



SUSTAINABILITY REPORT

2024



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Letter to Stakeholders

The **Aurora Group** is a family-run company, whose management team fully embraces a corporate philosophy rooted in ethics, respect, dedication, and professionalism.

The group's flagship company is **Sicma S.p.A.**, which specializes in the production of agricultural machinery. This expertise later led to the founding of **Eurocardan S.p.A.**, a company focused on cardan shafts and safety devices. More recently, **BRM Gearboxes srl** joined the group, completing its offering of integrated power transmission solutions.

Alfametal Srl was established as a specialized metalworking division, serving both internal group and external clients. Its presence adds significant value by enhancing control of the entire production chain.

This integrated approach enables a level of production processes control that is difficult for competitors to replicate. The Aurora Group sets itself apart through its pursuit of excellence and its ability to deliver comprehensive, integrated solutions, positioning itself as a benchmark in the European market. The group's commitment to ethics also extends to environmental responsibility and energy efficiency.

This dedication led to the creation of **Aurora Energy Srl**, a company operating primarily within the group to harness renewable energy sources, nearly **14,000 m²** of covered industrial surfaces at the group's production facilities to generate clean energy for operational activities.

This initiative reduces the environmental impact of Aurora Group's operations and promotes responsible energy resource management, emphasizing the importance of sustainable growth with future generations in mind. Implementing management policies that address environmental concern and energy efficiency is essential to aligning business practices with principles of sustainability and corporate responsibility. This commitment reflects the Aurora Group's determination to drive positive change, benefiting not only the company but also local communities and the environment as a whole. This document is intended to share the Aurora Group's values, commitments, and achievements with stakeholders particularly in the context of sustainable business development.

In spite of ongoing international economic uncertainties and market fluctuations, the Group has implemented a range of initiatives to promote sustainable development, these efforts support ambitious long-term goals in environmental protection and social responsibility. They underscore the Group's strong commitment to environmental stewardship and community well-being, positioning Aurora Group as a conscientious and responsible organization, dedicated contributing not only to its own economic growth but also the prosperity of the regions in which it operates and society at large.

The year 2024 marks a pivotal period of transformation and new challenges for the Aurora Group, encompassing both organizational growth and an intensified commitment to environmental and social responsibility.

This process focuses not only on defining corporate policies and sustainability reporting but also on the attention and commitment of all our employees and business areas to **ESG (Environmental, Social, and Governance)** issues. This evolution reflects the importance that the Aurora Group places on sustainability as an integral part of its corporate strategy. It involves not only producing high-quality products and expanding operations but also being mindful of the environmental, social, and governance impacts of our business activities. Our commitment to sustainability is a response to global challenges and a reflection of the Group's aspiration to contribute to a better future—one in which the environment and community well-being are preserved and promoted. Furthermore, the involvement of all employees underscores the importance of a collective approach to sustainability, highlighting the Aurora Group's commitment to being a responsible leader in its sectors. We have chosen to develop the Group's sustainability strategy around five founding principles. These principles allow us, on the one hand, to focus our attention on the areas where we believe we can make a significant impact—taking into account the expectations of our stakeholders—and on the other, to assess the Aurora Group's contribution to achieving the United Nations 2030 Agenda for Sustainable Development.

The principles concern the offering of quality and innovative products, Valuing and supporting Aurora Group's people, responsible supply chain management, environmental protection, and business integrity. These aspects guided the development of the Aurora Group Sustainability Policy, defined in 2024, and this document summarizes the related performance, initiatives, and future goals.

Sustainability at the Aurora Group is an integral part of our governance model and directly involves all levels of management in daily operations and strategic decisions.

In this context, **our second Sustainability Report** represents a key milestone in the journey we have undertaken—and will continue to pursue—as we strive to position ourselves as a role model for our people and for everyone impacted by our activities. None of this would have been possible without the essential contribution of our approximately 300 employees. We sincerely thank them for embracing the culture of sustainability.

We build machines and we take action to create a sustainable future!



Methodological notes

This document is the second Sustainability Report (hereinafter also "Report") of the Aurora Group (hereinafter also "Aurora Group" or "Company") and has been prepared in accordance with the GRI Standards: Core option, as reported in the "GRI Content Index" table.

The information presented in this Report pertains to the year 2024 (from January 1 to December 31). To provide stakeholders with a more comprehensive understanding of the Company's performance trends, comparative data for the year 2023 (from January 1 to December 31) is also included.

The content of this document reflects the materiality principle established by the GRI Reporting Standards, which requires the inclusion of quantitative and qualitative disclosures on sustainability topics most significant to the Company and its stakeholders.

Material topics have been identified through the Aurora Group's inaugural materiality analysis, conducted in 2024, as further detailed in Section 2, "Materiality Assessment". This section also describes the Aurora Group's main stakeholder groups and outlines their expectations with respect to sustainable business management.

Unless otherwise specified, the data presented in this Report covers the entire corporate perimeter of the Aurora Group. An exception applies to environmental data for the site operated by B.R.M Gearboxes S.r.l., of which 70% was acquired in 2022. Specifically, data related to energy consumption and emissions for this site will be incorporated into the reporting process starting with the 2023 Sustainability Report. Any further limitations to the scope are clearly indicated within the text as appropriate.

The Aurora Group publishes its Sustainability Report annually.

This Sustainability Report is also publicly available at the following web address: www.aurora-group.it.

Our Headquarters



HIGHLIGHTS 2024

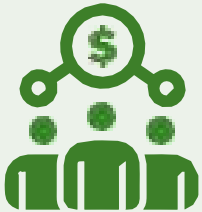
Economic Data



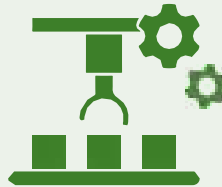
Over 40 Million
Production Value
generated



64%
of Export



Over 6 Million
Allocated to employee
salaries



7
General
Facilities

Social Data



281
Employees



27
New hires in
2024



64%
Permanent
Employees



4,922 hours
Of training
+22% compared to
2023

Environmental Data



5 GJ
Energy consumption
+30% compared to
2023



9,720 m³
Of water used
+50% compared to
2023



5
Photovoltaic energy
systems
for **2,311 Kwh** of power



778 tons
Of waste
+3% compared to
2023

1

HISTORY AND VALUES

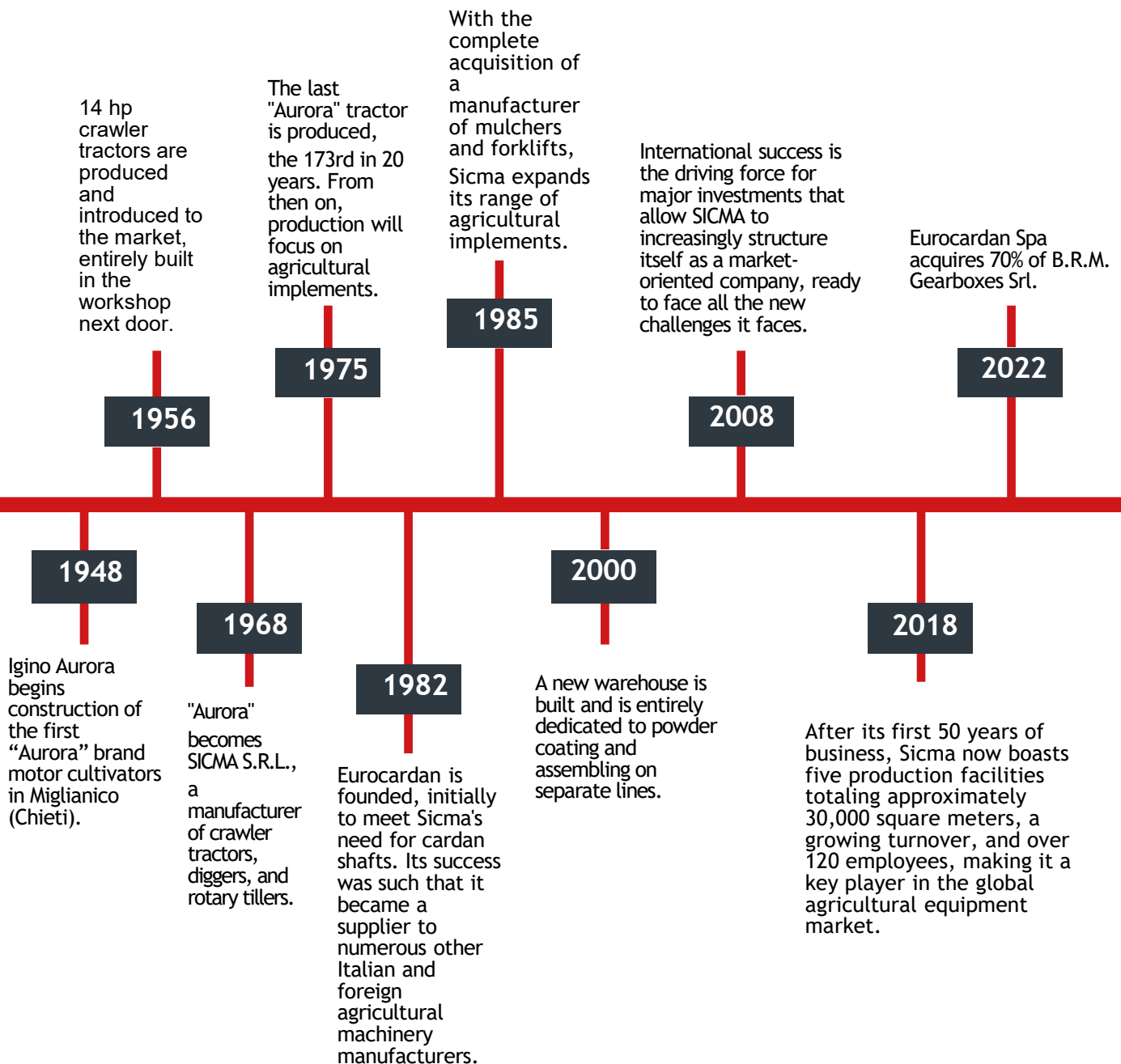


1.1 History and Values

The **Aurora Group**, although already in existence, was officially established in 2010, with the aim of presenting itself to the market in a more organic manner and making available to its customers the expertise acquired and developed over the years thanks to the synergy of five companies.

