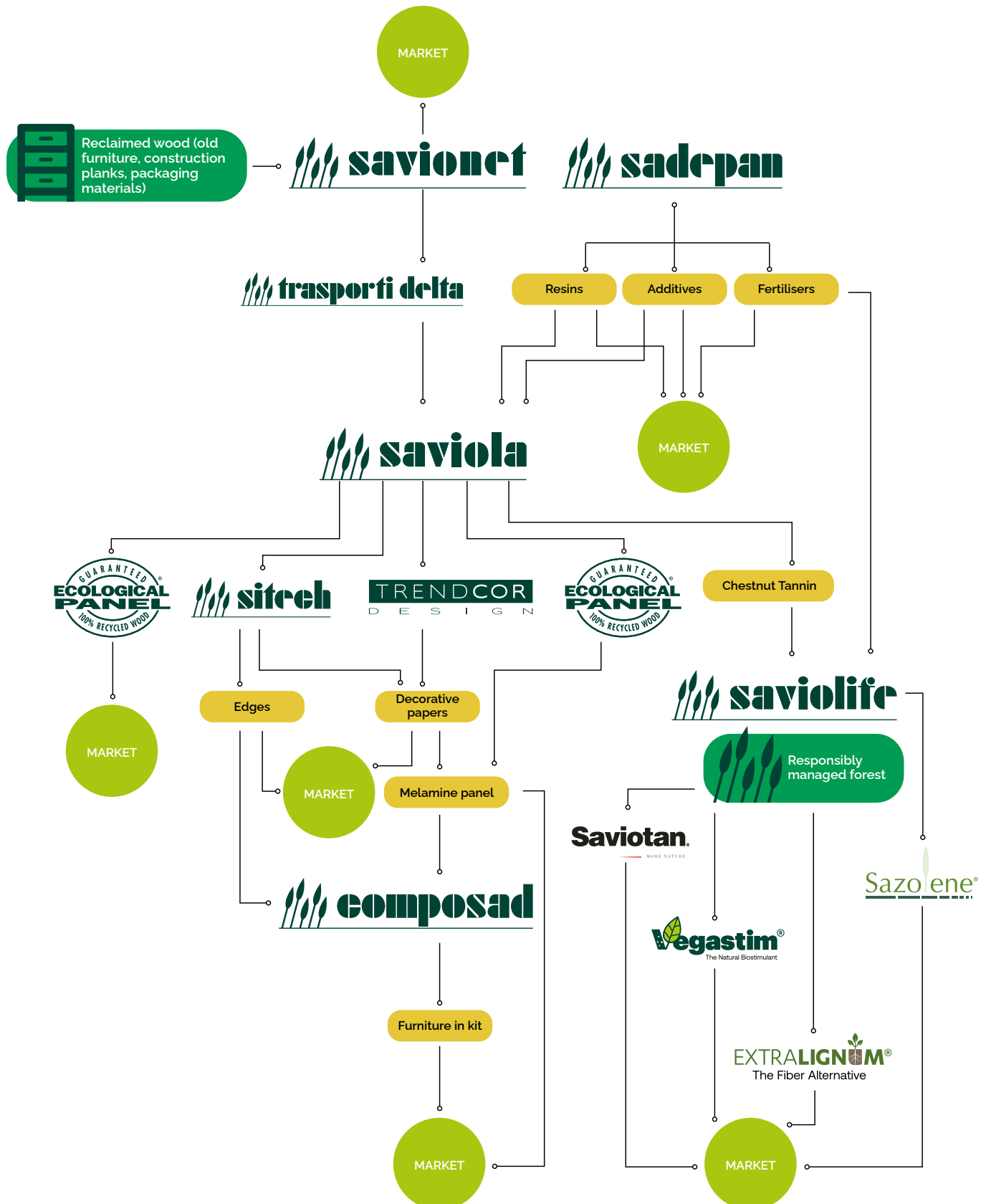
Our 5 business units Savionet, Saviola, Sadepan, Composad and Saviolife together give life and substance to our ecosystem. Each company has its own unique and differentiated identity, but they are all united in achieving the same goals of sustainable growth.

# Our strength is in the network

Our success is based on an extensive network of collection centres throughout Italy and Europe. This infrastructure, led by Savionet, allows us to recover large quantities of post-consumer wood, ensuring a constant and responsible supply for the production of the Ecological Panel®. Without this network, our circular economy model would not be possible.

# 1.3.1

## Gruppo Saviola's production process: circularity and vertical integration





The brothers Angelo and Mauro Saviola, together with Dino Del Ton founded Sadepan, a company specialised in the production of particle board.

1963

## The history of Gruppo Saviola

1973

The Chemistry plant began operation, specialised in the production of glues and resins. Thus, a system based on integrated production logic was born.

New acquisitions were added to deal with the expansion of the market, thus constituting an industrial system.

1983

The company began producing the Ecological Panel®, made of 100% recycled wood. The company's Eco-Ethical approach based on a circular economy system was initiated.

1992

The entire production was based on 100% ecological panels from recycled wood.

1997

Composad was founded, specialising in the production of furniture in kits. Vertical integration of the supply chain was completed.

2000

2009

Alessandro Saviola took over the leadership of the Group and initiated a journey that made the company efficient and competitive.

2013

The Group launched Trendcor: a creative technical workshop in Frankfurt.

2019

Saviolife was established, a Business Unit dedicated to Life Sciences: from agriculture to livestock, up to the tanning sector.

2022

Gruppo Saviola launched the first communication campaign "Nuova Vita" (New Life) which would continue in the following years.

Gruppo Saviola acquired the chemical company Advachem (Belgium) and achieved the almost complete acquisition of Rheinspan.

2023

2024

The new Savionet Business Unit, the integrated network for the management of environmental services, including post-consumer wood collection, was officially established. Gruppo Saviola achieved 100% acquisition of Rheinspan.

# 1.3.2

## Year 2024: Highlights

**€ 733 MLN**

Revenues

**€ 82 MLN**

Ebitda

**€ 20.9 MLN**

Ebit

**€ 3.8 MLN**

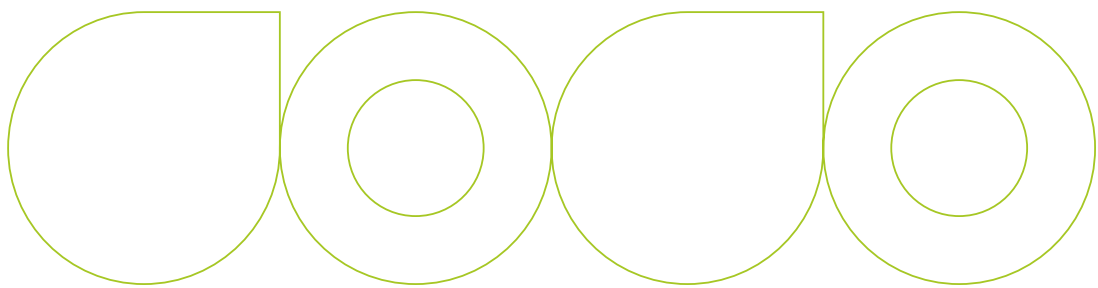
Net profit

**1740**

Number of employees 2024

**31**

Savionet Centres



## 1.3.3

# Chips 2024

## Prize German Design Award

The Strippedwood finish won the German Design Award 2024 for Excellence and Innovation, awarded by the German Design Council through careful evaluation by an international jury that monitors and rewards the year's most significant design trends in all industries.

## Saviolife at IPM in Essen (Germany)

Saviolife attended the 40th IPM in Essen (Germany) where it presented its 'Natural Tomorrow' philosophy. The fair was an opportunity to make a difference in agriculture with ethical, green and life-friendly production.

## Saviolife at International Production & Processing Expo in Atlanta (USA)

Participation in this fair was all about discovering alternative ideas, respecting all forms of life, to develop even more sustainable production processes.

## Collaboration with the Milan Triennale

The Ecological Panel® will become part of history thanks to the collaboration with the Milan Triennale. A space dedicated to memory, research and innovation has been inaugurated, highlighting the priceless historical heritage through display cases, cabinets and shelves, made with the Saviola Panel..

## Saviolife at My Plant and Garden in Milano

This event, dedicated to living and designed greenery, is a key reference point for generating new value along the entire green supply chain, from horticulture to landscape architecture, and highlighting the importance of greenery in

improving the well-being of all forms of life.

## Composad at kbb in Birmingham (UK)

The kbb Birmingham fair offered Composad the opportunity to transform a simple project into an ecological work of art. Designers, architects, professionals and buyers have redefined the design landscape of the environments we live in by discovering a new concept of beauty in interior design.

## Saviolife at Health and Nutrition in Bangkok (Thailandia)

The Saviolife Business Unit has taken a leading role with Saviotan® in promoting health and nutrition through the use of natural livestock products and helping to redefine the standards of the feed industry by offering solutions that combine sustainability, quality and performance.

## Composad at High Point Market (USA)

For the third year running, Composad joined the stage for design excellence overseas, the High Point Market event. Past experience has allowed the company to gain a deeper understanding of the US market, enabling it to develop a dedicated range of modular furniture.

## The Wood Without The Tree - Salone del Mobile in Milano

During the participation at the Salone del Mobile through the collaboration with CRA - Carlo Ratti and Studio Rota, the entire stand was built with the Ecological Panel® which showcased the work 'The Wood Without The Tree': a concept of infinite possibilities, fuelled by the regeneration of wood.

## Surface in Motion in Verona

Gruppo Saviola took part in the first edition of Surface in Motion Italia, in Verona: an event dedicated to the players in the wood-based materials industry.

## Saviolife at ILDEX Exhibitions (Vietnam)

Saviolife participated at the Saigon Exhibition and Convention Center (SECC) in Vietnam, presenting the opportunities related to tannin, naturally extracted from the chestnut tree, for the livestock farming world and, specifically, feed for farm animals.

## George Baselitz exhibition. Belle Haleine in Sabbioneta (Mantua)

The Ecological Panel® was chosen for the setting up of George Baselitz's Belle Haleine exhibition in Sabbioneta (Mantua), which thus opted for ecological and environmentally friendly exhibition structures.

## Symbola seminar in Mantua

Gruppo Saviola participated in the 22nd edition of the seminar organised by Symbola. An event that stimulated discussion between the different businesses that are working to promote 'an economy and society on a human scale'. During one of the meetings the speakers had the opportunity to talk about innovation and decarbonisation.

## Creation of the Newsletter "Oltre la corteccia!" (Beyond the Bark!)

Gruppo Saviola decided to activate a new channel: the newsletter. A channel designed to convey the essence of the company, with its stories, news, fun facts and people

## New column: "A Chioma Alta" (Hold your crown high)

A new column where each month the Group's employees are given a voice, recounting their experiences within the industrial system and the facets of their work with ever different points of view.

## EcoForum with Legambiente in Rome and Milan

Gruppo Saviola was a guest at events organised by Legambiente in Rome and Milan. In the two speeches, the Group presented its production process based on the circular economy and discussed innovation, the future and sustainability.

## Inauguration of the fourth melamine faced panel production line in Mortara

The fourth production line for melamine faced panels was inaugurated at the Mortara plant. The pillars of the work, which lasted over 13 months, were 'technology, innovation and employment'.

## Composad at Furniture China in Shangai (Cina)

Composad participated in Furniture China in Shanghai. It was an opportunity to show an ever-changing market the solutions designed to flexibly furnish both small home environments and larger spaces.

## 100% acquisition of Rheinspan

Gruppo Saviola concluded the acquisition of Rheinspan. German company based in Germersheim specialising in the production of chipboard. This continues the Group's desire to spread its sustainable business model in Europe as well.

## Composad at MOW in Bad Salzuflen (Germany)

The MOW fair was a valuable opportunity for Composad to consolidate its presence in the D.A.CH. market and to explore new international opportunities.

## Sicam of Pordenone and collezione Elementum Europe

Gruppo Saviola launched its new Elementum Europe collection at Sicam. This is a new line of finishes that combines innovation, design and sustainability to create contemporary spaces.

## Murals at the Sustinente (Mantua) site

At the Sustinente site a mural was created depicting the budding of a tree as a symbol of hope to be passed on to future generations. A fundamental value for an Eco-Ethical Company to spread.

## Ecomondo 2024 in Rimini, the biggest edition ever

Gruppo Saviola, with the Savionet Business Unit at its core, participated in the 27th edition of Ecomondo. It was an opportunity to meet new people who care about sustainability issues and to strengthen ties with businesses that have been contributing to the sustainable development of our country for years.

## Composad The Home of Home Furnishing (USA)

Composad had the opportunity to introduce the new 'PRONTO' office line to the US market. Composad's presence in the international market and particularly in the US represents the international scope of the entire Group.

## Frankfurt International Book Fair

Gruppo Saviola participated in Frankfurter Buchmesse, the International Book Fair in Frankfurt. The Group collaborated with the Stefano Boeri Architetti firm for outfitting the Italian Pavilion by supplying the Ecological Panel® for the creation of a space dedicated to the beauty and innovation of our country, creating together the perfect combination of art, literature and sustainability.

## Ecological Panel® at the Louvre Museum in Paris

Gruppo Saviola provided outfitting material for 'Private Lives: from the bedroom to social media', which was held at the Louvre Museum in Paris. The exhibition explores the evolution of intimacy from the 18th century to the present day through 470 works.

## Saviolife at Eurotier in Hannover (Germany)

Saviolife participated in Eurotier in Hannover. The international benchmark trade fair for animal husbandry provided the opportunity to present Saviolife's natural solutions for animal and plant care.

## Visit of MADE Competence Center of the Milan Polytechnic

Gruppo Saviola joined the Digital Transformation Path of the MADE Competence Centre for Industry 4.0 led by the Milan Polytechnic, offering the opportunity to show a delegation of managers, entrepreneurs and professionals how its production system actually works.



## 1.4

# Saviola Holding

Saviola Holding is the parent company of the entire industrial ecosystem known as Gruppo Saviola.

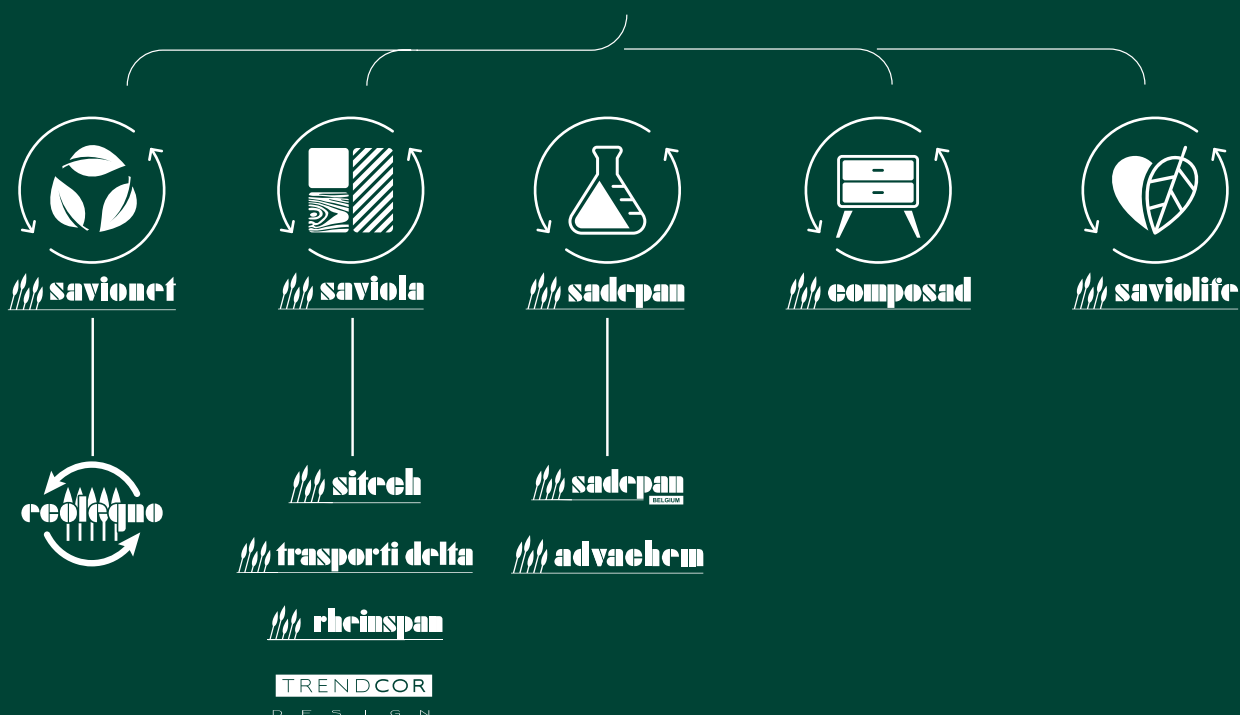
The company is responsible for the coordination and management of all subsidiaries, with particular reference to the five Business Units: Savionet, Saviola, Sadepan, Composad, Saviolife.

At Saviola Holding, all the main departments of the Group are present: general management, administration and management control, financial activities, purchasing, human resources, energy management, health and safety, IT development, communication and sustainability, innovation.

Governance management also involves the consolidation of coordination groups with respect to strategic issues, going beyond the logic of regulatory obligation: the Supervisory Board, the Privacy Committee, the ESG Committee and the Innovation Committee, which through their functions make a great contribution of strategy and thought to the entire Group.



The **Eco-Ethical** Company



**Headquarters**

Viadana – Mantua (Italy)

# 1.4.1

## Gruppo Saviola Certifications

Environment, safety and products are the trump cards that Saviola bases its business on.

With respect to employees, stakeholders, customers and suppliers, the Group has several teams dedicated to the annual renewal of existing certifications and the implementation of new ones. There are 78 certifications within the entire Group.

BUSINESS UNIT	SYSTEM			PRODUCT
	ENVIRONMENT	SAFETY	QUALITY	
<b>Saviola Holding</b>	/	/	ISO 9001:2015	/
<b>Savionet</b>	ISO 14001:2015* (excluding CGF, Morandi Bortot, centres outside the Italian perimeter and non-consolidated centres)	ISO 45001:2018 (Ecolegno Florence)	ISO 9001:2015 (excluding CGF, Morandi Bortot, centres outside the Italian perimeter and non-consolidated centres)	SURE-UE (Morandi Bortot)
<b>Saviola</b>	ISO 14001:2015 (Trasporti Delta Srl, Radicofani, EMAS (Rheinspan))	ISO 45001:2018 (Trasporti Delta)	ISO 9001:2015 (Saviola, Trasporti Delta)	FSC® (FSC-C001524), PEFC (CQ-PEFCCOC-24414) + ICILA - (PEFCCOC-004401) REMADE IN ITALY (Viadana, Mortara, Sustinente, Refrontolo, Premaor/ Miane, Montelabbate sites) 4 STARS, Quality Award E1, CARB P2, TSCA Title VI, CPR Fireproof panel (Viadana site) MED Laminate (Mortara site)
<b>Sadepan</b>	ISO 14001:2015 (Viadana site, Genk) and EMAS (Viadana site)	ISO 45001:2018 (Viadana, Truccazzano, Genk sites)	ISO 9001:2015 (Viadana site, Genk)	FSC® (FSC-C116161) (Truccazzano site) ISCC PLUS (Genk site)
<b>Composad</b>	ISO 14001:2015	ISO 45001:2018	ISO 9001:2015	FSC® - (FSC-C011298)
<b>Saviolife</b>	ISO 14001:2015 (Radicofani site)	/	ISO 9001:2015, ISO 22001:2018 (Radicofani site)	FSC® (FSC-C174847), PEFC (CQ-PEFCCOC-30572), FAMI-QS and GMP PLUS FCA, Organic Soil improvers (Radicofani site)

**78 Gruppo Saviola certifications**

*\*The following Ecolegno centres are not consolidated: Bergamasca, Modena, Picena, Venice, Rome, Sassari, Forti. Work on obtaining ISO 14001 and ISO 9001 certification for the French centres started in 2024 and will lead to both certifications in early 2025.*

# 1.4.2

## FOCUS: Collaborations with sustainable associations (Symbola, Susdef, Km Verde Parma, Legambiente)

In 2024 Gruppo Saviola continued its collaborations with some of the most important associations dealing with sustainability at both national and local level. The Group's commitment to sustainability is not limited to production according to the principles of the circular economy, but also develops through the dissemination, active participation and support of associations working in the field of sustainability. In 2024 Gruppo Saviola collaborated with:

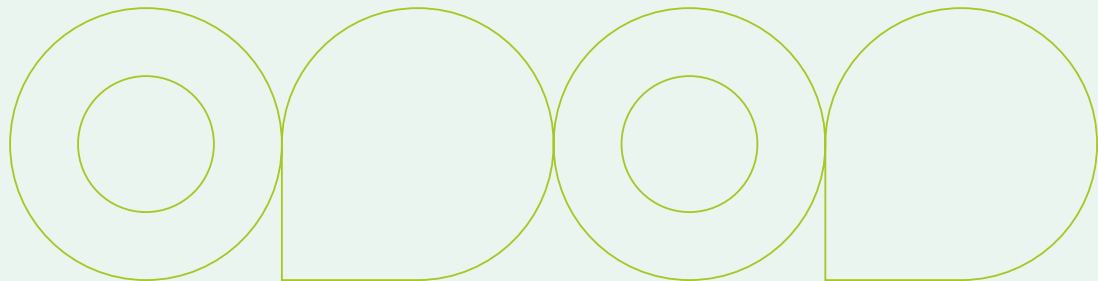
**Fondazione per lo Sviluppo Sostenibile (Foundation for Sustainable Development)**, a reference point for the green economy in Italy. Gruppo Saviola is one of the founding members of the association that is committed to information on the circular economy every year.

**Consorzio Kilometro Verde Parma**, an association active in reforestation projects throughout the province of Parma. Gruppo Saviola has been a member of the Consortium since 2021, committing to and supporting the organisation's green mission together with many important local partners.

**Symbola** a non-profit foundation that promotes and aggregates Italian Qualities through research, events and projects. The foundation focuses on disseminating the model of companies and institutions that have a positive impact on the nation and foster a development model that combines innovation and tradition.

**Legambiente** among the most active and important Italian organisations operating in the field of sustainability by organising information campaigns on the environment, educational projects aimed at youth, and drafting scientific reports on territorial emergencies.

**FSC®** is a non-governmental organisation that promotes responsible forest management. The partnership with FSC® stems from totally sharing its values and being in line with its thinking. Gruppo Saviola has been an FSC® member since 2008.



1.5

## Savionet: Regenerative Recycling

*Savionet is the Group's business unit, established in 2023, dedicated to utilities, production and distribution companies, with a main focus on the wood recycling and energy production sectors. This commitment is in line with the principles of environmental sustainability that have made Saviola a global benchmark.*

### Core Business

Savionet's core business remains the collection and recycling of wood waste, which is used as the sole raw material for the production of the Ecological Panel®, an ideal ecological solution for the recovery of furniture, furnishings, building materials, pallets, industrial packaging and fruit and vegetable waste.

Through these centres, which are the nerve centre of raw material supply for Gruppo Saviola, approximately 1.5 million tonnes of post-consumer wood are recovered annually. This avoids the felling of 10,000 trees every day. Savionet was established based on founder Mauro Saviola's vision to encourage the separate collection of wood and minimise waste. The first collection centres, called Ecolegno, were established in the 1990s in areas close to major urban centres. Today, these plants, operating in Italy, France, Switzerland and Germany, represent the first link in a chain that transforms post-consumer wood into a finished product.

The collected waste undergoes rigorous quality checks to ensure compliance with production standards and environmental regulations. The entire procurement process involves continuous checks, from the origin of the material to the storage period in the collection centres, through document inspections and in-depth analyses. In the centres, wood waste is reduced in volume and undergoes an initial cleaning phase to remove the most obvious impurities. Subsequently, further processing takes place in the Group's own factories with the separation of all other materials from wood.

Savionet centres play a crucial role in promoting sustainability by facilitating the recovery of post-consumer wood and reducing the risk of accumulation or incineration in landfills. Recycling these materials also prevents the methanisation process, thus helping to limit the emission of greenhouse gases.



## 1.5.1

Savionet  
centers:  
the map

## ITALY

- 1) CGF RECYCLE srl..... Monopoli (BA)
- 2) DEL CURTO Srl..... Verderio (LC) e Merate (LC)
- 3) DUR.ECO Srl..... Urbania (PU)
- 4) ECOLEGNO AIRASCA Srl..... Airasca (TO)
- 5) ECOLEGNO BERGAMASCA Srl..... Treviglio (BG)
- 6) ECOLEGNO BRESCIA Srl..... Rudiano (BS)
- 7) ECOLEGNO BRIANZA Srl..... Cucciago (CO)
- 8) ECOLEGNO C.M. VENEZIA Srl..... Mestre (VE)
- 9) ECOLEGNO FIRENZE Srl..... Cerreto Guidi (FI)
- 10) ECOLEGNO FORLÌ Srl..... Forlì (FC)
- 11) ECOLEGNO MILANOEST Srl..... Vimercate (MB)
- 12) ECOLEGNO MODENA c/o..... Baggiovare (MO)
- 13) ECOLEGNO PICENA 1 Srl c/o LEA Srl..... Martinsicuro (TE)
- 14) ECOLEGNO ROMA Srl..... Roma
- 15) ECOLEGNO SASSARI Srl c/o RGM Srl..... Ploaghe (SS)
- 16) ECOLEGNO UDINE Srl..... S. Giorgio di Nogaro (UD)
- 17) ECOLEGNO VALDELSA Srl..... Colle di Val d'Elsa (SI)
- 18) ECOLEGNO VERONA Srl..... Verona
- 19) ECO-TRANS Srl..... Lonigo (VI)
- 20) GALLICI Srl..... Ronchis (UD)
- 21) MORANDI BORTOT Srl..... Tezze di Vazzola (TV)
- 22) RE SERGIO RECYCLING Srl..... Corana (PV)
- 23) SANDEI Srl..... Vignola (MO) e San Polo di Torriale (PR)
- 24) SIMA Srl..... Cornate d'Adda (MB)
- 25) ECOLEGNO SILLARO ..... Cà Bianca (BO)

## FOREIGN

- 1) BIOREC AG..... Svizzera, Regensdorf
- 2) ECO SCRAP ..... Germania, Lustadt
- 3) VALECOBOIS GRAND EST ..... Francia, Luneville
- 4) VALECOBOIS PROVENCE SAS ..... Francia, Vitrolles
- 5) VALECOBOIS RHONE ALPES SAS..... Francia, Givors
- 6) VALECOBOIS SAS ..... Francia, Aix en Provence



# 1.5.2

## Focus: Services offered by Savionet

After a series of acquisitions that allowed it to expand its post-consumer wood collection network in Italy and abroad, Savionet expanded the range of services offered to companies.

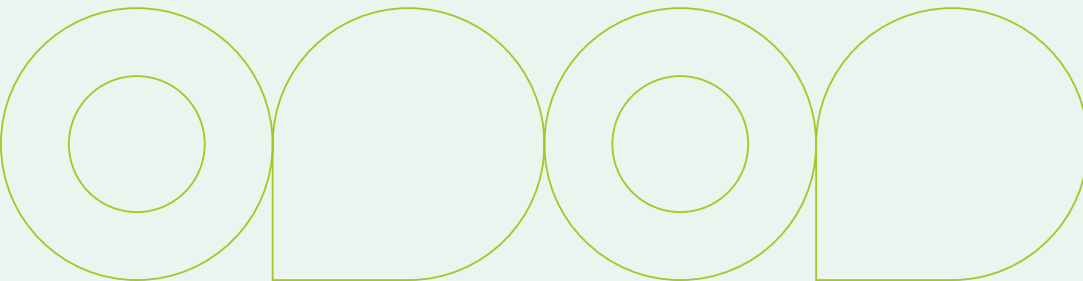
The collection and management of wood involves dedicated resources and various types of equipment (machinery, containers and a fleet of vehicles), which enable the treatment of different types of waste.

In addition to the collection of wood waste, Savionet enables the recovery of similar fractions such as clippings, prunings and residues resulting from the cleaning and maintenance of riverbeds, sandy shores and public green areas. Thanks to the know-how it has acquired, Savionet sends the various collected and selected materials to the best recovery solution: from the production of pellets, to power plants from renewable sources; from biofilters to composting, and of course the production of chipboard panels for furniture and furnishings. In addition, assistance for ecological operators includes the supply of equipment for shredding various materials, separation and screening plants, dust suppression systems and specialised shops for maintenance and repair. This integrated approach guarantees the certification of collected materials for recovery and recycling through authorised centres and qualified personnel.

Savionet not only offers services, but through its centres is able to directly process part of the materials, placing products such as pellets, compost, CSS, biomass, etc. on the market and guaranteeing the entire chain of custody.

The Group's goal is to create synergies between all centres, transforming Savionet into a fully self-sufficient business ecosystem. Thanks to this integration, the company can rely on internal resources and technologies to address and solve any critical issues, without having to resort to the external market.

Savionet therefore represents an economically and environmentally sustainable solution for waste management and land preservation.



## 1.6

## Saviola: The first 100% recycled wood

*For over 30 years, Gruppo Saviola has been transforming recycled wood into high quality panels, reducing environmental impact and giving new life to resources. Sustainability and respect for the environment are at the heart of our work and allow for infinite regeneration: we reduce waste and promote a circular economy. Every Ecological Panel® produced is the result of a concrete commitment to a greener future.*

### Core Business

The Saviola Business Unit comprises several subsidiaries, both national and international, Sit-tech Srl for the production of furniture edgings, Trasporti Delta Srl for the logistics of the entire Group and the Rheinspan GmbH Co.KG plant located in Germany. Also located in Frankfurt, Germany, is the design centre Trendcor, founded in 2000, which develops customised and innovative solutions for the furniture industry, bringing added value.

The flagship product is the Ecological Panel®, made from 100% recycled wood and available in raw or melamine-faced versions.

The Group has internalised all the different stages of panel production, starting from the collection of post-consumer wood through the Savionet Business Unit, to the production of edgings, melamine faced panels, impregnated papers, laminates and semi-finished products

for the furniture industry. The cycle is completed with transport and logistics services to and from the production site, efficiently managed to minimise environmental and economic impact.

### Locations

- **Viadana** – Mantua (Italy)
- **Sustinente** – Mantua (Italy)
- **Mortara** – Pavia (Italy)
- **Radicofani** – Siena (Italy)
- **Refrontolo** – Treviso (Italy)
- **Miane** – Treviso (Italy)
- **Montecalvo in Foglia** – Pesaro Urbino (Italy)
- **Montelabbate** – Pesaro Urbino (Italy)
- **Frankfurt** (Germany)
- **Germersheim** (Germany)

### Products

- Unfinished and melamine-faced chipboard panels
- Continuous plastic laminates
- Fine melamine-faced, chipboard and mdf panels
- ABS and PP edges
- Furniture components
- Surfaces
- Finished impregnated decorative papers (paintable or finished)
- Digital prints

# 1.6.1

## Focus: Ecological Panel® collaborations

Over the course of 2024, Gruppo Saviola Ecological Panel® has been at the centre of several major collaborations, consolidating its role in the sustainable furniture sector.

In February, it was the star of the Milan Triennale as part of the inauguration of Cuore - Centro Studi, Archivi, Ricerca. On this occasion, the Ecological Panel® was used to renovate the facilities of the Exhibition Archives, highlighting the shared commitment to the circularity of knowledge and the valorisation of wood recycling.



During Salone del Mobile 2024, Gruppo Saviola presented the installation 'All Wood but the Tree', created in collaboration with the firms CRA-Carlo Ratti Associati and Italo Rota.



This installation highlighted the infinite regenerative possibilities of the Ecological Panel® used as a structural element to build the entire stand without the use of other materials, thus demonstrating the product's versatility and sustainability.

Gruppo Saviola collaborated with Studio Boeri for the realisation of the Italian Pavilion at the Frankfurt Book Fair. During the event, the performance 'Di Ri-generazione in Ri-generazione' (from regeneration to regeneration) by figurative artist Marcello Carrà was held, highlighting the ecological theme of chaos, rebirth and future using the Ecological Panel®.

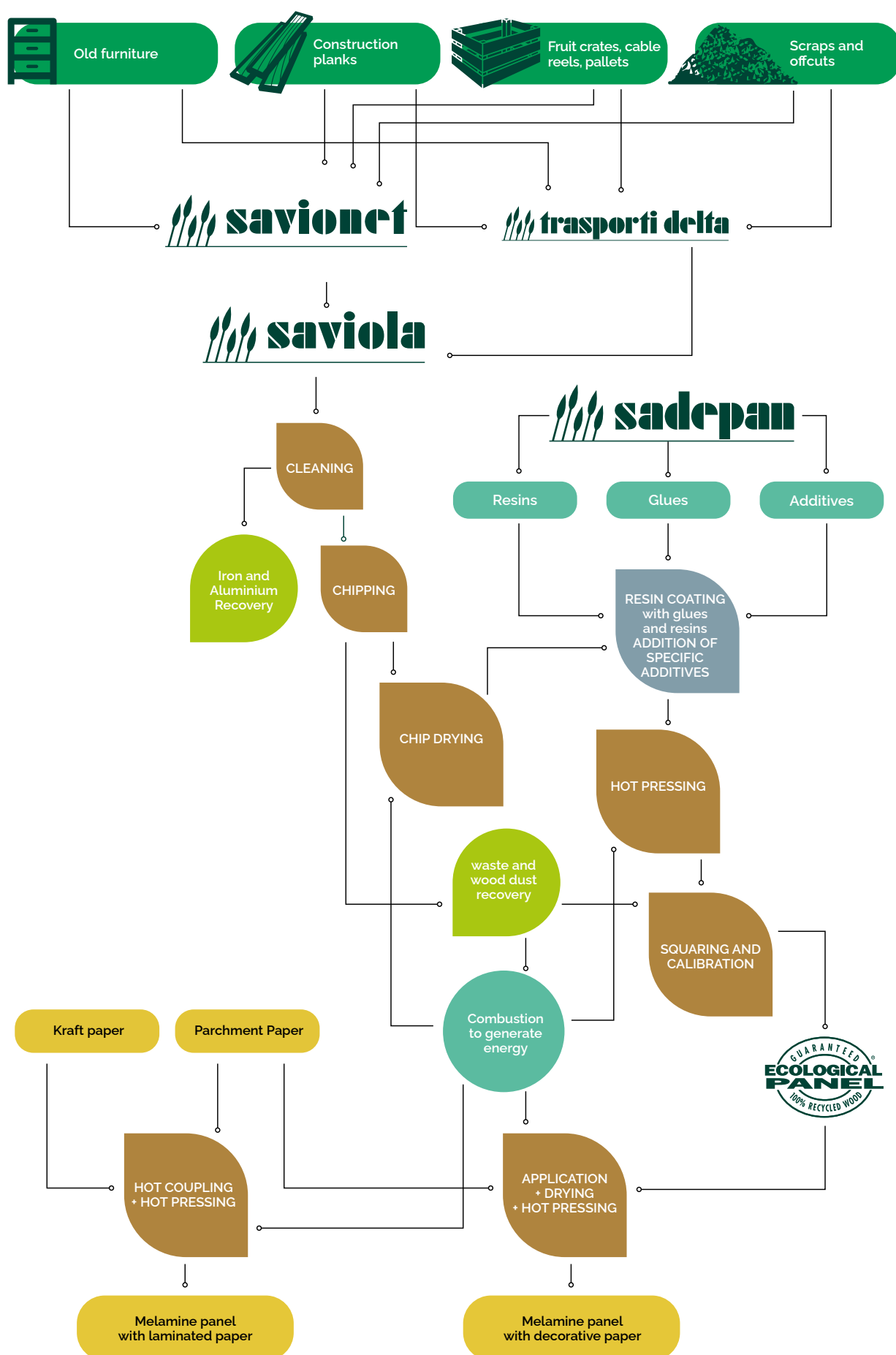


At the Musée des Arts Décoratifs du Louvre in Paris, the exhibition 'Private Lives: from the bedroom to social media' was set up with Saviola as the technical partner: the Group provided material for the exhibition set up with 100% recycled wood panels chosen from the latest Saviola collections, narrating the change in the perception of intimacy.



These collaborations testify to Gruppo Saviola ongoing commitment to promoting sustainable innovation and creating synergies with partners who share the same vision of a greener, more responsible future.

## Ecological Panel® production process



## 1.7

## Sadepan: Ethical Chemistry

*Our philosophy is based on an essential principle: respect for man and the environment. We use chemistry to offer our customers a top-quality product with consistent performance and customised solutions. We work consciously, developing solutions that protect human health and the environment, without compromising innovation and effectiveness*

### Core Business

Sadepan was founded in 1973 with the aim of integrating the upstream production process, supplying glues and resins essential for the production of the Ecological Panel®. Today, the company, with offices in Italy and Belgium, does not only meet the internal needs of the Group, but mainly addresses the market.

Sadepan produces a wide range of products, including glues and resins, hardeners, self-hardeners and impregnated kraft papers. The latter are ultra-protective papers, resistant to cuts, shocks, tears and vibrations, with high qualities of robustness and resistance to moisture. The company's facilities also specialise in the production of solid and liquid slow-release nitrogenous fertilisers, as well as NPK liquid fertilisers, intended for agriculture and distributed commercially through the Saviolife Business Unit.

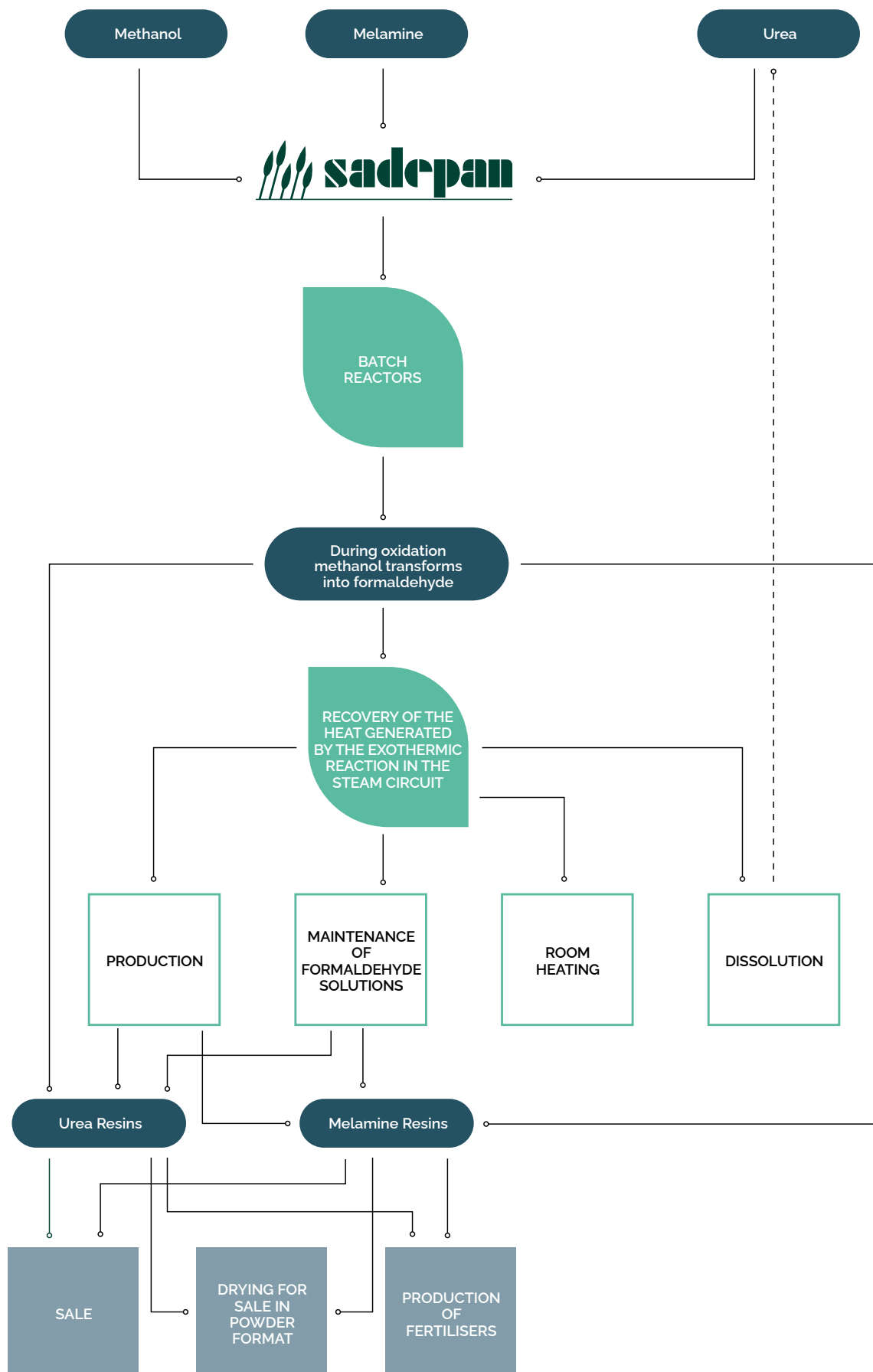
### Locations

- Viadana – Mantua (Italy)
- Truccazzano – Milan (Italy)
- Genk (Belgium)
- Hautrage (Belgium)

### Products

- Liquid glues and resins
- Glues and resins in powder form
- Formaldehyde
- Phenolic resins
- Cationic amide resins
- Additives and hardeners
- Impregnated kraft papers
- Slow-release nitrogen and NPK fertilisers

## Glues and resins production process



1.7.1

## Focus: Research and Development

Research and Development are the engine of innovation at Gruppo Saviola. Through an on-going commitment to exploring new products, technologies and materials, the company aims to improve the quality of existing solutions, optimise the use of resources in production processes and reduce energy consumption.