The Aurora Group in stages:

- It is what a family has created and passed down from generation to generation.
- It is the fruit of a passion for work, professionalism, respect, and harmony;
- it is the satisfaction of pointing to the future, looking back with pride;
- it is the success generated by the solid ingredients of life.



"Behind every strong and successful company, there is a solid group that supports and empowers it."

The Aurora Group is composed of family-run businesses guided by a management team that has embraced a corporate philosophy developed over time, grounded in ethics, respect, a strong work ethic, and professionalism.

"This group brings together the big names in the agricultural machinery and component market."

1.3 Our Purpose



VISION

At the heart of the Group's identity is the principle of **"Full Made in Italy"**: fully internalized Italian production chains, customer-centricity, and innovative design drive the creation of high-quality products that showcase Italian craftsmanship and excellence globally.



MISSION

Our mission is to develop mechanized solutions that support agricultural work, allowing people to engage with the land with the same passion that inspires us. **We take pride in crafting with our hands what we envision with our minds.**



VALUES

We believe in people and values such as:

- **Ethics**
- **Respect**
- **Dedication to work**
- **Professionalism**

1.4 Commitment to Sustainable Development

Over the years, the Aurora Group has developed a forward-looking approach to environmental sustainability and social responsibility.

Alongside product quality and innovation—which are fundamental pillars of the business strategy—special emphasis is placed on human capital, which has consistently been central to the company’s operations. Our people embody the values and standards of excellence that the company upholds across all business activities. Aurora Group considers the creation of a **safe, healthy, and engaging work environment** for all employees and stakeholders essential. Accordingly, dedicated procedures have been established for both in-house personnel and third-party contractors, including specific protocols for machinery use. A combination of physical controls, advanced software solutions, and enhanced customer services—such as tailored training programs—are employed to ensure the highest levels of safety for everyone interacting with our products on a daily basis.

The evolving needs of our customers, particularly regarding the reduction of the environmental impact of their production activities, are carefully monitored. **The Group continually invests in the research, development, and implementation of low-impact solutions** to maintain the efficiency and reliability of its machinery. This strategic focus is integrated into every phase of the production process, from product design to machine testing and painting, with continual efforts to minimize emissions, water consumption, and waste, as well as to optimize packaging materials.

The significance of these guiding principles has increased in response to regulatory requirements at both the national and EU levels, as well as the rising awareness of **ESG (Environmental, Social, and Governance)** issues among stakeholders.

To formalize its ESG commitment, the Aurora Group has articulated five founding principles that are considered most material to both its business success and the expectations of its key stakeholders.



Product
quality and
innovation



Pay
attention
to people



Supply Chain
Responsibility



Environmental
Protection



Business
integrity

1.5 The Market for Our Products



ROTOVATORS

Our agricultural rotavators offer exceptional adaptability to all soil types—from the hardest, driest, and stoniest terrains to softer, more humid, and sandy soils—and are compatible with any tractor.

Built to ensure long-term durability and optimal performance, they guarantee uniform rotavation without excessive strain.



Flail Mowers

The wide choice of Sicma flail mowers allows their use on all types of terrain and for all kinds of work, from shredding grass, to shrubs and wood, pruning residues, stalks and prunings.

The quality and perfection of our agricultural machines are represented by hidden and protected construction components and are fundamental to the mechanics of a trouble-free and long-lasting machine.



Spading Machines

Sicma spading machines are specifically engineered for effective soil management in challenging conditions, including high moisture content, clay-rich, heavy, or compacted soils resulting from prior tilling. Each spading machine is designed to be attached to a tractor via the standard three-point hitch and is powered by the power take-off (PTO), eliminating the need for additional tractive effort.



Finish Mowers

SICMA finish mowers are constructed from robust yet lightweight materials, offering rear-discharge functionality and compatibility with a range of tractors. All models are equipped with an externally accessible lubrication system, allowing maintenance without the need to remove the casing. Additional features include depth-adjustable lower attachments, CE-certified safety protections, and an automatic powder coating system for enhanced durability and finish quality.



Power Harrows

The EA and EV series power harrows are compact machines, ideally suited for applications in orchards, vineyards, gardening, and greenhouses. Both the machine structure and the gearing systems are engineered for maximum performance and reliability, with components that are substantially oversized and identical to those used in larger models. The EC series harrows are designed for open-field operations, while the EZ series is optimized for horticultural crops.



Interrows

The adoption of an inter-row tool for inter-row tillage in orchards and vineyards allows better management of inter-row space with minimal environmental impact, from both agronomic (crop residue management) and crop fertilization and defense aspects for more sustainable production.

Machinery for subsoil cultivation is continually evolving and being updated to adapt to the diverse and changing soil conditions found in various growing environments.



Special - Combotrack

Combined cultivator with 4 working phases and adjustable depth. After just one pass of COMBOTRACK, the seedbed will be worked to a depth of approximately 15 cm and leveled so as to allow the seeders to work at maximum performance.

The COMBOTRACK can work a 300 cm wide strip and, following the harvest, it can bury residual stubble and chop up any clods of larger soil and lift, aerate and level the field.



Master Standard Line da qui

The Master range of cardan shafts is extensive and designed to meet the needs of any customer. This product line is distinguished by its exceptional quality, with key components—including the profile, rings, and crosses—entirely manufactured in Italy. The crosses are produced from precision-turned bases and incorporate small-diameter involute rollers, ensuring outstanding performance across a wide range of applications.



Professional Plus Line

The PLUS line of drive shafts has been specifically designed to meet the requirements of professional users.







These drive shafts enable the effective management of the most demanding and critical applications, ensuring that users can consistently rely on efficient and dependable equipment and tools.



Special Product - INDUSTRY AND AUTOMOTIVE

The power transmissions of the EUROCARDAN INDUSTRIAL line are made according to the technical specifications for the industrial and automotive sector.

These transmissions intended for industrial machinery and commercial vehicles differ in higher rotation speeds, greater compactness, higher precision and balancing classes.

		
<p>LASER CUTTING</p> <p>Cutting of iron and galvanized sheets with thickness from 1 mm to 20 mm and stainless steel sheets from 1 mm to 12 mm.</p>	<p>MECHANICAL BENDING</p> <p>The bending machines fold iron as well as galvanized and stainless steel sheets with thickness ranging from 1 mm to 12 mm.</p>	<p>ROBOTISED WELDING</p> <p>Using the latest generation robotics like 6 MIG and TIG welding boxes, and 2 robotised welding systems.</p>
		
<p>NUMERICAL CONTROL TURNING</p> <p>Compliance with the safety regulations relating to numerical control turning processes is an essential goal.</p>	<p>GEAR TOOTHING</p> <p>There are no limits to creation, thanks to the expertise and experience of the personnel and to the technically advanced machinery.</p>	<p>POWDER COATING</p> <p>A modern epoxy polyester powder coating system guarantees the highest levels of quality excellence.</p>



WHY CHOOSE US

Our strengths:



EXPERIENCE

The experience that the market recognizes in ALFAMETAL, gained through half a century of mechanical processing, has allowed the company to create increasingly advanced solutions and to also satisfy particularly complex requests.



SPECIALISED PERSONNEL

ALFAMETAL employs a team of engineers and technicians specialising in the design of complex parts, with the help of a large and highly automated machine park, which guarantees high performance and efficiency.



CUSTOMER CARE

Thanks to its ability to satisfy even the most complex requests and to adapt to any technical request of its customers, ALFAMETAL has established itself on the national and international market.



Gearboxes



Our in-depth knowledge of the needs of machine builders has enabled us to develop a wide range of reliable, robust and efficient gearboxes that can be perfectly integrated into any type of machine. Planetary, coaxial, right-angle and parallel-axis gearboxes, which can be used in all sectors of industry and are highly customisable. All components are exclusively Made in Italy.



Multipliers



We have a wide range of gear pump speed increasers in the male, female and quick-connect female shaft versions. Their flexibility and efficiency allow you to multiply the number of revolutions up to the optimum pump speed. All products are manufactured in our factories in Italy and are of the highest reliability. Our technical department is available for evaluations and customised studies.



Inverters



Inverters are boxes with parallel-axis gears used to reverse motion coaxially. In our range there are models that also allow the speed to be multiplied or reduced during the reversal action. They are prepared for many uses on hydraulic pumps and applications on electric motors by means of an adapter bell..

1.6 Where we are



ABRUZZO

Sicma Spa Miglianico (CH)

Sicma - Miglianico (Chieti):
The five production plants represent
the Group's main manufacturing hub.
All agricultural machinery production
activities are carried out here and
the management offices are located
there.

Eurocardan Spa Atessa (CH)

It is the production hub dedicated
to the production of universal joints and
safety components.

Alfametal Miglianico (CH)

Alfametal S.r.l. mainly deals with sheet
metal processing for third parties.

Aurora Energy Miglianico (CH)

Manages three photovoltaic
systems covering a surface area of
almost 14,000 m², capable of
generating 1,131,250 kWh annually.

Emilia-Romagna

B.R.M. Gearboxes Montevoglio (BO)

BRM Gearboxes operates in the
power transmission sector, with
a particular focus on use in
agricultural machinery.

2

MATERIALITY ASSESSMENT



2 Materiality Assessment

Our Road Map

With the support of our partner, **ESGroup Srl**, we have mapped our corporate values and vision to key sustainability issues, adopting the United Nations 2030 Agenda for Sustainable Development Goals (SDGs) as our internationally recognized reference framework.

Who did we involve?

A total of **111 key stakeholders** of the Aurora Group were identified and categorized into four distinct groups. We achieved a high level of engagement, with nearly 70% of stakeholders participating in the survey and providing valuable feedback.

After determining the sustainability priorities of our stakeholders, we aligned these with the Group's own priorities. This analysis formed the basis for the development of our Agenda 2030 materiality matrix.



33

clients



43

employers



34

suppliers/partners



1

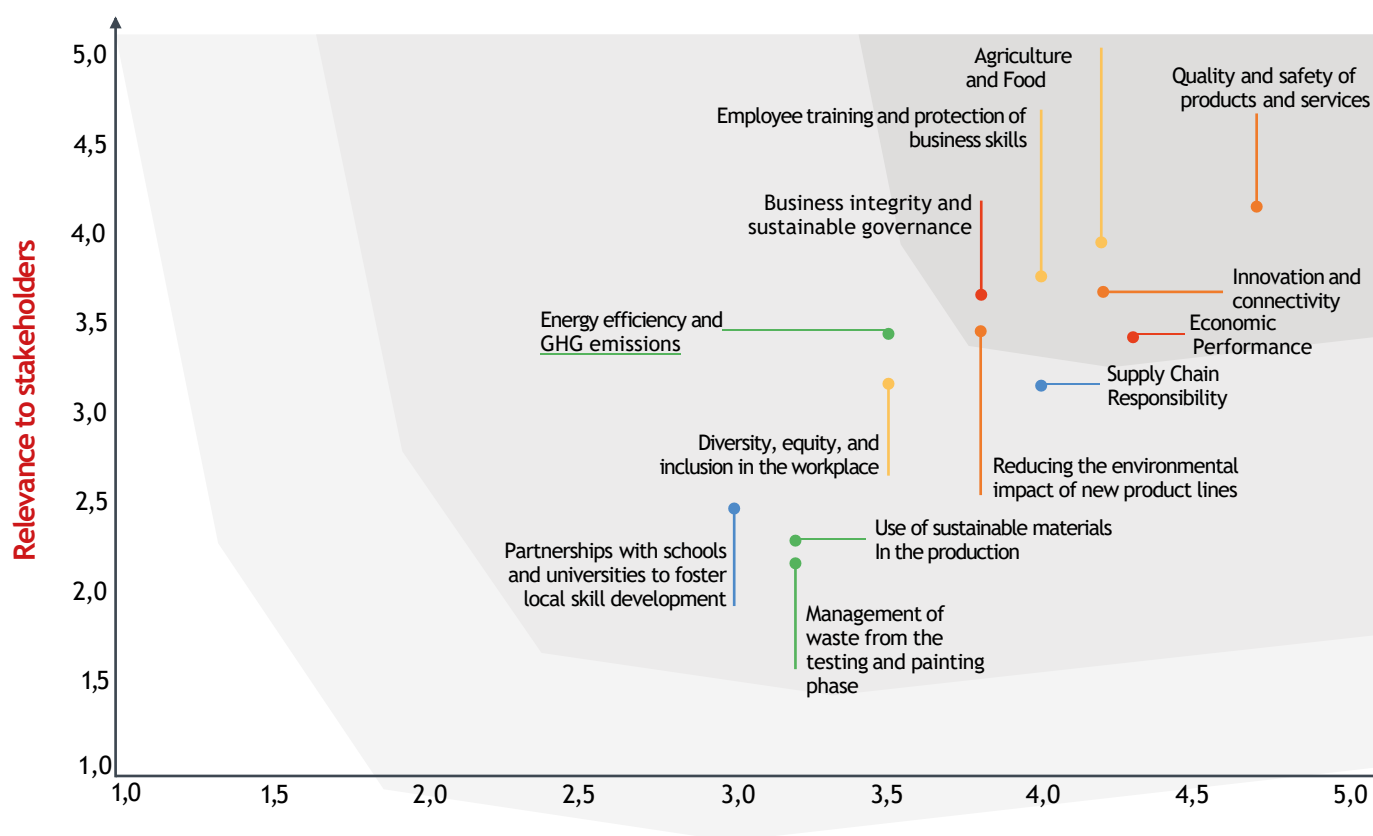
others

2.1 The Aurora Group Goals

Agenda 2030







The benchmarking analysis undertaken to identify the most relevant stakeholder groups for the Aurora Group was supplemented by a review of issues pertinent to peers, competitors, and broader industry trends. This comprehensive approach also informed the identification of sustainability topics potentially significant for the Company, forming the basis for the materiality analysis. Such analysis is essential for guiding effective sustainability reporting.

The topics identified were subsequently evaluated within the specific context in which the Aurora Group operates, resulting in a shortlist of the most pertinent issues for further consideration by the Company's Working Group. The prioritization process considered both the significance of each issue to the Aurora Group and the perspectives of its stakeholders. The outcomes of this assessment formed the foundation of the first Aurora Group materiality matrix, presented below.



Relevance to Aurora Group

The establishment of the materiality matrix not only supports targeted sustainability reporting by focusing on the Company's most significant topics, but also enables the identification and prioritization of potential areas for future development, particularly in alignment with stakeholder expectations. The table below outlines the topics identified as most material for the Aurora Group.

-  SDG 4 – Quality Education
-  SDG 7 – Affordable and Clean energy
-  SDG 8 – Decent work and Economic Growth
-  SDG 9 – Industry, Innovation and Infrastructure
-  SDG 12 – Responsible Consumption and Production
-  SDG 15 – Life on Land

2.2 The Aurora Group Targets

Agenda 2030

MATERIAL ASPECTS	DESCRIPTION
Adopt environmentally friendly technologies and industrial processes	Definition of strategies and procedures for integrating environmental considerations into the organization's products and production processes (from design to product development).
Energy efficiency and GHG emissions	Promote policies and initiatives aimed at managing and reducing energy consumption through the advancement of more energy-efficient production processes with lower environmental impacts. Additionally, develop and implement measures for the systematic management, monitoring, and reduction of atmospheric emissions.
Sustainable management of natural resources in consumption and production	Implementation of processes for evaluating and monitoring the origin of resources to ensure their responsible management and promote the use of alternative, innovative, and sustainable materials.
Waste reduction, recycling and reuse	Conscious management of waste generated by business activities, including the promotion of a corporate culture centered on efficient waste handling—such as reuse, source separation, and recycling.
Reduce soil and arable land degradation	Contribution to reducing land degradation and desertification through the development and offering of innovative products designed to minimize or, where possible, eliminate the use of chemical substances.
Educate and raise awareness on environmental and social sustainability issues	Development of initiatives and training programs aimed at enhancing the skills of employees and collaborators (e.g., through targeted training courses).
Collaboration with schools and universities to develop skills in the area	Promotion and support of social, educational, and cultural initiatives, with particular attention to the communities in which the organization operates, and fostering the development of key skills within the local territory.
Quality and safety of products and services	Implementation of processes to ensure the highest levels of quality and safety of products and services, through the adoption of certified quality management systems and formalized procedures for the correct and safe management of machinery and its control software.
Business integrity and sustainable governance	Promotion of strong corporate governance based on high standards of ethics and regulatory compliance. This includes promoting integrity and transparency in business activities through the adoption of the Organizational Model 231, Code of Ethics, internal policies and compliance procedures, adherence to national and international standards and guidelines, including those relating to social and environmental responsibility, and supporting the fight against both active and passive corruption through robust policy implementation.