Starting in 2024, the Innovation team introduced workshops and corporate training initiatives to gather and share key innovation ideas, while strengthening the sense of belonging.

Gruppo Saviola's goal is to anticipate market needs, regulatory changes and sustainability challenges, offering customers increasingly effective and efficient solutions.

The R&D department fosters synergetic collaboration between the various Business Units, tackling the most complex challenges with creativity and ensuring the concrete completion of each phase of the development cycle. This approach makes it possible not only to perfect processes, but also to improve the reporting of ongoing projects.

In 2024, between investment and development, 4.8 million Euro were allocated to a total of 49 active projects, including both new initiatives and activities started in previous years.

The main projects underway in 2024 are as follows:

### **More sustainable resins**

The innovation concerns the replacement of raw materials derived from fossil sources with more sustainable substances to be used in the field of green building as well as furniture.

### **Optimising water consumption**

Projects to reduce the water footprint through process optimisation and efficient reinvestment of resources and by minimising the consumption of drinking water in favour of process water.

### **Collaboration with the European Union for analytical control methods**

Work was done with the EU to determine analytical methods to validate the release times of Me-UREA (slow-release fertiliser) at EU level.

### **Collaboration with UNICHIN Standards Body finalising UNI 11951**

The Group worked with UNICHIM to draft and publish the new standard on the use of recycled wood for the production of panels and furniture (UNI 11951; Jul-24).

### **Process optimisation with AI**

The prerequisites were created in 2024 to start the IT training course, which aims to introduce A.I. in all BUs and which will run from 2025-2027.

### **Circular or bio-circular products**

Projects have been initiated for the production of sustainable articles from processing waste or vegetable scraps, consistent with the company's mission. Wood waste for use in off-field substrates as an alternative to peat was tested and analysed in international comparative screening.

### **Sustainability of the Panel**

After more than 30 years of achieving the use of post-consumer wood, more projects have been initiated with the aim of making the Panel and derived furniture more sustainable.

### **Tannin with high added value**

Use of tannin in feed to avoid the administration of drugs to livestock and in food to exploit the natural antioxidant action of polyphenols as an alternative to synthetic stabilisers and preservatives.

### **Interlocking furniture**

Furniture that does not require hardware thanks to a snap together system that makes it entirely sustainable and reduces assembly time.

1.8

## Composad: A New Life for Italian Design

*Elegance and function, industrial production and sustainability: Composad is based on experience, innovation and respect for the environment. A passion for wood is combined with advanced technologies, creating a perfect balance between design and ecological responsibility. Thanks to the use of the Ecological Panel®, the company gives new life to discarded furniture, transforming it into sustainable, easy-to-assemble furniture without impacting nature. Composad's mission is to spread a new concept of 'Made in Italy' around the world, combining economic and environmental sustainability.*

### Core Business

Composad is a leading company in Italy in the production of furniture kits and do-it-yourself furniture, collaborating with major retail brands. With 90% of production destined for international markets, the company represents the final stage of Gruppo Saviola's vertical integration. Here the Ecological Panel® is the protagonist and is transformed into furniture with a refined and environmentally friendly design, the result of the perfect synergy between the Group's different Business Units.

### Locations

- Gerbolina di Viadana – Mantua (Italy)
- Cogozzo di Viadana – Mantua (Italy)

### Products

- Bedrooms
- Living and dining rooms
- Home-office
- Bathroom furniture
- Multipurpose

## Composad production process



DESIGN

Procurement of  
raw materials and  
components

Production of  
semi-finished  
products

Acceptance of  
purchasing  
components

Assembly  
test

Warehouse and  
logistics

Distribution of  
furniture kits on  
the market



## 1.8.1

### Focus: New repalletising plant

In 2024, a process was started that will lead to the installation of a new repalletising plant in Composad in early 2025. The plant is located at the end of the production process, in the outbound phase of the material. It consists of a load handling system made up of automatic AMR shuttles that move the loads to the robot's pick-up unit, which prepares the pallets that will then be shipped to customers.

This new system brings great benefits in terms of process optimisation. It is possible, in fact, to relieve people of the manual handling of loads by avoiding shifts in which employees were occupied moving boxes containing the kit furniture. In addition to the benefit to employees, the system allows for a considerable reduction in forklift movements, thus enabling the recovery of energy and resources that can be used in higher value-added activities.

This system is unique at European level in the kit furniture sector due to the use of AMR automatic shuttles, (they are used in the automotive and intralogistics sectors, although smaller

in size). The construction time of the system is long due to the numerous studies that have been carried out on the system to make it as efficient as possible. A model to be used was studied and a work schedule was subsequently developed. Movement and material recognition logics for AMR shuttles were studied, which also included automatic obstacle recognition and alternative route selection. Studies were then carried out on the robot's pick-up part so that it would not damage the packaging due to the many differences in sizes, types and quality of cardboard. Finally, on the subject of cardboard, a system has been developed to reduce the risk of damage to the packs to practically zero, both during pick-up and when being moved by the robot. This risk was due to the temperatures and moisture retained by the cardboard during the storage period.

Finally, due training will be given to technicians and engineers who will have to perform maintenance and service the machine in case of problems.



## 1.9

## Saviolife: Natural Tomorrow

*For Saviolife, sustainability is not a limitation, but an opportunity to be turned into a competitive edge. To maximise this potential, the Business Unit focuses on research and development, with the aim of creating innovative solutions in the agricultural sector. These include livestock supplements, natural crop pesticides to improve soil quality, and slow-release fertilisers designed to adapt to the growth cycle of plants.*

### Core Business

Saviolife plays a key role within Gruppo Saviola, helping to close the circularity loop, which has always been a pillar of its industrial strategy. Its main activity is the distribution on the market of products developed by the other Business Units. These products play a fundamental role in the protection and development of the land, reducing the environmental impact related to the dispersion of substances into water and the atmosphere.

Solutions include Sazolene® a slow-release, microplastic-free nitrogen fertiliser designed to meet the nutritional needs of plants and turf. Saviotan®, a 100% natural, hydrolysing chestnut tannin extracted without solvents or chemicals

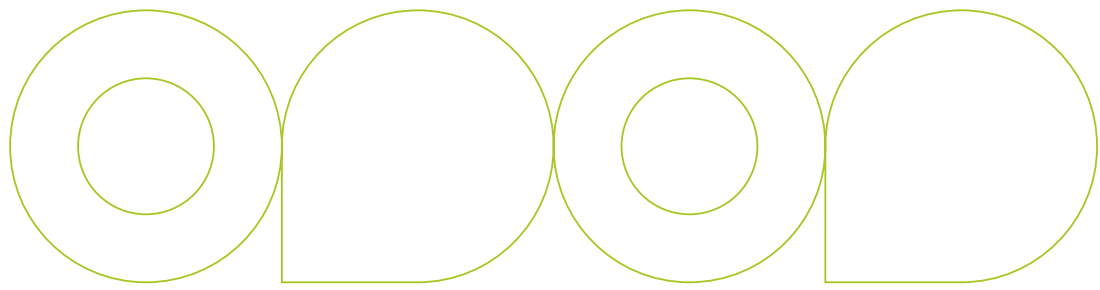
from sustainably managed forests. Extralignum®, a high-quality peat substrate, ideal for organic farming, while Vegastim® is a natural stimulant obtained by optimising the tannin production process, completely free of chemical residues or contaminants.

### Locations

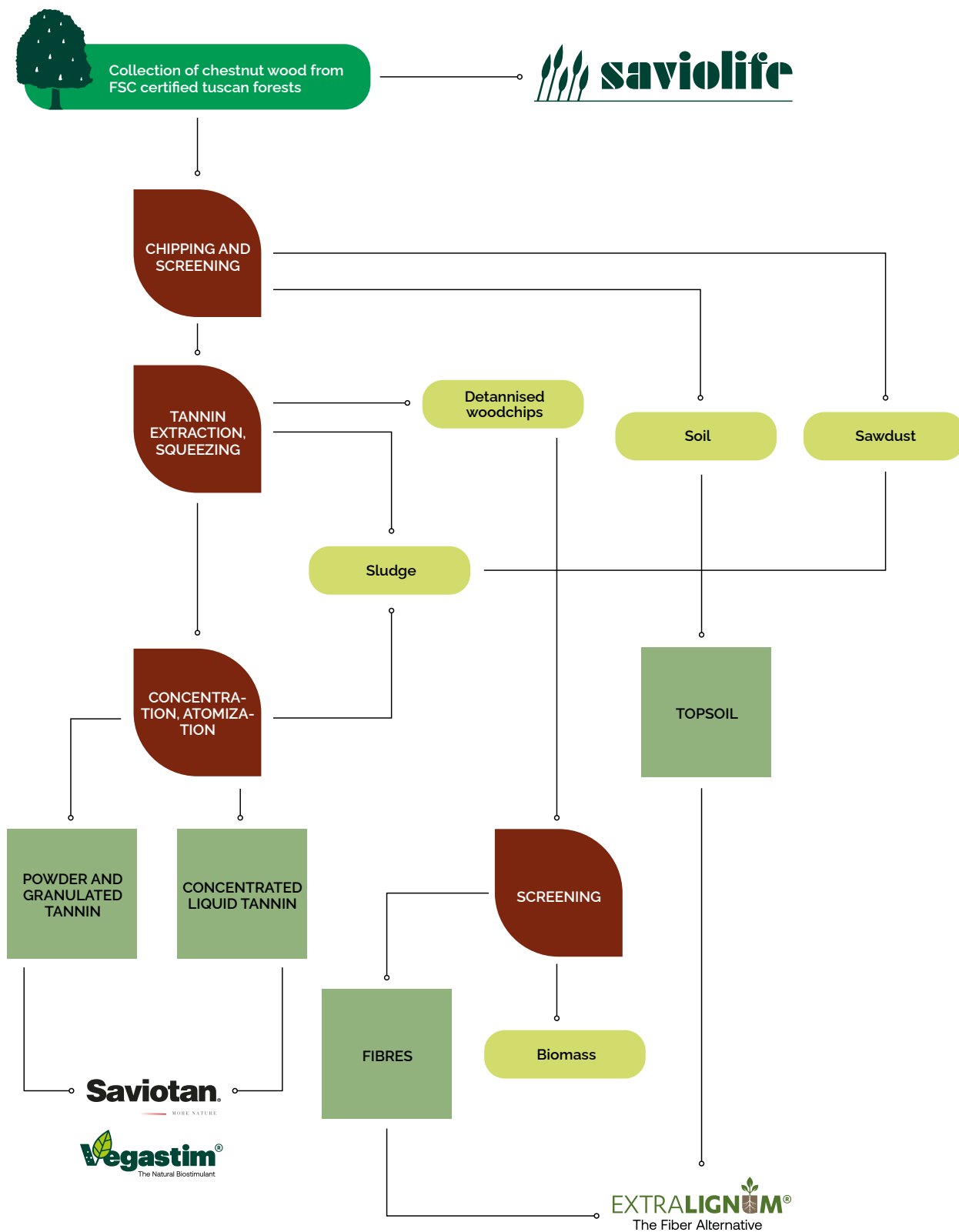
- Radicofani – Siena (Italy)
- Viadana – Mantua (Italy)
- Genk (Belgium)
- Hautrage (Belgium)

### Products

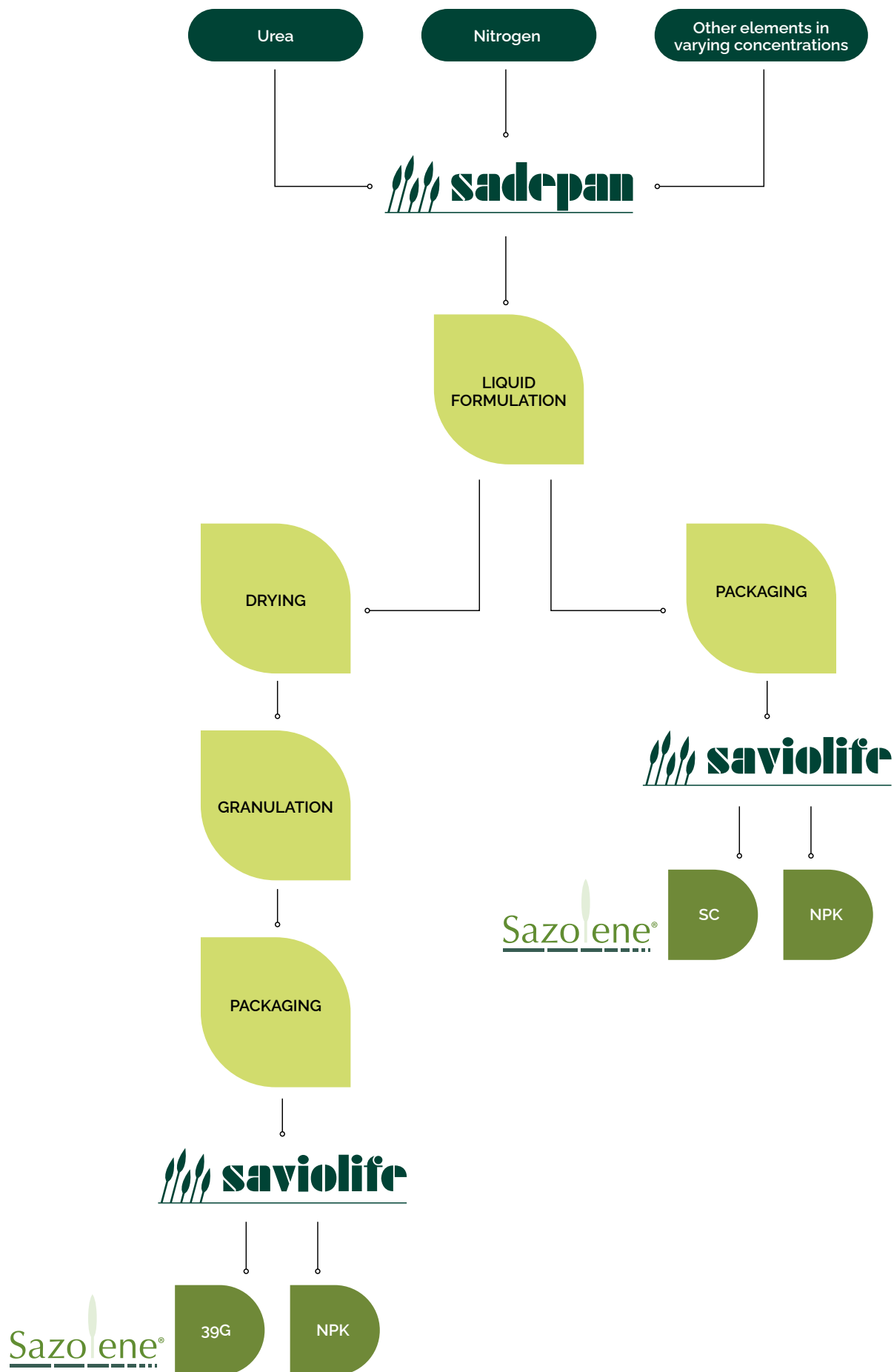
- Chestnut tannin for leather processing
- Natural additives based on tannin for animal feed
- Fertilisers for conventional and organic agriculture
- Fibres for the production of soil and substrates for floriculture and nursery purposes



## Saviotan<sup>®</sup>, Extralignum<sup>®</sup> and Vegastim<sup>®</sup> manufacturing process



## Sazolene® Manufacturing process



# 1.9.1

## Focus: Saviolife fairs and markets

Saviolife actively participated in many trade fairs in 2024, strengthening its presence in international markets. Saviolife is the business unit that markets some of Sadepan's products on the national and especially the international market. Participation in trade fairs and events represents the meeting point between the Business Unit and the consumer, and it is for this reason that Saviolife is present at most trade fairs. The main fairs they attended during 2024 were:

- IPM di Messe Essen (Germany), enabled Saviolife to spread its 'Natural Tomorrow' mission;
- International Production & Processing Expo in Atlanta (USA) the world's largest exhibition is held in the USA and is the benchmark for equipment, supplies and services related to the animal feed world;
- My Plant & Garden in Milan, a landmark dedicated to green living and design. The event took place at the Milan Rho trade fair;
- Health and Nutrition in Bangkok (Thailand) Saviolife brought the product Saviotan® with the aim of spreading its sustainable vision to the Asian market;
- ILDEX Exhibitions in Vietnam, the potential of tannin in the animal feed sector emerged;
- Eurotier di Hannover (Germany), in the heart of Europe, Saviolife had the opportunity to present all its offers for green agriculture to the public.

Thanks to this notable participation at international trade fairs, Saviolife is a Business Unit with a strong presence in Asian markets and the United States, in addition to its established partnerships with the Italian food industry. This internationalisation strategy reflects the company's commitment to providing sustainable and environmentally friendly solutions globally.





# Materiality analysis and matrix

2 Group priorities:  
materiality analysis  
and matrix 46



## 2.1

### The material issues and impacts of Gruppo Saviola

#### The Concept of Materiality and the Assessment of Impacts

Gruppo Saviola has always pursued a process of continuous improvement, and with this in mind, it has updated the materiality analysis carried out during the previous year, in order to move closer to the concept of dual materiality envisaged by the new European Sustainability Reporting Directive (CSRD)<sup>1</sup> and the related ESRS standards<sup>2</sup>, which now constitute, together with the GRI standards that this document is based on, the main guidelines for drawing up sustainability reports.

The materiality analysis aims to identify those environmental, social and governance issues that are considered relevant (material) to the company. The materiality of a certain topic may derive from:

- Impacts generated by the company on the environment, the economy and people. These impacts may be positive or negative (with special attention placed on the latter, as also reiterated by due diligence or corporate responsibility practices, as well as the implementation guidance disseminated by EFRAG<sup>3</sup>) and may be actual (if they have occurred or are occurring) or potential (if the company has assessed they may occur in the future).
- Financial risks or opportunities related to

ESG aspects, that the company is exposed to for various reasons, be they related to impacts generated by the company itself or exogenous factors (such as the market, regulations, natural and/or geopolitical events).

This dual perspective is called dual materiality, as it encompasses the two dimensions:

- Inside-out, or impact materiality, which identifies the effects of the company on the external context;
- Outside-in, or financial materiality, which identifies risks and opportunities that the company is exposed to.

According to CSRD guidance, a given ESG topic can be considered material according to only one of these two perspectives or according to both.

#### The starting point: Gruppo Saviola's first double materiality analysis

Gruppo Saviola had carried out an initial assessment of the materiality of sustainability issues, already with a view to the ESRS, in the first half of 2024: on that occasion, the company had carried out an analysis involving a series of strategic internal figures for an assessment of impacts, risks, opportunities and strategies, and a total of 280 stakeholders including Suppliers, Customers, Institutions and Public Administration, Universities, the Community and Associations, Banks and Employees to construct its impact materiality matrix (inside-out) in continuity with previous years.

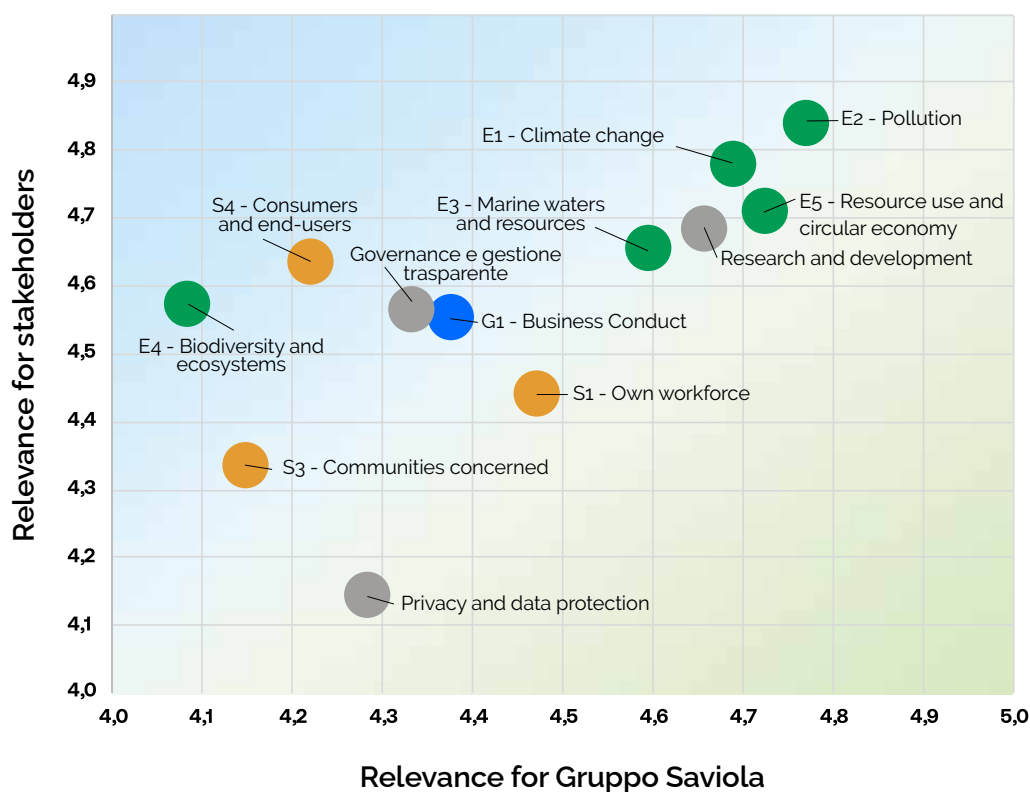
<sup>1</sup> CSRD Corporate Sustainability Reporting Directive (2022/2464).

<sup>2</sup> ESRS European Sustainability Reporting Standard, contained in the European Commission's delegated act, dated 31/07/2023.

<sup>3</sup> European Financial Reporting Advisory Group.

## Materiality matrix

The matrix represents each issue according to its strategic relevance to internal and external stakeholders. The topics placed in the top right corner show a particularly high degree of strategic importance for the Group. Those in the bottom left corner are also relevant, although, according to the shared assessment of stakeholders and the company, they are perceived as less of a priority than others.



As mentioned, while maintaining a GRI-based approach, which generated the familiar impact materiality matrix, the company had already set up an analysis inspired by the requirements of the CSRD Directive and related reporting standards, which resulted in a list of impacts, risks and opportunities considered relevant to Gruppo Saviola, prioritised in consideration of the assessments performed.

As mentioned in the methodological note, Gruppo Saviola did not repeat the stakeholder engagement phase for the present reporting exercise for several reasons: on the one hand it assessed that no significant changes had occurred with regard to (IRO) Impacts, Risks and Opportunities already identified, such

as to make it necessary to survey them again with stakeholders; secondly, the new reporting standards emphasise stakeholder involvement in both the identification and assessment of IROs, and it was deemed appropriate to postpone this activity to subsequent reporting periods, also in consideration of the fact that, regardless of the materiality analysis, Gruppo Saviola is in constant contact with the main stakeholders, both internal and external, through direct and indirect channels (committees, participation in events, conventions and trade fairs, responses to questionnaires, business meetings, web channels and social media, etc.).

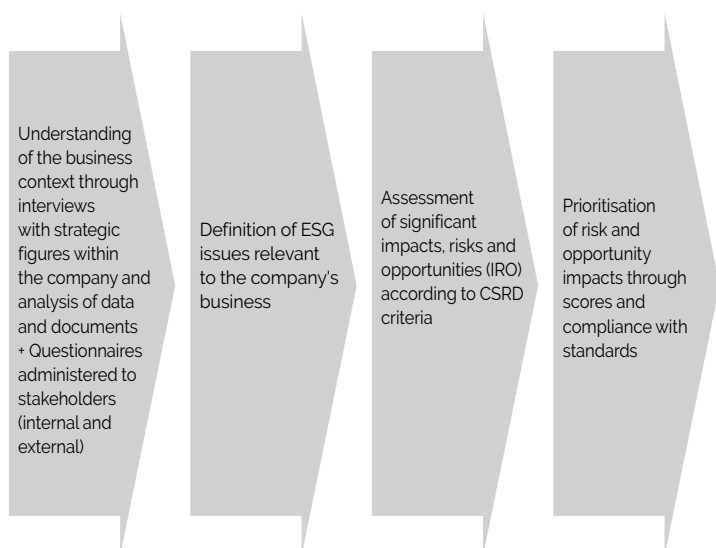
## Updating the IRO analysis

With the approach that has always distinguished it, Gruppo Saviola has chosen to take a further step towards responsible reporting, mapping, for this edition of the report, new sustainability issues contained in the ESRS, previously not considered, focusing, for this year, mainly on the direct impacts of the company.

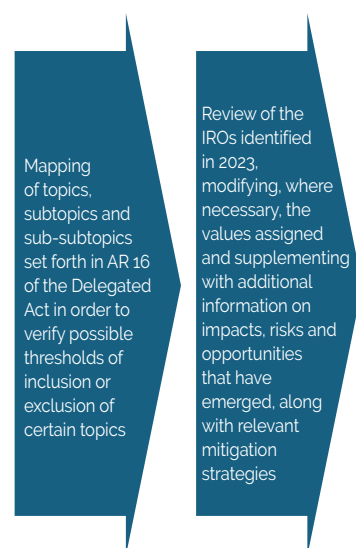
Finally, Gruppo Saviola has entirely revised its impact analysis, recognising its importance as a dynamic tool to guide and direct corporate strategies.

The steps that made up the analysis process are summarised below.

### Reporting 2023



### Reporting 2024



Starting from the previously mentioned IRO 2023 analysis, the topics (topics, sub-topics and sub-sub-topics) included in AR16 of the delegated act containing the ESRS were then mapped, in some cases in aggregate form, assuming possible IROs not previously considered and applicable to Gruppo Saviola's reality, considering both the entire perimeter and specific sites or business units

Starting from the analysis of the company's impacts, structured over time by virtue of the annual renewal of reporting, the company introduced in 2023 and strengthened in 2024 a broadening of the assessment to financial considerations, albeit with a qualitative approach. Thus, on the one hand, the inevitable financial consequences of any actual or potential negative impacts have been contemplated in the assessment (for example, in assessing the potential negative

impact of injuries to its workforce, a company cannot ignore the possible related financial risks, in terms of penalties, productivity drops, image damage, production stoppages), and, on the other hand, the company's direct and indirect dependencies on resources, natural and personal, that could entail financial risks or opportunities have been specifically considered. In approaching the analysis to identify what issues to report, therefore, while taking into account the interdependence between impacts and risks and opportunities, prevalence was given to the materiality of impact wherever possible, supplementing it with the identification of Risks and Opportunities when these were particularly relevant.

Values (on a scale of 1-5) were assigned to each IRO identified through this analysis, also inspired by the criteria contained in the CSRD<sup>4</sup>.

<sup>4</sup> The reporting standards, both in their official version and in the implementation guidance made available by Efrag, the body that drafted the standards, leave the company complete freedom as to how materiality is assessed. In order to make the evaluation comparable and objective, it was decided to use a homogeneous scale that would give as objective a figure as possible. According to the employed scale, 5 indicates the maximum weight of each value (e.g. very serious/very advantageous, very extensive, very difficult to remedy, very likely) while 1 indicates the minimum weight of that same value (e.g. not very serious/advantageous, not extensive, not very difficult to remedy, not very likely).

Both the IROs and their respective values have been assessed and approved by the ESG committee, in order to ensure scores are as objective, informed and accurate as possible..

Specifically, the actual impacts were assessed on the basis of magnitude, i.e. the average of three values relating to the impact itself: magnitude (importance of the damage/benefit generated), extent (extension) and, for negative impacts only, irretrievable nature of the impact (possibility or impossibility of restoring the previous situation). In the case of impacts, risks and opportunities related to the issue of climate change, these factors were considered with particular care, resulting in a tendentially higher value, given the nature of particular relevance attributed to this issue and the need, mentioned in both reporting standards, to adopt a prudent and precautionary approach. This, by virtue of both the presumption of materiality that applies to it and the direct link with European and global targets and regulations<sup>5</sup>.

The weighting of potential impacts therefore considers magnitude (resulting from the attribution of the values listed above) and likelihood of occurrence, also adopting the principle provided by ESRS 16 which suggests giving more weight to magnitude than likelihood in the case of potential negative impacts on human rights.

In the study of the (actual and potential) impacts generated, the level of causality was also considered, i.e. the distinction between impacts directly caused, contributed to causing (if the company is not the sole originator of the impact) or related to the business (i.e. linked to business relations with the upstream or downstream value chain, but not related to the company's own activity).

Finally, financial risks and opportunities, which fall outside the impact materiality analysis provided by the GRIs, were assessed for their potential magnitude (i.e. the possible weight that the economic damage/benefit may have on the company's business) and for the likelihood of their occurrence.

For potential impacts, risks and opportunities, a time horizon was also identified, in line with ESRS standards, between short (within one year of the reporting period), medium (within five years), and long (beyond five years).

In order to effectively compare the relevance of each impact, risk or opportunity with respect to Gruppo Saviola's overall business, the numerical values assigned have been normalised in percentage to provide a prioritisation of the various issues.

Specifically, the resulting magnitude value for actual impacts was reported as a percentage of the maximum magnitude value (5), while Potential Risks, Opportunities and Impacts were relativised by dividing the product between the resulting magnitude and probability and the maximum value resulting from this product (25) and reporting this ratio as a percentage as well. The result is represented by three bar graphs, respectively for actual impacts (positive and negative), potential impacts (positive and negative) and risks and opportunities: positive impacts and opportunities are depicted on the right-hand side of the axis, negative impacts and risks on the left, with the length of the bars indicating the relative weight of these IROs for Gruppo Saviola.

For details on each IRO that was reported, including the various strategies implemented by the company to mitigate its negative effects or enhance its benefits, refer to the following chapters on related environmental, social and governance issues. A summary in tabular form of the attributed numerical values can be found in the appendix.

<sup>5</sup> Paris Agreement, EU Taxonomy, European Climate Legislation, etc..

<sup>6</sup> P.45 ESRS 1



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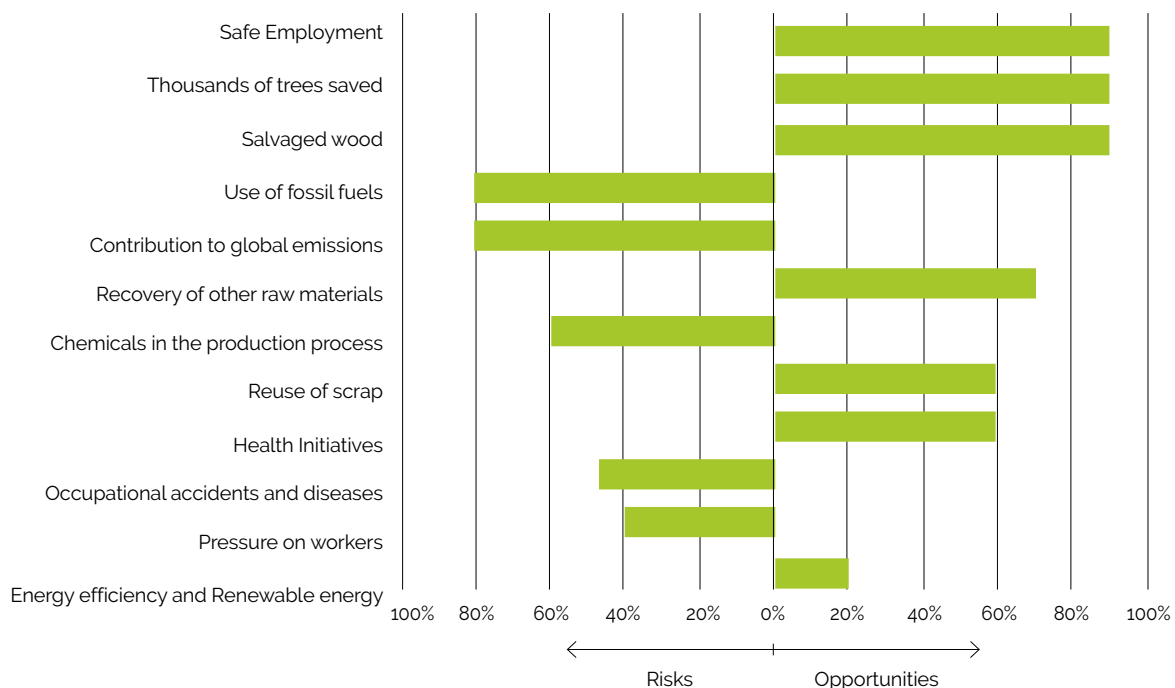
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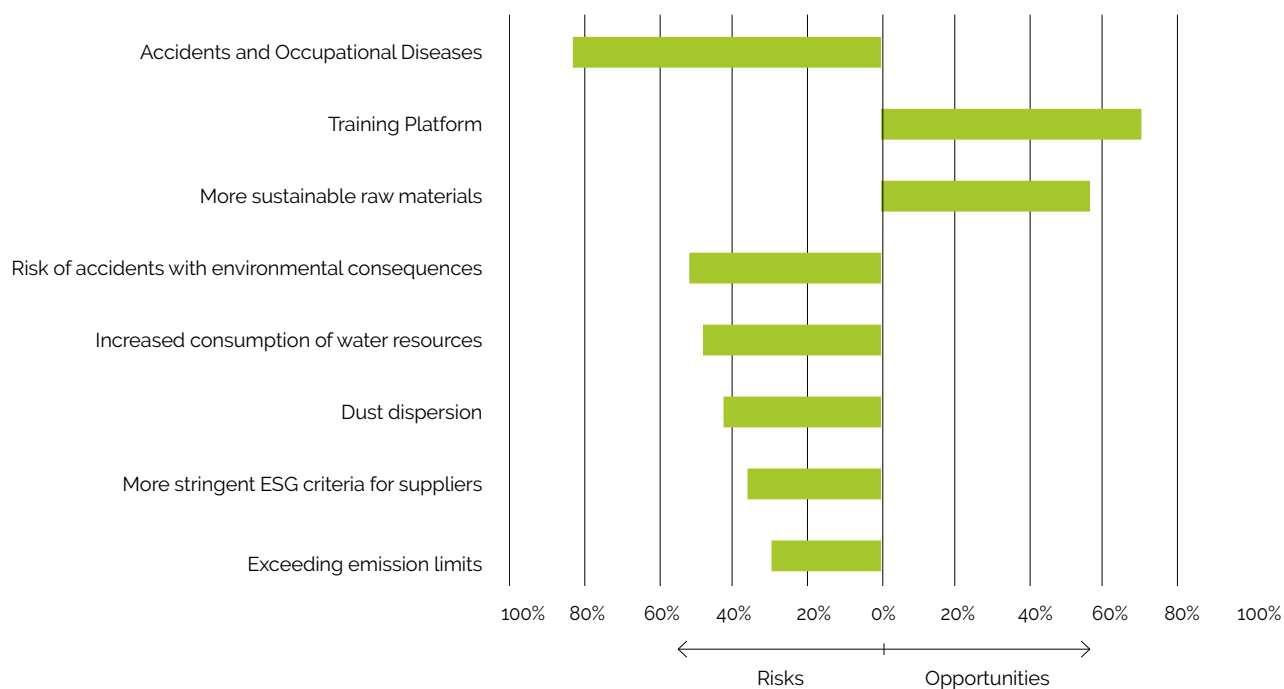
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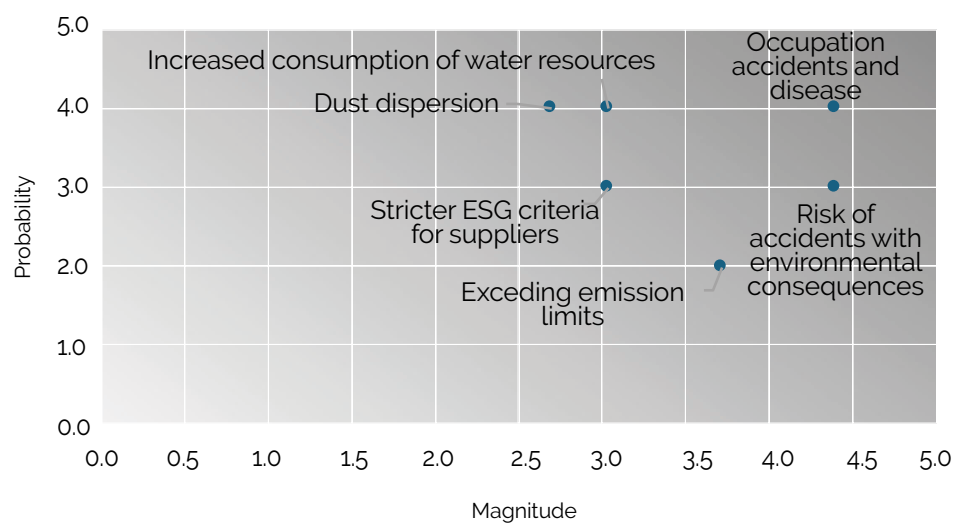
## Actual Impacts