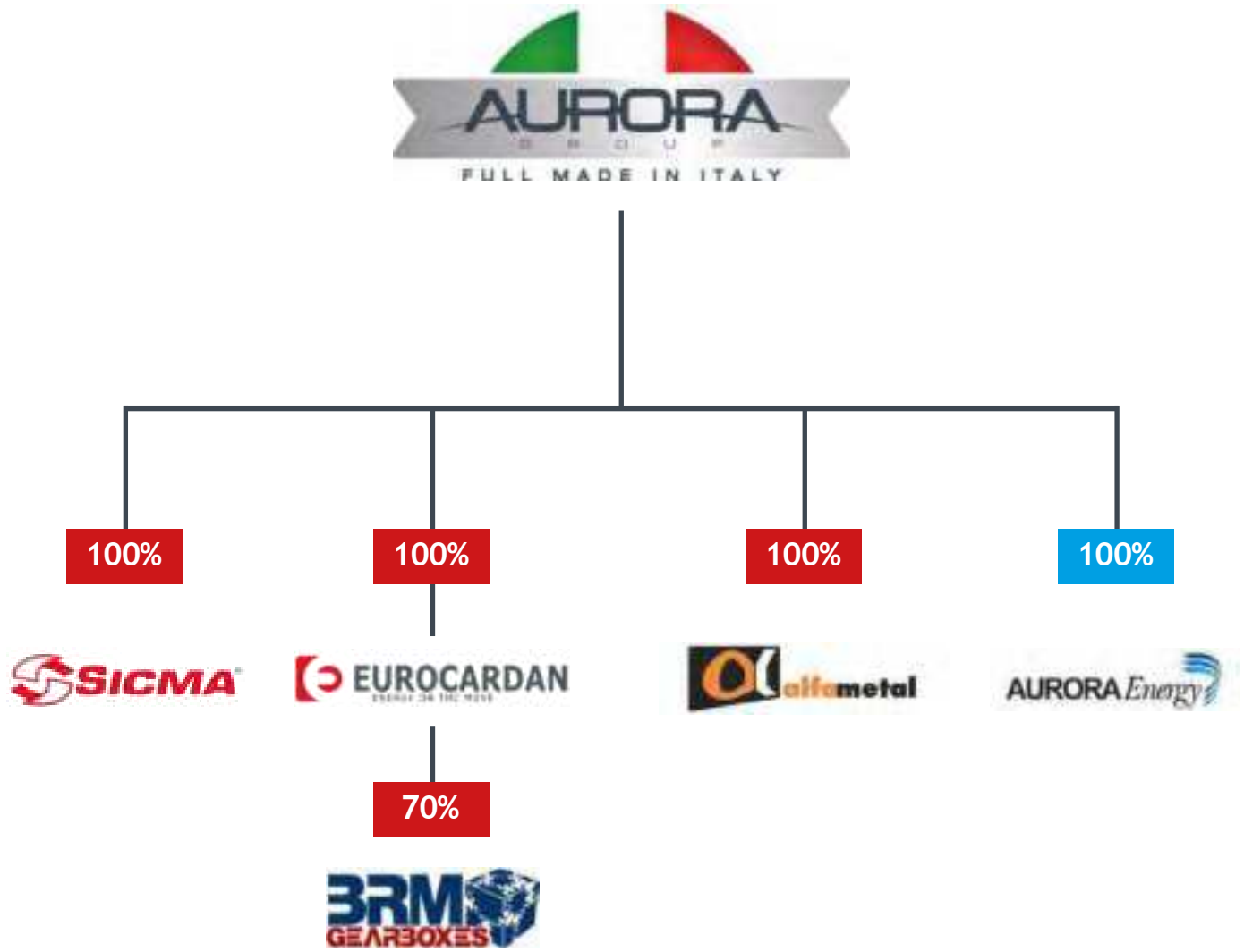


3

GOVERNANCE



3.1 Corporate Structure of the Group



LEGEND

- PRODUCTION
- SERVICES



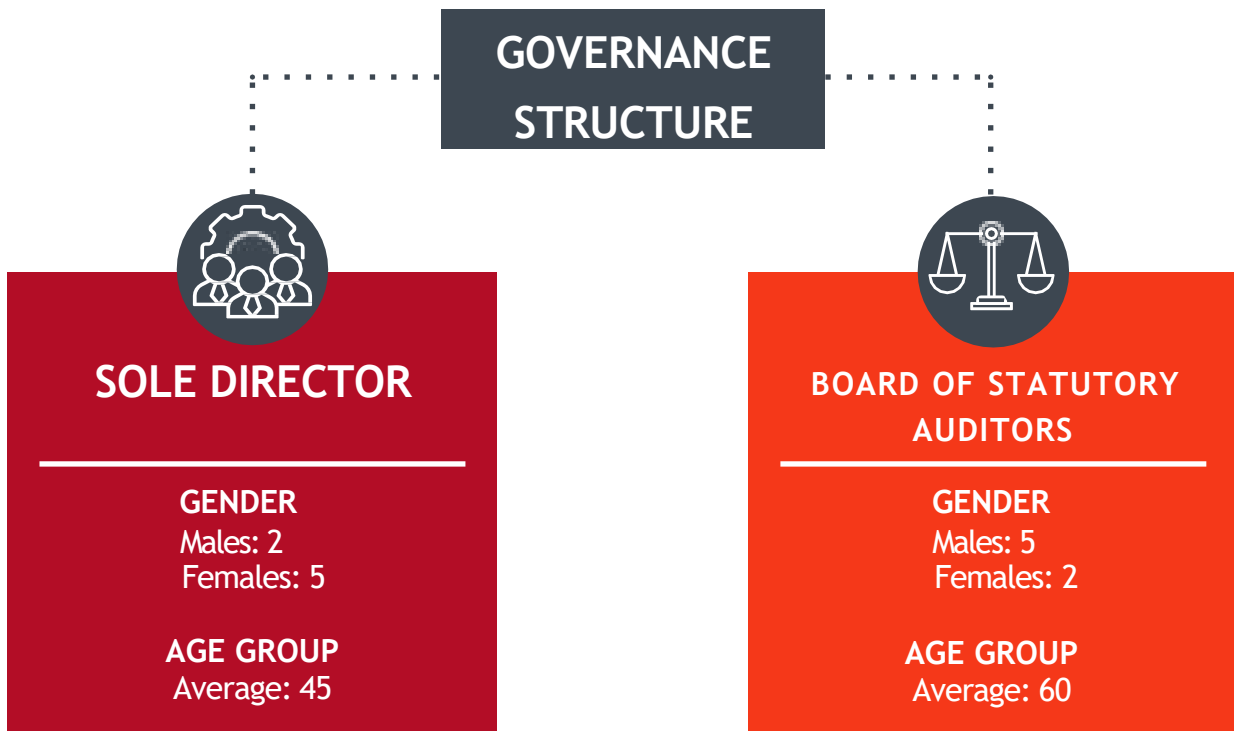
As of December 31, 2024, the governance structure is as follows: the companies BRM Gearboxes, Alfametal Srl, Aurora Energy, and Sicma Spa are each managed by a Sole Director, while Eurocardan Spa is overseen by a Board of Directors composed of three members. In terms of supervisory bodies, Eurocardan Spa and Sicma Spa have Boards of Statutory Auditors consisting of five members each; the remaining companies are overseen by a Sole Auditor.

The Aurora Group’s governance system is built upon the principles of **fairness, integrity, compliance, pursuit of excellence, and both legal and social responsibility**. Over time, this foundation has been broadened to include an ongoing commitment to continuous innovation and environmental sustainability.

Corporate governance performance is measured using key success indicators such as customer satisfaction, production quality, and employee safety.

Reflecting Aurora Group’s strong commitment to compliance with all relevant national and EU regulations, **there were no recorded instances of non-compliance resulting in sanctions in 2024, as was also the case in 2023**. This applies both to environmental protection and socioeconomic regulations.

Regarding the Company’s dedication to combating corruption, the Supervisory Board reported that, in 2024 (as in 2023), **there were no confirmed cases of corruption involving either Aurora Group employees or business partners**.



4

QUALITY & CERTIFICATIONS



4. Quality management system

Aurora Group places the delivery of high-quality products and services at the core of its business strategy. This commitment is realized through the attraction and development of **specialized internal competencies** to meet the evolving demands of customers. To keep specific employee groups informed of innovations in production processes and operational methods, targeted training initiatives are conducted on a regular basis.

The primary goal is to identify and eliminate inefficiencies across business activities—particularly during the assembly and testing phases of machinery—while fostering strong collaborations with clients to better understand their needs and deliver solutions as efficiently as possible. For over 50 years, maximum customer satisfaction has been the focal point of the Group’s business strategy, encompassing both machine functionality and comprehensive pre- and post-sales services. Quality is monitored comprehensively, with guidelines strictly aligned to the Quality Management System, certified according to the ISO 9001:2015 standard.

The Management System is applied both to quality assurance in internal business processes and to supply chain management. Procedural frameworks and quality guidelines are formalized in the Quality Manual and the Integrated Company Policy. Under this management system, Aurora Group has also established a process for mapping and managing quality-related risks in business processes, structured into four phases: identification of high-risk processes, listing of potential risks for each process, analysis of existing preventive controls according to established protocols, and assessment of residual risks not addressed by preventive measures.



All SICMA products comply with relevant EEC directives, ensuring safety and regulatory conformity.

The CE marking is a mandatory certification symbol affixed to specific product categories, verifying compliance with all applicable EU directives. This marking is legally required for products to be marketed within the European Economic Area (EEA). Its presence guarantees consumers that the product meets essential safety standards.



Furthermore, to ensure high product quality, the Aurora Group adopts a comprehensive approach throughout all phases of product development. This includes rigorous monitoring of supplier performance, optimization of internal operations, assessment of the cost of non-quality—including both internal and external non-compliance—and regular evaluation of customer satisfaction through ongoing feedback on products and services. Employee skills are also continually enhanced through targeted training programs.

Other key objectives for the Aurora Group include adherence to delivery deadlines, utilization of energy-efficient technologies, implementation of mechanical and electrical solutions with reduced environmental impact, and minimization of testing material consumption.

“For more than 50 years, delivering maximum customer satisfaction has been our priority.”



5

INNOVATION & SALES NETWORK



5.1 Research and Development

Everything begins with the design phase—a core area within the company where a dedicated team of technicians and engineers analyze, develop, and refine components, machines, and technological solutions utilizing advanced 3D modeling software. This team also supports production by offering expertise and consultancy on regulatory compliance and safety standards.

The solutions provided are the result of a comprehensive analysis of clients' needs.

Notably, 95% of all components in SICMA machines are manufactured in-house, representing an optimal fusion of design, craftsmanship, and advanced technology.

SICMA is committed to manufacturing agricultural machinery that not only meets market requirements but also consistently exceeds the expectations of end users.

Ingenuity and Innovation: The Heart of SICMA Design

Design

Design is at the core of SICMA's operations, driven by a dedicated team of technicians and engineers who analyze and develop components, machinery, and advanced technological solutions using sophisticated 3D modeling software.

These experts provide crucial support throughout the production process, offering innovation and specialized consultancy on regulatory compliance and safety standards.

95%
of all machine components
are manufactured in-
house.

Analysis and Research

SICMA's exceptional agricultural machines are the result of in-depth analysis of the challenges associated with soil cultivation.

Every material selection and assembly process is driven by rigorous scientific research and validated through years of experimentation, innovative design, and active engagement with customer needs.

**SICMA,
a laboratory of ideas and
projects for high-tech
results**

5.1 Analysis and Research

Precision and accurate control of field operations are essential in viticulture. Imagine a technology that enables full management of your equipment and its functions directly from the tractor terminal—optimizing both time and costs, while improving your vineyard’s yield.

This is not science fiction: it is the ISOBUS system.

With the ISOBUS communication protocol—which can be integrated into our PRO in-row machines—you gain access to a new level of operational control.

ISOBUS allows operators to view all machine parameters from the tractor terminal and make real-time adjustments as needed. The machinery can also be equipped with sensors to monitor critical parameters for comprehensive equipment management, such as power consumption, gearbox oil temperature, forward speed, working depth, implement inclination, operating hours, and hectares processed.

What is ISOBUS and How Does it work?

ISOBUS is an international standard that enables seamless connection and interoperability among agricultural machinery, implements, onboard computers, and sensors—allowing centralized control from a single terminal. This technology empowers users to view and modify machine parameters in real time from within the tractor cab, enhancing operational efficiency and reducing overall costs.



The Advantages of ISOBUS on Sicma PRO In-Row Machines

By integrating ISOBUS technology into SICMA PRO in-row machines, a range of benefits can be achieved, tailored specifically to the requirements of viticulture:

1. Optimization of Automatic in-Row Machine control

ISOBUS enables seamless integration with automatic guidance systems, allowing for precise adjustments based on the exact position of the machine relative to the vines. When combined with sensors and soil mapping systems, ISOBUS ensures optimal control of in-row equipment, promoting high-precision soil cultivation. This minimizes the risk of damaging vine roots and guarantees uniform and consistent field operations.

2. Greater operational efficiency and time savings

With ISOBUS, in-row machines can be managed via a centralized interface directly from the tractor cab, eliminating the need for additional external control devices. This approach simplifies the operator's tasks, enabling more intuitive adjustment and monitoring of machine functions while reducing in-cab complexity and contributing to overall time and labor savings.

3. Automatic tool adjustment

ISOBUS facilitates the hydraulic adjustment of tool depth and inclination in response to varying soil conditions, utilizing integrated sensors and real-time feedback. This ensures that the in-row machine maintains optimal operating parameters throughout different field conditions, further enhancing work quality and consistency.

4. Integration with precision farming systems

ISOBUS technology allows for the seamless integration of SICMA in-row machines with advanced precision farming systems, enabling soil mapping and field management based on geospatial data. This capability is particularly beneficial for vineyards, where efficient resource management is essential for producing high-quality grapes and supporting sustainable agricultural practices.

New Technology for Competitiveness and Sustainability



SICMA S.p.A. is continuing its trajectory of growth and innovation through the launch of an ambitious technological upgrade project, which has resulted in the renewal of several facilities and the adoption of next-generation software solutions. This investment is designed to increase production flexibility, enhance process efficiency, reduce environmental impact, and strengthen the company's competitiveness in both national and international markets.

This initiative, supported by a contribution from the Abruzzo Region totaling €377,414.66 under the PR FESR Abruzzo 2021-2027 program, has facilitated the introduction of new facilities that represent a significant advancement in SICMA's business processes.

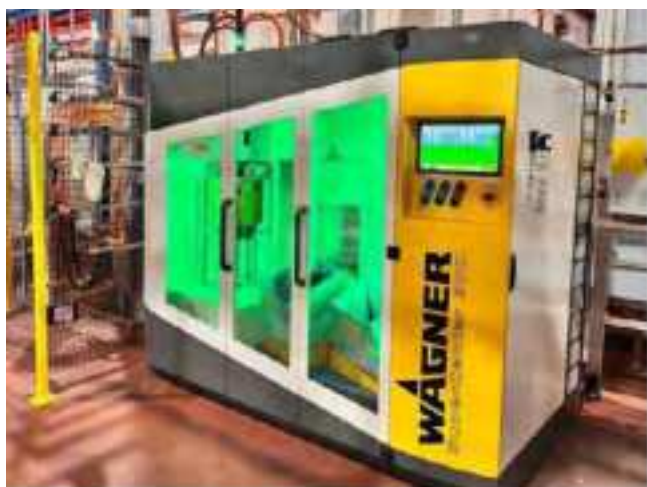


5.2 Product Innovation

Among the main technologies recently introduced at SICMA S.p.A. are numerous advanced systems and digital tools that support various stages of the production process, from design through to final painting. This integrated approach has enabled smoother, more cohesive, and higher-performing operational flows, thereby facilitating more intelligent and efficient resource management.

The following are some of the key technologies implemented across SICMA's facilities:

- **Supercenter EVO 4.0 Powder Center with Z-Axis Application System:** An advanced powder coating system designed to optimize material application, reducing waste and enhancing the quality of surface finishes. The Z-Axis application enables greater precision and customization in the treatment of components for SICMA agricultural machines.
- **Large Machine Testing Bench:** This facility, dedicated to testing large agricultural machinery, ensures heightened quality control by enabling comprehensive functional testing and operational simulation under real-world conditions.
- **Modula Automatic Warehouse:** A highly efficient logistics solution that enables vertical storage of components, optimizing space utilization and expediting loading and unloading operations within SICMA's spare parts warehouse. Integration with company management systems streamlines and enhances control of warehousing workflows.
- **Doosan CNC Lathe:** A high-precision machining tool designed for complex operations requiring stringent quality and repeatability standards. Automation reduces production cycle times and contributes to enhanced operational efficiency.
- **Welders with PLC and SA2 Positioner Welders:** The introduction of new welders, equipped with PLC controls and automatic positioners, ensures faster, safer processing with consistent quality standards, even when working with complex geometries.
- **Gear Design Software:** The adoption of specialized design software allows for more precise and rapid development of the gears used in SICMA agricultural machines, optimizing product development phases and facilitating better integration with the overall production process.
- **Information System for Strategic and Operational Planning (Integrated ERP):** The recent implementation of an advanced integrated ERP system has further digitalized company processes, providing real-time coordination and monitoring of corporate activities. This enhances the decision-making process, making it more responsive, integrated, and data-driven.



New Technology for Competitiveness and Sustainability



Eurocardan S.p.A. is continuing its path of growth and innovation through a major technological modernization project, which has enabled the acquisition of next-generation machinery. This investment is designed to enhance production efficiency, improve product quality, and reduce environmental impact, further reinforcing the company's commitment to increasingly sustainable production practices.

With the implementation of these advanced technologies, Eurocardan is better positioned to meet the evolving needs of the sector by offering cutting-edge products while ensuring responsible resource management. This initiative represents a key component of a broader strategy focused on innovation and development, with the goal of strengthening the company's competitiveness through advanced technological solutions.

This modernization has been supported by a contribution from the Abruzzo Region totaling €460,845.00 under the PR FESR Abruzzo 2021-2027 program, facilitating the introduction of new facilities that mark a significant evolution in Eurocardan's operational processes.



Innovazione, sostenibilità e crescita occupazionale

Contributo della Regione Abruzzo sul PR FESR Abruzzo 2021-2027

New Technology for Competitiveness and Sustainability



Specifically, the company has introduced the following key technologies:

- **CNC Horizontal Machining Center DN Solutions model HC400-II**
This advanced machining center enables high-precision processing across a wide range of materials. Its versatility allows Eurocardan to significantly reduce production times, increase processing capacity, and enhance the final quality of components.
- **4-Axis CNC Lathe DN Solutions model PUMA 3100 LY**
The introduction of this 4-axis CNC lathe represents a major upgrade in both flexibility and precision. This equipment is capable of machining complex parts with angles and geometries that are difficult to achieve using traditional lathes, thereby expanding the company's manufacturing capabilities.
- **Painting Line**
The new painting line has brought significant improvements both in aesthetics, such as a more uniform and durable surface finish on Eurocardan products, and in performance.



5.3 Sustainable Product Innovation



Mechanical Weed Control: A Sustainable Agricultural Solution

In the current context, where environmental sustainability is a key priority across the agricultural sector, mechanical weed control offers a tangible solution for managing unwanted vegetation without the use of chemical products. This technique not only safeguards soil fertility and health but also enables significant cost savings for agricultural enterprises. As a manufacturer of machinery dedicated to mechanical weed control, Sicma firmly supports the adoption of more efficient, sustainable, and profitable cultivation techniques.