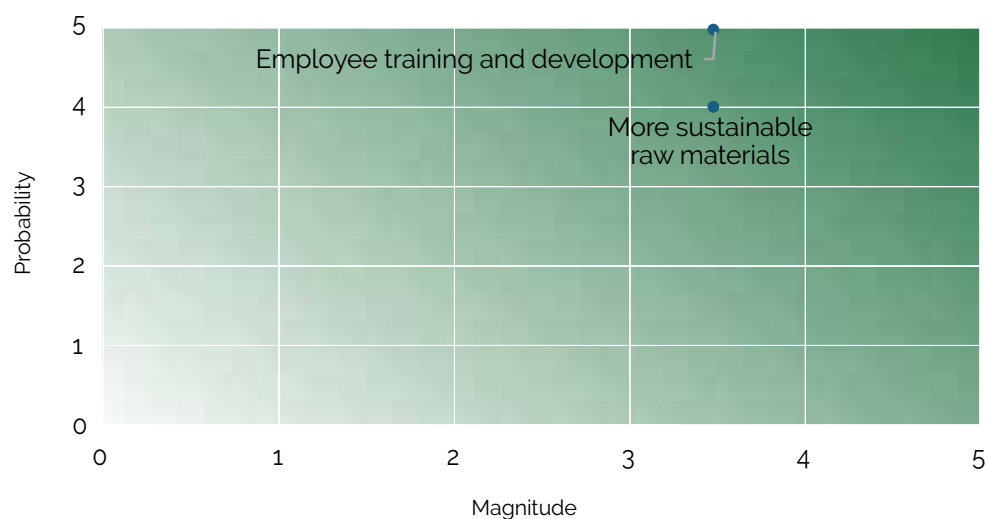
## Potential Impacts



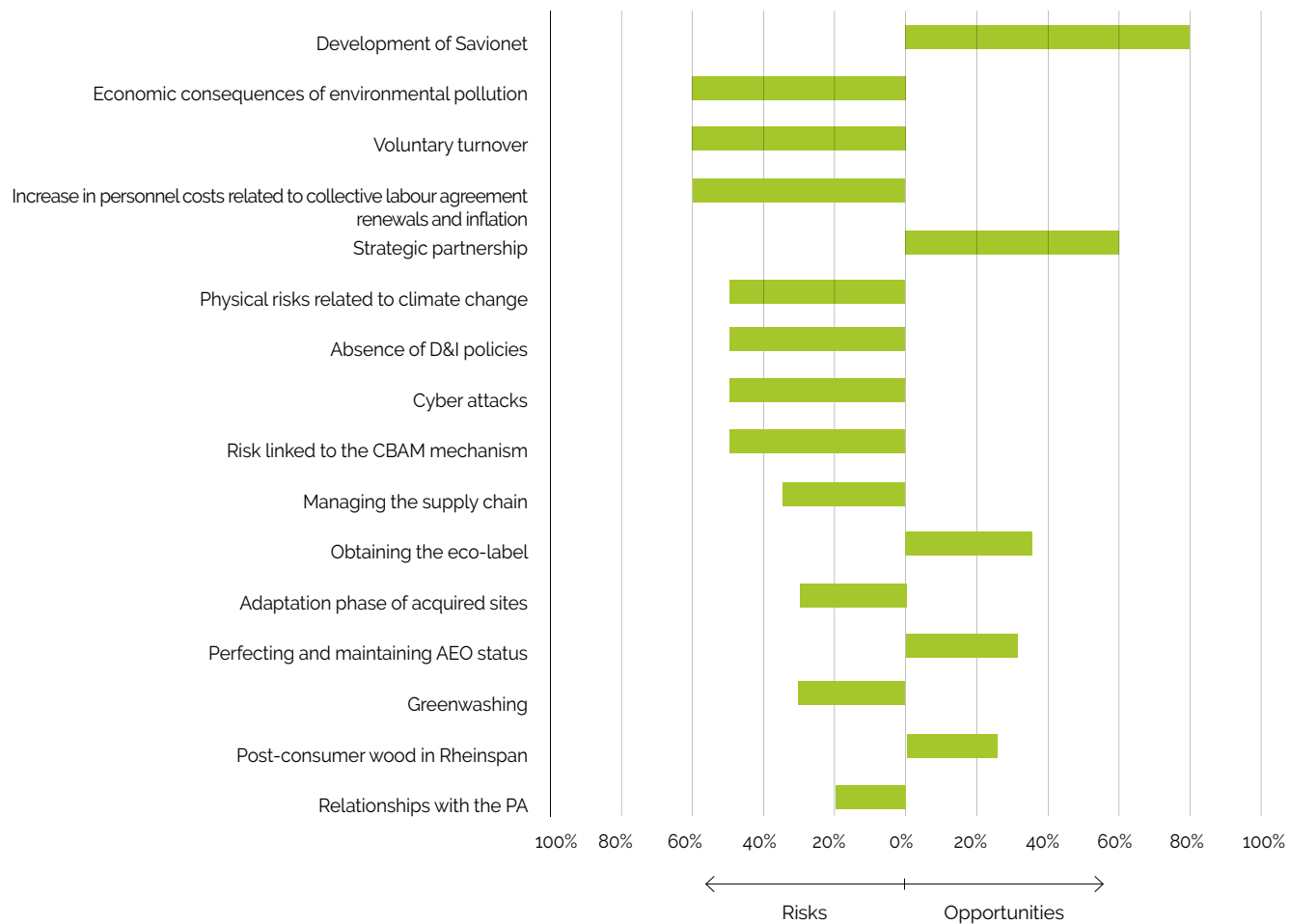
## Potential negative impacts



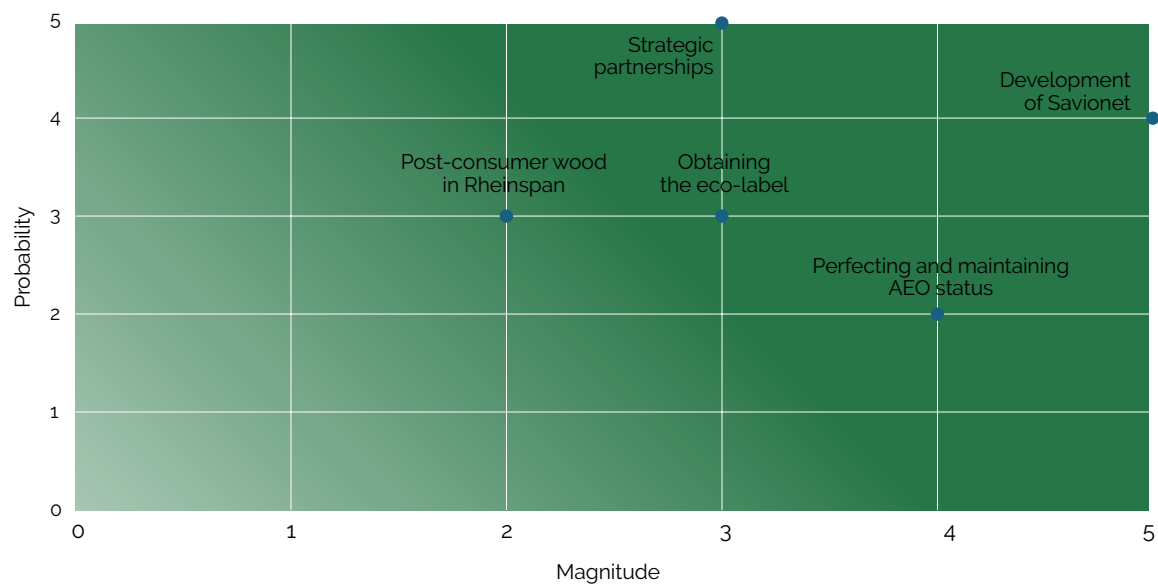
## Potential positive impacts



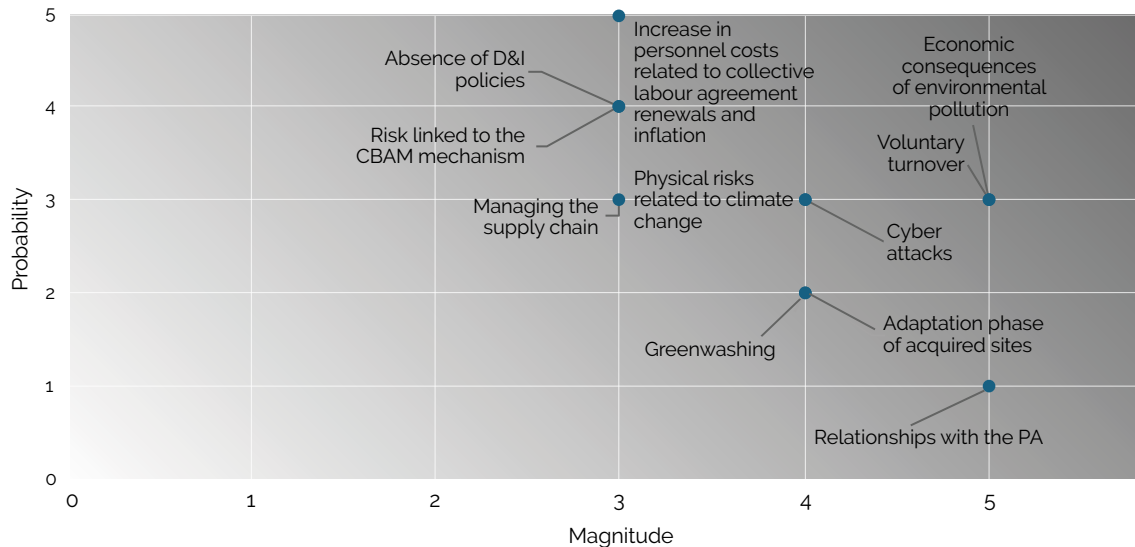
## Risks and Opportunities



## Opportunities



## Risks



## The material topics of Gruppo Saviola

The analysis of the company's impacts formed the basis for the identification of the relevant ESG topics for Gruppo Saviola, which form the content of this Sustainability Report. Below, the various topics and sub-topics are listed by sphere (Environment, Social and Governance), which will be explored in depth in the relevant chapters.

### • CLIMATE CHANGE: MITIGATION AND ADAPTATION STRATEGIE

- Energy
- Climate change mitigation

### • AIR, WATER AND SOIL POLLUTION

### • WATER AND MARINE RESOURCES: WATER RESOURCES MANAGEMENT

- Water consumption
- Water discharges

### • RESOURCE USE AND CIRCULAR ECONOMY

- Resources inflows
- Resources outflows
- Waste Management

### • OWN WORKFORCE

- Worker health and safety
- Staff management and welfare
- Training and skills development

### • BUSINESS CONDUCT: TRANSPARENT GOVERNANCE AND MANAGEMENT

- Corruption prevention and detection
- Management of relationships with suppliers
- Sustainability strategies

### • CONSUMERS AND END USERS

- Transparent communication



# Environment

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- 3.2 Resource use and circular economy 66
- 3.3 Marine waters and resources 73
- 3.4 Biodiversity and ecosystems 75

## ENVIRONMENT

Gruppo Saviola demonstrates its commitment to sustainability by focusing primarily on wood recycling and favouring the use of recycled materials. The centrality of environmental issues is demonstrated by the company's priorities: circular economy, conservation of natural resources, and reduction of its environmental impact.

### 3.1

## Climate change

### 3.1.1

## Energy consumption



7 AFFORDABLE AND CLEAN ENERGY



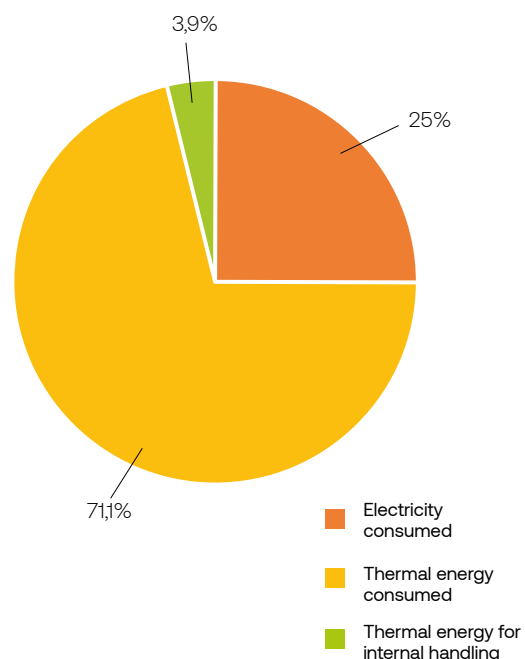
11 SUSTAINABLE CITIES AND COMMUNITIES

Gruppo Saviola is an energy-intensive organisation and in 2023 used around 5,150 TJ for its activities, with this breakdown:

- 1300 TJ (25.0% of the total, -3% compared to the previous year) of electricity (90% drawn from the grid, the remainder self-generated by individual plants).
- 3700 TJ (71.1% of the total, +8% compared to the previous year) of thermal energy for process and space heating uses.
- 200 TJ (3.9% of the total, +8% compared to the previous year) of thermal energy for material handling within the production facilities and for the company fleet.

As can be seen from the breakdown, and as will be further discussed in the next section on emissions, part of Gruppo Saviola's energy requirements are covered by fossil fuels<sup>1</sup>. The Group is evaluating the progressive electrification of the company fleet, with particular reference to the possibility of avoiding the use of diesel fuel for internal handling (raw material/finished product).

Energy consumption breakdown



Added to this is the renewal of Trasporti Delta vehicles in order to have newer and more efficient vehicles, and the evaluation of the procurement of HVO diesel, a biofuel derived from renewable energy sources. Other interventions to reduce the use of fossil fuels include projects to contain methane consumption.

<sup>1</sup> § Actual negative impact: Partial use of fossil fuels to meet company needs.

In 2024, a project to reduce methane consumption was implemented at the Viadana (Mantua) plant. Modifications to the thermal oil distribution circuit enabled the use of heat from the combustion of decaying wood waste from the production process, thus avoiding the use of methane.

The project will be replicated during 2025 also at the Mortara (Pavia) plant. Studies and evaluations are also underway at the Rheinspan (Germany) plant to power the thermal energy of the diathermic oil circuit for the panel pressing phase with a boiler running on decaying wood dust from the production process to replace the current methane gas generator. To air condition the office buildings at the Group's various plants, the boilers used for winter heating are being gradually replaced with reversible heat pumps. A project to recover heat from compressed air generation is also underway to heat the work areas and offices at the Composad plant in Gerbolina. For the process heat used at the Radicofani (Siena) plant, the use of locally available geothermal energy is being evaluated.

At the same time, the Group is developing projects to increase its efficiency both in production processes and in renewable energy procurement strategies.<sup>2</sup> For some projects, the activation of the Transition Plan 5.0 is foreseen. At the end of 2024, the new 1.63 MWp photovoltaic system built on the roofs of the buildings at the Radicofani (SI) plant entered into service. Photovoltaic systems are planned to be installed on the roofs of the Sadepan Chimica plants in Genk (Belgium) and Trucazzano (Milan) in 2025. During 2024, a heat recovery project was implemented from a flash tank at the Sadepan Chimica plant in Genk (Belgium), which allowed for reduced use of steam to power the degasser and consequently greater self-production of electricity from the condensing turboalternator.

Also in 2024, seven new compressors were commissioned at the Mortara (Pavia) plant, replacing the existing ones to generate compressed air. These higher-efficiency compressors

will ensure a reduction in specific consumption of approximately 15-20%. The gradual replacement of lamps with LED technology in the lighting systems continues. During 2024, important projects were completed at the Composad Viadana-Gerbolina (Mantua) plant and at the Rheinspan plant (Germany).

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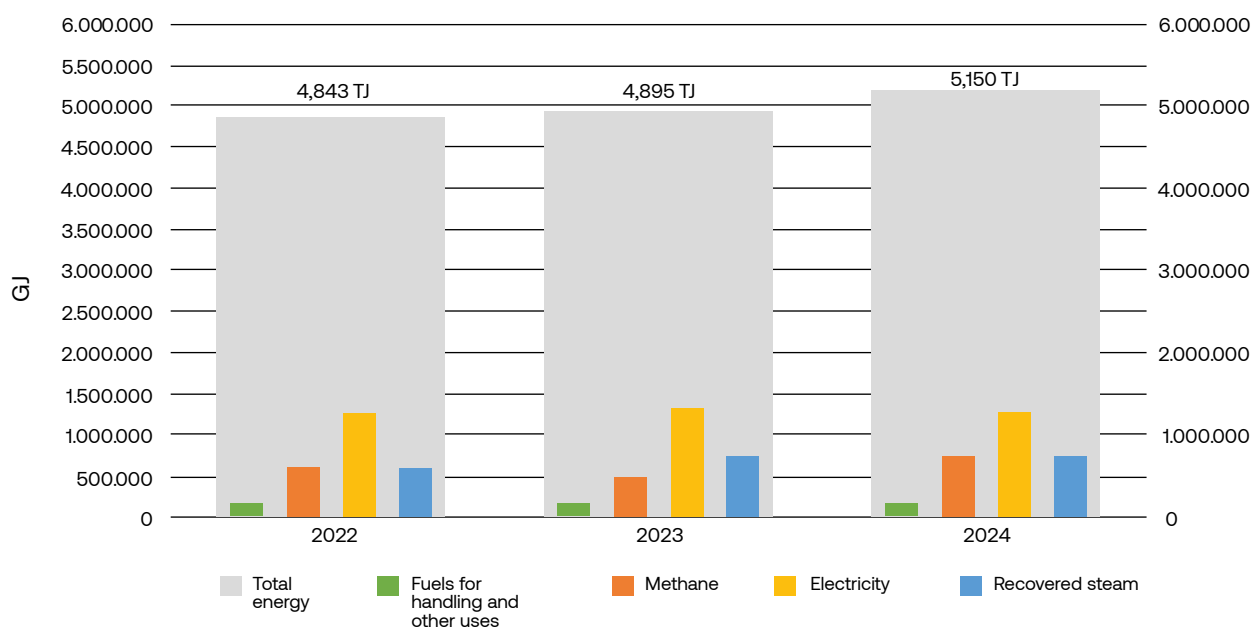
<sup>2</sup> § Positive actual impact: Energy efficiency and Renewable energy.



The trend of the 3Group's overall energy consumption is depicted in the graph below. As can be seen, the company's main energy carriers are methane, electricity, steam from recovery and fuels (mainly diesel) for the handling of materials, raw materials and finished products. However, 58% of the total energy requirement, represented by the grey background in the graph, is provided by the thermal vectors recovered from the production cycle (decaying waste from the process or heat recovered from

exothermic reactions). Compared to the thermal energy requirement alone, the use of decaying waste from the production process and heat recovery represents 80%. Some unavailability of biomass combustion sources resulting from the production process has led to an increase in the use of natural gas. This increase has led to a corresponding increase in emissions, as will be seen in the relevant paragraph.

### Energy consumption

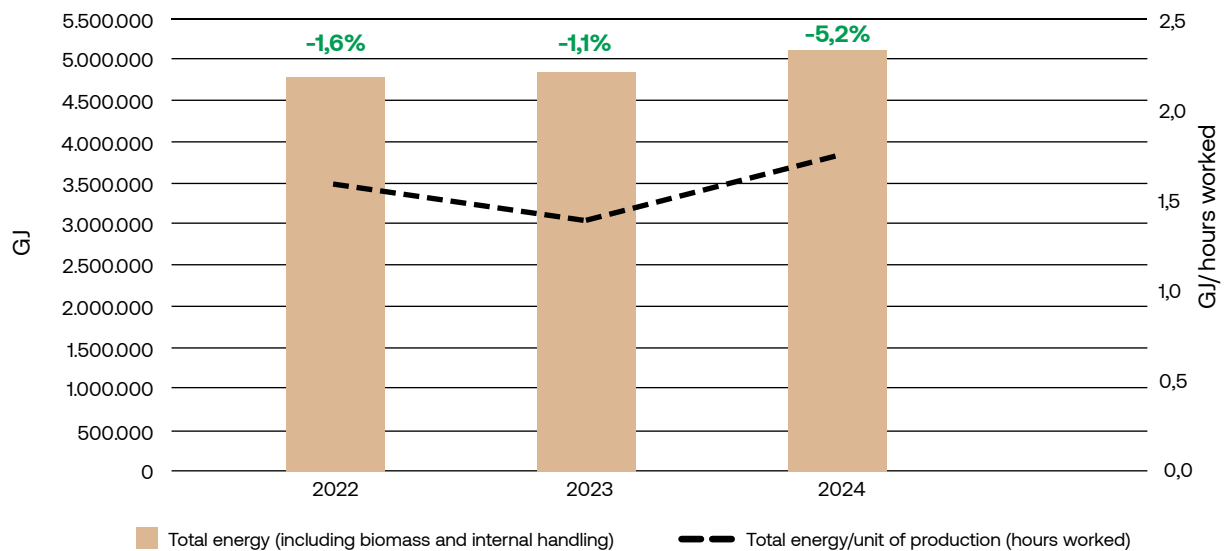


<sup>£</sup> The data perimeter is the entire Group. as also indicated in the methodological note, the Group undergoes annual changes (acquisitions, disposals), which result, albeit to a lesser extent, in a lack of comparability of the data. It should be noted here that in 2024, Sedepan Latinoamericane will no longer be included in the company's perimeter.

In 2024, total energy consumption increased by 5.2% compared to the previous year. Even in relative terms, that is, analysing energy consumption per hour worked, an increase in the

energy index was recorded, an indicator of a slight decline in efficiency: in 2024, 1.76 GJ were consumed for every hour worked by the Group.

### Total and specific consumption

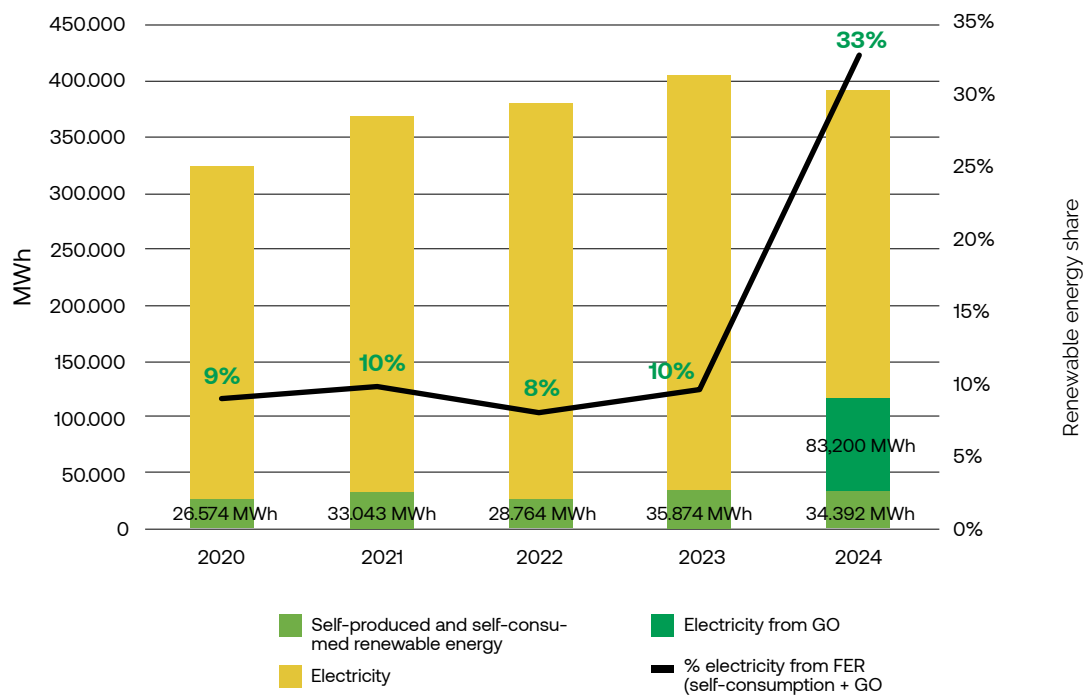


In 2024, Gruppo Saviola covered 33% of its electricity needs from renewable sources (10% in 2023). There has been an increase in self-consumption of renewable electricity due to the entry into service of the Composad photovoltaic plant (4.4 MWp). As a demonstration of its commitment

to decarbonisation, the Group has committed to purchasing 83.2 GWh of Guarantees of Origin. Finally, in 2024, approximately 15,000 GJ of electricity produced from renewable or similar sources were fed into the grid.



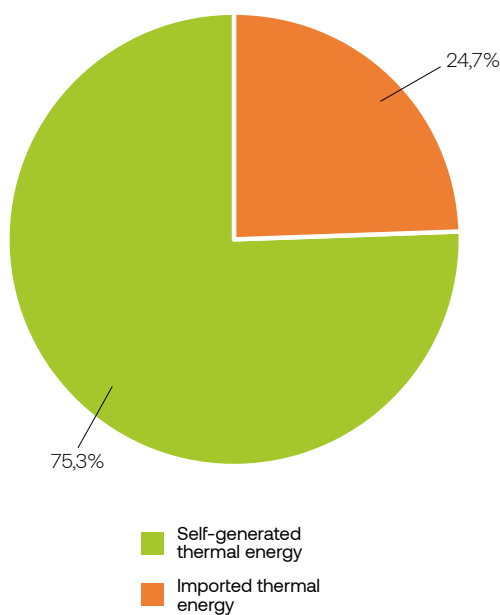
## Electricity



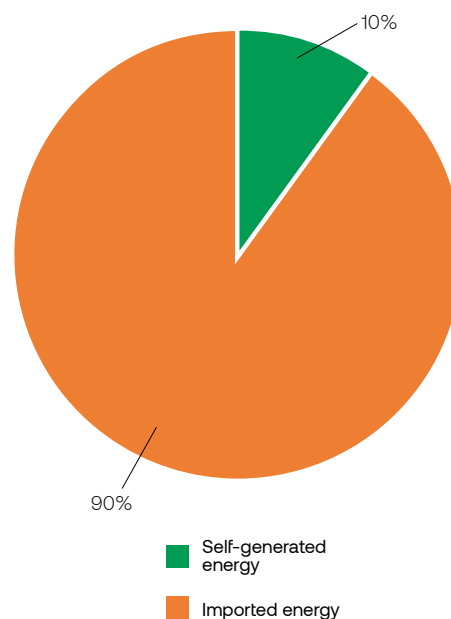
As far as thermal energy is concerned, destined for process and workplace heating needs, Gruppo Saviola self-produced 75.3% of its total energy, resorting to waste biomasses decaying from its production processes and the recovery of heat from exothermic chemical reactions, thus limiting the use of natural gas from the distribution network. In 2023, the share of self-

produced thermal energy was higher (equal to 84%) thanks to the greater contribution received from the combustion of wood chips, compared to natural gas which, as mentioned, compensated for the unavailability of some sources of waste biomass combustion in 2024.

## Thermal energy consumption (2024)



## Electricity consumption (2024)



# 3.1.2

## Fight against climate change



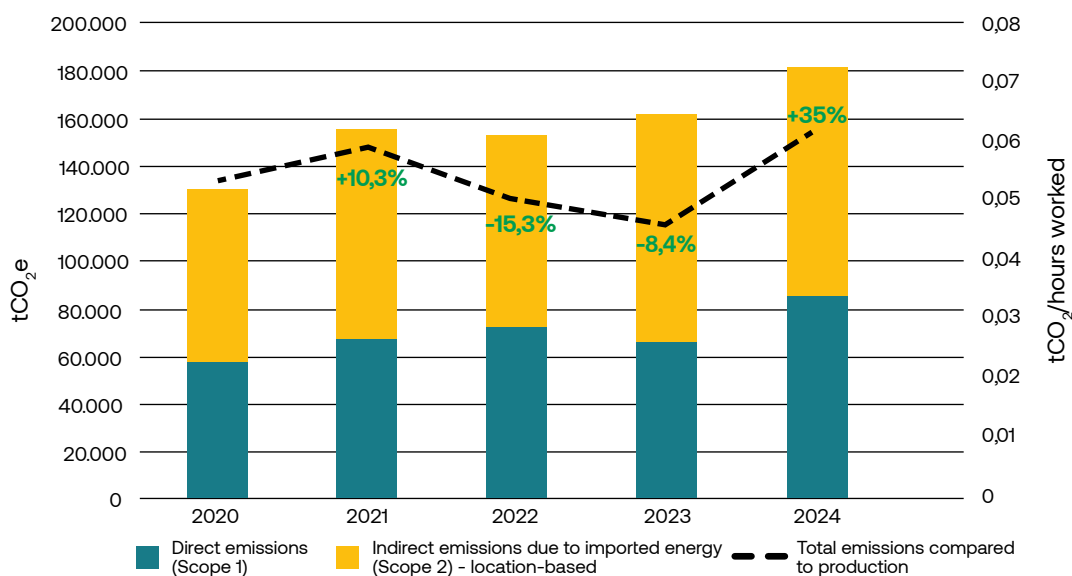
As mentioned in the previous section, Gruppo Saviola is an energy-intensive and, consequently, emissive organisation<sup>4</sup>. Monitoring greenhouse gas (GHG) emissions is a material topic for the Group and some of its plants are subject to the Emission Trading System (ETS). The containment and reduction of emissions are a priority for Gruppo Saviola, not only because of the concrete commitment the company has made towards environmental sustainability and the circular economy, but also to minimize the physical risks associated with climate change<sup>5</sup>, against which the Group protects itself by taking out insurance policies for all atmospheric events for all its plants.

Gruppo Saviola monitors its emissions for Scope 1 and Scope 2 categories, i.e. direct emissions associated with combustion for production processes and fuels for company vehicles, and indirect emissions associated with imported electricity. For Scope 1 emissions, the approach is that of the Emission Trading System, i.e. a zero emission factor is applied to the renewable fraction of carbon present in biomass and used in combustion systems. For Scope 2 emissions, the approach used in this first graph is location-based, i.e. an emission factor corresponding to the national mix was chosen, without carrying out a plant-specific supply analysis. The reason being that this approach is consistent with the European standard ISO 14064-1:2019.

In total, Gruppo Saviola emitted 180,700 tCO<sub>2</sub>e (tonnes of CO<sub>2</sub> equivalent) in 2024, an increase of 12% compared to the previous year. This increase is entirely due to Scope 1 and, in particular, natural gas, for which consumption recorded a 45% increase compared to 2023.

In specific terms, i.e. looking at the ratio of emissions to hours worked, there was a worsening (increase) in the emission index, that went from 0.046 to 0.062 tCO<sub>2</sub> for each worked hour.

### Emissions – location based



<sup>4</sup> § Actual negative impact: Contribution to global emissions.

<sup>5</sup> § Risk: physical risks related to climate change.

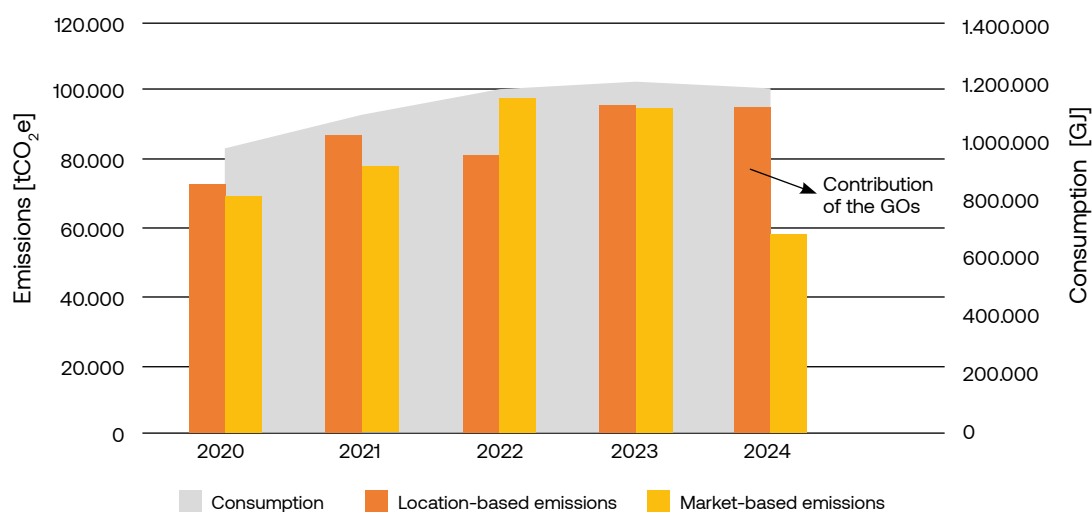
As illustrated in the paragraph on energy, in 2024, 33% of Gruppo Saviola's electricity needs were met by energy from renewable sources (renewable share in self-production from waste biomass, self-production from heat recovery, self-production of photovoltaic systems installed in the group's plants, and Guarantees of Origin).

Calculating emissions according to the market-based approach, therefore considering the energy mix of the electricity supplier of each

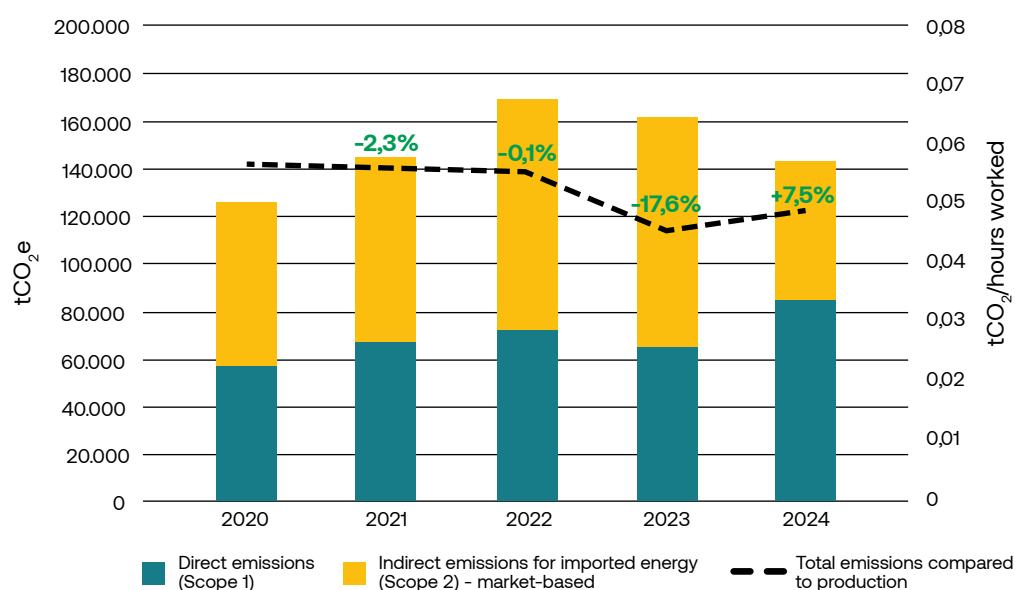
plant or Business Unit<sup>6</sup>, a much lower value is obtained (58,000 tCO<sub>2</sub>e against 95,400 tCO<sub>2</sub>e) with respect to the location-based approach.

So considering the market-based approach, as regards the Scope 2 assessment, the overall emissions of Gruppo Saviola amount to 144,000 tCO<sub>2</sub>eq, therefore decreasing according to this approach compared to the year 2023 (160,000 tCO<sub>2</sub>eq).

### Scope 2 Emissions (location-based vs. market-based)



### Emissions – market-based

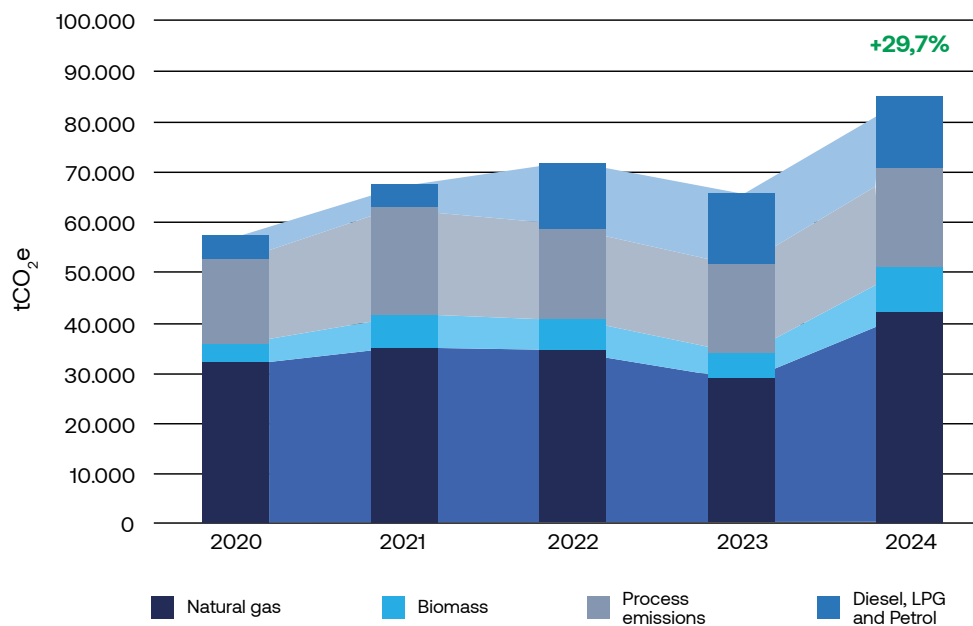


<sup>6</sup> For some Business Unit/plants, the supplier-specific emission factor could not be obtained. In these cases, the location-based emission factor was used..

The following diagram shows the contribution of various emission sources to total Scope 1 emissions, which increased by 29.7% compared to 2023. As previously highlighted, the majority of the increase is represented by natural gas. However, emissions from decaying biomass waste from the production process also increa-

sed, although not significantly in absolute terms. This increase is caused by the content of fossil and non-biogenic carbon present and monitored within the material used in combustion.

### Scope 1 emissions trends



In terms of the climate change impact of its products, the Group recognises the opportunity to carry out a Life Cycle Assessment (LCA) study on the panel<sup>7</sup>. Carrying out LCA analyses would allow the Group to respond to market demands regarding the actual performance of the panel in terms of emissions, in a transparent

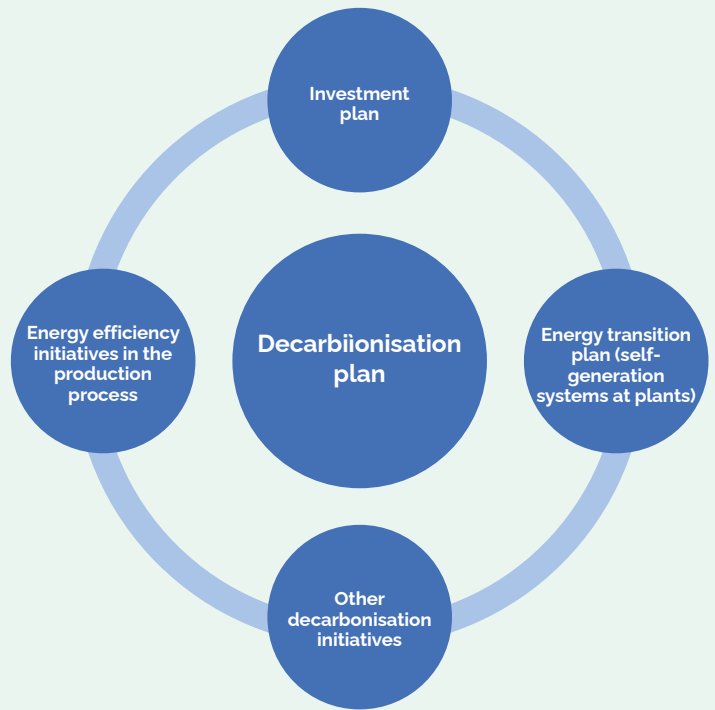
manner thanks to obtaining an ecological label such as the EPD<sup>8</sup>. In 2025, Gruppo Saviola has undertaken the process of obtaining the EPD ecological label for 15 products manufactured by the Group's various Business Units.

<sup>7</sup> § Opportunities: Obtaining the eco-label.

<sup>8</sup> Environmental Product Declaration (EPD).

## Focus: Decarbonisation plan

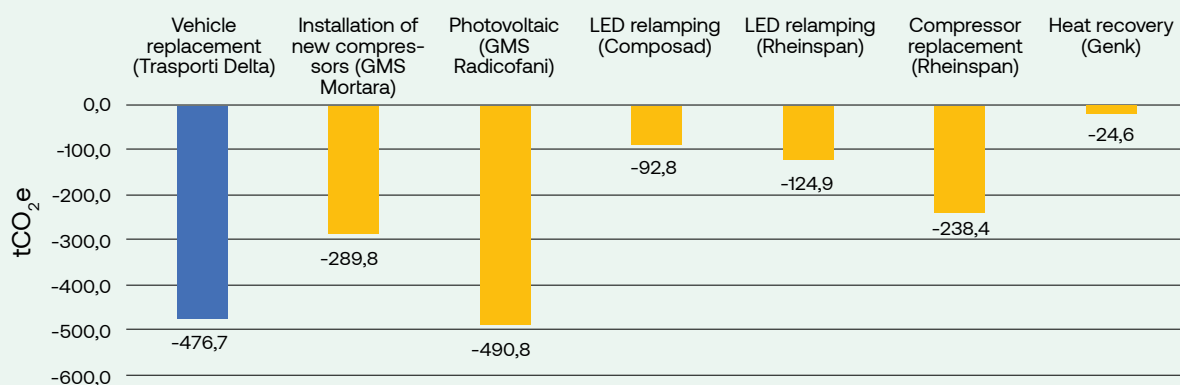
Published in 2023, the Gruppo Saviola Decarbonisation Plan represents the company's public commitment to reducing greenhouse gas emissions in line with the Paris Agreement through the development of improvement initiatives and the transition to more advanced and efficient technologies aimed at reducing energy consumption and promoting renewable sources. The plan includes an analysis of baseline emissions for the year 2021 against Scope 1 and Scope 2 and a list of reduction actions in the medium and long term. Gruppo Saviola is working on defining its NetZero Strategy, which will be submitted for validation by the SBTi (Science Based Targets initiative) by the end of 2025.



To date, in line with the Group's investment plan, 19 of the 58 planned medium-term projects have been implemented. In 2024, 4 additional interventions were carried out, such as the installation of new compressors at the Mortara and Rheinspan plants, the installation of a photovoltaic system at the Radicofani plant, the

LED relamping of Composad and Rheinspan, heat recovery at Genk and the replacement of a further 4 vehicles in the Trasporti Delta fleet, for a total saving of approximately 1,740 tCO<sub>2</sub>e per year. As part of the definition of the NetZero Strategy in 2025, the Decarbonisation Plan will be revised.

### Annual emissions saved



# 3.1.3

## Pollution prevention

Gruppo Saviola's production processes generate other emissions besides carbon dioxide. For this reason, some plants are subject to continuous monitoring of the most significant pollutants, regularly certifying that the threshold limit imposed by permits or applicable regulations is not exceeded<sup>9</sup>.

Gruppo Saviola implements investments in line with Best Available Technologies (BAT) and operates with scrupulous procedures for the control and maintenance of emission monitoring and reduction systems.

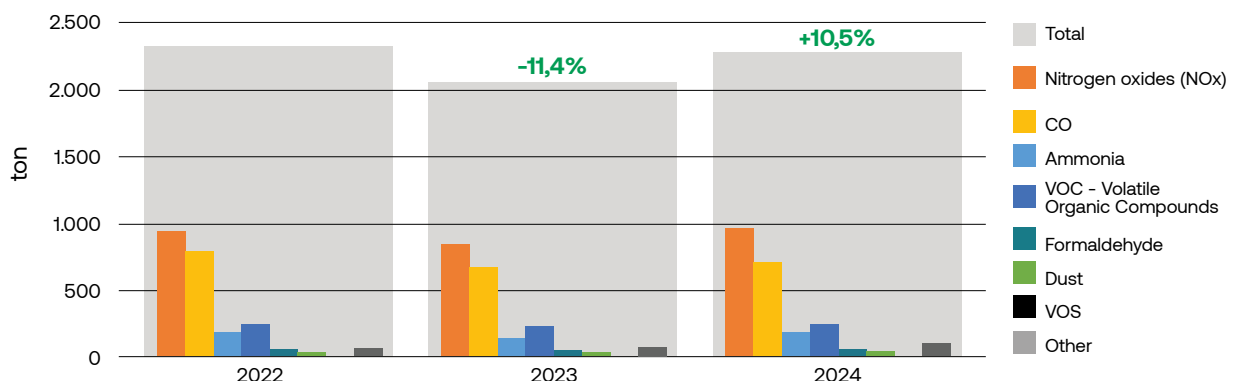
The Chemical Business Unit is subject, in its production plants, to the Seveso Directive<sup>10</sup>; there is therefore a specific and constant attention to environmental impacts, which, in correspondence with any exceedances of limit thresholds or accidental events, could also imply strong negative economic impacts. There is therefore particular attention to specific training on risks and procedures for risk minimization and the constant mitigation of impacts. Periodic emergency management tests are carried out, also in collaboration with the local civil protection (Sadepan Viadana).

There is also particular attention to the potential impact of diffuse emissions<sup>11</sup>. Projects and interventions are underway to improve the storage, transport and suction systems for granular urea at the Advachem (Hautrage - Belgium) and Truccazzano (Milan) plants.

The following graph shows the quantitative development of significant emissions monitored by the Group. In 2024, there was an increase of approximately 10% compared to 2023, while the values are substantially in line with 2022. The most significant increase concerns NOx, CO and dust. All other monitored analytes (VOC, NH<sub>3</sub>, VOS, CH<sub>2</sub>O, others).

A potential negative impact for almost all Business Units, both for industrial plants and for the collection centres of the Savionet network, is linked to the dispersion of dust<sup>12</sup>. Particular attention is therefore paid to mitigation and reduction systems. Emission reduction systems are in place and improvement measures are being progressively implemented, such as the planting of tall trees and hedges to limit the effects of windy days, the installation of atomized water spray systems controlled by anemometers, and the installation of fixed windbreak systems around wood piles. Saviola Holding develops and stipulates specific insurance coverage for each plant in the industrial group to cover any environmental damage related to accidental events.

### Significant emissions



<sup>9</sup> § Potential negative impact: Exceeding emission limits, § Risk: Economic consequences of environmental pollution, § Potential negative impact: Risk of accidents with environmental consequences.

<sup>10</sup> Directive 96/82/EC: is the European standard for the prevention and control of major-accident hazards involving certain substances classified as dangerous.

<sup>11</sup> § Actual negative impact: Chemicals in the production process. § Improvement projects mainly focus on urea (12% of the weight of the material flow) and sugar.

<sup>12</sup> § Potential negative impact: Dust dispersion.

## 3.2

### Resource use and circular economy

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



One of the main priorities of Gruppo Saviola is the responsible use of resources and the promotion of the circular economy, with particular attention to material flows and waste management. The company adopts a sustainable and innovative approach to the use of natural resources and waste treatment, with the aim of building a regenerative system based on the ethical principles of recycling.

- Reducing landfill volumes.
- Reducing environmental impact and greenhouse gas emissions.

In terms of weight, Gruppo Saviola uses almost 2 million tonnes of material for its production processes. Of this, thanks to the synergy between Saviola BU and Savionet BU, 70% is wood waste<sup>13</sup>, from furniture, packaging, processing scrap, building site material and generally uncontaminated wood waste. This percentage is destined to grow as the acquisition of 100% of Rheinspan (Germany) makes it possible to plan investments aimed at converting the German company's production plant so that it, too, can achieve 100% production from post-consumption wood<sup>14</sup>.

Wood from recovery operations undergoes a complex industrial cleaning process consisting of several stages:

Quality control: ensures compliance with the requirements of current regulations and internal quality control procedures.

Initial treatment: the wood is immersed in water to separate the heavy inert materials.

Cleaning, screening through various systems (traps, magnets, centrifuges): the wood is separated from any other foreign material (sand and aggregates, nails, hinges, furniture fittings, glassware, etc.) without the use of chemical solvents or reagents.

### 3.2.1

#### Materials

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Gruppo Saviola stands out as the world leader in the transformation of post-consumer wood thanks to a production approach based on the recovery and valorization of a resource that can be brought back to life and reused. Giving new life to wood means:

- Preserving the forest heritage, avoiding the felling of trees and protecting biodiversity.

<sup>13</sup> § Actual positive impact: recovered wood and § Actual positive impact: Recovery of other raw materials.

<sup>14</sup> § Opportunities: post-consumption wood in Rheinspan.

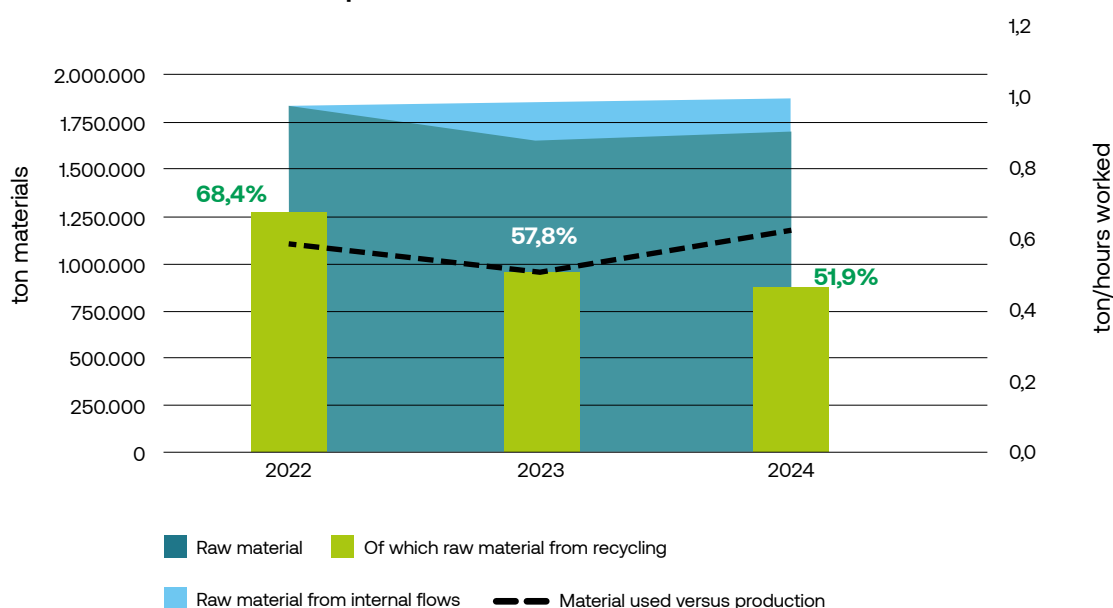
Below is a diagram showing the development of the overall raw material flow in absolute terms and in relation to production (hours worked). From the previous report, Gruppo Saviola decided to improve its data collection, excluding internal material flows between the various plants and BUs.

As a result of this change, the graph represents

the material flows occurring at the Group perimeter level, avoiding double counting. In line with this approach, the diagram is developed for industrial BUs.

As regards the Savionet BU, the wood waste collection network, the flows of collected and processed materials ("Ecolegno Waste") are represented in the following chapter.

### Use of raw material for production



In 2024, Gruppo Saviola's industrial BUs used almost 1,900,000 tons of materials to manufacture and sell their products, 1,700,000 of which came from outside the organization. Consumption is in line (+1%) with that of the previous year. Of the total materials used, 51.9% are recycled materials.

This high percentage of materials from recycling activities is also made possible by the development of the collection network (BU Savionet), which operates in line with the waste reuse hierarchy: the recovery of materials for the creation of new products takes priority over recovery for energy purposes.

The "innovation system" developed by Gruppo Saviola also fits into this trajectory, placing attention on projects aimed at material recovery,

such as innovative studies into the use of ash for the construction sector or the selection and separation from the ash itself of molecules destined for other production sectors (phosphorus, rare earths).

The Sadepan BU is developing a series of projects and initiatives for the use of more sustainable raw materials. The ICSS-Plus certification required to track and certify the supply of bio-methanol and produce bio-glues has already been acquired<sup>15</sup>. There are also projects to recover the bottoms of glue tanks at the factories, in order to reduce the amount of waste destined for disposal and recover the material that will become new glue.

<sup>15</sup> § Potential positive impact: More sustainable raw materials.

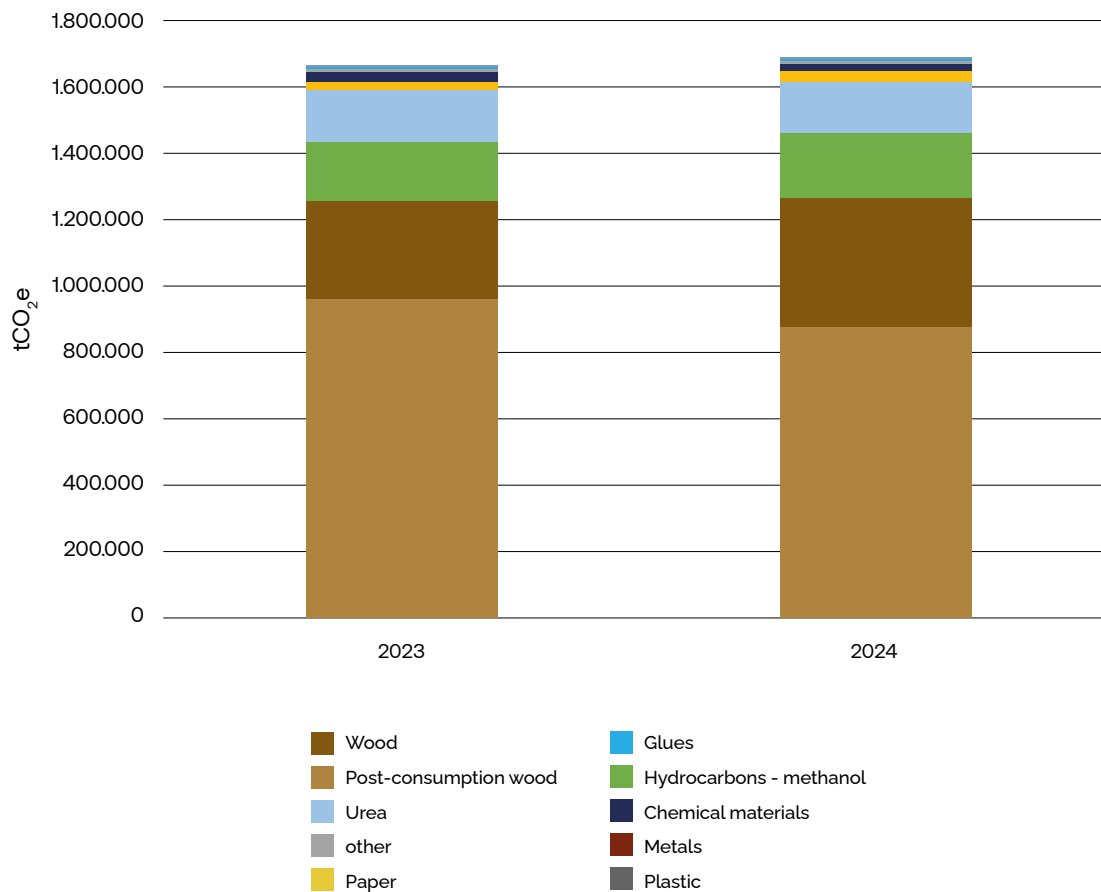
The Sadepan BU supplies approximately 150,000 tonnes of urea every year from non-European countries, such as Egypt, Algeria and others, thus falling within the scope of the CBAM regulation (Regulation (EU) 2023/956 of the European Parliament and of the Council of 10 May 2023)<sup>16</sup>, the European mechanism that regulates climate-altering emissions due to the import of goods or services, aiming to trigger a path of decarbonisation at a global level. Sadepan is therefore subject to the obligation to report the emissions from imported urea and, starting in 2026, will be subject to the surrender of the related certificates.

The revision of the mapping of materials used, starting from the 2023 Sustainability Report, has allowed us to make the reporting homogeneous with respect to weight; previously, some categories were reported with different units of measurement.

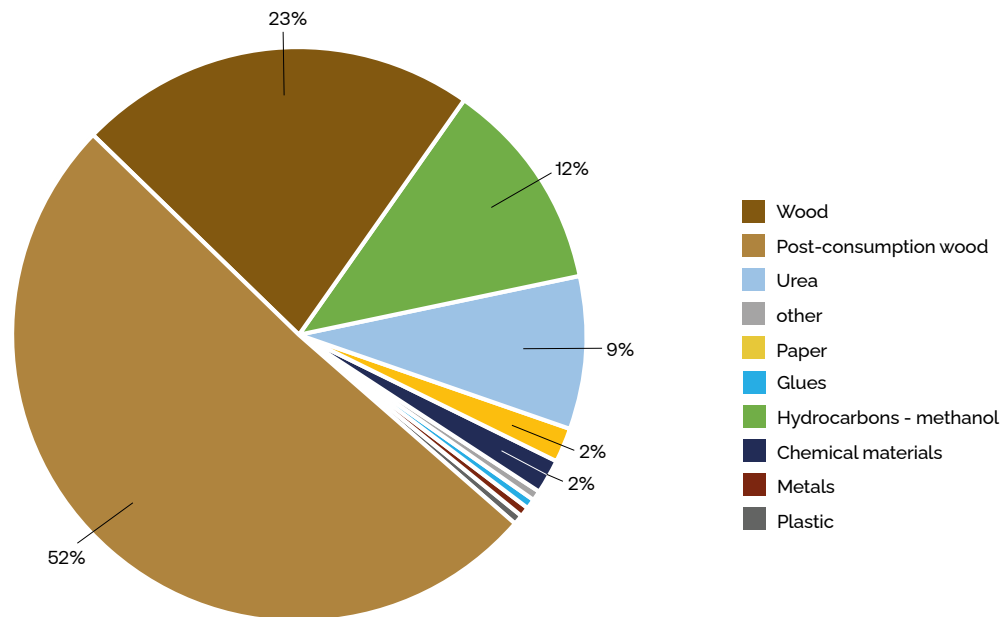
The following graph shows the breakdown of the various product categories: in 2024, 52% of the used materials were post-consumption wood from furniture, packaging, processing scrap, building site material and uncontaminated. A significant percentage (approximately 23%) of non-waste wood material is present due to the processing at the Radicofani plant for the extraction of tannin from chestnut wood and the production of chipboard at the Rheinspan plant, which has not yet completed the operational transformation to use 100% recycled wood. .

The remaining material flows consist of hydrocarbons (methanol and other materials used as non-energy raw materials), urea, other chemicals, paper, plastics, metals, and glues.

### Materials used



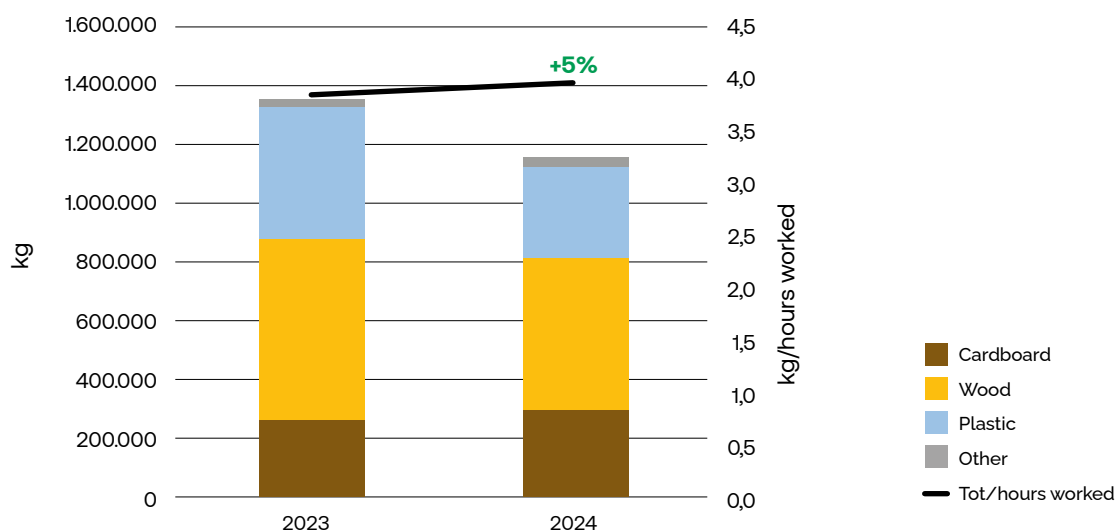
## Materials used (2024)



With regard to packaging, in 2024 Gruppo Saviola used 11,500 tonnes of packaging material between wood (44%), plastic (26.5%) and cardboard (26.1%). Packaging weight is decreasing compared to 2023<sup>17</sup> in terms of total kg, while there was an increase in the indicator in relation to hours worked. The reduction in the weight of the packaging used is mainly due to the exit

of Sadepan Latino-Americana from the reporting perimeter. Likewise, in specific terms with respect to hours worked, the increase in the indicator is caused by the lack of hours worked by the Sadepan Latino-Americana workforce.

## Packaging used

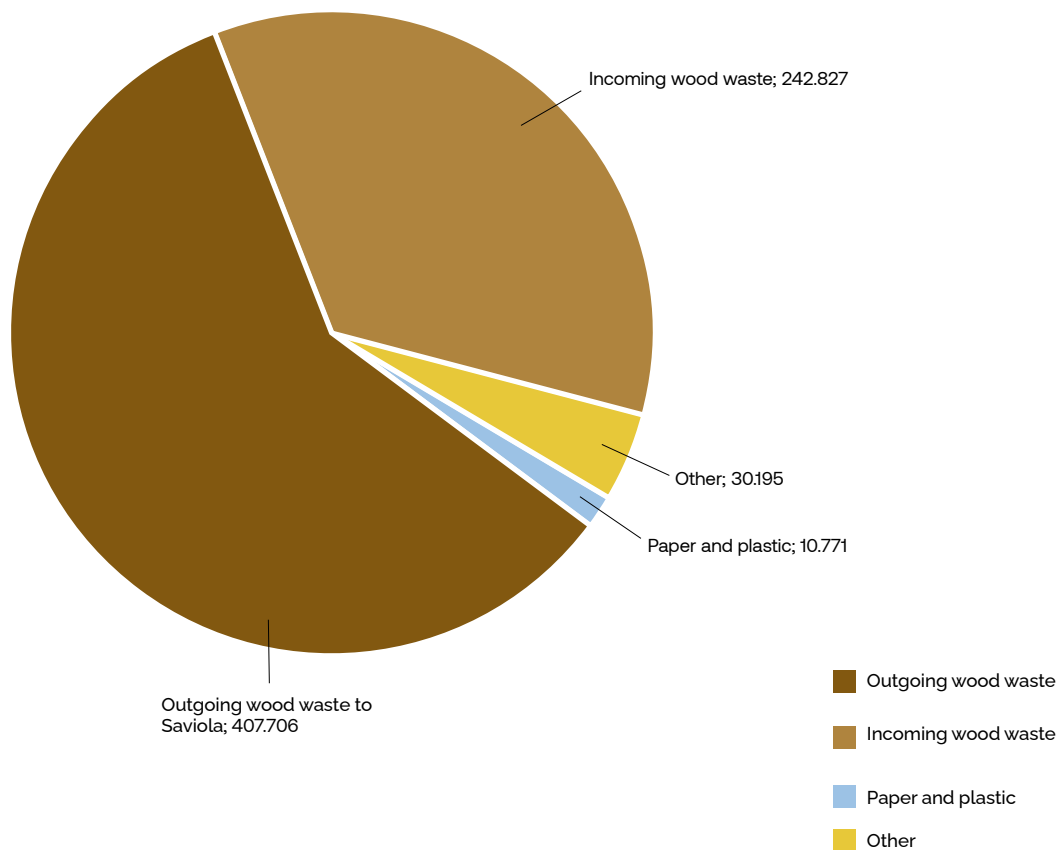


<sup>17</sup> For comparability reasons, the 2023 figure has been corrected by removing the tons purchased by Sadepan Latinoamericana BU (over 3,300 tons for parcel separators), which is no longer part of the Group's perimeter.

As indicated above, the Savionet BU has separate reporting. The total flow of materials entering the network was 700,000 tons in 2024, a 2% decrease compared to the previous year. 95% of this material is wood waste, most of which is then delivered to Gruppo Saviola for recycling and production of the Ecological Panel®. The acquisition of new Ecolegno centres is one of

the objectives of Gruppo Saviola: the expansion and extensive network of the collection chain will allow greater availability of the raw material (wood waste) even in the presence of possible drops in collection volumes<sup>18</sup>.

#### Savionet waste ton (2024)



<sup>18</sup> § Opportunities: Savionet expansion

## 3.2.2

### Waste



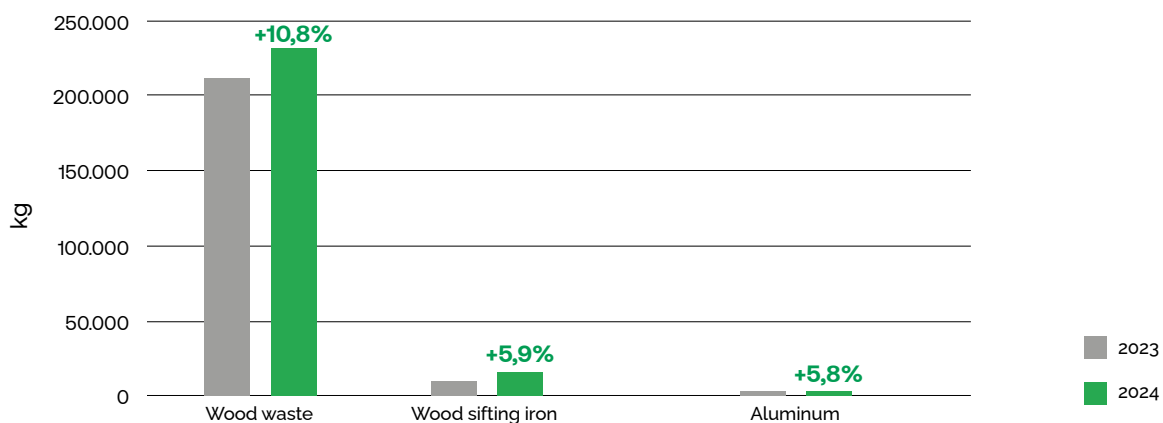
Gruppo Saviola stands out in the industrial landscape for its sustainable approach to waste management. Always attentive to the circular economy, the Group has specialized in the recovery and recycling of materials, in particular post-consumer wood, transforming it into a quality semi-finished product, the Ecological Panel® without cutting down new trees. Through advanced facilities and a controlled supply chain, the Group reduces its environmental impact, minimizes waste production, and promotes the reuse of resources, establishing itself as a virtuous example of industrial sustainability.

In 2024, Gruppo Saviola generated approximately 300,000 tonnes of waste, +13% compared to the previous year.

An analysis was carried out of the increases in the various items that make up the overall figure. An increase in the capacity for sorting for recovery is highlighted and therefore an increase in the application of the concepts of circularity in the production process (10.8% of wood waste, 5.9% of iron from wood screening and 5.8% of aluminium)<sup>19</sup>.

Wood waste entering factories increased by 355% compared to 2023. However, there was a corresponding decrease of 2.75% in the production of raw chipboard. This data demonstrates the need for, and therefore the implementation in 2024 of, increased treatment of incoming waste, an activity which has therefore produced a series of separated, differentiated and recycled waste.

#### Waste recovery capacity



As anticipated, analysing the data on waste produced against the hours worked, the denominator used to represent production, we obtain an increase in waste production, which went from 0.077 tons/hour worked to 0.105 tons/hour worked.

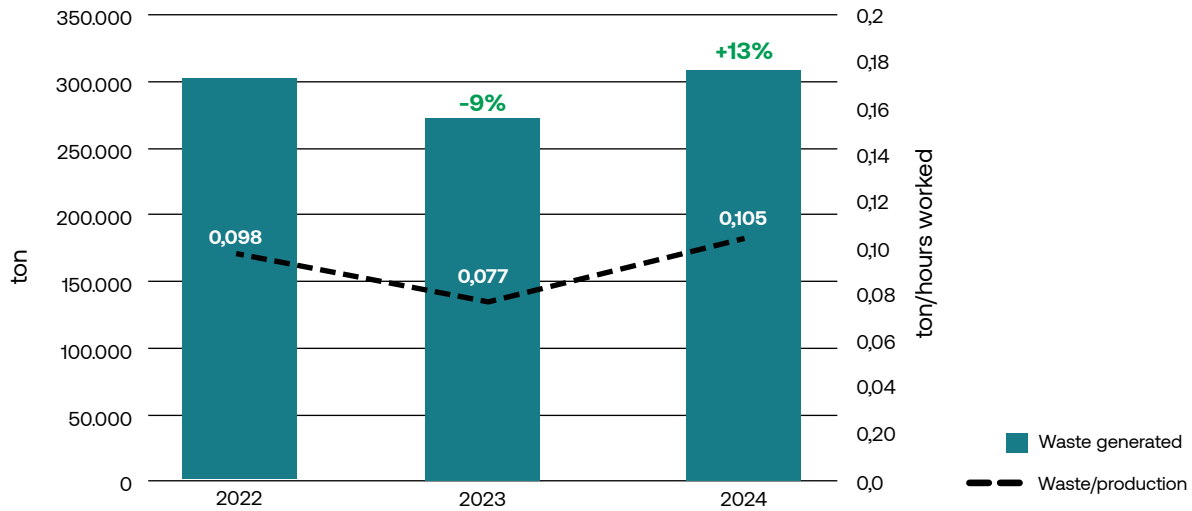
The quantity of waste was considered to be that produced by the various Organisational Units, excluding waste entering Savionet (they are not the waste generated), which was reported in the previous chapter on materials. While the hours worked that the indicator is calculated on refer to the Group.

<sup>19</sup> § Positive actual impact: Recovery of other raw materials.

98.7% of the waste produced in 2024 was sent for recovery operations, understood as the sum of material recovery, energy recovery (R1) and other recovery operations (starting from R13 storage up to the subsequent recovery phases).

Gruppo Saviola always works with the aim of minimising waste production, reusing processing waste within production processes and also limiting recovery for energy purposes to the minimum necessary<sup>20</sup>.

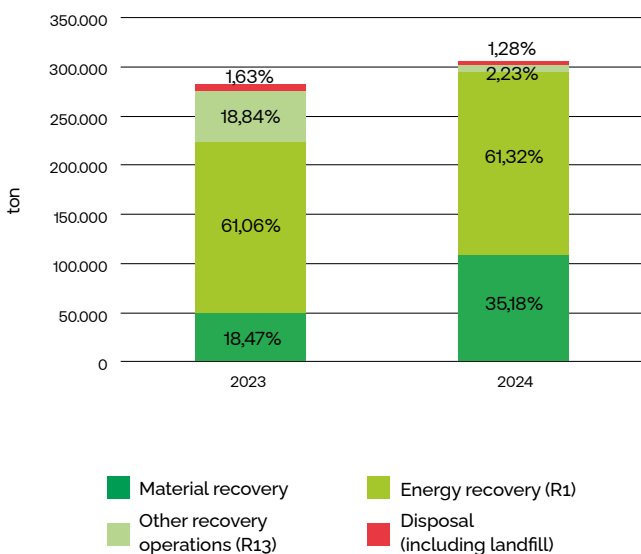
### Trend of waste production



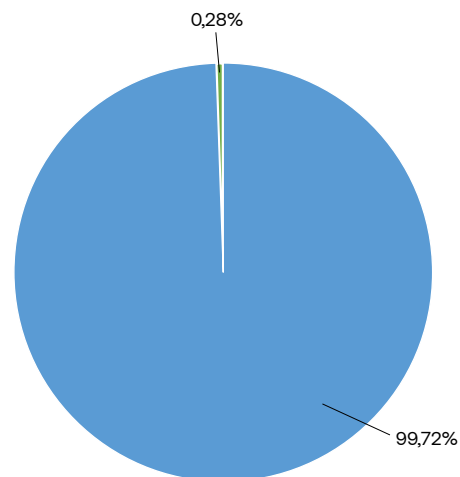
An important item in the list of waste is the ash resulting from the combustion of decaying waste from the production process for energy purposes. Innovation projects are being studied for the recovery of ash and its valorization in terms of recycling of the material.

As far as the hazardousness of waste is concerned, only 0.28% (870 tons/year, it was 0.22% in 2023) of the waste produced by Gruppo Saviola is hazardous.

### Waste destination



### Hazardous waste (2024)



<sup>20</sup> § Positive actual impact: Reuse of processing waste.

# 3.3

## Marine waters and resources



Gruppo Saviola adopts a sustainable approach to water management, considering it an essential and irreplaceable resource. Through innovative and responsible practices, the Company committed to reducing water consumption and protecting natural reserves, promoting efficient and sustainable use of this vital resource.

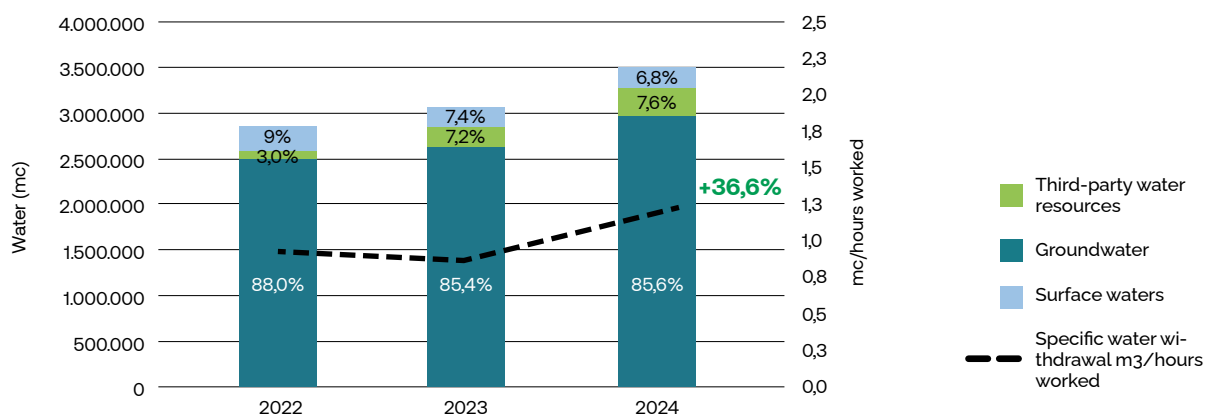
Water is used by Gruppo Saviola for a variety of production activities such as:

- Wood waste washing
- Industrial process cooling

- Liquid resin production
- Tannin extraction process (at the Radicofani plant in Siena).

Well water is used within the Saviola and Chemical BUs for industrial cooling and as a raw material for resins. This use within the production process means that consumption can also increase significantly, depending on production volumes<sup>21</sup>. The implementation of more efficient cooling systems and the use of other media, such as air, are being studied and designed to limit the increase in water withdrawals. Furthermore, initiatives to reduce water consumption are underway at GMS Sustinente and Viadana. The issue of water consumption is closely monitored: rainwater from the raw material yards is recovered at the Saviola BU plants; water from the boiler flue gas scrubber is recovered at the Mortara plant; furthermore, a study developed in collaboration with the University of Bologna is at an advanced stage and close to being engineered. The aim of the study is to develop a methodology for treating eluates from the electrostatic precipitator<sup>22</sup>.

### Water consumption



<sup>21</sup> § Potential negative impact: Increased consumption of water resources.

<sup>22</sup> By "eluates" we mean the liquids obtained at the end of an elution process, a method used to separate or purify components from mixture.

In 2024, Gruppo Saviola withdrew approximately 3,500,000 m<sup>3</sup> of water, 85,6% of which came from wells. Considering total withdrawals, there was a 13,4% increase in withdrawals compared to the previous year. Even in specific terms, that is, by analysing the indicator of levies on the hours worked by the Group, an increase was recorded and in 2024 the withdrawal was 1.2 m<sup>3</sup>/hour worked.

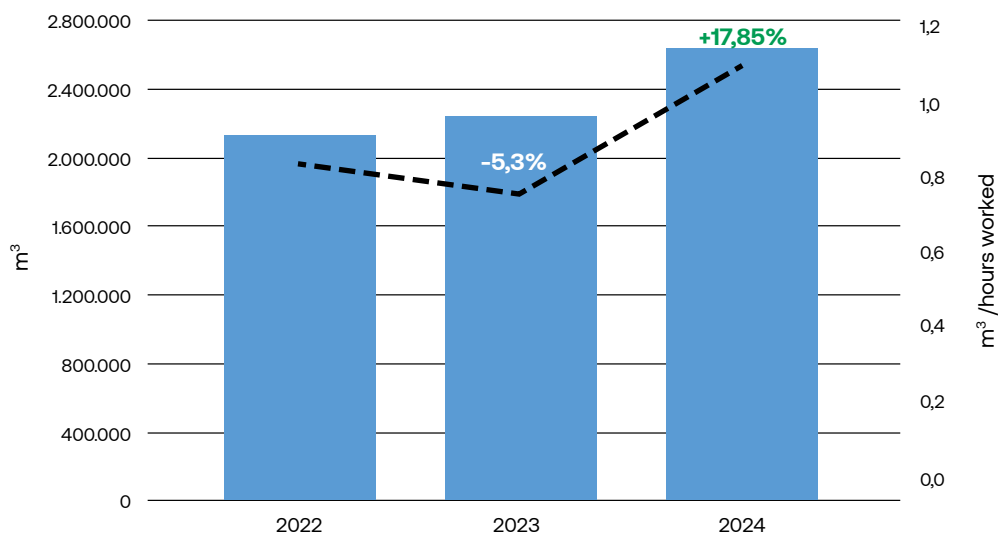
From the point of view of water discharges, the main contributions are:

- Wastewater from clariflocculation systems for washing and neutralisation of combustion fumes from wood waste boilers.

- Discharge water from evaporative towers or cooling circuits.
- Waste water from demineralised water production plants serving steam circuits.
- Civil drains
- Rainwater.

The following graph shows the trend of water discharges over the years.

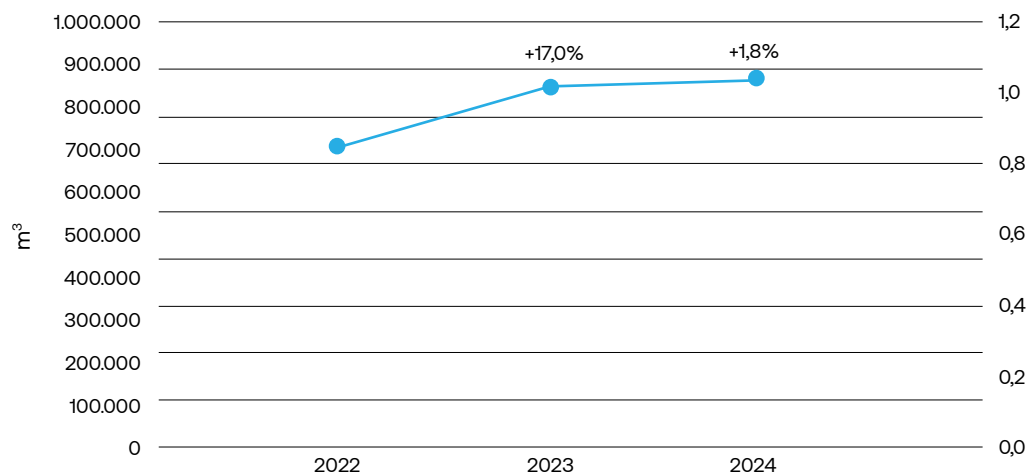
### Water discharges



In 2024, Gruppo Saviola discharged approximately 2,600,000 m<sup>3</sup> of water, +17,9% compared to the previous year.

In terms of consumption, i.e. the difference between withdrawals and discharges, in 2024 these stood at around 880,000 m<sup>3</sup>, up 1,8% compared to 2023.

### Water consumption



## 3.4

### Biodiversity and ecosystems



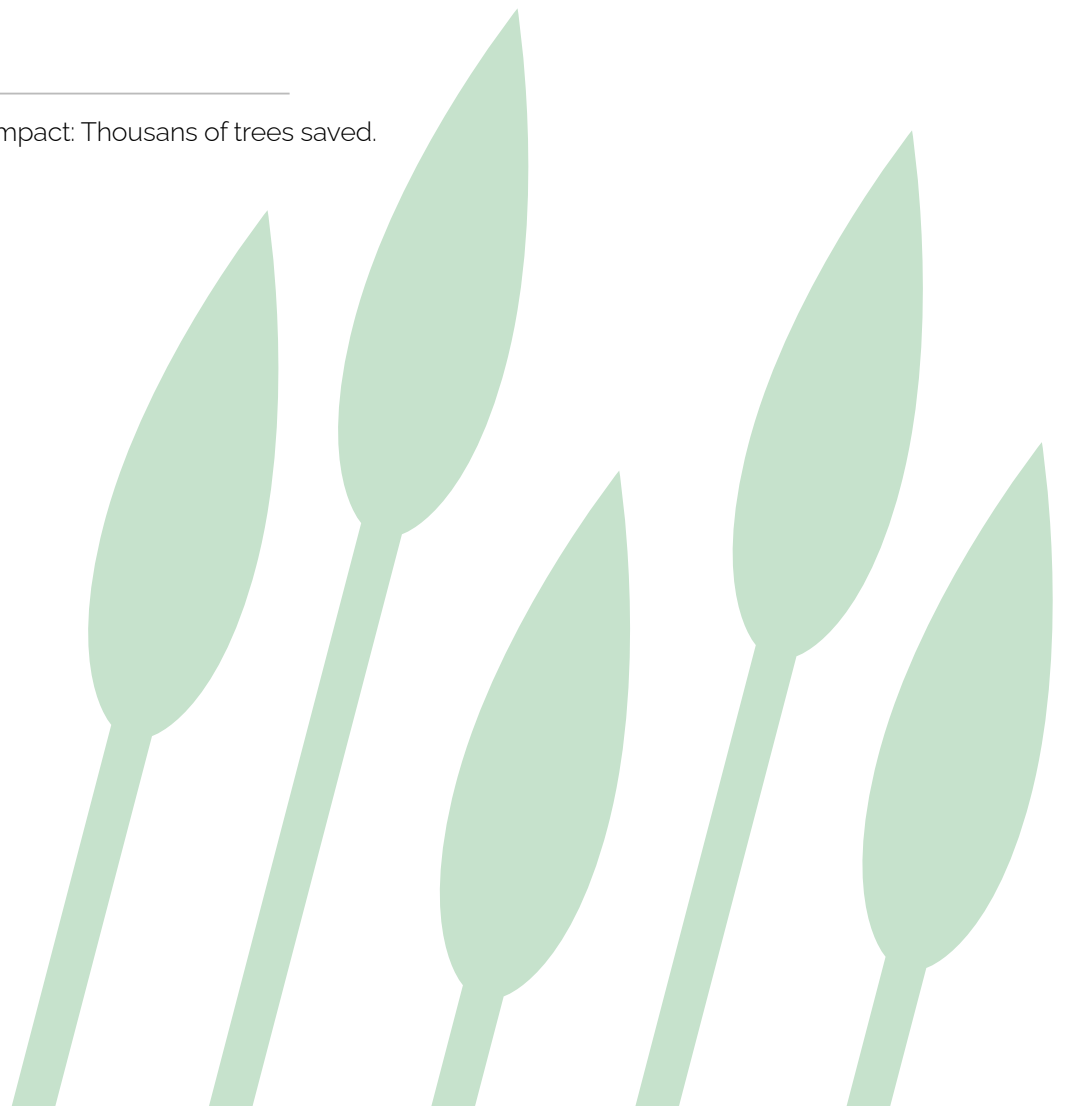
Protecting biodiversity is a growing responsibility for every company. At Gruppo Saviola, we believe that preserving the ecosystems on which resources, production processes, and collective well-being depend is a crucial challenge.