What Is Mechanical Weed Control and Why Is It Beneficial

Mechanical weed control involves the physical removal of weeds through surface soil tillage or by cutting and extracting unwanted plants—all without reliance on chemical herbicides. Compared to conventional weed management using crop protection chemicals, mechanical weed control reduces environmental impact, prevents water and soil contamination, and promotes biodiversity. As a result, this practice is increasingly embraced both in organic agriculture and by conventional farming operations aiming to enhance their sustainability performance.

Sicma S.p.A Solutions for Mechanical Weed Control

At Sicma, we design and manufacture a comprehensive range of agricultural machinery solutions specifically tailored for mechanical weed control, with a focus on efficiency, precision, and sustainability. Each model is the outcome of rigorous engineering to ensure optimum performance and to address the diverse requirements of various soil types and crop systems.

Our range of solutions for mechanical weed control includes:

- Bio Sicma Rotovator
- Sicma Inter-row
- Power Harrows
- Flail Mowers



5.4 Our Trade Show Presence

EIMA International

From November 6 to 10, 2024, EIMA International transformed Bologna into the epicenter of the agricultural mechanization and gardening industry, attracting over 1,900 exhibitors from more than 50 countries and welcoming approximately 300,000 visitors.

In this prestigious setting, Sicma reaffirmed its position as an industry leader, presenting a dynamic, high-tech booth featuring cutting-edge solutions designed for the agriculture of the future.

An International Network of Relationships

One of the primary objectives of Sicma's participation in EIMA 2024 was to enhance the brand's international visibility and to foster new commercial synergies. Attendance at the Sicma booth was substantial, with visitors from Europe, Latin America, and Africa. Sicma's experts provided comprehensive and knowledgeable responses to both technical and commercial inquiries, generating a significant number of qualified leads and initiating contacts expected to result in distribution agreements in the medium term.

This international networking activity has proven to be a catalyst for the brand's ongoing expansion, with benefits that extend well beyond the duration of the event. The relationships established at EIMA serve as a foundation for consolidating Sicma's presence in new markets and for strengthening existing partnerships.



5.5 Goals for the Future



Continuing the market analysis initiated in 2022, we intend to integrate the Life Cycle approach into our design workflow. To support this transition, we will provide targeted training for all personnel involved throughout the process and implement digital tools that facilitate real-time information sharing. These actions are aimed at continuously improving our products by embedding sustainability principles at every stage of development.



The estimated values of the indicators assessed to evaluate the Group's research efforts will require ongoing monitoring and regular updates, particularly as these indicators gain recognition from third parties. Additionally, the objective is to establish a robust historical record, enabling the analysis of trends and providing a foundation for informed strategic decision-making.



Enhancing the positive social and environmental impact of its products by supporting and developing projects and partnerships with national and international organizations—including both public and private entities—as well as research institutions.



6

HUMAN RESOURCES MANAGEMENT



6.1 Staff Composition, Diversity, and Inclusion

Another cornerstone of our sustainability strategy—and a fundamental pillar of our entire organization—is our people. The success of any company is inherently tied to the women and men who contribute to its growth every day. For this reason, we place special emphasis on the well-being of our employees and collaborators.

Significant progress has been made in the area of workplace safety, and continuous efforts are underway to ensure that work environments and workstations are as comfortable as possible. Our aim is to enable operators to perform their tasks with peace of mind and minimal stress.

For example, we utilize high-quality lighting solutions, including next-generation LED lamps, and give careful consideration to the healthiness of workspaces and air circulation. We recognize that motivated staff working in a peaceful environment are more productive, with positive impacts on overall company performance and stakeholder well-being. This is reflected in above-average satisfaction levels, supported by a company policy rooted in teamwork and solidarity.

Our goals, ultimately, are to generate shared value along the entire value chain: from caring for the people who have shaped—and continue to shape—the history of Aurora Group, to supporting local communities, promoting active lifestyles, and maintaining a strong commitment to sustainable agricultural practices that protect and preserve the environment.

Aurora Group is dedicated to protecting and fostering diversity and equal opportunity. Under no circumstances do gender, age, origin, culture, sexual orientation, nationality, religion, beliefs or opinions, disability, family status, education, or trade union membership influence the company’s decisions regarding recruitment, training, career management, or professional development. To date, the Group has never received any reports of discrimination or harassment from employees, suppliers, or business partners.

EMPLOYEES BY CONTRACT TYPE AND GENDER

NUMBER OF EMPLOYEES	AS OF DECEMBER 31, 2023			AS OF DECEMBER 31, 2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Fixed-term	104	8	112	96	5	101
Permanent	160	11	171	166	14	180
Totale	264	19	283	262	19	281

In 2024, 64% of the Group's employees were employed under permanent contracts, representing an increase of 4 percentage points compared to 2023. The gender distribution among employees remained consistent with the previous year, with 93% men and 7% women. Notably, 74% of the female workforce in 2024 held permanent contracts, reflecting a significant increase of 15 percentage points over 2023. The percentage of male employees with permanent contracts stood at 63%.

TOTAL NUMBER OF EMPLOYEES DIVIDED BY PROFESSIONAL CATEGORY AND AGE GROUP

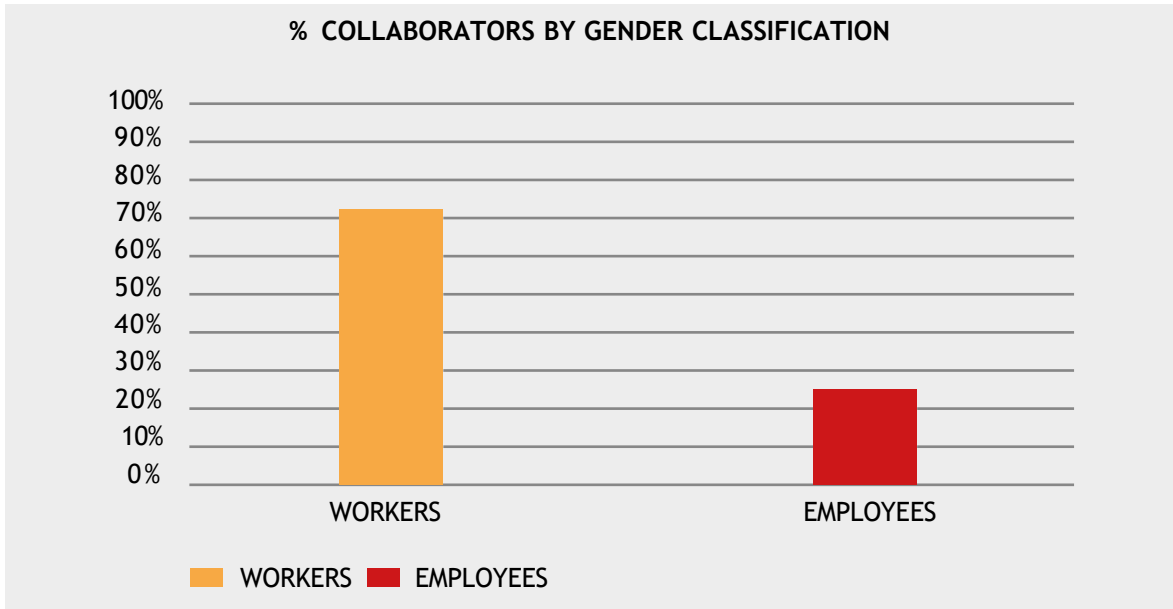
NUMBER OF EMPLOYEES	AS OF DECEMBER 31, 2023				AS OF DECEMBER 31, 2024			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
Managers	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0
Employees	6	46	21	73	5	51	22	78
Workers	37	102	71	210	37	85	81	203
Total	43	148	92	283	42	136	103	281

From the perspective of employee analysis by professional category and gender, in 2024, compared to 2023, there was a 6% increase in the number of employees in the "impiegati" (white-collar) category, based on a consistent scope of comparison. During the same period, the number of manual workers ("operai") decreased by 3%.

TOTAL NUMBER OF EMPLOYEES DIVIDED BY PROFESSIONAL CATEGORY AND GENDER

NUMBER OF EMPLOYEES	AS OF DECEMBER 31, 2023			AS OF DECEMBER 31, 2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Managers	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0
Employees	54	19	73	60	18	78
Workers	210	0	210	202	1	203
Total	264	19	283	262	19	281

Please note: Scope: Sicma spa, Eurocardan spa, Alfametal Srl Direct contracts - no temporary workers



In 2024, Aurora Group experienced a year of consolidation after several consecutive years of continuous growth. With respect to workforce size, the total number of employees decreased by approximately 1%, which also contributed to a reduction in the average age of the workforce. As of December 31, 2024, approximately 53% of employees were in the 30-to-50-year age bracket.

The increase in new hires during the year took place within a corporate context characterized by consistently low turnover rates—standing at 10% in 2024—which reflects the strong sense of belonging and the positive relationship fostered between employees and the company.

HIRINGS										
NUMBER OF EMPLOYEES	FROM JANUARY 1ST TO DECEMBER 31ST 2023					FROM JANUARY 1ST TO DECEMBER 31ST 2024				
	<30	30-50	>50	TOTAL	%	<30	30-50	>50	TOTAL	%
Men	4	11	6	21	7,4%	6	16	2	24	8,5%
Women	1	2	0	3	1,1%	0	3	0	3	1,1%
Total	5	13	6	24	8,5%	6	19	2	27	9,6%
New hires %	1,8%	4,6%	2,1%	8,5%		2,1%	6,8%	0,7%	9,6%	



6.2 Training and Professional Development

“Education is the most powerful weapon you can use to change the world!”

Nelson Mandela

Total hours 2023:
4.030

Total hours 2024:
4.922

+22% vs 2023



Adecco

randstad

6.3 Our Commitment to the Community



Project in Sicma-inSieme

Through the "InSicma InSieme" initiative, SICMA S.p.A. opened the doors of its production facilities to high school students as part of the new Work-based Learning program (Alternanza Scuola-Lavoro). The company hosted five 11th-grade classes from the "L. ACCIAIUOLI - L. EINAUDI" Institute of Higher Education in Ortona, giving them the opportunity to participate in hands-on learning experiences within SICMA's facilities.

Launched within the framework of the innovative ministerial initiative "La Buona Scuola," this program engaged students in on-site visits and internships at SICMA's plants, allowing them to directly observe and experience the practical aspects of what they study in the classroom. Guided tours, led by SICMA professionals, were held every Thursday morning across five sessions, offering students a unique opportunity to discover the core of SICMA's manufacturing process and the essence of true Made in Italy excellence.



Progetto Erasmus-Plus

The Erasmus-Plus project welcomed a fifth-year class from the "ELBİSTAN MESLEKİ VE TEKNİK ANADOLU LİSESİ" (Higher Institute of Motor Vehicle and Work Machinery Technology) in Elbistan, the capital of Kahramanmaraş Province, Turkey.

The group consisted of 14 students accompanied by two teachers (mechanical engineers) and an Italian-Turkish interpreter. They spent approximately ten days in Italy as part of the Erasmus Plus program, an initiative of the European Union covering Education, Training, Youth, and Sport for the period 2014-2020. During their stay, the students expressed a strong interest in learning about leading business organizations within the Abruzzo region, including SICMA S.p.A.



6.4 Goals for the future



During 2024, we will focus on automating training processes through a dedicated portal, enabling us to effectively monitor employee participation across the various courses offered.



We are in the process of defining additional objectives related to training, creativity, and innovation.



7

ENVIRONMENTAL RESPONSIBILITY



7. Environmental Responsibility

Attention to environmental impacts is an increasingly important priority for the Group, both in relation to its own operations and in response to growing opportunities to provide customers with environmentally sustainable solutions. This strategic direction aligns with the evolving expectations of customers, particularly regarding the reduction of energy consumption and the adoption of renewable energy sources.

Currently, Sicma, Eurocardan, and Alfametal form the core of the Aurora Group, which has recently expanded through a strategic investment in BRM Gearboxes. Together, these companies create a synergistic network within the Group. In line with the Triple Bottom Line framework, this organization strives to achieve sustained results and secure medium-term competitive advantages by integrating three key dimensions—often referred to as the 3Ps: Planet, People, and Prosperity—into its business strategy. By embedding these principles at the heart of the company, the Aurora Group is well-positioned to drive long-term success and create value for all stakeholders.

7.1 Consumption and Energy Efficiency

Periodic monitoring and reporting of energy consumption are essential for identifying opportunities to improve energy efficiency. At Sicma, Eurocardan, and Alfametal, particular emphasis is placed on environmental sustainability, exemplified by the photovoltaic systems installed in 2012 at the Miglianico and Atessa facilities. To manage these systems, a dedicated entity—Aurora Energy—was established.

These photovoltaic installations now supply over 47% of the combined energy needs of the three companies through self-generation, with an installed capacity of approximately 2,311 kW and a total solar energy production of 881,824 kWh in 2024. This substantial contribution not only reduces reliance on external energy sources but also supports the Group's commitment to environmental protection and the reduction of greenhouse gas emissions.



7.2 Carbon Footprint

The GHG (Greenhouse Gases) Protocol Corporate Standard classifies emissions into Direct Scope 1 Emissions, Indirect Scope 2 Emissions, and Indirect Scope 3 Emissions.

Scope 1 emissions are direct emissions that originate from sources owned or controlled by the organization, such as emissions from company vehicles or onsite fuel combustion. Scope 2 emissions are indirect emissions resulting from the generation of electricity, heat, or steam that is purchased and consumed by the organization. For the calculation of Scope 2 emissions, the “Location-Based” method is applied.

The “Location-Based” approach utilizes average emission factors related to energy generation for clearly defined geographic boundaries, including local, subnational, or national boundaries.

EMISSIONS (TON CO2EQ)	2024	2023
Total Direct Emissions (Scope 1) ⁵	365,00	260,00
Total Indirect Emissions (Scope 2) - Location-based ⁶	636,24	460,22
Total Indirect Emissions (Scope 3) - Location-based	143,74	166,09
Totale emissioni Scope 1-2-3 (Location-Based)	1.114,98	886,31

Specifically, Direct Scope 1 emissions are attributable to methane gas consumption in primary environmental utilities, as well as diesel fuel consumption by the company’s vehicle fleet. Indirect Scope 2 emissions are associated with electricity consumption by the company’s main utilities. Finally, Scope 3 emissions are related to employees’ home-to-work commuting activities. The resulting calculation of the Group’s carbon footprint amounts to **1,114.98 t CO₂ eq** per year, distributed across these emission categories as described above.

In this context, it is important to highlight Aurora Group’s ongoing commitment to reducing its carbon footprint, with a particular focus on lowering CO₂ emissions to the atmosphere. Through its photovoltaic systems—which, as previously noted, have a total production capacity of 2,311 kW—the Group achieves an annual avoidance of **913.17 t CO₂ emissions**, making a significant contribution to climate change mitigation.

⁵For the calculation of Scope 1 emissions for the years 2021 and 2022, the emission factors published by DEFRA, UK Government GHG Conversion Factors for Company Reporting (2021), as well as those provided by the Ministry of the Environment, were used.

⁶For the calculation of Scope 2 emissions - Location-Based, the emission factors published by ISPRA (2019) were used.

7.3 Waste and the Circular Economy

At the end of the production process—particularly during the assembly and testing phases—a portion of the materials used is generated as waste, which is managed in accordance with current environmental regulations and internal procedures.

The procedure for collecting waste resulting from machine assembly activities stipulates that such waste is gathered at the facility where it is produced and sorted into dedicated containers. The most frequently generated waste type is mixed bulky waste, arising from assembly and testing operations. Notably, significant quantities of test scraps are produced due to the extensive use of tubes for machine functionality tests. In this regard, the Group has implemented strategies for the management and separate disposal of high-value materials that are sometimes incorporated into the tubes used for testing.

Most of the waste produced at the facilities is classified as non-hazardous (approximately 91.12% in 2024, consistent with 2023 figures). However, following activities in the paint booths at operational sites, some residues are generated that are classified and managed as hazardous waste. Paint booth filters are regularly monitored and replaced to enhance the quality of waste substances as much as possible. Additional hazardous waste consists of potential emulsions from machinery or rags and filtration materials used for machine maintenance and testing; the volume of this latter waste category remains minimal.

COMPOSITION AND TOTAL WEIGHT OF WASTE GENERATED

TYPE OF WASTE	UNIT OF MEASURE	2023			2024		
		DANGEROUS	NO DANGEROUS	TOTAL	DANGEROUS	NO DANGEROUS	TOTAL
Mixed packaging	t	0,38	0,12	0,49	0,25	22,58	22,82
Paint residues	t	0,86	-	0,86	2,55	-	2,55
Scrap & Shavings	t	0,69	317,84	318,53	1,05	301,19	302,23
Ferrous metal dust and particulate matter	t	-	338,44	338,44	-	331,15	331,15
Other (emulsions for machinery, absorbents, rags, and filter materials)	t	57,90	7,47	65,37	65,25	54,31	119,56
Total	t	60	664	724	69	709	778
Percentage	%	8,27%	91,73%	100%	8,88%	91,12%	100%

7.4 Sustainable Management of Raw Materials and Materials

In the production sector, only solvent-free polyester and powder coatings are utilized on the SICMA painting line. In addition to providing excellent mechanical and chemical resistance, these coatings are recoverable and regenerable. Moreover, powder coatings offer superior resistance to high temperatures and UV exposure, resulting in a distinctive, brilliant, and glossy finish on frames that remains durable over time.

All SICMA coatings are chrome-free. Chromium is a chemical element known for its significant long-term health and environmental risks, and is classified by the International Agency for Research on Cancer (IARC) as a confirmed carcinogen. By eliminating chrome from its processes, SICMA effectively addresses both environmental and occupational safety concerns.

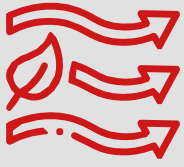
SICMA is also a leader in sustainable water resource management. Its facilities are equipped with certified internal systems that enable the purification and independent disposal of water used in production, in full compliance with applicable regulations. This approach significantly reduces environmental discharges and supports overall water stewardship.

Within the production process—specifically during broaching and gear cutting operations—SICMA uses full oils with distinguished ecological properties, formulated from natural and entirely vegetable-based sources.

Finally, SICMA conducts regular air quality sampling at its machinery and in designated facility areas to ensure that indoor air consistently meets the highest standards. Although such monitoring is not legally mandated, these proactive procedures are implemented to maintain a healthy and clean work environment for all employees.



7.5 Goals for the Future



Manage air quality in our facilities, with a particular focus on reducing the impact of Dust.



Integrate the Minimum Environmental Criteria into the company's operations and share best management practices that are being tested in the various operational departments. Specifically, a first phase will involve the collection of best practices to be administered to department managers; this will be followed by reviewing and drafting improvement reports to be Disseminated.