The production process of the Group's various units has the potential to directly affect forest habitats, which will then affect both plant and animal biodiversity. Thanks to the choice of post-consumption wood, which integrates biodiversity into corporate strategies, the Wood BU of Gruppo Saviola avoids the felling of approximately

10,000 trees per day<sup>23</sup>. To enhance this corporate choice, Gruppo Saviola is also planning to certify the avoided emissions according to the WBCSD methodology (World Business Council for Sustainable Development). In addition, the choice of certifications such as FSC® (Forest Stewardship Council), testifies to the Group's promotion of practices linked to the conservation of biodiversity and the rights of local communities (it should be noted that all BUs have products certified according to this standard).

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<sup>23</sup> § Positive actual impact: Thousands of trees saved.





# Social

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## 4.1

### Own workforce

Gruppo Saviola's employee management focuses significantly on workplace health and safety, through accident investigation procedures, training, and safety management systems that involve multiple levels of the company and involve the active participation of workers. Over the years, this central theme has been progressively supported by initiatives aimed at improving employee well-being, both at the Group and individual production unit levels. These initiatives range from infrastructure projects to financial benefits and training.

At the same time, the Group addresses issues related to work organization and internal communication, especially in contexts of change such as acquisitions and divestments, with an awareness of the need to improve employee attraction and

retention. Training and opportunities for discussion, including participation in committee activities, are key tools for integration, growth, and personal satisfaction, and for raising collective awareness, including on sustainability issues.

As indicated in the methodological note, at the end of 2024, Gruppo Saviola sold the company Sade-pan Latinoamericana, based in Argentina, which is therefore excluded from the reporting perimeter. Some indicators, therefore, may show significant variations compared to previous years.

## 4.2

### Worker health and safety



In line with its employees' priorities and the paramount importance of protecting life, as in the previous year, Gruppo Saviola has also identified the potential impact of workplace accidents as a priority in 2024. This is the result of a combination of the highest potential severity (since it affects health, a fundamental human right), a broad scope (transversal to all Business Units and all countries, being a risk related to any work activity), and a medium potential degree of irremediability (linked

to the type of activity and the company's history, which has a low number of serious accidents). Since accidents occurred in the reporting year, as specified below, the potential impact was also accompanied by an actual impact, with a much lower magnitude by virtue of the analysis of the accident events that occurred (the majority of which were of minor severity)<sup>1</sup>.

<sup>1</sup> § Potential and actual negative impact: occupational accidents and diseases §

## 4.2.1

### General principles and management systems

Gruppo Saviola, through its various divisions, adopts policies for the prevention of accidents and occupational diseases based on common principles:

- Training, education, and awareness-raising of employees on health and safety issues in the workplace.
- Qualification of suppliers and contractors of goods and services, who are required to comply with company operating practices and procedures, starting with on-site training during the initial visit and continuing with assessments of standards and procedures, identification, and access control.
- Cooperation with public authorities and definition of emergency procedures to deal with any accidents and minimize potential consequences.
- Raising awareness among managers so that they monitor compliance with procedures
- Systematic performance of safety studies and analyses.
- Investments in new technologies to improve the reliability of plants and processes.
- Surveillance and monitoring of production activities and their potential effects on safety and the environment.

- Adoption of the OMM 231 Organizational Model<sup>2</sup>: this model is based on an occupational health and safety management system that includes procedures, updated during 2024, for managing every area, both technical and managerial, with an impact on safeguarding the physical integrity and health of internal and external workers. The site manager, supervisors, and the HPPS (Head of the Prevention and Protection Service) are responsible for ensuring the correct application of this system. Every year, the Supervisory Board of Gruppo Saviola verifies compliance with the OMM through a specific audit process and issues a dedicated report to the employer, the Saviola BU management and the HSE Holding management.

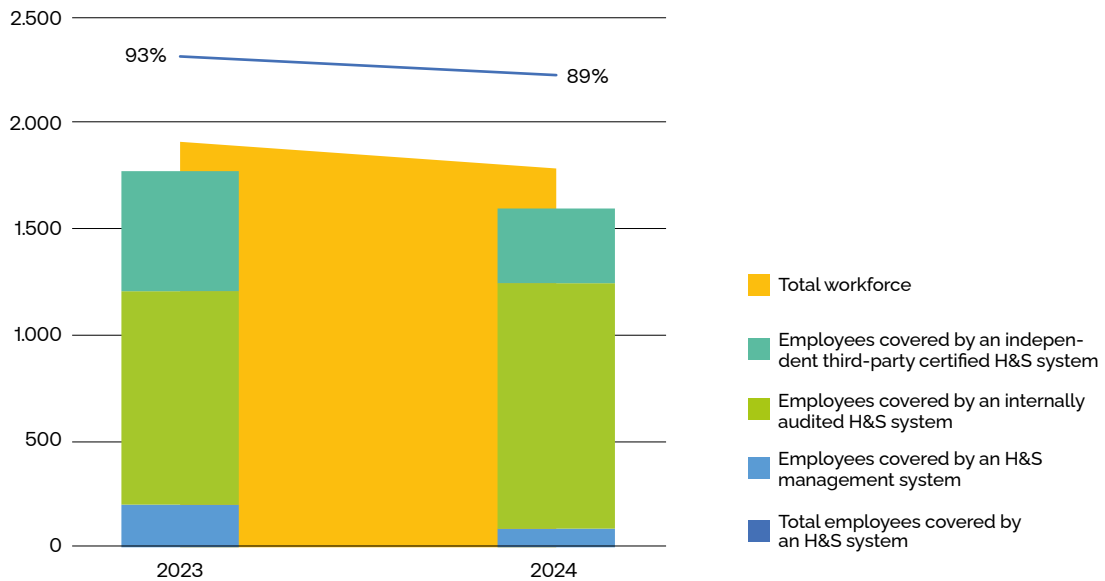
- Implementation of ISO 45001 certification (Occupational Health and Safety Management Systems) across all Group companies by 2026 (currently, the certification has been obtained in the plants of Composad, Trasporti Delta, Sadepan Trucazzano, Sadepan Viadana, Sadepan Genk) and an internal audit system, procedures, and management systems that enable the company to monitor and improve this issue.

The following graph shows the proportion of workers (employees and non-employees) covered by a management system at Gruppo Saviola<sup>3</sup>. It should be noted that the decrease in workers covered by the third-party certified system is linked to the sale of Sadepan Latinoamericana, certified 45001, included in the 2023 scope and not in the 2024 perimeter (119 employees).

<sup>2</sup> Present in all Italian production sites, except Saviolife.

<sup>3</sup> Excluding employees of the Savionet BU, for whom the figure is not available. It should be noted that the decrease in workers covered by the third-party certified system is linked to the sale of Sadepan Latinoamericana, included in the 2023 perimeter and not in the 2024 perimeter (119 employees).

### Employees covered by an occupational health and safety management system



## 4.2.2

### Risk assessment

The risk assessment is conducted, for Italian sites, pursuant to Legislative Decree. 81/2008. The definition of the risk level is based on a P X G (Probability X Severity) matrix based on three levels (HIGH – MEDIUM – LOW). Analysing the values of these matrices allows us to establish intervention priorities for risk elimination or mitigation, interventions that are then included in the safety level improvement plan. .

The DVR (Risk Assessment Document) is drawn up or updated by the HPPS in collaboration with the supervisors, the Workers' Safety Representative, the company doctor and, if necessary, with the support of external consultants. The DVR is also updated in response to reports of dangerous situations or near miss by supervisors, workers or following the occurrence of significant injuries. In contexts such as the Viadana production hub, where several Group companies operate, a shared emergency plan is in place to manage related interference.

Each new recovery centre under the control of Savionet and each facility acquired or which has undergone substantial changes in terms

of infrastructure or procedures<sup>4</sup> is subject to audits to evaluate regulatory compliance and adherence to Group standards. Specifically, in 2024, no new centers were acquired, but the Composad plant located in Viadana was incorporated into the Mauro Gruppo Saviola plant and the DVR of the latter was therefore updated to take this change into account. Where necessary, specific risk assessments are always updated in accordance with established deadlines or following significant process changes.

Since 2023, Gruppo Saviola has included into its analysis all of the accidents that occurred to workers not directly under the company's control, but managed and controlled by third-party suppliers (contractors, maintenance workers, cooperatives, service providers, etc.).

The safety procedures adopted by the Group correspond to the dictates of national legislation (in Italy, Legislative Decree 81/2008, which provides

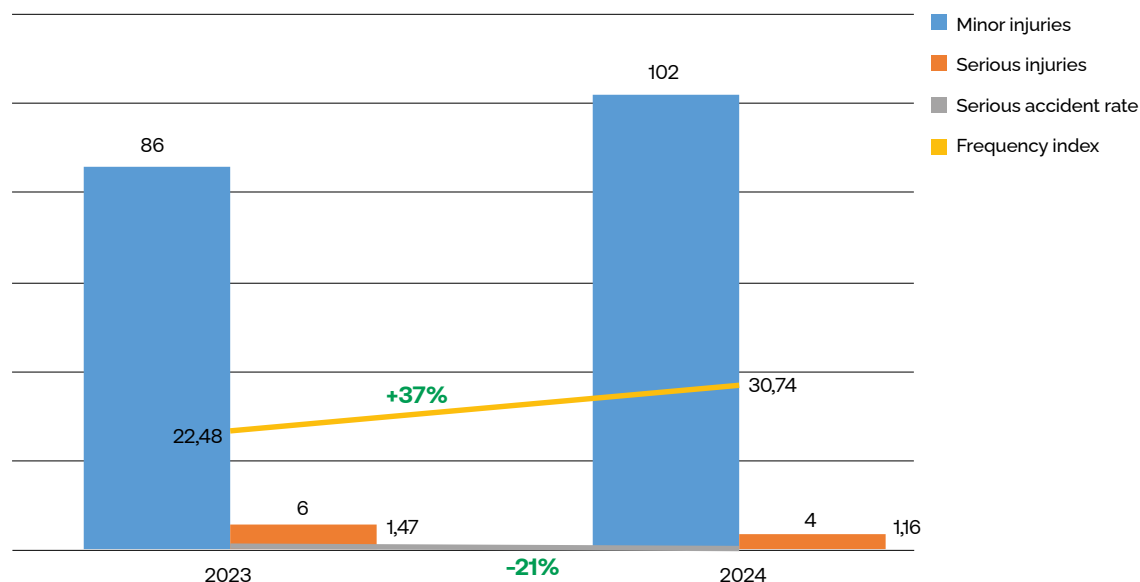
<sup>4</sup> § Risk: Adaptation phase of acquired sites §

for the acquisition of the Operational Safety Plan and the drafting of the Single Document for the Assessment of Interference Risks) and, in general, the policy for safety and hygiene at work requires that all workers, both from Gruppo Saviola and from external companies, are included in the safety management program

and in the risk level reduction plans in each work area and for each activity carried out.

In 2024, a total of 106 injuries were recorded, but the severity rate is constantly decreasing, as already happened in 2023 compared to 2022<sup>5</sup>.

### Accidents: frequency and severity



As part of the monitoring and management system for this issue, an in-depth analysis is conducted for each accident, considering the types of accidents that occurred, the responsibilities of the worker and, where applicable, the company, as well as any additional mitigation and prevention actions that can be implemented. Finally, the severity rates are analysed<sup>6</sup>, with the aim of monitoring trends and identifying any critical issues.

Below an extract from this analysis is provided, with a breakdown of the types of accidents and, for Italian sites, an indication of the severity indices specific to each site and overall for each country: Saviola Holding and Saviolife,

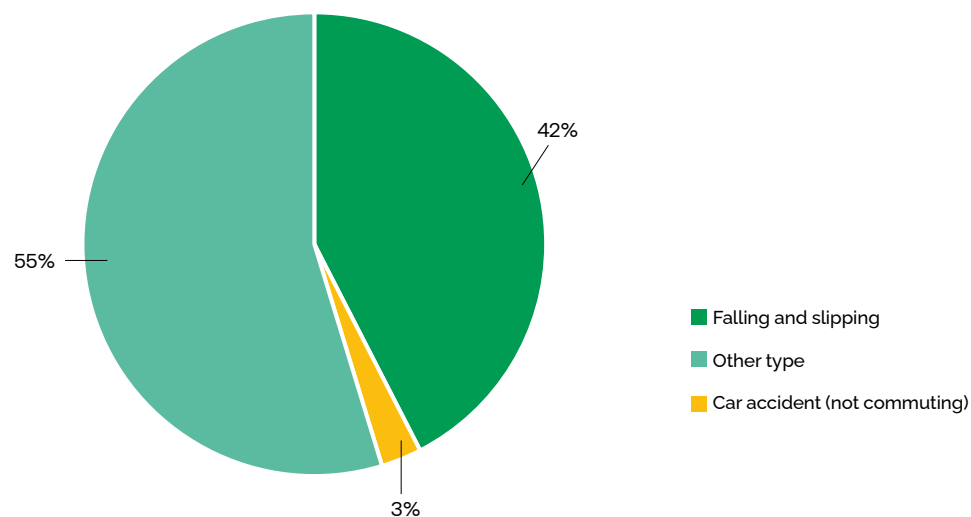
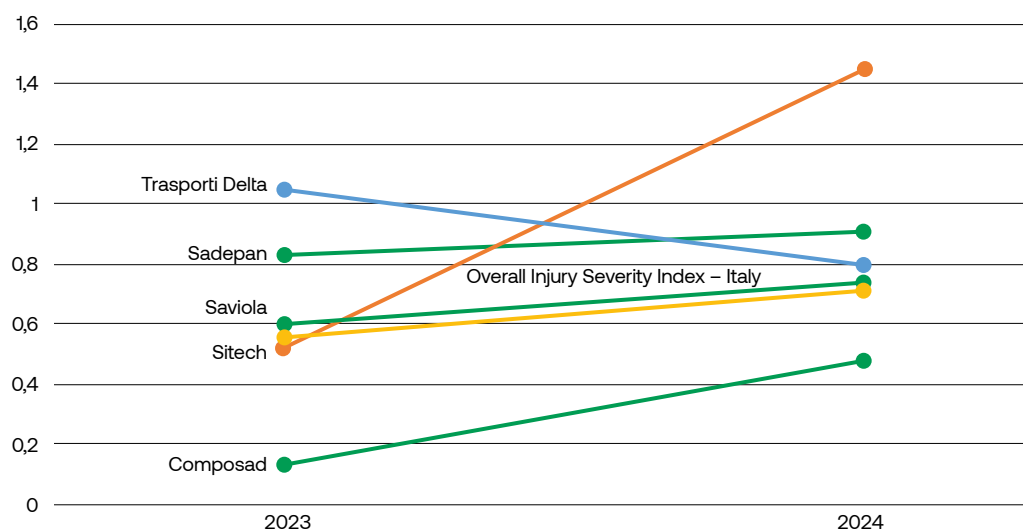
as in the previous two years, did not record any accidents in 2024.

The increase in the severity rate at Sitech (Sustinente plant) is due to the recording of two serious injuries (prognosis of 136 and 116 days, respectively). These injuries were thoroughly investigated by the director and the HPPS, in collaboration with the department managers, to identify the cause and prevent them from happening again.

No cases of occupational diseases were reported in 2024.

<sup>5</sup> Frequency rate calculated as the total number of accidents per million hours worked; serious accident rate calculated as the number of serious accidents, i.e. with a prognosis of more than six months, per million hours worked.

<sup>6</sup> Severity rate: number of days lost \* 1000/hours worked.

**Types of accidents 2024 (entire perimeter)****Severity Rate - Focus on Italian Sites**

## 4.2.3

### Health and safety training and information strategies

Every new hire is provided, within 60 days of their first day of work, with the training required by the State-Regions Agreement (generally 4 hours of general training and 4 hours of specific training for office workers, with possible variations for blue-collar workers). All the actors of the health and safety system (WHSR, HPPS<sup>7</sup>, First Aid Staff, Fire Safety Staff, Managers and Supervisors) are also periodically updated according to the deadlines set by national legislation. In 2024, training and refresher courses continued in the various factories regarding the use of equipment and vehicles (forklifts, lifting platforms, mechanical shovels, etc.) and

for jobs considered high risk (work at heights, confined spaces work, electrical work with PES/PAV training<sup>8</sup>).

Gruppo Saviola is committed to promoting and consolidating an internal culture aimed at protecting health and safety, developing risk awareness, and promoting responsible behaviour. The dissemination of a culture of prevention occurs through basic training and refresher courses at all levels, coordinated by the Prevention and Protection Service, with opportunities for discussion and evaluation of potential improvements, both during normal operations and in emergency situations.

## 4.2.4

### Worker participation and consultation and communication on occupational health and safety

Starting from the awareness of the need to adequately inform and train workers on the risks related to workplace safety, ensuring clear, comprehensive and comprehensible communication, Gruppo Saviola guarantees the use of specific courses beyond the legal requirement

for safety managers, focused on leadership, communication and accident management<sup>9</sup>.

In addition, a process was initiated - and it is still ongoing - to involve workers, starting with the WHSRs, but interested external companies as well, in the choice of processes to improve safety levels and healthiness in the workplace. Direct participation is expressed through various strategies, all of which are based on the involvement of the worker, who is considered to be primarily responsible for his or her own safety and aware of his or her task and the feasibility of specific applications and possible improvements.

<sup>7</sup> WHSR: Workers' representative for Safety, HPPS: Head of Prevention and Protection Service.

<sup>8</sup> PES: Expert Person; PAV: Informed Person, both figures identified for safety during electrical work.

<sup>9</sup> § Actual positive impact: employee training and growth. §

Workers can communicate directly with the Workers' Safety Representative, the designated manager, or the Company Doctor, or through an internal notification system (boxes located throughout the various sites) that allows them to report perceived risks and propose safety measures.

Any actions implemented to mitigate the identified risks are then shared with the WHSRs of the various sites and, if they involve technical or plant modifications, are reviewed by the engineering department. Key information on safety improvement processes and procedures to maintain high standards of health and safety in the workplace is therefore disseminated through various channels, such as direct communications, regular meetings, and communications from managers and WHSRs as well as through the company's SFERA intranet.

Sadepan (Italy) and the Saviola BU also have specific occupational health and safety committees, which aim to ensure and promote the safety and health of:

- Sadepan Security Committee: composed of the director of the two plants, HPPS (Head of the Prevention and Protection Service), PPSO (Prevention and Protection Service Officer), and WHSR (Workers' Safety Representative). It meets quarterly to analyse safety issues, injury trends, and the management of near-miss reports.
- Gruppo Mauro Saviola Cross-functional Committee: composed of the HR Holding director, HSE Holding director, HPPS, WHSR of the 7 Gruppo Mauro Saviola sites and the Composed site. Meetings are held every four months to address the common safety issue of the four-month period, analyse the trend in acci-

dent frequency and severity rates, and verify the progress of handling reports of "near misses" and unsafe conditions.

- Health and Safety Committee of the Rhein-span Works Council: composed of employee representatives. Meetings are held monthly (or more frequently) for the Operations Committee, while quarterly meetings are attended by the Board of Directors' executives, the external HPPS, and the company doctor.

Workers can also consult the company doctor regarding issues relating to their health and the suitability of the work environment, during the annual check-up or by scheduling an appointment, with the doctor's guarantee of confidentiality. The Group guarantees that no retaliation will be taken against any employee who reports a safety and/or hygiene problem at work.

In Italian factories, an initiative was launched in 2023 and will continue in 2024 to award a financial bonus to workers who report near misses and risky conditions deemed unsafe. Furthermore, within the same perimeter, the initiative to provide an additional bonus, in addition to the one tied to production targets, continued. This bonus is tied to the achievement of specific objectives for consolidating and improving safety levels: in 2024, all Saviola BU plants achieved the goal of receiving at least one report for every two direct employees.



## 4.2.5

### Health promotion

In 2024, Gruppo Saviola maintained compliance with legal obligations in all plants concerning the presence of the Company Doctor, to whom workers can turn for any health needs related to the work environment. The Company Doctor visits production sites at least once a year, coordinates with the HPPS for any specific investigations or limitations related to the health of employees, prepares and updates the plan for periodic visits, organises them in compliance with the health protocol, and participates in the annual coordination meeting with the Employer, HPPS and WHSR. Furthermore, the relationship of trust and collaboration that has developed over the years between the company's physician for the Viadana and Sustinente sites and the company ensures that, during their fitness-for-work visits, workers are encouraged to undergo health checks and screenings to assess their eating habits and risk of certain family or cardiovascular diseases. They also receive targeted advice aimed at improving their health, even outside of work.

Several Business Units have joined the WHP

("Workplace Health Promotion") program for the second consecutive year, managed by ATS Valpadana (Plants in Viadana and Sustinente), ATS Pavia (Mortara), ATS Città Metropolitana di Milano (Truccazzano) with the support of the Lombardy Region

This programme is based on the model proposed by the United Nations to promote health in the workplace and involves the company in various activities, including periodic checks, interventions aimed at fighting smoking and supply of free drinking water. In particular, 2025 saw the company participate (Saviola Holding, GMS Viadana, Sadepan Viadana, Composad, Trasporti Delta, Saviolife, GMS Mortara, GMS Sustinente, and Sadepan Truccazzano offices) in the program promoted by the Lombardy Region to support workers of participating companies in kicking the habit of smoking. Actions with positive results will also be extended outside Lombardy, possibly in cooperation with the Health Protection Agencies (Aziende di Tutela della Salute - ATS) in the area concerned<sup>10</sup>.

<sup>10</sup> § Positive actual impact: Health initiatives

## 4.2.6

### A Chioma Alta (Hold your crown high)

At Gruppo Saviola, employees are at the heart of the company's dynamics. Thanks to the column launched in 2024 entitled 'A Chioma Alta', employees have the opportunity to share their experiences and explain what working at Saviola means to them. The desire to launch this column stems from the need to spread the vision, ideas, and meaning that characterize the Gruppo Saviola's corporate community, both among Group colle-

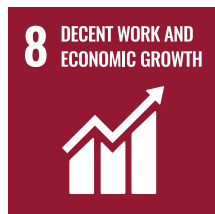
agues and external stakeholders. Every month a different colleague tells their story. The intervention is disseminated both internally via the company Sfera intranet and externally via posting on social networks. The employees interviewed come from the Group's various business units and all work in different departments and organizational units, thus providing a broad and diversified view of the various company functions

# A chioma alta



## 4.3

### Staff management and welfare

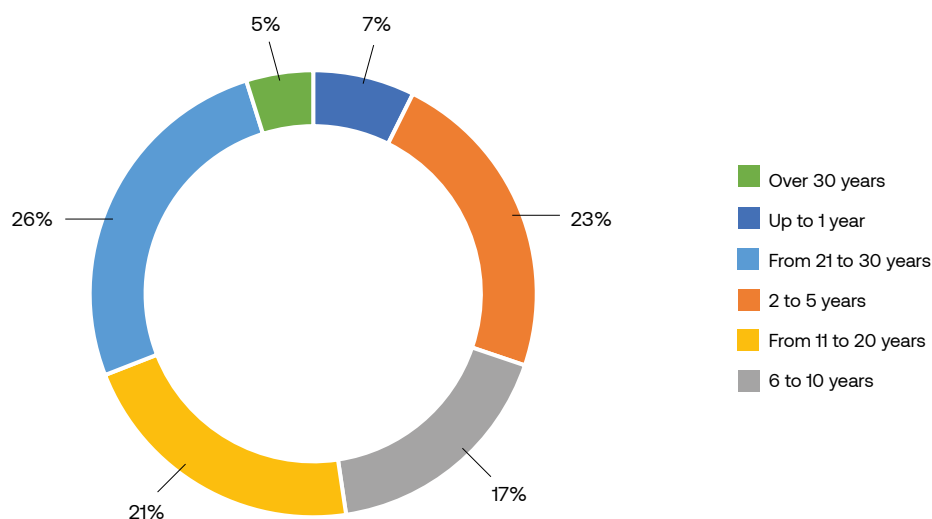


Financial stability, reliability and recognition in Italy and around the world allow Gruppo Saviola to be identified as a company that offers employ-

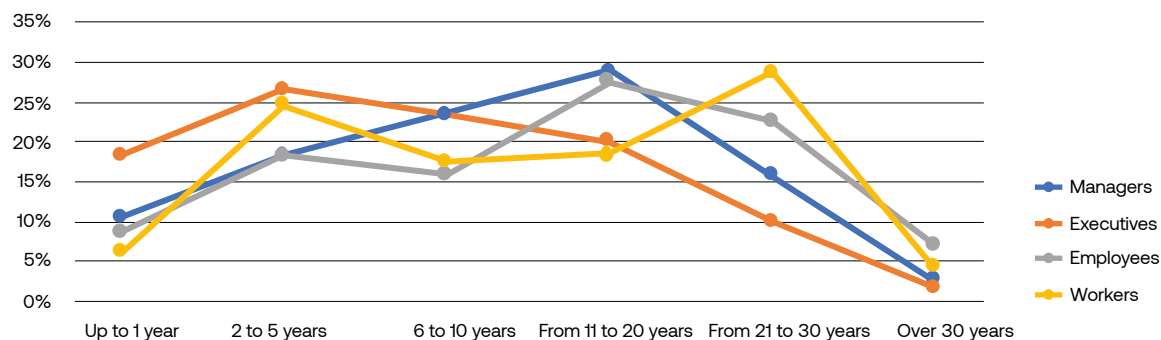
ment guarantees to its employees and is able to contribute to the professional and personal development of its resources and, consequently, of the communities in which it operates<sup>11</sup>.

What follows is the distribution of employees by length of service, divided by company function. As in 2023, for the most recently acquired sites, reference was made to the overall company seniority, including that prior to the transfer to Gruppo Saviola. More than half of the workforce has been employed by the company for more than 10 years, and of these, almost a third for more than 20.

#### Workers by seniority (2024)

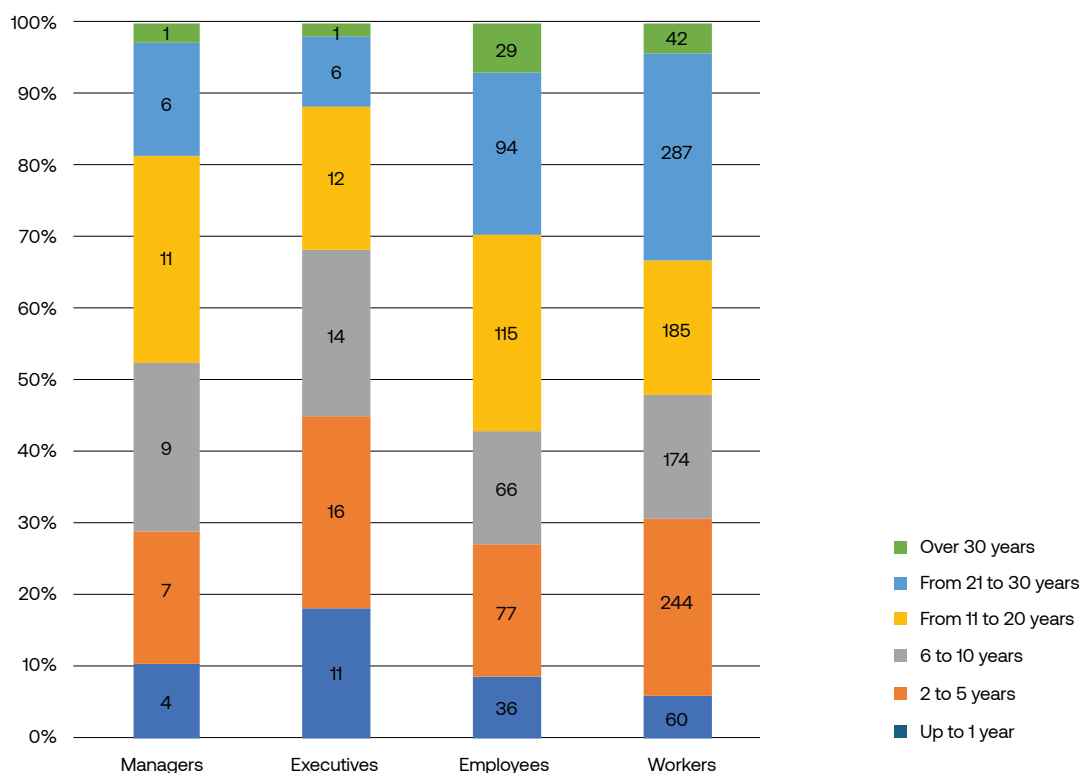


#### Distribution of resources by company seniority (2024)



<sup>11</sup> § Actual positive impact: Secure employment

### Workers by seniority (2024)



As of December 31, 2024, Gruppo Saviola had 1,740 employees<sup>12</sup>, down 7% (-141 employees) compared to 2023 mainly due to the sale of Sadeplan Latinoamericana which alone had 119 employees in 2023<sup>13</sup>.

An analysis of the data on labour force movements reveals a substantial number of new

incoming personnel, although down compared to 2023 (-14%), followed by a decrease in expenses (-6% compared to 2022). The figure for new incoming personnel does not include transformations of contracts from temporary to permanent (35 in total, of which 17 related to workers under 30).

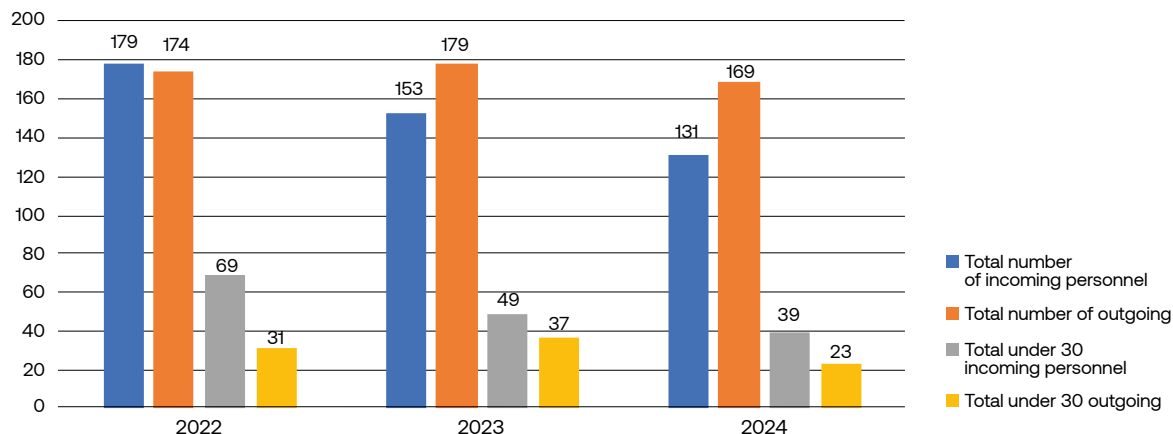
<sup>12</sup> Added to these are 46 non-employee workers, operating at the Rheinspan (41), Genk (4), Advachem (1) sites. The data relating to the number of non-employees is not available for the Italian offices. Non-employee workers are typically temporary workers and perform production support, mechanical/electrical maintenance, or cleaning services.

<sup>13</sup> Please note that, compared to the 2023 financial statement, the figure relating to total employees is lower by 7 units in 2022 and 9 units in 2023 due to a discrepancy at the Savionet BU, in which some directors (not employees) had been incorrectly identified as direct employees. This required a review of the data across all employee divisions.

Analysing specifically the shares of Under 30 income and expenses, the incoming person-

nel are, over the three-year period, significantly higher than the outgoing.

### Resource turnover: hires and exits



The following graphs, which show in detail the growth rates, new recruits, outgoing turnover and overall turnover<sup>14</sup>, reveal a trend that is not substantially different from that of 2023. In addition to the sale of Sadeplan Latinoamericana, which naturally affects the total number of employees considered, it should also be mentioned that at the Rheinspan site, acquired in 2022, the overall reorganization of the company was completed, which led to a reduction in em-

ployed personnel (-43 resources, representing 25% of the departures).

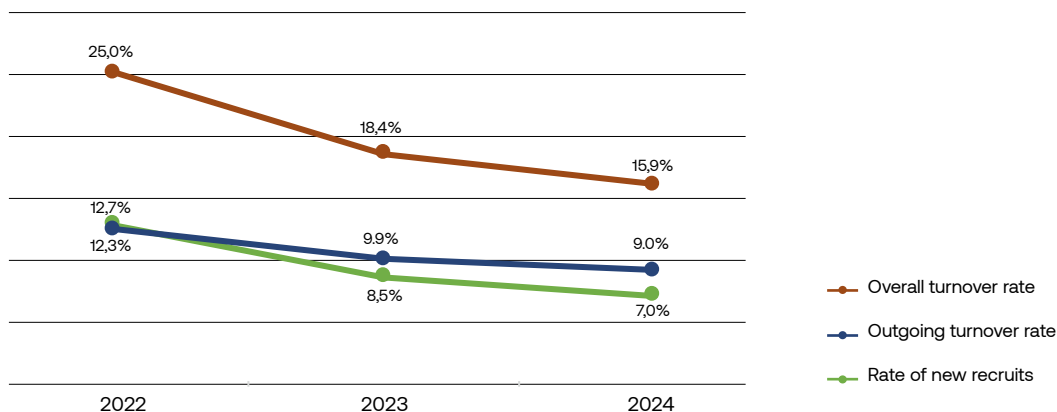
Significantly, despite numerous acquisitions and necessary company reorganisations<sup>15</sup>, overall turnover figures remain well below the national average<sup>16</sup>.

<sup>14</sup> As allowed by relevant GRI standard, the overall turnover was also recalculated for previous years as the sum of income and expenses in the year divided by the total number of employees as of December 31 of the previous year. The new incoming personnel rate is calculated by dividing the number of recruits by the total number of employees as at 12/31 of the previous year, the outgoing turnover by dividing the number of outgoing personnel by the number of employees as 12/31 of the previous year. U30 data are calculated by analysing the same parameters for the U30 category of workers only.

<sup>15</sup> Please note that 10 workers and 2 employees have transferred from Composad to Gruppo Mauro saviola, without any actual change in job description. Two people moved from Gruppo Mauro Saviola to saviola Holding and two from Saviola Holding to Gruppo Mauro saviola, all maintaining essentially the same roles. None of these hires and terminations were included in the turnover data because, in fact, The Group's perimeter did not change.

<sup>16</sup> Estimated at 25,2% in industry (national average 34%) with reference to the year 2023/2024 - source <https://www.confindustria.it/home/centro-studi/temi-di-ricerca/valutazione-delle-politiche-pubbliche/dettaglio/indagine-lavoro-2024>

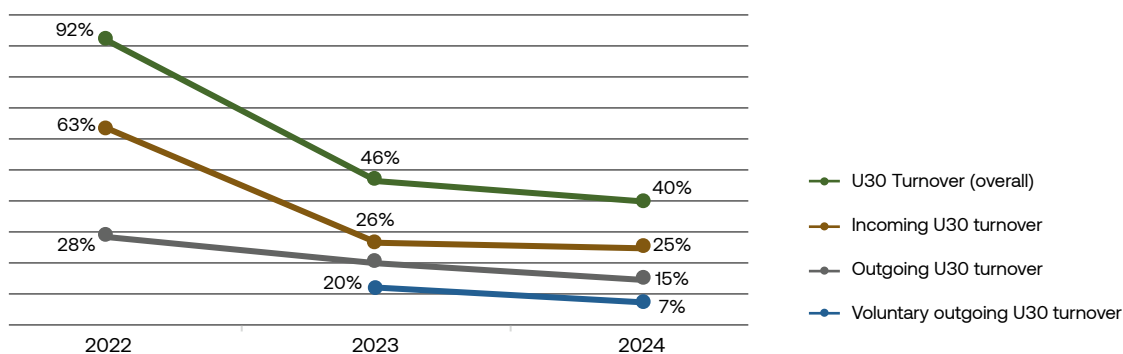
## Resource turnover



As for the absolute data, below is the data relating to the turnover of Under 30s: a (positive) contraction in the outgoing turnover data is evident, especially voluntary<sup>17</sup>, an indicator of the

company's ability to retain even those resources who are typically most subject to job mobility

## Resource turnover: growth and turnover: U30 focus



In a context of demographic decline, the difficulty in finding and retaining resources constitutes one of the most significant risks to consider with reference to the workforce, especially in positions requiring a certain degree of seniority and for technical figures in production<sup>18</sup>. Workers, especially those belonging to the new generations, tend to particularly value the strategies that companies choose to implement to facilitate work-life balance. For this reason, Gruppo Saviola has adopted targeted strategies to maintain its attractiveness to its workforce: initiatives currently being developed to offer smart working options for suitable positions, flexible working hours policies, the Saviola People projects (networking among employees)

and the Saviola Academy (specific training initiatives and horizontal and vertical mobility) are part of this strategy.

Even the movements in terms of external and internal acquisitions and disposals pose a challenge for the management of workers, especially those included in the Saviola Holding structure<sup>19</sup>: Gruppo Saviola continues to focus on this potential impact in order to ensure appropriate tools, procedures, and resources are available to manage work pressures while simultaneously recognizing the commitment made through performance evaluation systems aligned with growth objectives.

<sup>17</sup> Data on voluntary turnover 2022 not available

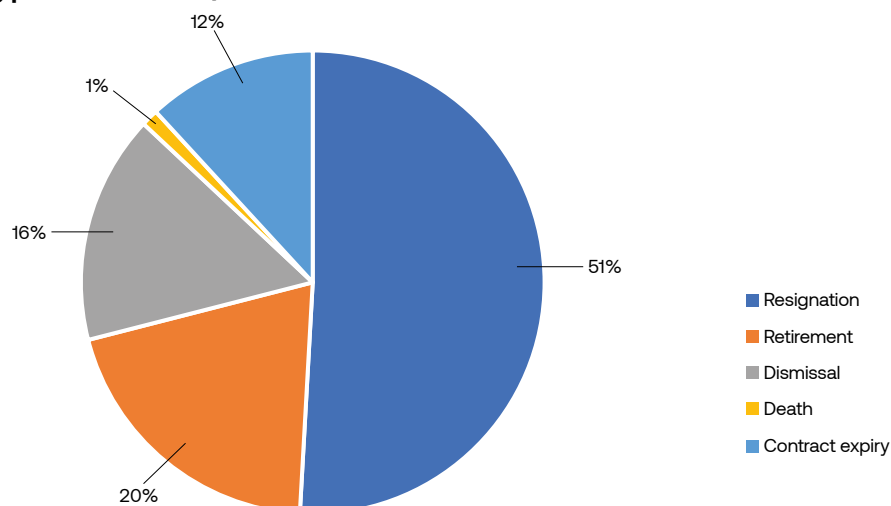
<sup>18</sup> §Risk: Voluntary turnover§

<sup>19</sup> §Actual negative impact: Pressure on workers§

As in 2023, the detailed analysis of departure data continued in 2024, with the aim of maintaining monitoring of the share of voluntary turnover compared to the physiological turnover linked to contractual expirations and retirement exits.

The graph above shows that, of the 169 exits registered in 2024, just over a fifth are "physiological"<sup>20</sup>: demonstrating that the strategies implemented by the company to maintain employee loyalty can be considered effective.