Promoting a culture of sustainability across the entire industry: organizing and promoting training and information sessions, engaging our suppliers and customers to share best practices and promote the ecological transition in the agricultural machinery manufacturing sector. Our goal will be to provide practical insights into issues such as efficient use of resources and reduced environmental impacts, as well as specific aspects related to products and services in our value chain.



8

RESPONSIBLE SUPPLY CHAIN MANAGEMENT



8.1 Selection criteria and management of relationships with suppliers

The Group's commitment to sustainable development extends to the continuous and effective engagement of its supply chain. Ensuring that business partners operate in accordance with the Group's established values and policies is considered fundamental to delivering high-quality products and services that meet customer expectations.

Particular emphasis is placed on sourcing suppliers from the local area, especially for services requiring specialized expertise. This approach leverages the capabilities of nearby organizations, enabling the Company to maintain regular and constructive interactions.

The Purchasing Department and Technical Office are responsible for selecting suppliers of both custom-designed and standard commercial components. The Group has also implemented a Supplier Quality Plan within its procedures and operational guidelines. This plan defines methods and standards governing supplier activities, with compliance required of all partners. The objectives of the Supplier Quality Plan include the careful selection of partners capable of delivering optimal performance in terms of delivery times, costs, and quality; the integration of suppliers into the Company's Quality Management System; and the verification of supplier alignment with the Group's core principles.

Furthermore, the Group conducts regular audits at the premises of strategic suppliers to verify that operational practices and the documentation of testing and inspection results are consistent with the guidelines outlined in the Quality Management System.



8.2 Supply chain composition and local supply chains

The composition of the **Aurora Group's** supply chain refers to three types of suppliers:



Commercial: Providers of components and materials used during machine assembly, testing, and maintenance.



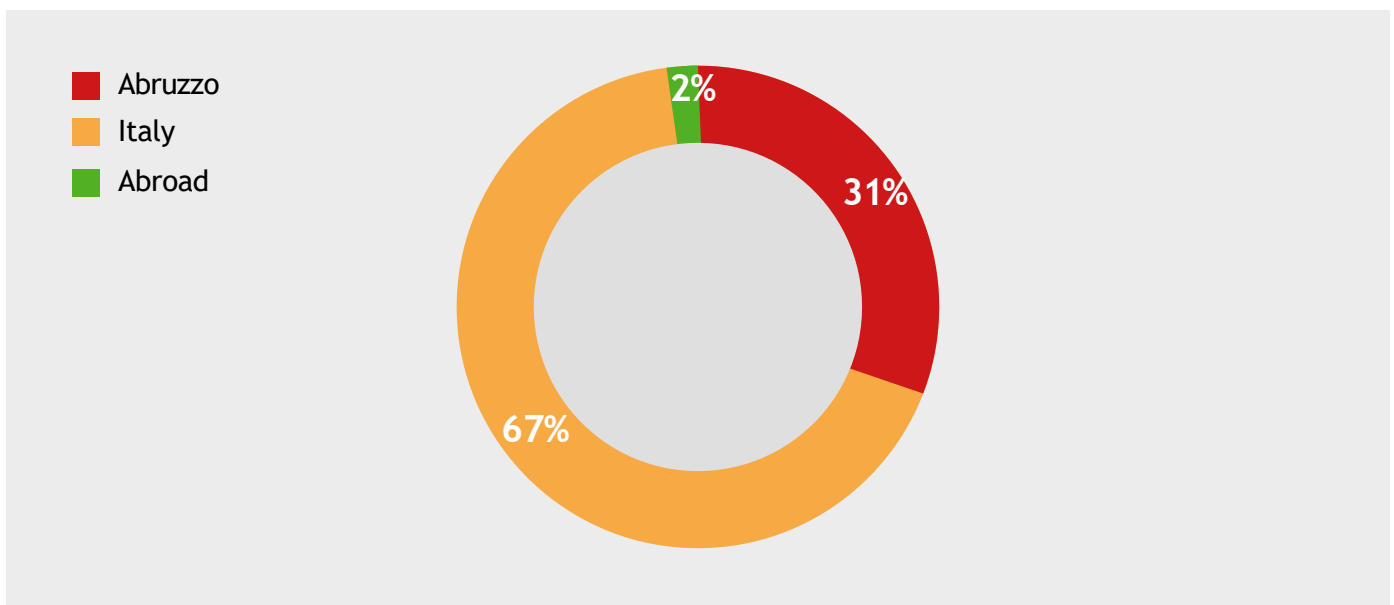
Machining: Providers of labor services not performed within the company's internal operations.



Packaging and services: Providers of materials for the packaging of machines for shipment to customers, as well as logistics services related to machine transportation.

Following the stabilization of the group in terms of size and operations, the use of the supply chain over the past year remained consistent with the previous year, without significant changes.

GEOGRAPHICAL DISTRIBUTION OF THE GROUP'S SUPPLIERS IN 2024



9

GRI STANDARDS COMPLIANCE



TM

GRI

Empowering
Sustainable
Decisions



9.1 GRI Content Index

Material Aspects	GRI standard	Disclosures	Description	Chapter
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		2-27	Compliance with laws and regulations	13-47
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		2-29	Approach to stakeholder engagement	4
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DISCLOSURES ON MATERIAL TOPICS	GRI 3 MATERIAL TOPICS 2021	3-1	Process to determine material topics	2
		3-2	List of material topics	2
		3-3	Management of material topics	2
SUSTAINABLE VALUE CHAIN	GRI 204 PROCUREMENT PRACTICES 2016	204-1	Proportion of spending on local suppliers	7
RAW MATERIALS CONSUMPTION	GRI 301 MATERIALS 2016	301-1	Materials used by weight or volume	7-9
		301-2	Recycled input materials used	7
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		305-2	Energy indirect (Scope 2) GHG emissions	7.3
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		306-2	Management of significant waste-related impacts	7.6
		306-3	Waste generated	7.6
		306-4	Waste diverted from disposal	7.6
		306-5	Waste directed to disposal	7.6
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9.1 GRI Content Index

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		401-2	Benefits provided to employees	6
		401-3	Parental leave	6
	GRI 404 TRAINING AND EDUCATION	404-1	Average hours of training per year per employee	
		404-2	Programs for upgrading employee skills	
		404-3	Regular performance and career development reviews	
LOCAL DEVELOPMENT AND INDUSTRIAL RELATIONS	GRI 402 LABOR/MANAGEMENT RELATIONS	402-1	Minimum notice period(s) regarding operational changes	5.4.3.4
	GRI 413 LOCAL COMMUNITIES	413-1	Operations with local community engagement, impact assessments, and programs	5.2
		414-1	New suppliers that were screened using social criteria	7.1.3
		414-2	Negative social impacts in the supply chain and actions taken	7.1.6
OCCUPATIONAL HEALTH AND SAFETY	GRI 403 OCCUPATIONAL HEALTH AND SAFETY	1	Occupational health and safety management system	5.1.3
		2	Hazard identification, risk assessment, and incident investigation	
		3	Occupational health services	
		4	Worker participation, consultation, and communication on occupational health and safety	
		5	Worker training on occupational health and safety	
		6	Promotion of worker health	
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GRI 405: DIVERSITY AND EQUAL OPPORTUNITY	405-1		Diversity of governance bodies and employees	3.1
	405-2		Ratio of basic salary and remuneration of women to men	5.4.3.3
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9.1 GRI Content Index

Material Aspects	GRI standard	Disclosure	Description	Chapter	
PROTECTION AND RESPECT FOR HUMAN RIGHTS	GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.3.3.4 / 5.3.4	
	GRI 408 CHILD LABOR	408-1	Operations and suppliers at significant risk for incidents of child labor	5.3.3.1 / 5.3.4	
	GRI 409 FORCED OR COMPULSORY LABOR	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.3.3.2 / 5.3.4	
	GRI 410 SECURITY PRACTICES	410-1	Security personnel trained in human rights policies or procedures	5.3.3.9	
	GRI 411 RIGHTS OF INDIGENOUS PEOPLES	411-1	Incidents of violations involving rights of indigenous peoples	5.3.4	
FIGHT AGAINST CORRUPTION	GRI 205 ANTI-CORRUPTION	205-1	Operations assessed for risks related to corruption	6.1.2	
		205-2	Communication and training about anti-corruption policies and procedures	5.4.3.7	
		205-3	Confirmed incidents of corruption and actions taken	6.1.3	
INNOVATIVE BUSINESS APPROACH	N/A	N/A	Collaboration with universities, associations, and other relevant stakeholders	7.2	
COMPLIANCE MANAGEMENT	GRI 2 GENERAL DISCLOSURES	2-27	Compliance with laws and regulations	6.2	
OTHER SIGNIFICANT TOPICS FOR THE PIZZAROTTI GROUP	GRI 207 TAX	N/A	The Group complies with all tax laws of the countries in which it operates. For further details, see the consolidated financial statements.	4.8	
		GRI 304 BIODIVERSITY	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4.8
			304-2	Significant impacts of activities, products, and services on biodiversity	4.8
			304-3	Habitats protected or restored	4.8



AURORA GROUP

Contrada Cerreto, 60-61,
66010 Miglianico (CH)

Tel. +39 0871 95841 - IT VAT: 00227220696

info@aurora-group.it - www.aurora-group.it

IN COLLABORATION WITH