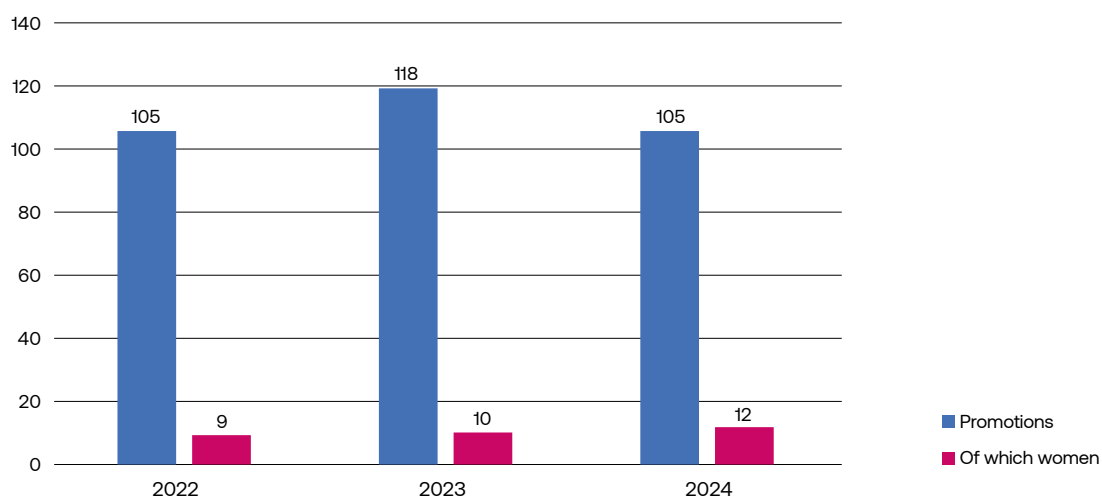
#### Type of outgoing personnel (2024)



With reference to the horizontal and vertical mobility already mentioned, in 2024 there were 47 transfers (1, agreed with the worker) and job

changes (45) and 105 promotions, of which 12 were women

#### Vertical mobility



<sup>20</sup> Pertaining to worker retirement or death.

## 4.4

### Work relationships and conditions

99% of Gruppo Saviola employees are covered by National Collective Bargaining Agreements (sector-specific collective bargaining agreements for Italy, and similar agreements for foreign offices). Rheinspan is the Group's only location where some workers (9% of them managers) are not directly covered by National Collective Bargaining Agreements: these workers are signed ad hoc contracts that typically provide for a 40-hour working week and incentives for achieving specific individual targets. However, the provision of generalized bonuses on a periodic basis is not provided.

There were no collective dismissals or transfers of employee groups in 2024 either: as already mentioned, 12 workers (2 office employees and 10 workers), following the transfer of a business unit from Composad to Gruppo Mauro Saviola, terminated their employment with Composad and were hired by Gruppo Mauro Saviola without interruption. At Rheinspan, there were no new terminations related to the corporate reorganization, although some terminations agreed in 2023 took place in 2024 following compliance with the required notice. No other significant changes to the contractual relationships for the other Group offices are reported.

With respect to the mentioned notice periods, in the event of organizational changes, the ones used are those laid down in the various national collective bargaining agreements and regulations<sup>21</sup>, while transfers re-

quire adequate notice (> 30 days) and are prohibited above the age of 50 for certain categories of workers.

As regards the economic framework, in Italy at the beginning of 2025 the new minimum wages provided for by the National Collective Bargaining Agreement for the wood sector came into force and the reservation on the agreement for the transport sector was lifted; in Rheinspan there were salary increases in September 2024 (5%) and in July 2025 (3%) for all categories of workers covered by the collective agreement; in Advachem (chemical sector agreement) employees benefited from increases in October 2024 (2%) and April 2025 (2%), with further increases and specific benefits foreseen for the coming years, linked to the automatic salary adjustment mechanisms based on inflation foreseen at national level<sup>22</sup>; however, there are no particular contractual changes for the Belgian branch in Genk.

The uncertainties surrounding market trends, combined with the expected increase in operating costs for personnel management, require constant dialogue between the company and its workers, aimed at ensuring employees receive the maximum possible benefits while maintaining the sustainability of resource investments. The company has already introduced meal vouchers for employees and the provision of extra bonuses in 2023<sup>23</sup>. Since the supplementary contracts expired in 2024, in 2025 the company and the workers, through their representatives, are aiming to sign new agreements that can reconcile the needs of both parties.

<sup>21</sup> For Italy: national collective bargaining agreements in the chemistry industry 1-4 month notice, Executives 6-12 months, Paper 1-3 months, Transport 6 days 4-5 months, Wood 4 months.

<sup>22</sup> § Risk: Increase in personnel costs related to collective labour agreement renewals and inflation.

<sup>23</sup> Excluding employees of the Trasporti Delta unit the Savionet BU.

Across the analysed perimeter, Gruppo Saviola has 97% permanent contracts, which corresponds to 94% among female workers and 97% among male workers

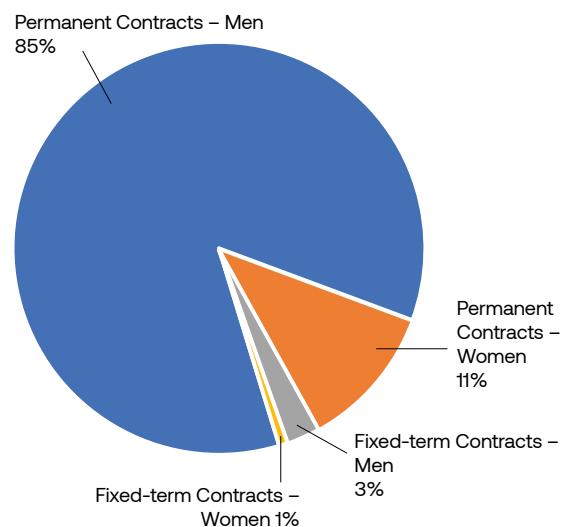
In the sites operating in Italy<sup>24</sup>, the various applicable national collective agreements provide for the possibility for employees in the various sectors to join closed pension funds and healthcare plans. In addition to the amount required by the National Collective Bargaining Agreement, Gruppo Saviola provides, based on the supplementary bargaining agreements, the payment of an additional amount to that paid by the employee.

Regarding supplemental healthcare plans, for all those covered by the National Collective Bargaining Agreement for the wood sector (Altea Fund), the Group guarantees that the basic fee will be paid entirely by the company (rather than by the employee) upon hiring.

Furthermore, if the worker chooses to join the "plus" plan, which also provides coverage for extra expenses and family members, the company will pay an additional fee covering 60% more than the amount required by the National Collective Bargaining Agreement.

For other healthcare funds (specifically, Faschim, Salute Sempre, Sanilog, and Fasi), where employees are free to join, the company pays the fee established by the National Collective Bargaining Agreement.

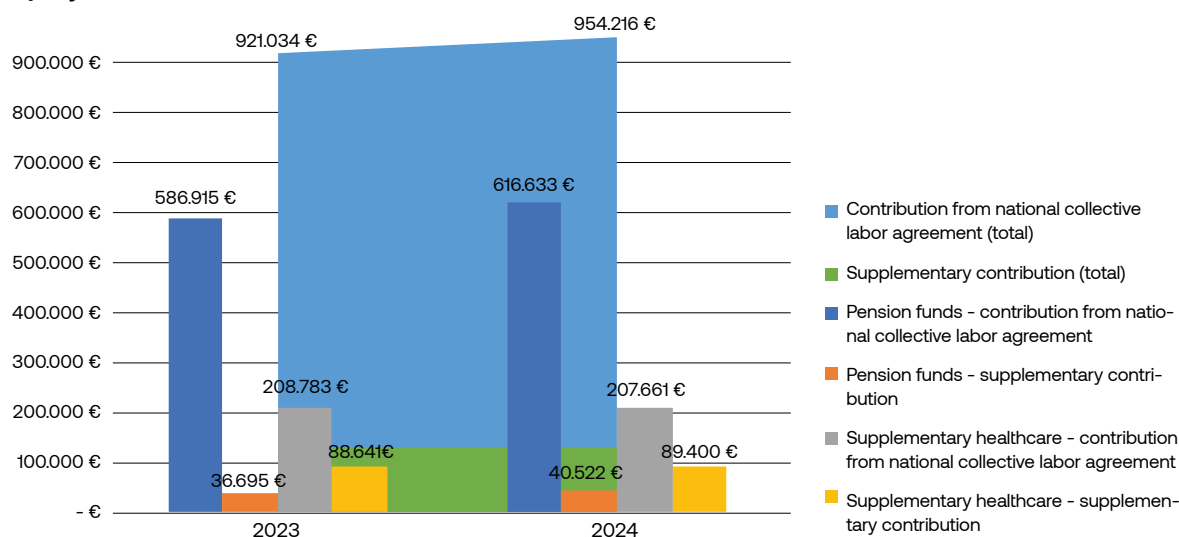
## Permanent contracts 2024



For the pension funds of the various collective bargaining agreements (Fonchim, Previndai, Priamo, Arco, Solidarietà Veneto and Byblos), the company pays the amount established by the collective bargaining agreement and, in addition to this, any amount agreed upon in the supplementary bargaining agreement.

Hereafter, evidence of the amounts paid is reported, with the respective distributions: on a total expenditure of €954,216 by the company<sup>25</sup>, for 2024, almost 15% is extra compared to what is foreseen in the various national contracts.

## Employee contributions



<sup>24</sup> The data in the 2023 financial statement also included the portion paid by the Sadeplan Latino-americana subsidiary, which was excluded from this analysis to allow for a homogeneous comparison. The other foreign branches do not appear to pay additional contributions for healthcare or pension fund purposes.

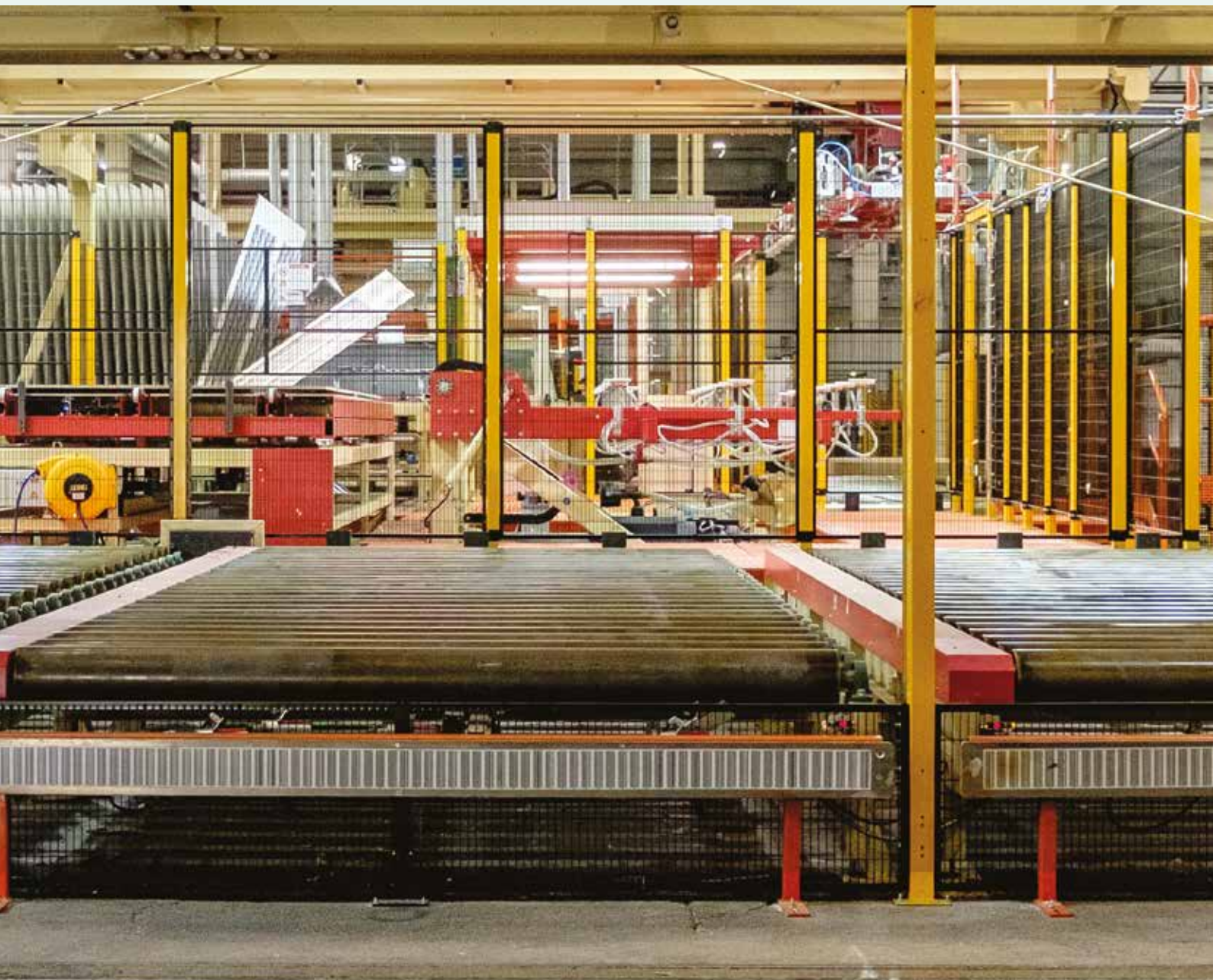
<sup>25</sup> The contributions paid to the Executives Fund (fasi) foreseen in the event of the employee's non-participation are excluded because, even if paid into the fund by the company, they do not benefit the employee.

## 4.4.1

### Inauguration of the fourth facing line in Mortara

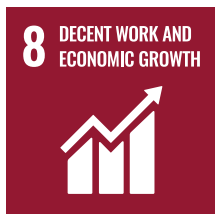
In September 2024, at the Mortara (Pavia) plant, Gruppo Saviola inaugurated the fourth press for the facing of Ecological Panel®. After more than 13 months of work, the new press allows for an increase in faced panel production of approximately 10,000 m<sup>2</sup> per day. The three pillars around which the installation of the new machinery revolved are technology, innovation

and employment. In fact, the new press has an automatic quality control system that identifies and, if necessary, rejects surface defects, improving the quality of the faced panels. The installation led to the hiring of six new people, with the prospect of hiring four more in the coming months. This installation continues the growth and modernization process that Gruppo Saviola began in previous years. Since 2020, in fact, three new presses have been installed in the Group's plants, two in Mortara and one in the German plant in Rheinspan..



4.5

## Training and skills development



If 2023 had seen for the Italian offices, also thanks to the use of dedicated national calls, the introduction and development of training plans that

would allow the extension of training to also include transversal topics and soft skills<sup>26</sup>, 2024 also saw the company invest a significant, albeit smaller, number of hours and resources to ensure its workers receive ongoing training. This would allow them to enrich their professional skills and offer opportunities for personal growth, while also helping to create a strong sense of belonging to the company and collaboration. .

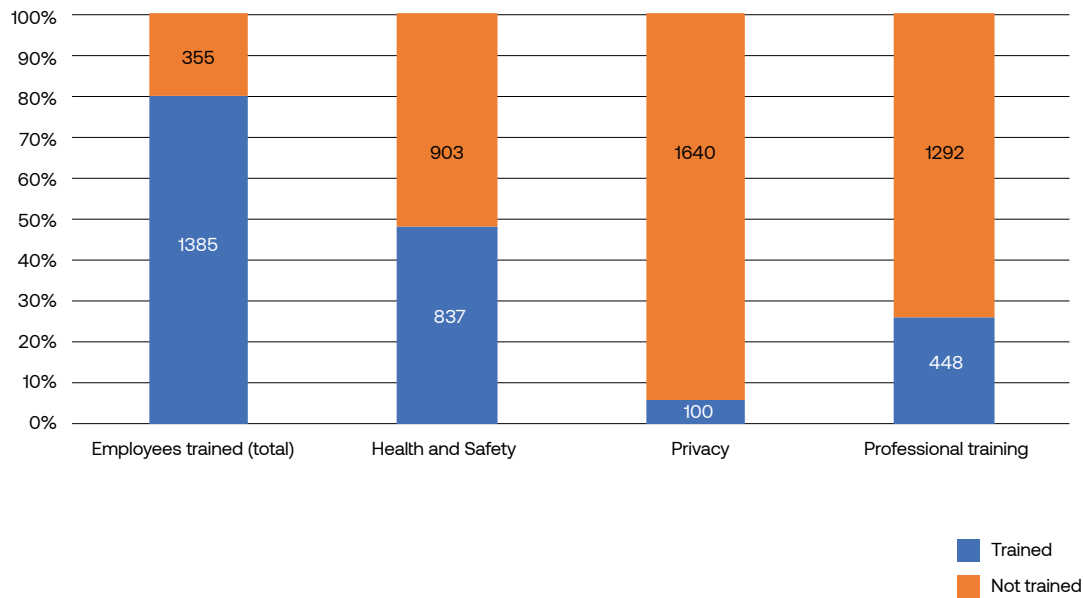
Furthermore, the project to introduce a training platform for the Italian offices is continuing. This platform will provide access to general and specific training courses and train workers who, in turn, can provide training to other employees, particularly regarding safety and environmental issues. The advantages of this solution include better control over learning content and processes and facilitating employees' remote and flexible use.

<sup>26</sup> § Potential positive impacts: Employee training and development §

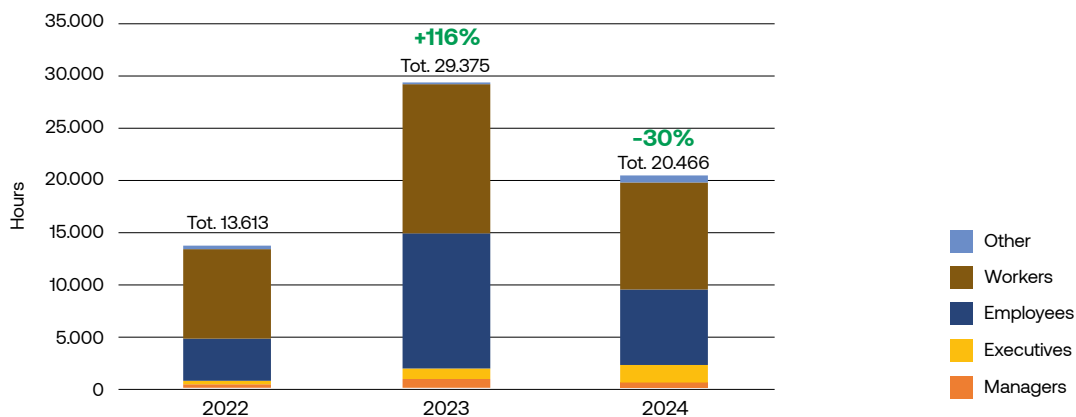
In 2024, a total of 20,466 hours of training were provided across the Group, covering 80% of employees. The graphs that follow show the percentage of employees trained on the most representative topics, the data relating to the average number of hours for each function and the total

expenditure disbursed by the company. Where available, data are compared with the most recent national average published by Istat.<sup>26</sup>

### Employees trained (2024)

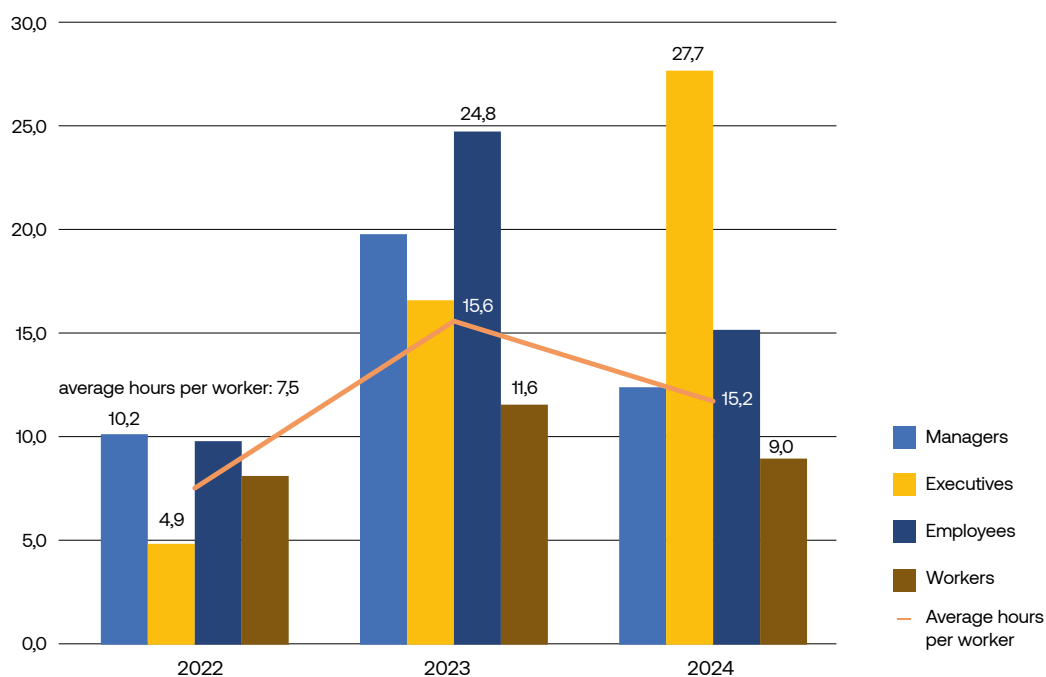


### Annual training hours per task

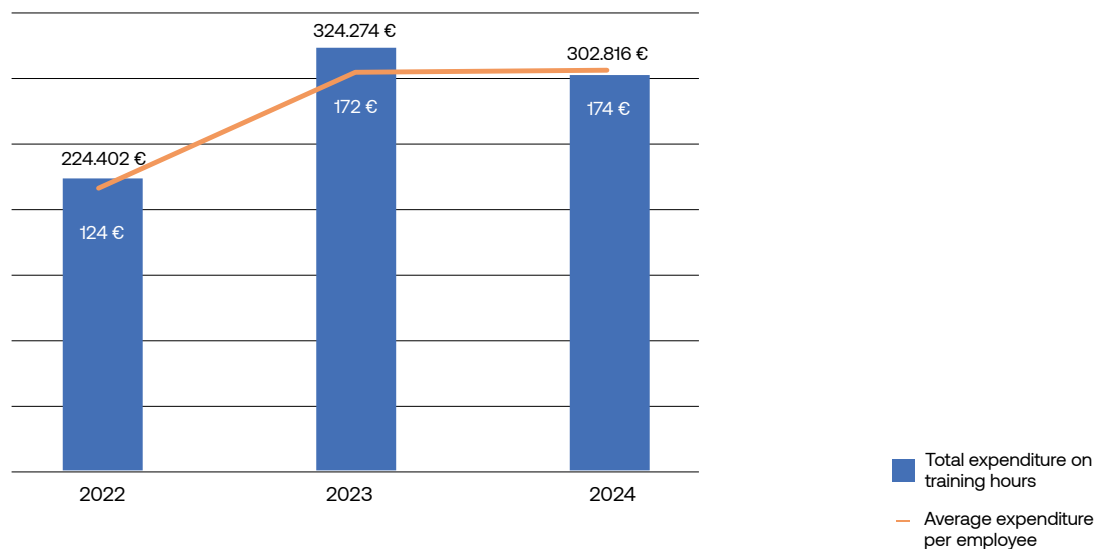


<sup>26</sup> § Potential positive impacts: Employee training and development

### Average hours for department



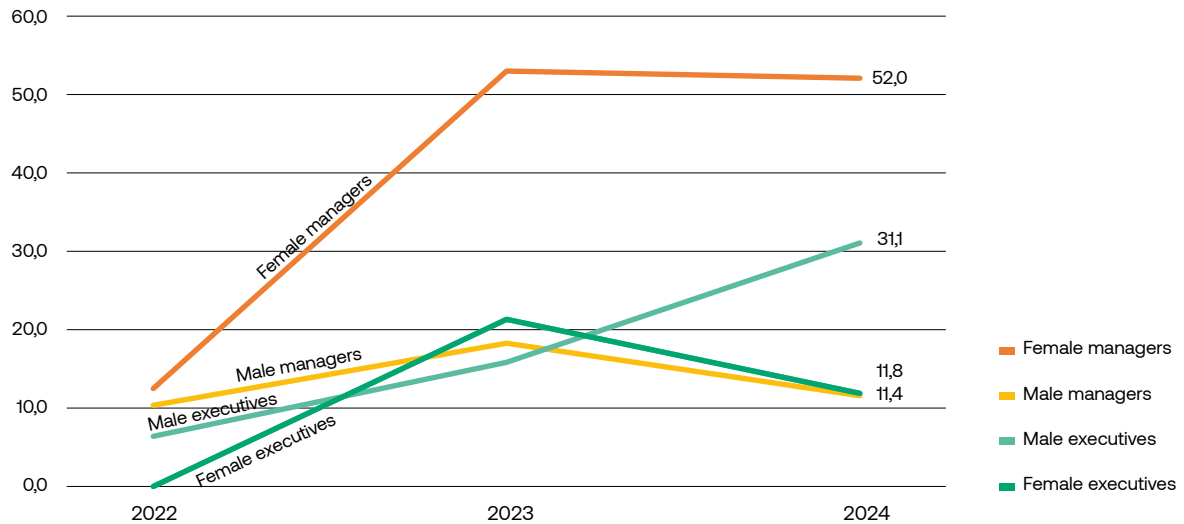
### Total expenditure on training hours



Hereafter is also a focus on the provision of training by gender, particularly with respect to the

"managerial" and "executive" categories, which are particularly affected by training initiatives in 2024

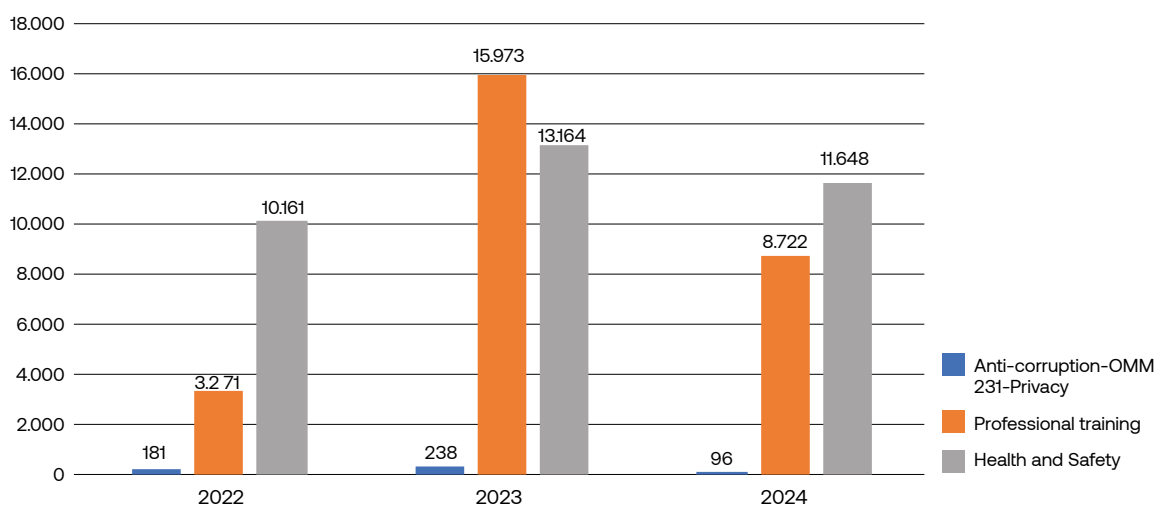
### Average hours per department: focus by gender managers and executives



The graph which follows highlights the share of total hours divided by topic: health and safety remains the predominant topic, closely followed

by professional training, which includes soft skills and technical expertise

### Hours of training by topic

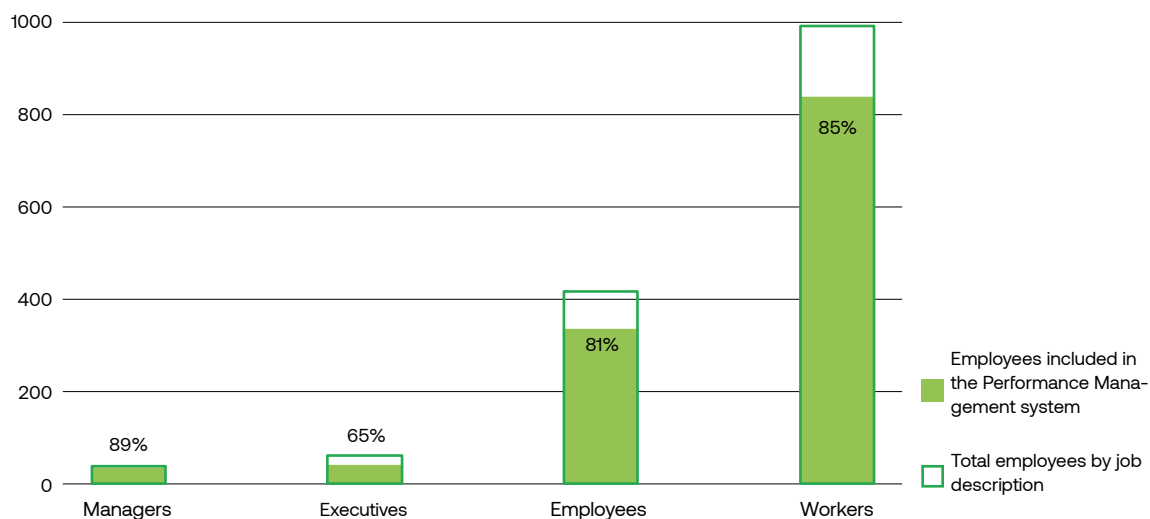


Finally, regarding training for business partners, training was provided to 60 partners; 54 of these focused on health and safety, and 6 of these focused on professional development. In total, 365 hours of training were provided at a cost of €3,779.

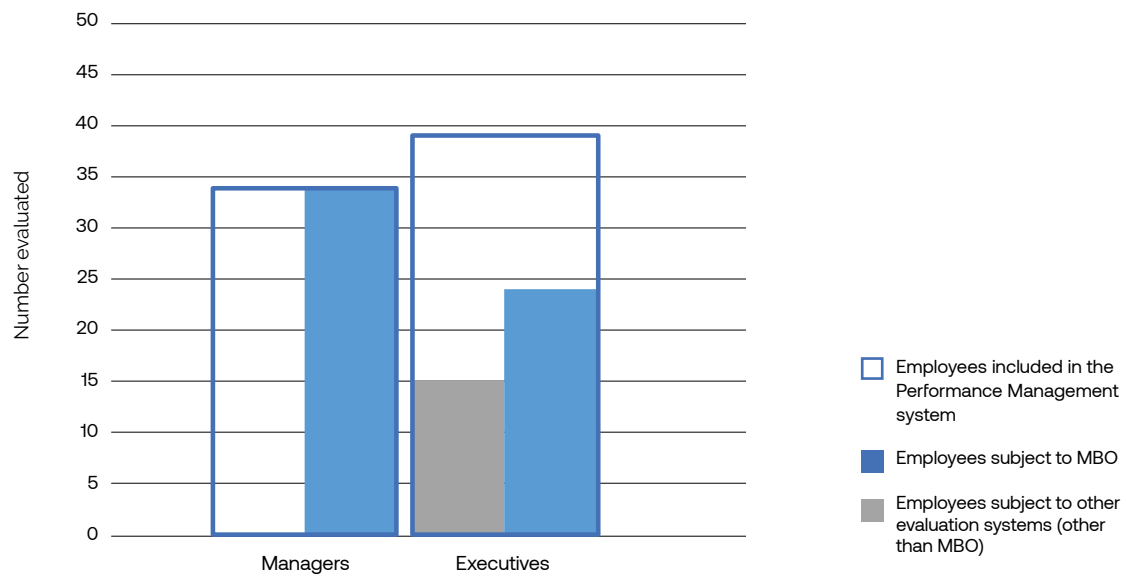
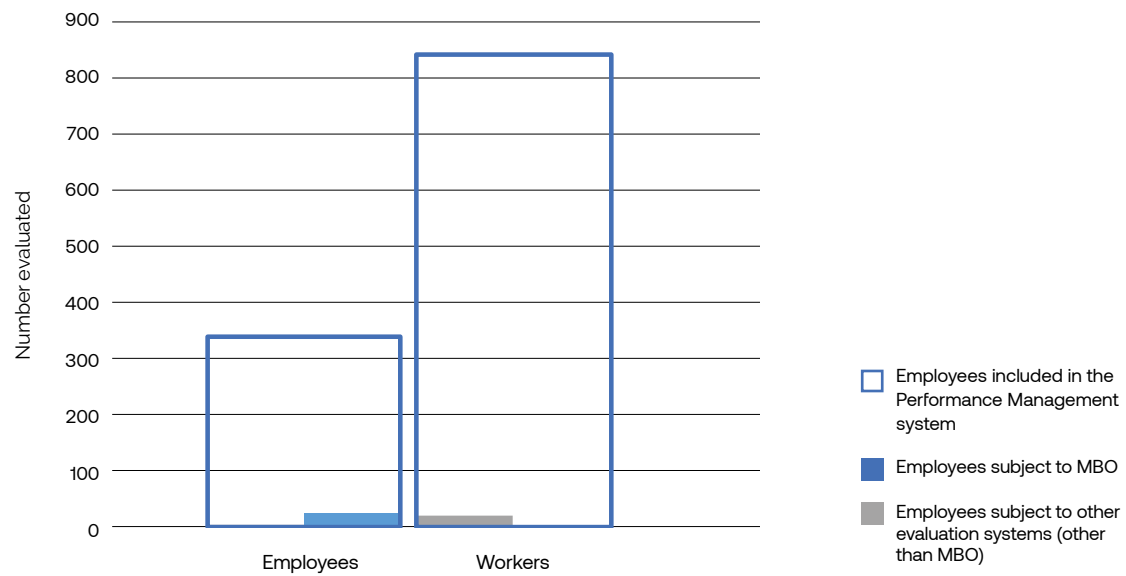
The following is also the result of the analysis of the aggregate data relating to the systems in place for the evaluation of worker performance<sup>27</sup>: the Gruppo Saviola's performance evaluation system aims to enhance the potential of each worker, encouraging their professional development in line with their expectations and commitment to the company's values and objectives. This system includes reporting by objectives (MBO), which is implemented through

individual agreements with managers, middle managers and some employees, using qualitative and quantitative performance indicators. In addition, it provides rewards for all employees, awarded on the basis of the achievement of specific company objectives. As can be seen from the graphs, 65% of managers, 81% of employees, 85% of workers and 89% of executives are subject to the performance appraisal system. The managers included in this quota are entirely subject to the MBO system, as are a minority of employees and managers. The other workers subject to performance evaluation systems mainly derive from supplementary company contracts, linked to company (EBIT-DA), departmental and personal performance.

#### Proportion of those evaluated by job description (2024)



<sup>27</sup> Data refers to the Group perimeter excluding the Savionet BU, for which the data was not collected.

**Performance appraisal - Executives and Managers (2024)****Performance appraisal - Employees and Workers (2024)**

## 4.5.1

### Newsletter 'Oltre la Corteccia' (Beyond the Bark)

Gruppo Saviola has updated its stakeholder reporting system by launching its official newsletter, 'Oltre la Corteccia', with the aim of strengthening internal and external communications by offering an effective, accessible, and timely information tool. This initiative is part of a broader communications project the company is pursuing to consolidate its leading role in the circular economy sector.

The newsletter was created with the aim of creating a direct link between the company, its employees, and all stakeholders interested in the Group's activities, values, and projects.

Each edition will contain updates on the latest company news, activities, events, trade fairs attended, and social initiatives promoted by the Group.

Among the main benefits introduced by the newsletter is greater sharing of information, which allows all readers to feel as though they are an integral part of a common project. Furthermore, thanks to the digital format, content can be easily accessed from any device, promoting more streamlined and modern communication.

The newsletter therefore represents not only a channel for constant updates, but also a space to celebrate the people, their successes, and the challenges faced daily.



## 4.6

## Diversity and inclusion

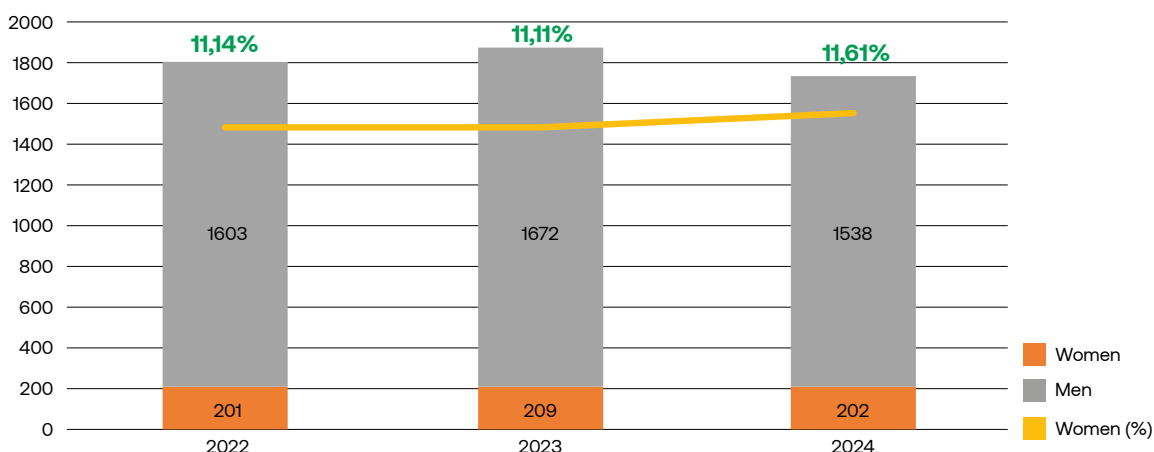


Gruppo Saviola considers issues related to diversity, equity, and inclusion to be absolutely timely and worthy of attention, even for its own company, despite its historical and physiological predominance of men, especially in production departments, which make up 65% of the Group's workforce. However, as the reporting standards suggest, other indicators are also included in the theme of diversity, such as diversity of age, origin, role, category<sup>28</sup>. Aware that workers' needs vary, even depending on their category, the company continues to monitor data, particularly regarding gender and age diversity, and

plans targeted work/life balance strategies to balance these diverse needs while ensuring compliance with all specific requirements. This approach benefits employee retention, especially for young workers and caregivers. Analysing gender diversity among employees and at its top management, the company recognizes among the ESG risks, in a medium-term perspective, the lack of policies specifically dedicated to the issue of diversity and inclusion<sup>29</sup>: albeit slowly, more due to exogenous factors (as already mentioned, a typically male-dominated sector) than endogenous ones, also thanks to initiatives aimed at enhancing diversity in the broadest sense (training, team building, and cross-functional work groups by gender, age, and BU), progress is being made in corporate culture with regard to this issue.

The graph below shows the evolution of the Gruppo Saviola workforce by gender over the three-year period:

Workers by gender



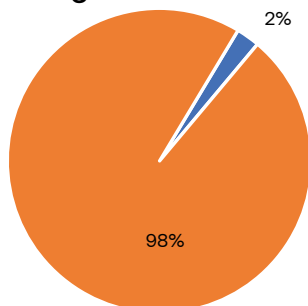
<sup>28</sup> Specifically, ESRS S1-g "diversity metrics" calls for reporting on the various facets of diversity within the company and the characteristics of minorities in the workforce, including women, workers with disabilities, young people, parents and caregivers, and any other categories relevant to the company.

<sup>29</sup> §Risk: absence of D&I policies§

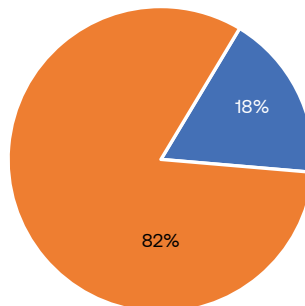
The graphs that follow show the distribution by gender by role. It is clear that the role predominantly covered by a quota of women is that of clerical staff (32%), and almost 20% of mana-

gers are women (+4% compared to 2023), while the percentage of women in the executive (2%) and blue-collar (3%) categories remains poorly representative.

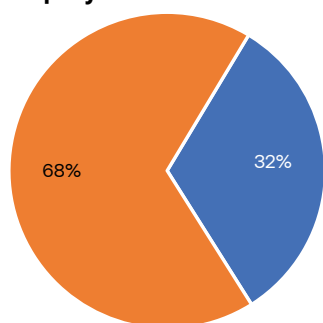
#### Managers



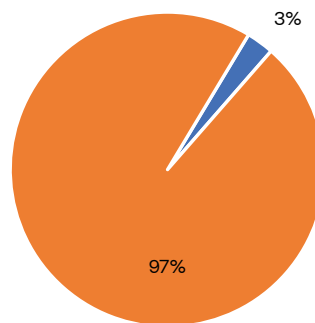
#### Executives



#### Employees



#### Workers

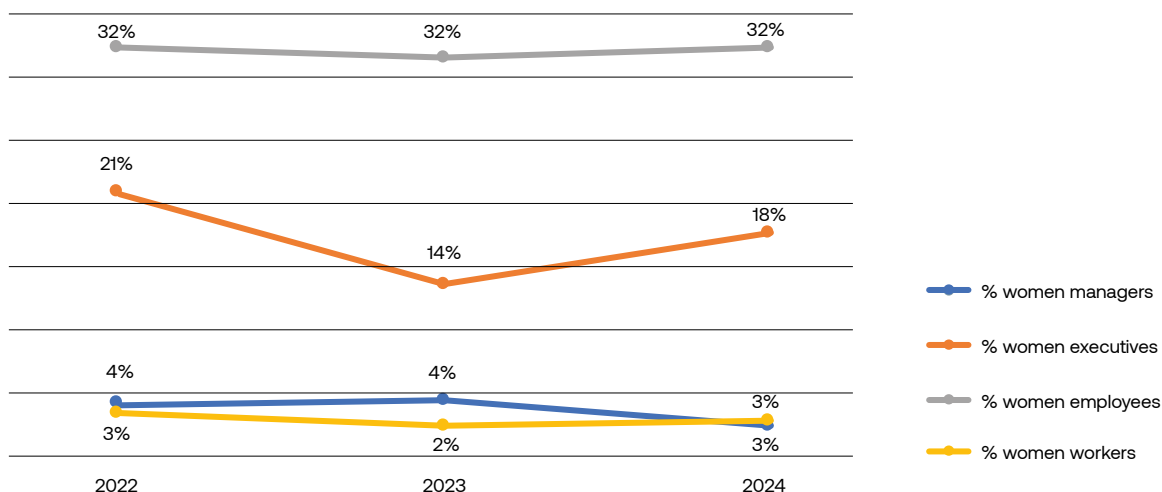


■ Women  
■ Men

The analysis of the percentage evolution of female resources by company function highlights what has already been mentioned: a substantial stability in the share of women in clerical, executive, and blue-collar roles and a slight increase in female representation among managers. In absolute terms, the number of fema-

le managers and workers has increased (+2 vs. 2023), while the number of female executives (-1) and female employees (-9) decreased. It is worth considering that the decline in the female percentage also includes the sale of Sadepan Latinoamericana, which attributes for the entire decrease in both categories

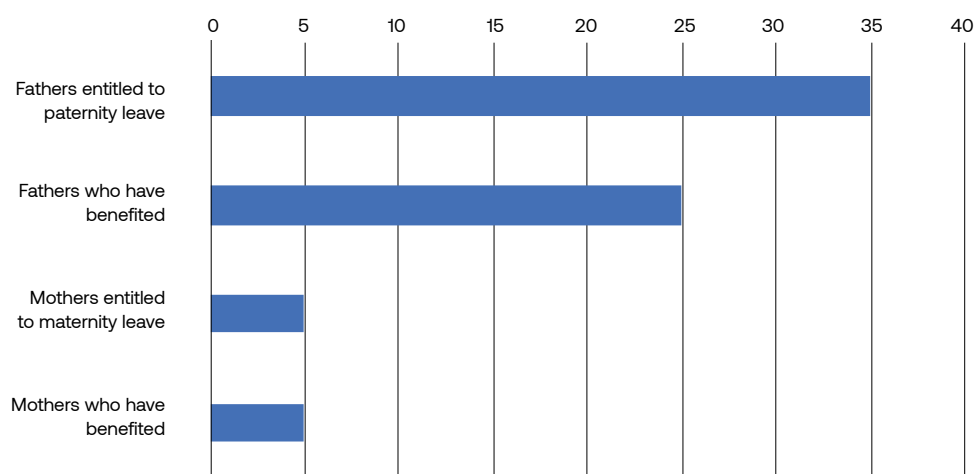
#### Evolution % of women for each corporate department



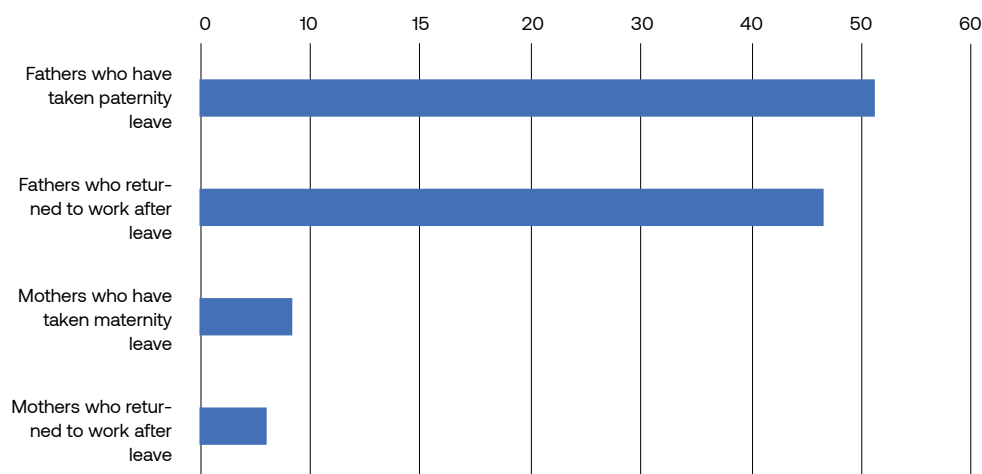
As already mentioned, one of the metrics linked to diversity and inclusion in the workplace is the analysis of parental leave use data: in 2024, Gruppo Saviola celebrated 26 new births<sup>30</sup>, children of its workers. Throughout the Group's (European) perimeter, there are safeguards provided at national level in terms of parental leave, which can be either mandatory or optional (in Italy, Legislative Decree 151/01 and subsequent

additions). Hereafter are reported the graphs indicating the rates of use of optional parental leave and of return to work both after compulsory leave and after the use of parental leave<sup>31</sup>. The purpose of this indicator is to analyse, on the one hand, gender differences in access to and use of leave and, on the other, how much company policies facilitate return to work after a period of absence

### Taking optional parental leave (2024)



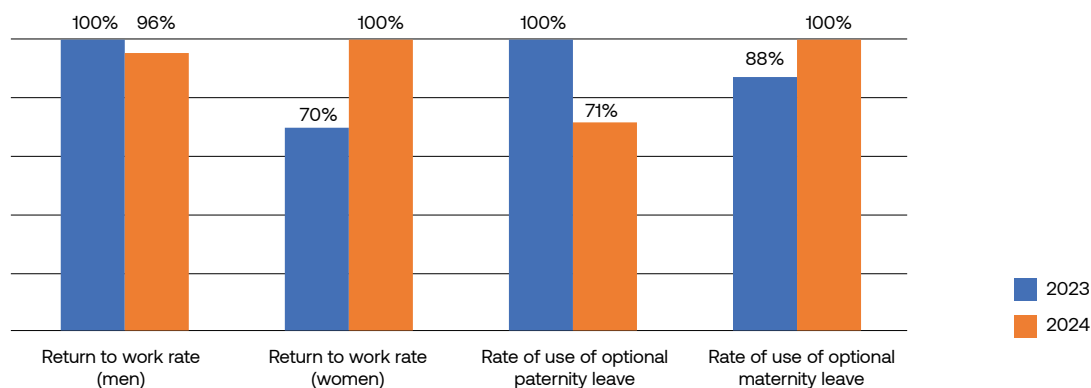
### Return to work after parental leave (2024)



<sup>30</sup> The figure for births and parental leave refers to the Group perimeter net the Savionet BU, for which the data was not available. The figure is equal to that recorded in 2023, 6 if we exclude those born in 2023 to workers of Sadeplan Latinoamericana, excluded from the perimeter this year.

<sup>31</sup> For the purposes of calculating the return to work rate, the 4 workers (2 men and 2 women) who were still on leave as of December 31, 2024 were also considered to have returned to work.

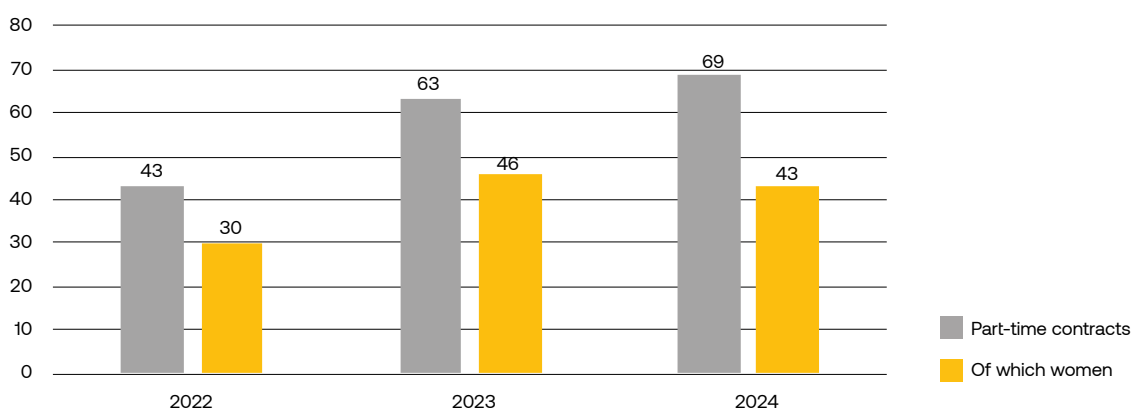
### Taking optional parental leave (2024)



One of the measures that facilitate work-life balance, especially for those who provide care (for minors, but also for the elderly or other types of care-requiring individuals), is the provision of

part-time contracts: in 2024, 4% of the Group's employee contracts were part-time, and just over 60% of these were women

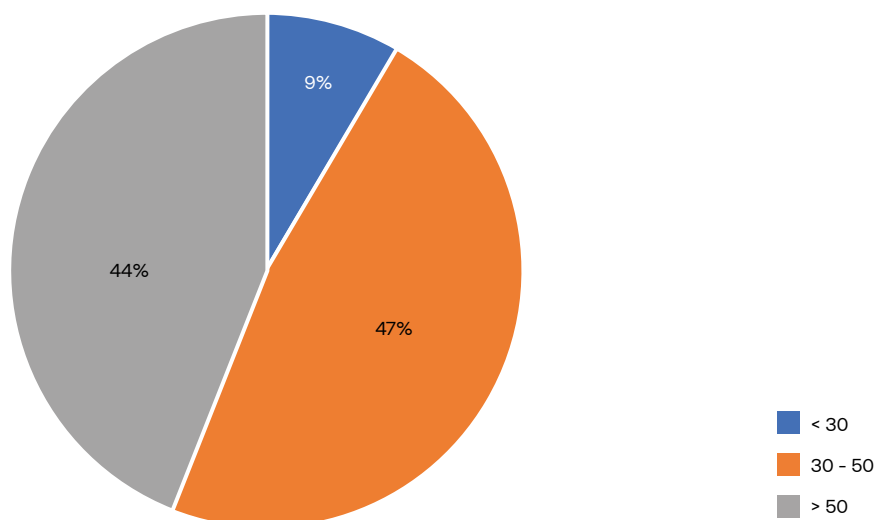
### Part-time contracts



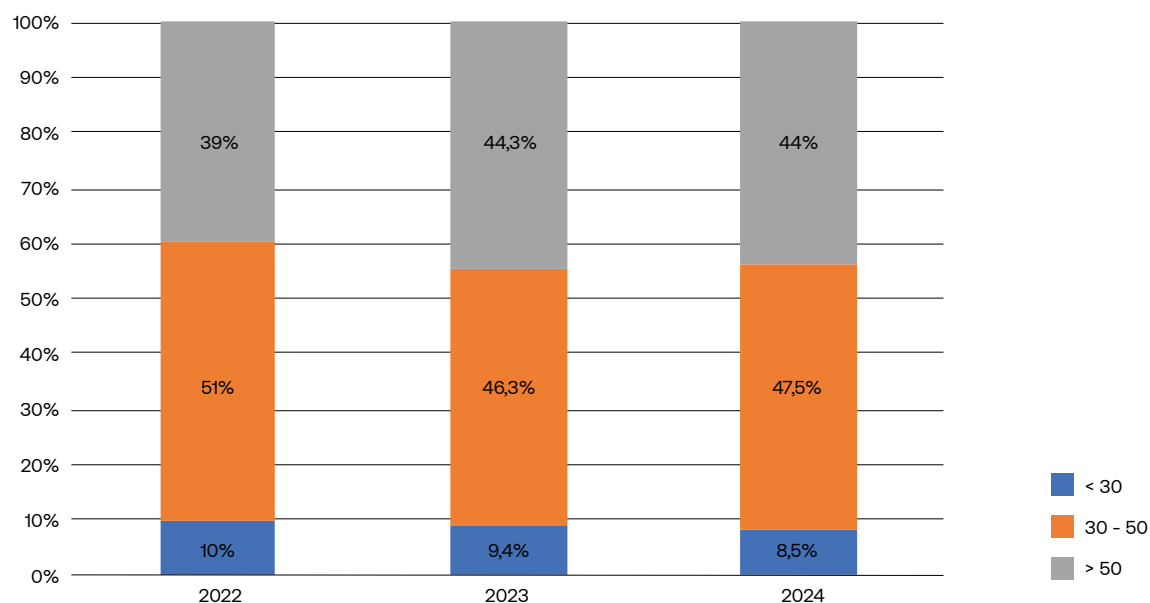
Hereafter the breakdown of employees by age in 2024 and the percentage change over the three-year period for the three categories identified by the reporting standards (under 30, 30 to 50, and over 50) are also reported. These changes show substantial stability compared to 2023

(the changes are almost entirely attributable to the aging of the company's workforce). The analysis was conducted on the Group's entire perimeter, excluding the Savionet BU, for which data is not available.

### Employees by age group (2024)



### Changes in the distribution of resources by age group





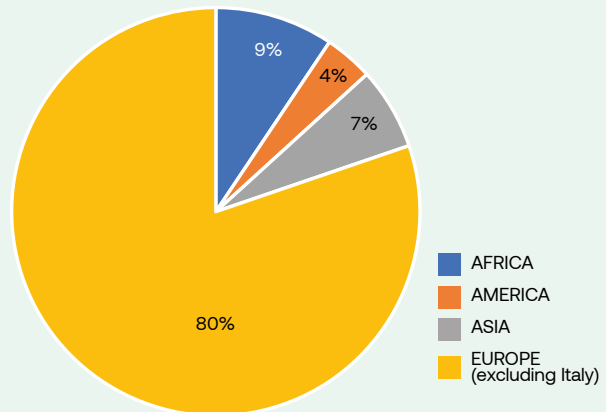
# 4.6.1

## Focus: Multiculturalism at Gruppo Saviola

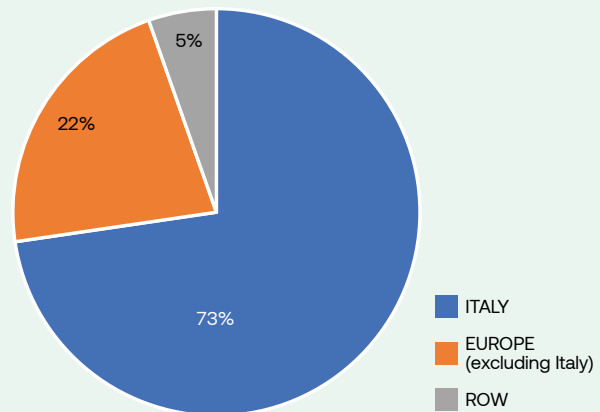
Gruppo Saviola is a company that operates in several European Union countries, but its workers, as is increasingly the case, come from all over the world. While we understand that nationality does not always indicate belonging to a specific culture, and that living and working in a particular place often leads to complete integration with the host country, roots are particularly important for Gruppo Saviola.

For this reason, a timely collection has also been carried out for 2024<sup>32</sup> of the data relating to the origin<sup>33</sup> of its employees. Regardless, therefore, of any naturalization and the ability to speak languages other than the mother tongue or the language of the place where the worker finds him/herself working, the graphs which follow show the heterogeneity of the cultures they belong to, the expression of which often passes through language<sup>34</sup> and the country of origin of its workers.

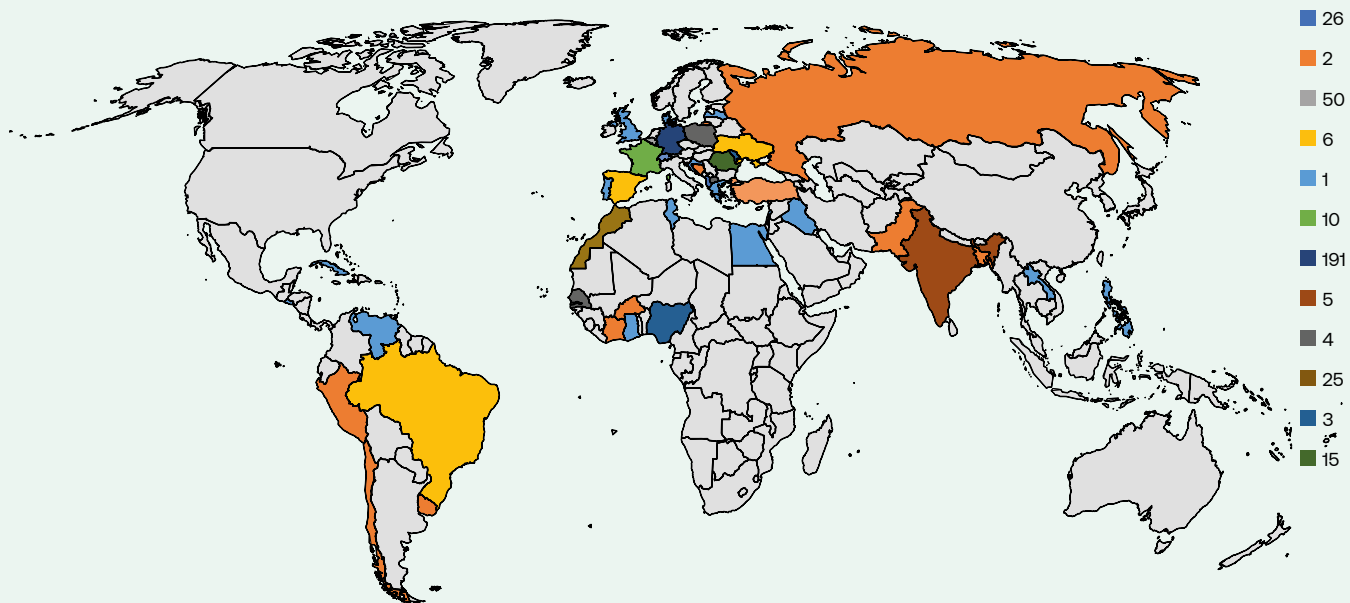
Workers by continent (2024)



Workers by geographical area of origin (2024)



Gruppo Saviola community by home state (2024)



<sup>32</sup> In all the offices within the perimeter with the exception of Savionet, due to the complexity and heterogeneity that characterises in terms of management.

<sup>33</sup> Intended as the state of birth, or first citizenship, in addition to any citizenship acquired.

<sup>34</sup> Where no specific information was available, the mother tongue was considered to be the predominant language or official language of each worker's of origin.

## A collage of various national flags. The top left features a large German flag (black, red, and gold horizontal stripes). To its right is a large Spanish flag (red, yellow, and red horizontal stripes with the national coat of arms). Below the German flag is a large French flag (blue, white, and red vertical stripes). To the right of the French flag is a large Albanian flag (red field with a black double-headed eagle). The bottom right corner contains a grid of smaller flags, including the United Kingdom (Union Jack), Turkey (white crescent and star on red), Bulgaria (white sun on red), and others.



4.7

## Communities concerned

4.7.1

## Communities concerned



Gruppo Saviola contributes to the growth of communities and the local area by promoting cultural, social, and sporting initiatives through contributions to various associations and organizations, strengthening ties with key stakeholders in the areas where its production facilities are located.

A financing plan for cultural, sporting, institutional, and associative organizations has also been structured for 2024. Despite the decline in turnover that characterized 2024, Gruppo Saviola has provided donations and sponsorships to local organizations totalling over one million euros (€1,026,000).

The main areas that Gruppo Saviola has chosen to support through donations and sponsorship are:

- **Cultural initiatives:** in an area that has always been at the crossroads of great historical events, and with an artistic, architectural, literary, musical and theatrical heritage, focusing on culture is certainly an advantageous choice for preserving and disseminating this legacy.
- **Youth and Sport:** support for important local executives (Rugby, Volleyball and Football) and national sports associations, with the aim of providing support for the younger generation.
- **Fight against poverty and support for the third sector:** contributions and donations to entities engaged in the fight against poverty both locally and nationally.
- **Health and personal care:** initiatives for the facilitation of treatment and support in the prevention of diseases, especially oncological ones, both adult and paediatric. In addition, there is support for organisations involved in creating services and facilities for people with disabilities who lack financial and/or family support.
- **Recreational and community activities in the area:** Gruppo Saviola supports projects with recreational and aggregative purposes for the community, which are managed extensively by Pro Loco (organisation for the promotion of the territory) relevant offices and local authorities.





# 4.8

## Consumers and end-users

### 4.8.1

## Transparent communication



In 2024 Directive 825/2024 was approved, the so-called 'Greenwashing Directive' and the continuation of the legislative process relating to the Green Claims Directive<sup>35</sup>, both aimed at contributing to truly more sustainable consumption models through transparent and consistent consumer information. While awaiting implementation by national legislators (expected by 2026), the authority responsible for imposing fines (in Italy, AGCM) has already initiated proceedings against large companies and groups that had undertaken communication campaigns that were not adequately supported by validated and clear data.

Greenwashing is not always voluntary; in fact, sometimes companies disclose information or emphasize aspects of their products that they simply do not have, often because they are still

developing structured supporting documentation, a prerequisite for claiming a product is "low impact" or "eco-friendly." The financial consequences concern, in addition to possible penalties, image damage and the consequent possible loss of market share<sup>36</sup>. Long before consumers and the market developed a sensitivity to sustainability issues, Gruppo Saviola chose to make its core business the production of a post-consumer wood panel defined as "eco-friendly" by virtue of the circularity of the production process, which, in fact, starts from wood waste for its production, limiting the consumption of resources and waste production and undeniably contributing to the circular economy. The trademark was registered in the 1990s (Ecological Panel®) and is the subject of a promotional campaign to highlight the possibility of furnishing offices and homes in a sustainable way. To support this statement, it will launch a project to analyse the entire life cycle of the panel, so as to make the information supported by data and comparable with other benchmarks.

Regarding direct communication with its customers and consumers, the company has activated B2B and B2C communication channels (social media, newsletters, digital platforms) and guarantees its stakeholders the possibility to report inaccuracies and critical issues or ask the company questions through social media platforms and by making contact emails available and conducting dedicated surveys<sup>37</sup>.

Internally, the company also provides all its resources, especially its commercial departments, with information on its environmental impacts and promotes strategies for communicating them externally, starting with the sharing of this sustainability report, based on recognized and accredited standards, now in its sixth edition.

<sup>35</sup> EU Directive 2024/825 on empowering consumers for the green transition by improving protection against unfair practices and information, published in the OJ on 06/03/2024, and proposal for a directive on the attestation and disclosure of explicit environmental claims (so-called Green Claims Directive), ongoing process.

<sup>36</sup> §Risk: Greenwashing §

<sup>37</sup> Analysis carried out on a representative sample of 1200 people after the launch of the communication campaign.

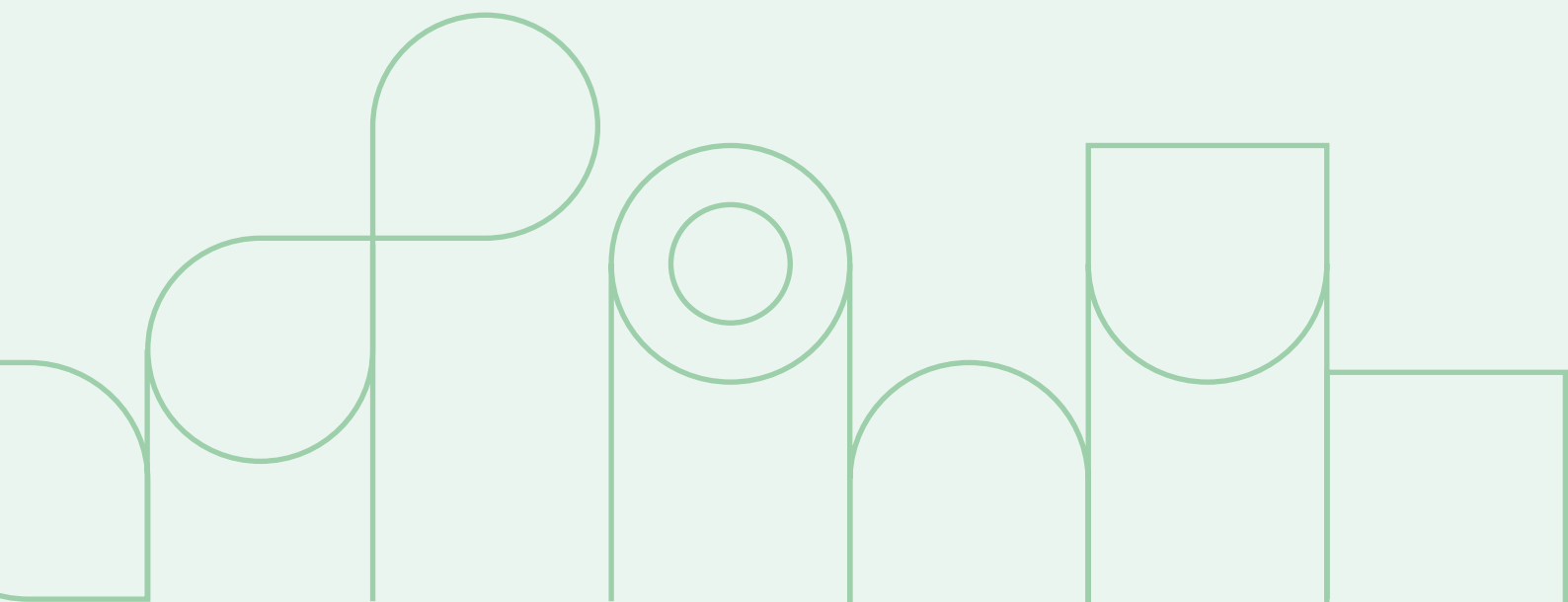
## 4.8.2

### Focus: Elementum Europe Collection

In 2024 a new high-design collection for the European market took center stage in Saviola's commercial strategies: Elementum Europe. The collection, presented at Sicam in Pordenone in October 2024, is suitable for multiple interior environments: from residential to hospital, retail, the Ho.Re.Ca sector, and the naval sector. Elementum Europe is more than a simple range of furniture. It embodies a design philosophy focused on sustainability without compromising aesthetics. The collection includes a range of innovative finishes and textures, each

designed to convey a sense of accessible and conscious luxury. These finishes include striking lines such as Strippedwood, Baysen, Mikali, On Track, Loom, Artstone and Chandler, each of which has a unique aesthetic identity to suit various room styles and preferences.

The Elementum Europe collection celebrates the harmony between primary colours and contemporary shades, proving how the emotional impact of design can transform the customisation of surfaces. Each product is designed to meet the needs of the modern market, combining innovation and respect for the environment. Elementum Europe represents a conscious, sustainable, contemporary design line. This collection offers high-quality products made with a responsible and sustainable approach with a high degree of variety and versatility.







# Governance and sustainability strategy

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## 5.1

### Business conduct: governance and transparent management

Excellent performance, cutting-edge design, the company's history and stability, and product reliability over the years are all key elements in Gruppo Saviola's recognizability. But the company, which has been committed for years to a continuous improvement process specifically focused on the environmental sustainability of its processes and raw materials, is also recognized by customers and consumers for its business strategies.

This choice, in addition to having a positive impact on the planet, also allows for improved economic performance, with benefits both at the local and large-scale economic level.

While a focus on profit is essential to ensure the stability of the company and its employees, be they Group employees or the entire value chain, customers, and consumers, innovation, digitalization, and above all efficiency—both in consumption and resource use, across all business units and across diverse areas and processes—confirm the vision of a company ethically and responsibly committed to transcending trends and hype and taking concrete action.

Gruppo Saviola is aware of the importance of demonstrating its commitment through concrete actions and formal commitments, such as the aforementioned decarbonisation plan, in addition to the Group's sustainability plan, published in 2024. Furthermore, the company plans to update the procedures included in OMM 231 and adapt the Code of Ethics and reporting structures to the Supervisory Body, as well as

create a Charter of Values that reflects the company's fundamental principles and values, and complete the process of obtaining and maintaining Authorized Economic Operator (AEO) status. These initiatives demonstrate the utmost transparency and reliability of the Group's governance. This activity will begin in 2025 with the aim of adopting the changes by 2026.

## 5.2

### Governance strategies



### Structure and participation in Governance

Saviola Holding, the parent company of the corporate structure, is responsible for managing control, planning strategies, and coordinating the activities of the entire Group. As the parent entity, it provides a wide range of services to all affiliated companies within the Group. Key internal functions include a range of key activities such as administration, financial management, health and safety, environmental sustainability, energy management, purchasing of goods and services, internal and external communications, human resources management, and the increasingly strategic information technology sector.

<sup>11</sup> § Risk: relationships with the PA – In particular, relationships with the Public Administration could constitute a risk if disputes related to the issue of corruption were to arise, with consequent reputational damage, loss of operating authorizations or inhibition of production activities

The Board of Directors exercises the functions of managing the activities, supported by the Board of Statutory Auditors, which has control functions over the administration.

The Board of Directors consists of 5 members elected by the Members' Assembly. It holds wide-ranging powers that allow it to manage the company's ordinary and extraordinary administration, with the possibility of implementing any action in order to achieve the company's purposes. Board members hold office until resignation or removal

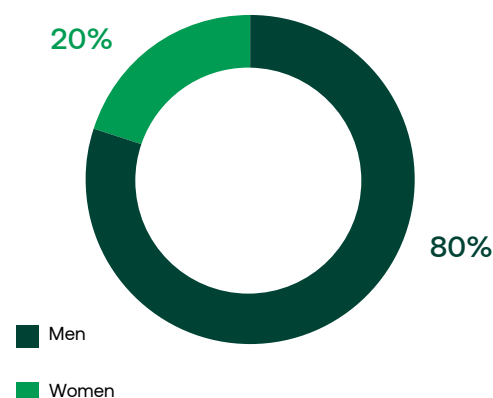
and may be appointed from non-shareholding members. Stakeholders do not participate in the appointment of the Board of Directors.

Over the past few years, Gruppo Saviola has established Committees that perform important and priority functions to ensure that the Group's strategic choices are transformed into concrete actions. The Group currently has three active internal committees: the Privacy Committee, the ESG Committee, and the Innovation Committee

## BoD

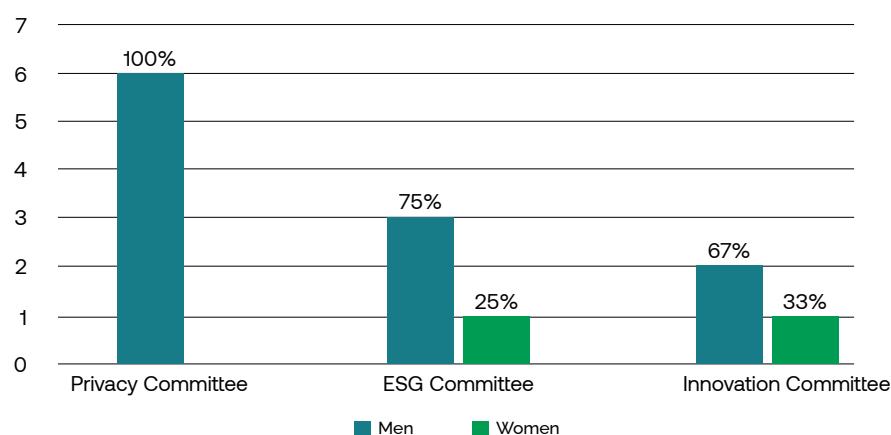
EXECUTIVE	3
NON-EXECUTIVE	2
INDEPENDENT	0
NOT INDEPENDENT	5
<30 YEARS	0
30-50 YEARS	2
>50 YEARS	3
WOMEN	1
MEN	4
ITALY	5
OTHER COUNTRIES	0

## Board composition by gender



Governing Bodies of Saviola Holding	Number of members
Members' meeting	Sole shareholder GMS s.r.l.
Board of directors	5 (1 Chairman and 4 Directors)
Board of Auditors	3 (1 Chairman and 2 Auditors)
Supervisory Body	3 (1 Chairman and 2 Members)
Committees	Number of members
Privacy Committee	6 (1 Chairman and 5 Members)
ESG Committee	4 (1 Chairman and 3 Members)
Innovation Committee	3 (1 Chairman and 2 Members)

## Gender distribution in committees (2024)



## Privacy Committee

### Data protection principles

The Privacy Committee was established to protect the right to personal data protection, ensure appropriate data management, and enforce European data protection regulations. The Committee is composed of key figures from the HR and IT areas, who are therefore responsible for both the processing and protection of Saviola staff data.

Gruppo Saviola considers the protection of personal data a fundamental right and makes it a guiding principle for all their activities. They ensure that these activities respect the rights, fundamental freedoms and dignity of the persons concerned, and simplifies and makes the ways of exercising these rights effective.

To ensure data security, Gruppo Saviola implements advanced measures to prevent unauthorized or unlawful processing, as well as the risk of accidental loss, destruction, or damage, in accordance with art. 32 of the GDPR. They have established an up-to-date system to comply with data protection regulations, including the role of the Data Protection Officer (DPO) introduced in 2018.

In compliance with the principle of data minimization, the Group structures their processes to limit the use of personal data exclusively to what is strictly necessary for the defined purposes. Furthermore, they regulate data retention periods, keeping them only for the period of time necessary to achieve the established objectives.

### Protecting the rights of individuals

The Group supports the strengthening of the rights of individuals under the GDPR by taking steps to provide clear information to data subjects and facilitating the exercise of their rights within the timeframe set by the standard. They have also developed a structured internal process for responding in a timely manner to stakeholder requests, documented in a specific procedure.

### Privacy Committee activities in 2024

Throughout the year, the Committee continued its activities in line with what had been done the previous year, perfecting the implemented processes where possible. Below are the main activities carried out and shared with the DPO,

INTERNAL	4
EXTERNAL	2
<30 YEARS	0
30-50 YEARS	1
>50	5
WOMEN	0
MEN	6
ITALYT	6
OTHER COUNTRIES	0

according to a defined work plan:

- Updating of the Group companies' data processing activity registers, including risk analysis based on the guidance provided by the various corporate departments..
- Reviewing of intercompany relationships, with particular attention to the division of privacy responsibilities among Group companies, in light of recent corporate developments (Savionet Network).
- Monitoring the compliance of external suppliers and partners, ensuring they are qualified as data controllers pursuant to art. 28 of the GDPR and that the relationships are regulated according to the law in force.
- Security measures update plan, with the aim of continuously improving data protection and IT security, in accordance with art. 32 of the GDPR.

## Focus: Digitalization and cybersecurity

Gruppo Saviola recognizes the importance of digitalization and cybersecurity, considering them strategic levers for business operations and resilience, especially with regard to ESG issues. The adoption of integrated IT solutions and automation and artificial intelligence systems, particularly in production processes, with replicated structures across multiple sites ensuring data and process reliability and security, allows Gruppo Saviola to reduce human error, improve operator safety, and streamline processes, resulting in resource savings (energy, water, and materials).

The other side of the coin, well known to all modern companies, especially those that implement or plan to implement IoT technologies<sup>12</sup>, is characterized by the increase in risk and consequences deriving from potential cyber attacks, which could compromise the company's efforts in terms of both production and environmental sustainability and safety for operator<sup>13</sup>.

To address this risk, Gruppo Saviola uses a centralized technological infrastructure that relies on externally managed data centres, with real-time backup systems that guarantee operational continuity. The disaster recovery procedure is also managed centrally. Of course, dedicated firewalls and protection systems are present and updated, configured to intercept and block cyber attacks, and new hires receive specific induction training on the correct use of IT systems, as well as periodic training on phishing.

Process digitalization is a path of continuous improvement: in addition to adopting a single management system with recognized reliability and stability, IT systems such as the Manu-

facturing Execution System (MES) are used to manage production at individual sites. The aforementioned supplier portal project for managing tenders, document requirements, and the purchase cycle, as well as EDI (Electronic Data Interchange) projects with specific customers, along with the already implemented electronic invoicing procedure, contribute to reducing the use of paper and other more wasteful management methodologies in favour of more agile and streamlined, as well as environmentally sustainable, systems.

Training will also benefit from digitalization processes, thanks to the aforementioned project to develop a dedicated platform. Finally, IT systems, software, and hardware are being developed that can improve data measurement and monitoring across various fields and sector.

<sup>12</sup> Internet of Things is a set of technologies capable of collecting, sending and processing information in a technological ecosystem that can do without human contribution

<sup>13</sup> § Risk: Cybersecurity

## ESG Committee

### Sustainability is a constantly renewed commitment

The ESG Committee was established in 2020 with the aim of coordinating and developing the Group's sustainability strategy. It is composed of a Chairman and three members, belonging to various important corporate functions. Inside we find the heads of the Communication, Energy and Finance departments and the director of the Savionet Business Unit. The decision to establish a Committee rather than a central figure responsible for sustainability was based on the need to adopt a cross-functional approach that encompasses multiple corporate functions with the aim of thoroughly disseminating the Group's sustainability strategy.

The Committee provides strategical indications and suggests guidelines on actions concerning ESG (environmental, social DI and governance), business ethics and risk management, supporting the Board of Directors and relevant corporate functions. The Board of Directors may also request specific opinions from the Committee on ethical and sustainability aspects relating to certain decisions.

The Committee's main responsibilities include drafting the Sustainability Report, identifying key sustainability performance indicators (KPIs), and planning ESG projects. This involves gathering and coordinating initiatives proposed by various corporate functions, thus ensuring a common and shared

### ESG Committee activities in 2024

- Internal and external stakeholder involvement to identify new priorities that have emerged in recent years.
- Study of the supporting documentation needed to enhance the Group's sustainability journey developed over the years. Starting from the Sustainability Plan, which was subsequently published thanks to the interaction of all senior company functions, work was initiated on the Net Zero Strategy and LCA/EPD certification for 14 products of the entire Group.
- Partial review of the materiality analysis to verify the relevance of previously identified material topics or the emergence of topics that have become relevant for the organization.
- Internal consultations with the relevant departments in order to start monitoring and analysing the supply chain.

INTERNAL	4
EXTERNAL	0
<30 YEARS	0
30-50 YEARS	1
>50	3
WOMEN	1
MEN	3
ITALY	4
OTHER COUNTRIES	0

vision. In 2024, work began on the renewal of the

ESG Committee in 2025 with a new structure. The Committee will be expanded to include a larger number of members to ensure greater representation of the various corporate functions involved in sustainability.

The Committee's objective is to strengthen internally and externally the knowledge and the application of the concept of Corporate Social Responsibility, a cornerstone for the continuity and success of the Group. Furthermore, the Committee facilitates the exchange of information between the various company functions, promoting the achievement of common objectives. In carrying out its activities, it adopts the Code of Ethics, using it as a reference for evaluating the adequacy of company procedures in implementing ESG strategies.

- Co-ordination of the activities necessary for the drafting of the Sustainability Report.
- Approval of the Sustainability Report and formal presentation to the Board of Directors.
- Preparation of measures to achieve regulatory compliance with new sustainability regulations.
- Work begins on renewing the Committee's structure.
- Coordination of all sustainability-related events, including oversight of communications and external relations.
- Verification of sustainability data communicated externally (customer inquiries, questionnaires, social media, newsletters, etc.) to ensure the veracity and transparency of the Group's communications and marketing.

## Innovation Committee

### New ideas and contributions for development

Since 2023, a centralized body has been established within Saviola Holding with the task of identifying and developing innovative ideas with the greatest potential. This core team consists of three members who report directly to the Innovation Board. Its structure has been defined to integrate all the technical and market skills belonging to the various Saviola Business Units

The Innovation Team is responsible for managing the entire development process of the projects selected as part of the innovation portfolio, accompanying them from the research phase to industrial implementation. Its main objective is to further strengthen and promote the culture of innovation within the organization, understood as a working method and approach to thinking. The team collaborates with all the company functions and external partners, coordinating the activities throughout the process. It is also responsible for ensuring that projects throughout their life cycle are aligned with the company's vision and strategy.

### Innovation Committee activities in 2024

- Consolidation of a central team dedicated to organizing and managing innovation initiatives within the holding company and all Saviola business units.
- Identification of innovative ideas, both internally and externally, with potential for internal development.
- Planning of the institutional calendar with key appointments such as Steering Committees and Update Meetings.
- Creation of cross-functional and inter-company teams to develop projects from the ideas selected for presentation to the board.
- Coordination, support and documentation management to teams in both project development and implementation.
- Organization of workshops with various business units and corporate functions, aimed at gathering innovative ideas.

INTERNAL	3
EXTERNAL	0
<30 YEARS	0
30-50 YEARS	1
>50	2
WOMEN	1
MEN	2
ITALY	3
OTHER COUNTRIES	0

There are two important appointments, recurring throughout the year, which are meant to dictate the timing of these operations: :

**Steering Committee** where the Innovation Board meets to evaluate the ideas selected by the Innovation Team and presented by the Project Leaders. For each project, a decision is made whether to proceed, temporarily stop it, or eliminate it. This is the moment when the innovation portfolio is selected and the next steps for various projects are decided. .

**Update Meeting** where significant insights or updates of ongoing projects and implemented results are brought to the table

- Organization and management of training sessions regarding updates on restrictions, directives, ordinances, regulations, and decrees.
- Implementation of national and European public tenders.
- Collaboration with universities, public or private entities, and partner companies for co-development or support of ongoing projects.
- Monitoring the implementation of projects approved at the Steering Committee stage.
- Management of development, filing and maintenance of any patents.
- Tax reporting of Innovation and R&D activities relating to all Saviola Business Units.

## Focus: Gruppo Saviola Strategies and Sustainability Plan

Through the involvement of resources at various levels and across Business Units, Gruppo Saviola has prepared and periodically updates several strategic documents that illustrate the Group's strategies for achieving specific objectives:

- The Industrial Plan and the relative Investment Plan, first drawn up in 2021 and then updated year by year to adapt to new instances, best available technologies and the constantly evolving perimeter of the Group.
- The aforementioned Decarbonisation Plan, drawn up in 2023 with the aim of aligning with the Paris Agreements.
- The Innovation Project, launched in 2023, aims to renew the corporate culture and create an organizational structure to achieve the Group's environmental goals. It involves all Business Units and values people, their ideas and talents.

The actions and objectives outlined in these documents flow into the company's Sustainability Plan, constituting its main content. This document, subject to periodic updates, represents Gruppo Saviola's diverse and varied initiatives to improve its environmental and social impact,

in line with the Sustainable Development Goals of the 2030 Agenda. The actions and projects it contains revolve around four pillars: People, Production Processes, Governance, and Commercial Relations, within a harmonized framework designed to support the company in monitoring its actions and disseminating them, both internally and externally.

Work has begun in 2025 to implement a Net Zero Strategy, with a view to aligning with the SBTi<sup>14</sup> by the end of the year, with a roadmap of interventions extending to 2050. Furthermore, as already mentioned in the "Transparent communication" paragraph of the Social chapter, several projects have been carried out or started to analyse the environmental impact of products through studies on their life cycle (LCA), focusing in particular on the panel and glues, in order to obtain the relevant EPD certifications<sup>15</sup>.

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<sup>14</sup> Science Based Targets initiative, an international initiative that guides companies in setting emissions reduction targets in line with the Paris Agreement..

<sup>15</sup> The EPD (Environmental Product Declaration) certification is a document that allows you to objectively communicate the environmental performance of a product based on its life cycle analysis (LCA), carried out using international standards (ISO 14025 and ISO 14040).



## 5.3

### Corruption prevention



For a company the size of Gruppo Saviola, corporate conduct, which includes issues such as the fight against corruption and managing supplier relationships, is a priority and is also closely monitored by stakeholders. The company has a structure that constantly analyses its procedures and practices to identify impacts, risks, and opportunities arising from these issues. The

annual sustainability report, with its related materiality analysis, also provides an opportunity to reflect on these important topics.

Attention to the topic of corruption, which is not limited to operations within the Public Administration<sup>1</sup>, but rather includes practices that are not entirely transparent related to relationships with suppliers and customers, including exchanges of gifts and small favours that could concern workers and collaborators of the company at any level, represents a stimulus for strengthening the company's responsibility and a tool for ensuring reliability towards the community and the market, including the financial one

#### Supervisory Body

##### Composition

INTERNAL	1
EXTERNAL	2
<30 YEARS	0
30-50 YEARS	0
>50	3
WOMEN	2
MEN	1
ITALY	3
OTHER COUNTRIES	0

#### Code of Ethics and Organisation and Management Model (OMM)

Gruppo Saviola resonates with the philosophy of its founder: "The Eco-Ethical Company". Its core values are based on Environment, People, Territory, Quality and Innovation, principles that guide every company activity.

To ensure compliance with these values, the Group has adopted a Code of Ethics (latest version approved on 09/23/2019) and an Or-

ganization and Management Model (OMM) in compliance with Legislative Decree 231/2001, currently under review.

These tools aim to:

- Strengthen the governance system of the Group companies.
- Reduce the risks associated with the commission of crimes in business activities.
- Raise awareness among employees and collaborators of the legal and administrative risks arising from potential violations.
- Inform business partners of the consequences of non-compliance with the Code of Ethics and the OMM.
- Confirm zero tolerance for illegal behaviour, even if it appears to be beneficial to the company.

The Code of Ethics and the OMM identify the corporate areas most exposed to the risk of crime ("Predicate Offences"), the prevention principles and the sanctions applicable in the event of violation.

## Control and Supervisory Structure

Gruppo Saviola control system is based on:

- Separation of functions and powers to ensure transparency.
- Structured internal procedures to regulate company activities and ensure compliance with regulations.
- Traceability and transparency of company operations.
- Power of attorney and delegation system compliant with Confindustria Guidelines and Legislative Decree 231/2001 standards.

The Supervisory Body (SB), appointed by the administrative body of each Group company, is responsible for:

- Monitoring the implementation of the Code of Ethics and the OMM.
- Verifying its effectiveness and propose updates based on regulatory or company changes.
- Conducting training activities to disseminate knowledge of compliance procedures.

The Supervisory Body is composed of three independent members, selected based on the criteria of autonomy, professionalism, and continuity of action established by Legislative Decree 231/2001.

## Information and Training Activities

To ensure the dissemination of the principles of the Code of Ethics and the OMM, Gruppo Saviola has launched several initiatives:

- Initial communication to all employees and collaborators.
- Training sessions by external bodies, dedicated to the principles of Legislative Decree 231/2001 and compliance procedures.
- Publication of company documents in a dedicated section of the intranet and on company noticeboards.
- Involvement of partners and suppliers, who are informed of the Code of Ethics and the OMM and invited to sign their commitment to comply with the relevant contractual provisions.

## Report Management and Communication Channels

To report any violations, confidential and diversified channels have been established, including:

- Dedicated email for direct communications.
- Anonymous online form, available on the company intranet.
- Dedicated mailbox at the Group's various sites.

The Supervisory Body ensures maximum confidentiality and guarantees that there will be no retaliation against those who report.

In accordance with Legislative Decree 24/2023, the companies of the Saviola industrial group that fall within the scope of the legislation have set up whistleblowing communication channels and appointed a Reporting Manager<sup>2</sup>.

## Control and Audit Activities 2024

In 2024, the Supervisory Bodies of Gruppo Saviola companies conducted 26 supervisory audits at production sites and administrative offices, analysing various areas at risk of crime, including:

- Environment .
- Work health and safety .
- Management of purchases (chemical raw materials) .
- Management of indirect purchases and contracts .
- Management of wood material supplies (waste wood) .
- Management of gifts, gratuities and other tokens .
- Sales management .
- Quality management .

After each audit, the Supervisory Body prepares detailed reports containing observations and recommendations for improving company procedures. These reports are distributed to the relevant functions for updating prevention measures.

Each year, the Supervisory Body presents a final report to the Group's administrative bodies, summarizing its supervisory activities and assessing the effectiveness of the control system.

<sup>2</sup> For information, please visit: <https://www.grupposaviola.com/gruppo-saviola/governance/whistleblowing/>

## 5.4

### Management of relationships with suppliers

Analysing a company's value chain is particularly important because a significant portion of the impacts, risks, and opportunities related to sustainability manifest themselves precisely through direct and indirect commercial relationships along the value chain, both downstream and, above all, upstream.

Even considering the requirements of the upcoming Corporate Responsibility Directive<sup>3</sup>, Gruppo Saviola has initiated an internal reflection on the importance of careful and sustainable supply chain management, which can go beyond the standard parameters that typically guide purchasing policies (quality, price, procurement times), to move towards evaluations that also consider sustainability criteria.

In analysing its impacts, risks and opportunities, the Group has assessed that operations with some suppliers could lead to difficulties if ESG performance reporting becomes a stringent requirement, especially in the case of small/medium-sized companies<sup>4</sup>. Temporary extension of the obligation to comply with due diligence criteria and the reporting obligation for large companies<sup>5</sup>, although it does not entail for responsible companies that have had a sustainability reporting structure for years, such as Gruppo Saviola, it undoubtedly entails an easing of pressure especially on small and me-

dium-sized enterprises that are part of the value chain, allowing them to still communicate their sustainability performance to stakeholders, but in a more simplified and accessible form, dictated by future voluntary standards, currently being defined<sup>6</sup>.

Gruppo Saviola asks all its service providers to submit their Sustainability Reports, if available, but the possibility of implementing a more comprehensive supply chain analysis through specific questionnaires on sustainability issues is currently being evaluated.

In many cases, the failure to meet formal ESG reporting requirements is not due to a lack of actual attention, action, or best practices, but rather to the unique structure of micro and small businesses in terms of available resources. Often, therefore, de facto fulfilments (actions and compliance with ESG requirements) precede formal ones. Regular discussions with suppliers and their involvement in the preparation of Gruppo Saviola's Sustainability Report aim to raise awareness of these issues throughout the supply chain, thereby increasing awareness throughout the entire supply chain and improving our contribution to achieving global goals.

Despite the push towards simplification and competitiveness, European directives can also influence supply chain management, not only in terms of supplier mapping, but also for possible duties or other forms of compensation linked to materials (mainly from China) that are not otherwise available on the European market, and which could lead to even significant repercussions on the costs of sourcing certain components<sup>7</sup>.

<sup>3</sup> Directive 2024/1760 "CSDDD" (Corporate Sustainability Due Diligence Directive), entered into force on 25/07/2024.

<sup>4</sup> § Potential negative impact: Stricter ESG criteria for supplier

<sup>5</sup> With EU Directive 2025/794, the so-called "Omnibus Package" (pending transposition), which postpones the first application dates of the CSRD to fiscal year 2027 and the CSDDD to 2028. Other simplification projects are, at the date of publication of this document, under discussion in the European Council and Parliament.

<sup>6</sup> These are voluntary reporting standards that should be developed by EFRAG (European Financial Reporting Advisory Group) for reporting by companies not subject to reporting obligations.

<sup>7</sup> § Risk: Managing the supply chain

Strategic planning is key to effectively responding to any need for changes or adjustments in the supply chain, including those required by new environmental regulations<sup>8</sup>, and guarantees the Group the ability to react to any difficulties in this regard.

This planning, combined with a timely response to comply with environmental regulatory requirements, ensures the Group has the resilience needed to manage this issue. Participation in Amminoplastic and Formacare, that Sadepan Chimica has been a consortium partner of for over 20 years, is also in this direction. This allows this Business Unit to be present at European tables where systems for analysing and studying the emission impact of formaldehyde production are being developed, with advantages in terms of sharing practices and early implementation of the best strategies identified. Similar objectives see the participation of the Saviola and Composad BUs in Federlegno, the federation of companies in the furniture and furnishing sector<sup>9</sup>. Naturally, the internal and external growth achieved in recent years, through the acquisition of Advachem (2023) and Rheinspan (2022-2023), as well as the creation of the Savionet Business Unit, in 2024 also brings concrete benefits in terms of supply chain management: cost optimisation, circularity and shortening of the supply chain and, of course, the extension of the Group's ESG strategies to the entire national and international perimeter.

The procedure used to manage the supply of goods or services is based on the commitment, also set forth in the Organizational Management Model, to ensure compliance with all regulatory requirements regarding worker health, environmental protection, and corporate ethics. Through a management platform used by the relevant company departments, participation in purchasing activities is diversified and not centralized, thus allowing for constant mutual control and monitoring of purchasing-related expenses. The purchase of services, spare parts, vehicle hire or maintenance

work requires at least three offers<sup>10</sup> and is subject to joint approval by the Group Chairman and the management figures responsible for the sector involved.

The project for a portal that can serve as a document exchange platform, constituting a true documentation repository, and a procurement management system is currently being structured. Given the Group's structure, its complexity, and the intention to implement controls that complement supplier solvency and ethics checks with ESG requirements, choosing fully customizable internal modules over external platforms is perhaps a more time-consuming option, but it's a winning one in terms of quality and results.

Sadepan Chimica is continuing with the process to obtain Authorized Economic Operator (AEO) status<sup>11</sup>, a certification that can be recognized to economic operators and their commercial partners involved in the international supply chain and is aimed at simplifying activities related to customs authorizations, especially through the digitalization and simplification of control procedures by the authorities in charge. Those who obtain this authorization are considered safe and reliable with respect to the management of their supply chain, which is why it is considered an important opportunity to facilitate foreign trade but also to ensure the company's reliability in terms of ethics, responsibility, and transparency. Completing the process of obtaining and maintaining this status requires a thorough management system for related documentation, the identification and designation of a person responsible for oversight, and appropriate training and information for all company stakeholders.

<sup>8</sup> In particular, the requirements of the recent CBAM (Carbon Border Adjustment Mechanism) regulation, the mechanism for offsetting carbon emissions embedded in goods produced outside the borders of the European Union, introduced by Regulation (EU) 2023/956 of the European Parliament and of the Council of 10 May 2023.

<sup>9</sup> § Opportunities: strategic partnerships

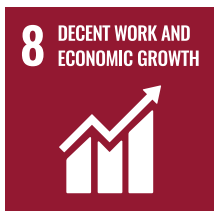
<sup>10</sup> There is also the possibility of requesting a single estimate, but this must be objectively justified and is not the standard way of purchasing goods and services. For 2024, the single-source template approval rate was around 30% of the total number of requests approved by management.

<sup>11</sup> § Opportunities: Perfecting and maintaining AEO status



# 5.5

## Sharing economic value



To provide an overview of the company's financial performance, a reclassification of the financial statements according to the GRI 201-1 standard is presented below.

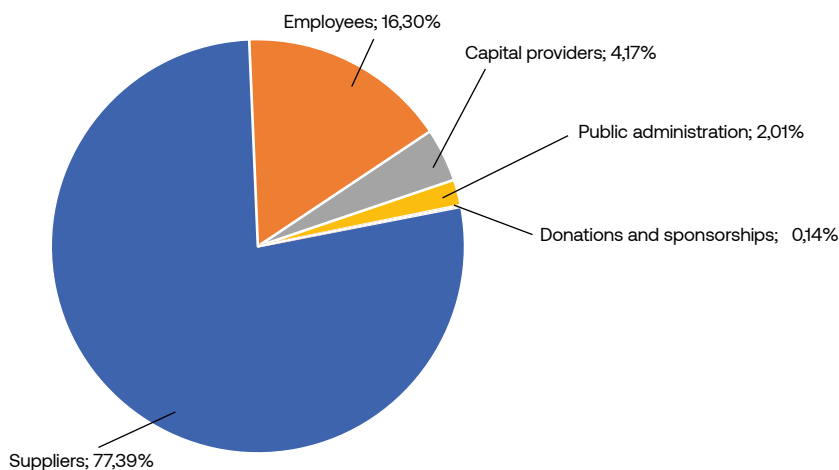
Generated economic value refers to the sum of net turnover, revenues from financial investments, and sales of economic activities. Distributed economic value includes operating costs, employee salaries and benefits, payments to capital providers, payments to government agencies, and community investments (in the form of donations and sponsorships). The difference between these first two items results in the economic value retained by the company.

	Year 2022	Year 2023	Year 2024
Generated value	921.275.044 €	849.870.137 €	782.231.635 €
Distributed value	779.611.489 €	772.768.519 €	742.008.512 €
Suppliers	616.529.374 €	576.246.052 €	574.228.504 €
Employees	99.798.002 €	121.755.423 €	120.923.938 €
Capital providers	22.242.951 €	53.738.564 €	30.938.927 €
Public administration	40.152.551 €	19.911.522 €	14.891.142 €
Donations and sponsorships	888.611 €	1.116.958 €	1.026.000 €
<b>Retained value</b>	<b>141.663.555 €</b>	<b>77.101.618 €</b>	<b>40.223.123 €</b>

After an exceptional 2022 in terms of economic performance, 2023 and 2024 proved to be years of consolidation and organizational structure review: generated value decreased by 8%, while the distribution between retained and distributed value, compared to previous years, shifted slightly in favour of the latter, amounting, for 2024, to over € 740 million.

Expenditure on suppliers accounts for the largest share (over 77%), followed by personnel management costs (16%), sums paid to capital suppliers (4%) and those paid to the Public Administration (2%), in addition to the share paid in the form of donations and sponsorships

### Distribution of distributed value (2024)





# GRI Content Index and review

6.1 GRI content index  
and review

134



# 6.1

## GRI content index and review

For each material issue identified, the correlation with the main international reference standard for sustainability reporting, the Global Reporting Initiative (GRI), is presented below.

There are no sector GRI standards relevant to Gruppo Saviola's business

Declaration of use	Gruppo Saviola presented a report with reference to the GRI Standards for the period 01/01/2024 – 31/12/2024	
Used GRI 1	GRI 1 – Fundamental Principles – version 2021	
GRI 2 - General disclosure 2021		
GRI Standard	Disclosure	Reference paragraph
The organisation and its reporting practices		
2-1	Organisational details	Gruppo Saviola The Eco-Ethical Company
2-2	Entities included in the organisation's sustainability reporting	Gruppo Saviola The Eco-Ethical Company
2-3	Reporting period, frequency and point of contact	Methodological note and reading guide
2-4	Review of information	Any variations are indicated in the text
2-5	External assurance	Revision
Activities and workers		
2-6	Activities, value chain and other business relationships	Gruppo Saviola The Eco-Ethical Company
2-7a	Employees	Social – Own workforce – Staff management and welfare
2-8	Non-employee workers	Social – Own workforce – Staff management and welfare
Governance		
2-9	Governance structure and composition	Governance – Governance Strategies
2-10	Appointment and selection of the highest governing body	Governance – Governance Strategies
2-11	Chairman of the highest governing body	Governance – Governance Strategies <sup>1</sup>
2-12	Role of the highest governing body in impact management control	Governance – Governance Strategies
2-13	Delegation of responsibility for impact management	Governance – Governance Strategies
2-14	Role of the highest governing body in sustainability reporting	Governance – Governance Strategies

<sup>1</sup> The Chairman of the highest governing body is also a senior executive

*Strategy, policies, practice*

2-22	Sustainable development strategy statement	Letter to stakeholders
2-23	Policy commitment	Governance – Business conduct: Transparent governance and management – Corruption prevention and detection; Social – Workers' health and safety;
2-27	Compliance with laws and regulations	Social – Own workforce – Workers' health and safety Governance – Business conduct: Transparent governance and management– Corruption prevention and detection There have been no significant cases of non-compliance with laws and regulations in 2024

*Stakeholder involvement*

2-29	Approach to stakeholder involvement	Gruppo Saviola's material issues and impacts – The starting point: Gruppo Saviola's first dual materiality analysis
2-30a	Collective agreements	Social – Own workforce – Working relationships and conditions;

**GRI 3 – Material topics – version 2021**

GRI Standard	Disclosure	Reference paragraph
3-1	Process of determining material topics	The material topics and impacts of Gruppo Saviola
3-2	List of material topics	Gruppo Saviola's material topics and impacts – Gruppo Saviola's material topics; Appendix "IMPACTS, RISKS, OPPORTUNITIES"; Footnotes in the text (§).
3-3	Management of material topics	The material topics and impacts of Gruppo Saviola; throughout the document, in correspondence with the relevant thematic paragraphs. .

*Standard Topic: Economic Scope*

201-1	Economic value directly generated and distributed	Governance – Governance Strategies – Sharing economic value
205-1	Operations assessed for corruption risks	Governance – Business conduct: Transparent governance and management – Corruption prevention and detection
205-2	Communication and training on anti-corruption policies and procedures	Governance – Business conduct: Transparent governance and management – Corruption prevention and detection
205-3	Established incidents of corruption and actions taken	There were no proven incidents of corruption during 2024

## GRI 3 – Material topics – version 2021

GRI Standard	Disclosure	Reference paragraph
<i>Standard Topic: Environmental Scope</i>		
301-1	Materials used by weight or volume	Environment – Sustainable use of resources and circular economy – Materials
301-2	Materials used that come from recycling	Environment – Sustainable use of resources and circular economy – Materials
302-1	Energy consumed within the organisation	Environment – Climate changes – Energy consumption
302-3	Energy intensity	Environment – Climate changes – Energy consumption
302-4	Reducing energy consumption	Environment – Climate changes – Energy consumption
303-3	Water consumption	Environment – Marine waters and resources
303-4	Scarico di acqua	Environment – Acque e risorse marine
303-5	Water discharge	Environment – Marine waters and resources
305-1	Direct GHG emissions (Scope 1)	Environment – Climate changes – Fighting climate change
305-2	Indirect GHG emissions (Scope 2)	Environment – Climate changes – Fighting climate change
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant emissions	Environment – Climate changes – Pollution
306-1	Waste generation and significant waste-related impacts	Environment – Sustainable use of resources and circular economy – Waste
306-3	Waste generated	Environment – Sustainable use of resources and circular economy – Waste
306-4	Waste not sent for disposal	Environment – Sustainable use of resources and circular economy – Waste
306-5	Waste sent for disposal	Environment – Sustainable use of resources and circular economy – Waste

## GRI 3 - Temi materiali - versione 2021

GRI Standard	Disclosure	Reference paragraph
<i>Standard Topic – Social Scope</i>		
401-3	Parental leave	Social - Own workforce - diversity and inclusion
402-1	Minimum notice period for operational changes	Social – Own workforce – Working relationships and conditions
403-1	Occupational health and safety management system	Social – Own workforce – Workers' health and safety
403-2	Hazard identification, risk assessment and accident investigation	Social – Own workforce – Workers' health and safety
403-3	Occupational health services	Social – Own workforce – Workers' health and safety
403-4	Worker participation and consultation and communication on occupational health and safety	Social – Own workforce – Workers' health and safety
403-5	Worker training on occupational health and safety	Social – Own workforce – Workers' health and safety; Training and skills development
403-6	Workers' health promotion	Social – Own workforce – Workers' health and safety
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	Social – Own workforce – Workers' health and safety
403-8	Workers covered by an occupational health and safety management system	Gruppo Saviola The Eco-Ethical Company; Social – Own workforce – Workers' health and safety
403-9	Accidents at work	Social – Own workforce – Workers' health and safety During 2024 there were no cases of death at work
404-1	Average annual hours of training per employee	Social – Own workforce – Training and skills development
404-2	Hours of training by topic	Social – Own workforce – Training and skills development
404-3	Percentage of employees receiving regular performance and professional development appraisals	Social – Own workforce – training and skills development
405-1	Diversity in governing bodies and among employees	Governance – Business conduct: Transparent governance and management;

## Impacts, risks, opportunities

In Chapter 2, the methodology and results of the dual materiality analysis were illustrated. As mentioned, some further details on the methodology and the values attributed to each Impact,

Risk and Opportunity (IRO) will be disclosed here in the appendix.

For each identified IRO, the relevant parameters were used, assigning values between 1 and 5 according to the following scales.

ALL IMPACTS POSITIVE/NEGATIVE ACTUAL/POTENTIAL			
	ENTITY		SCOPE
1	Negligible	1	Extremely contained
2	Minor	2	Contained
3	Moderate/Major	3	Moderately extensive
4	Major/Serious	4	Extensive
5	Extreme/Serious	5	Widely extensive

NEGATIVE IMPACTS (ACTUAL OR POTENTIAL)	
	IRREMEDIABLE NATURE
1	It is possible to restore the pre-impact state in less than six months and with limited effort
2	It is possible to restore the pre-impact state within six months
3	It is possible to restore the pre-impact state, but not within six months
4	It is only possible to partially restore the pre-impact state
5	It is not possible to remedy the impact caused

POTENTIAL IMPACTS RISKS OPPORTUNITIES	
	PROBABILITY
1	Remote
2	Low
3	Moderate
4	High
5	Very High

RISKS OPPORTUNITIES	
	POTENTIAL MAGNITUDE
1	Negligible
2	Minor
3	Moderate/Major
4	Major/Serious
5	Extreme/Serious

Below are the tables containing the values attributed by the company to each IRO. The tables also show the level of causality of the impacts

and the time horizon of potential impacts, risks and opportunities.

ACTUAL NEGATIVE IMPACTS					
TOPIC	IRO TITLE	CONTRIBUTION MODE	MAGNITUDE		
			ENTITY	SCOPE	IRREMEDIABLE NATURE OF THE IMPACT
E1 - Mitigation and adaptation to climate change	Contribution to global emissions	Contributed to causing	5	4	3
E1 - Energy	Use of fossil fuels	Directly caused	5	5	2
E2 - Substances of concern or very high concern	Chemicals in the production process	Directly caused	3	2	4
S1 - Work-life balance	Pressure on workers	Directly caused	4	1	1
S1- Health and safety	Occupational accidents and diseases	Directly caused	3	2	2

ACTUAL POSITIVE IMPACTS				
Topic	IRO TITLE	CONTRIBUTION MODE	MAGNITUDE	
			ENTITY	SCOPE
E1 - Energy	Energy efficiency and Renewable energy	Directly caused	1	1
E4 - Factors with a direct impact on biodiversity loss such as climate change, land or water use changes, exploitation, invasive alien species and pollution	Thousands of trees saved	Directly caused	5	4
E5 - Resource inflows, including resource use	Recovered wood	Directly caused	5	4
E5 - Resource outflows related to products and services	Recovery of other raw materials	Directly caused	4	3
E5 - Waste	Reuse of processing waste	Directly caused	4	2
S1 - Secure employment	Safe and stable deployment	Directly caused	5	4
S1- Health and safety	Health initiatives	Directly caused	3	3

## POTENTIAL NEGATIVE IMPACTS

TOPIC	IRO TITLE	CONTRIBUTION MODE	MAGNITUDE				
			ENTITY	SCOPE	IRREMEDIABLE NATURE OF THE IMPACT	PROBABILITY	TIME HORIZON
E2 - Pollution (of air, water, soil, living organisms and food resources)	Exceeding emission limits	Directly caused	4	3	4	2	Medium term
E2 - Pollution (of air, water, soil, living organisms and food resources)	Dust dispersion	Directly caused	3	2	3	4	Short term
E2 - Pollution (of air, water, soil, living organisms and food resources)	Risk of accidents with environmental consequences	Directly caused	5	3	5	3	Medium term
E3 - Water consumption and withdrawal	Increased consumption of water resources	Directly caused	4	3	2	4	Short term
S1- Health and safety	Occupational accidents and diseases	Directly caused	5	3	5	4	Short term
G1 - Management of supplier relationships, including payment practices	Stricter ESG criteria for suppliers	Contributed to causing	3	3	3	3	Medium term

## POTENTIAL POSITIVE IMPACTS

TOPIC	IRO TITLE	CONTRIBUTION MODE	MAGNITUDE			
			ENTITY	SCOPE	PROBABILITY	TIME HORIZON
E5 - Resource inflows, including resource use	More sustainable raw materials	Directly caused	4	3	4	
S1- Training and skills development	Employee training and development	Directly caused	3	4	5	Short term

RISKS				
TOPIC	IRO TITLE	POTENTIAL MAGNITUDE	PROBABILITY	TIME HORIZON
E1 - Mitigation and adaptation to climate change	Physical risks related to climate change	4	3	Short term
E2 - Pollution (of air, water, soil, living organisms and food resources)	Economic consequences of environmental pollution	5	3	Medium term
E5 - Resource inflows, including resource use	Risk linked to the CBAM mechanism	3	4	Short term
S1 - Secure employment	Voluntary turnover	5	3	Short term
S1 - Adequate wages	Increase in personnel costs related to collective labour agreement renewals and inflation	3	5	Short term
S1- Health and safety	Adaptation phase of acquired sites	4	2	Short term
S1 - Gender equality and equal pay for work of equal value	Absence of D&I policies	3	4	Medium term
S4 - Access to (quality) information	Greenwashing	4	2	Short term
G1 - Management of supplier relationships, including payment practices	Managing the supply chain	3	3	Long term
G1 - Corruption: Accidents and prevention and detection, including training	Relationships with the PA	5	1	Medium term
G1 - Cybersecurity	Cyber attacks	4	3	Short term

OPPORTUNITIES				
TOPIC	IRO TITLE	POTENTIAL MAGNITUDE	PROBABILITY	TIME HORIZON
E1 - Mitigation and adaptation to climate change	Obtaining the eco-label	3	3	Short term
E5 - Resource inflows, including resource use	Post-consumer wood in Rheinspan	2	3	Long term
E5 - Resource inflows, including resource use	Savionet expansion	5	4	Medium term
G1 - Corporate culture	Strategic partnerships	3	5	Long term
G1 - Corruption: Accidents and prevention and detection, including training	Perfecting and maintaining AEO status	4	2	Short term



KPMG S.p.A.  
Revisione e organizzazione contabile  
Viale Giovanni Falcone, 30/A  
43121 PARMA PR  
Telefono +39 0521 236211  
Email [it-fmauditaly@kpmg.it](mailto:it-fmauditaly@kpmg.it)  
PEC [kpmgspa@pec.kpmg.it](mailto:kpmgspa@pec.kpmg.it)

## Relazione della società di revisione indipendente sul bilancio di sostenibilità

*Al Consiglio di Amministrazione della  
Saviola Holding S.r.l.*

Siamo stati incaricati di effettuare l'esame limitato ("*limited assurance engagement*") del bilancio di sostenibilità del Gruppo Saviola (di seguito anche "il Gruppo") relativo all'esercizio chiuso al 31 dicembre 2024.

### Responsabilità degli Amministratori per il bilancio di sostenibilità

Gli Amministratori della Saviola Holding S.r.l. sono responsabili per la redazione del bilancio di sostenibilità in conformità ai "*Global Reporting Initiative Sustainability Reporting Standards*" definiti dal GRI - *Global Reporting Initiative* ("GRI Standards").

Gli Amministratori sono altresì responsabili per quella parte del controllo interno da essi ritenuta necessaria al fine di consentire la redazione di un bilancio di sostenibilità che non contenga errori significativi dovuti a frodi o a comportamenti o eventi non intenzionali.

Gli Amministratori sono inoltre responsabili per la definizione degli obiettivi del Gruppo Saviola in relazione alla *performance* di sostenibilità, nonché per l'identificazione degli *stakeholder* e degli aspetti significativi da rendicontare.

### Indipendenza della società di revisione e gestione della qualità

Siamo indipendenti in conformità ai principi in materia di etica e di indipendenza dell'*International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) emesso dall'*International Ethics Standards Board for Accountants*, basato su principi fondamentali di integrità, obiettività, competenza e diligenza professionale, riservatezza e comportamento professionale.

La nostra società di revisione applica il Principio Internazionale sulla Gestione della Qualità (ISQM Italia 1) in base al quale è tenuta a configurare, mettere in atto e rendere operativo un sistema di gestione della qualità che includa direttive o procedure sulla conformità ai principi etici, ai principi professionali e alle disposizioni di legge e regolamentari applicabili.





Saviola Holding S.r.l.

Relazione della società di revisione

31 dicembre 2024

### **Responsabilità della società di revisione**

E' nostra la responsabilità di esprimere, sulla base delle procedure svolte, una conclusione circa la conformità del bilancio di sostenibilità rispetto a quanto richiesto dai GRI *Standards*. Il nostro lavoro è stato svolto secondo quanto previsto dal principio "*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (di seguito anche "*ISAE 3000 Revised*"), emanato dall'*International Auditing and Assurance Standards Board* (IAASB) per gli incarichi di *limited assurance*. Tale principio richiede la pianificazione e lo svolgimento di procedure al fine di acquisire un livello di sicurezza limitato che il bilancio di sostenibilità non contenga errori significativi.

Pertanto, il nostro esame ha comportato un'estensione di lavoro inferiore a quella necessaria per lo svolgimento di un esame completo secondo l'*ISAE 3000 Revised* ("*reasonable assurance engagement*") e, conseguentemente, non ci consente di avere la sicurezza di essere venuti a conoscenza di tutti i fatti e le circostanze significativi che potrebbero essere identificati con lo svolgimento di tale esame.

Le procedure svolte sul bilancio di sostenibilità si sono basate sul nostro giudizio professionale e hanno compreso colloqui, prevalentemente con il personale della Società responsabile per la predisposizione delle informazioni presentate nel bilancio di sostenibilità, nonché analisi di documenti, ricalcoli e altre procedure volte all'acquisizione di evidenze ritenute utili.

In particolare, abbiamo svolto le seguenti procedure:

- 1 analisi del processo di definizione dei temi rilevanti rendicontati nel bilancio di sostenibilità, con riferimento alle modalità di analisi e comprensione del contesto di riferimento, identificazione, valutazione e prioritizzazione degli impatti effettivi e potenziali e alla validazione interna delle risultanze del processo;
- 2 comparazione tra i dati e le informazioni di carattere economico-finanziario riportati nel paragrafo "La condivisione del valore economico" del bilancio di sostenibilità e i dati e le informazioni incluse nel bilancio consolidato del Gruppo;
- 3 comprensione dei processi che sottendono alla generazione, rilevazione e gestione delle informazioni qualitative e quantitative significative incluse nel bilancio di sostenibilità.

In particolare, abbiamo svolto interviste e discussioni con il personale della Direzione di Saviola Holding S.r.l. e abbiamo svolto limitate verifiche documentali, al fine di raccogliere informazioni circa i processi e le procedure che supportano la raccolta, l'aggregazione, l'elaborazione e la trasmissione dei dati e delle informazioni di carattere non finanziario alla funzione responsabile della predisposizione del bilancio di sostenibilità.

Inoltre, per le informazioni significative, tenuto conto delle attività e delle caratteristiche del Gruppo:

- a livello di capogruppo e società controllate:
  - a) con riferimento alle informazioni qualitative, abbiamo effettuato interviste e acquisito documentazione di supporto per verificarne la coerenza con le evidenze disponibili;
  - b) con riferimento alle informazioni quantitative, abbiamo svolto sia procedure analitiche che limitate verifiche per accertare su base campionaria la corretta aggregazione dei dati.
- per i siti di Viadana (MN) e Mortara (PV), che abbiamo selezionato sulla base delle loro attività, del loro contributo agli indicatori di prestazione a livello consolidato e della loro ubicazione, abbiamo effettuato visite in loco nel corso delle quali ci siamo confrontati con i responsabili e abbiamo acquisito riscontri documentali su base campionaria circa la corretta applicazione delle procedure e dei metodi di calcolo utilizzati per gli indicatori.



**Saviola Holding S.r.l.**

*Relazione della società di revisione*

*31 dicembre 2024*

### **Conclusioni**

Sulla base del lavoro svolto, non sono pervenuti alla nostra attenzione elementi che ci facciano ritenere che il bilancio di sostenibilità del Gruppo Saviola relativo all'esercizio chiuso al 31 dicembre 2024 non sia stato redatto, in tutti gli aspetti significativi, in conformità a quanto richiesto dai GRI *Standards*.

Parma, 16 luglio 2025

KPMG S.p.A.

Gianluca Tagliavini  
Socio

#### **SAVIOLA HOLDING srl**

Viale Lombardia, 29  
46019, Viadana (MN) – Italy

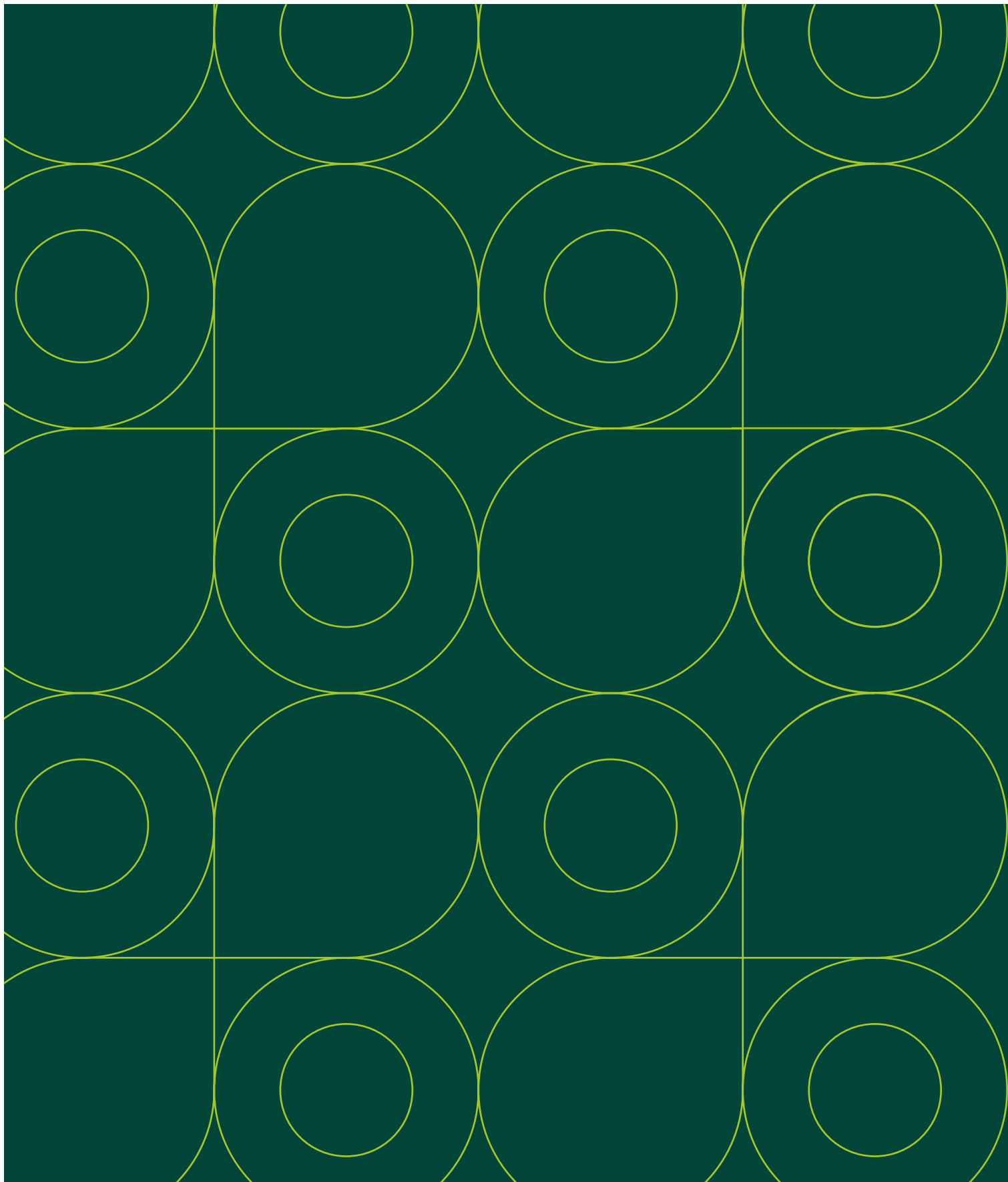
Tel: +39 0375 7871

[www.grupposaviola.com](http://www.grupposaviola.com)

[info@grupposaviola.com](mailto:info@grupposaviola.com)







**SAVIOLA HOLDING srl**  
Viale Lombardia, 29  
46019, Viadana (MN) – Italy

Tel: +39 0375 7871  
[www.grupposaviola.com](http://www.grupposaviola.com)  
[info@grupposaviola.com](mailto:info@grupposaviola.com)

