Sustainability Report 2024

Faccin S.p.A.

Via dell'Industria, 19
25010 Visano (BS) - Italia

Phone: +39 030 67 29 300

E-mail: info@faccingroup.com

Website

www.faccingroup.com

Table of Contents

1. About Faccin Group 04
2. Pathways to sustainability 11
3. Sustainability governance 19
4. Environmental management 24
5. Our people 30
6. Supply chain management 36
7. Customer relationship management 38
8. Methodological note 41

Letter to our stakeholders

Andrea Ceretti - CEO

Dear Stakeholders,

We are proud to share with you the latest edition of our Sustainability Report, a testament to our continued and ***evolving commitment to environmental and social responsibility****. This year's report reflects both the progress we've made and the lessons we've learned on our* ***journey toward a more sustainable future****. Transparency and accountability remain at the core of our approach. Through this report, we aim to provide a clear and honest overview of the actions we have taken, the challenges we have faced, and the goals we are pursuing. Sustainability is not a one-time effort; it is a continuous process of growth and improvement, and we are proud to move forward with purpose and integrity. At Faccin Group, we continue to integrate sustainability into every aspect of our operations,* ***from product innovation to our day-to-day processes****. Our ESG action plan has become a roadmap guiding several impactful initiatives across key sustainability areas.*

These initiatives are more than intentions; they represent real, measurable steps we are taking to align our business with long-term environmental and social goals. We also recognize that ***lasting impact*** *requires collaboration. That is why we remain committed to fostering open, trust-based relationships with all stakeholders. Together, we can address complex global challenges and develop sustainable solutions that endure, for the benefit of both current and future generations.*

Thank you for your continued support, trust, and partnership as we advance our shared mission of building a more sustainable world.

About Faccin Group

Faccin Group excels in manufacturing cutting-edge plate rolls, angle rolls, dished head lines, and special machines.

We operate with three leading brands Faccin, Roundo, and Boldrini. Each brand retains its unique identity and expertise while promoting the sharing of best practices, experiences, and work methodologies.

Our TUTTOTONDO approach

In Italian, TUTTO means ALL and TONDO means ROUND. The idiom TUTTOTONDO is an expression of Italian culture, tradition, and lifestyle. TUTTOTONDO is more than just a round shape. It's about quality, care for the details, and a comprehensive approach altogether.

At Faccin Group, TUTTOTONDO is more than a word. It’s how we operate: competently, flexibly, and thoroughly.

1.1 Our journey

1960

- Walter Faccin started its activity in 1968, by carrying out metalworking activities on behalf of third parties

1970

- In 1974 Walter Faccin produced and sold the very first plate roll, the "matricola numero 1" (serial ID 1)
- In 1977, Faccin s.r.l. was founded with an initial focus on the production of 3-roll and 4-roll plate rolls
- Further development in pipe bending and dished head production lines

1980

- Keeping up with the market needs, Faccin has focused its effort on the automation of production processes
- Evolution of the angle rolls line with the introduction of the universal known RCM and RCMI rolls lines

1990

- Introduction of innovative technologies, such as CNC, improving the overall precision, reliability and competitiveness on the market of plate rolls machines

2000

- Consolidation of growth and innovation path, introduction of several innovations, such as teleservice after sales services, CNC as an integrated instrument in computer network and a new line for bending large beams

2010

BOLDRINI

- Acquisition of Boldrini, a centenary premium dished head lines producer

2015

- Acquisition of Roundo's product design and brand

ROUNDO

2016

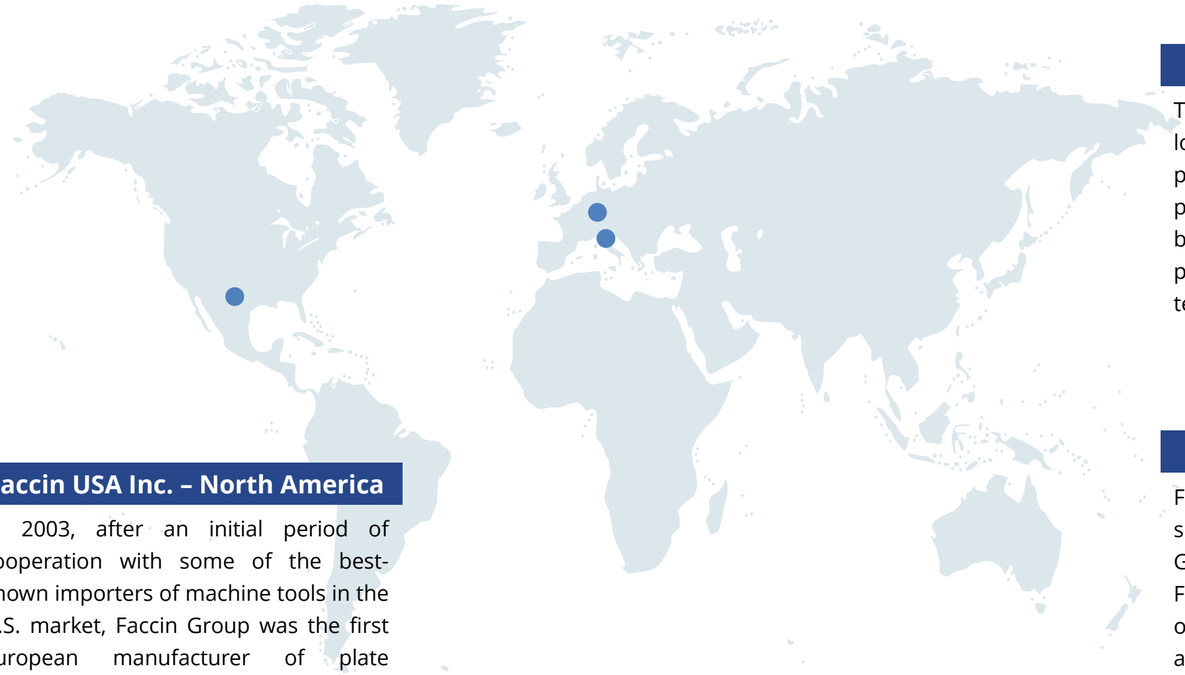
- Acquisition by Consilium Capital and Access Capital, management companies specialized in private equity
- Appointment of new CEO and managerialization of the Group
- Creation of a new commercial strategy supported by strong investments in the US subsidiary

2020-Today

- Greater commercial focus on large-scale machines with higher average selling price
- Introduction of several disruptive innovation, laying the foundation for the next stage of technological development

1.2 Faccin Group structure

Faccin Group assures a worldwide sales and aftersales service through an extensive network of agents and subsidiaries in USA and Germany



Faccin S.p.A. – Italy

The **Head Office of Faccin S.p.A.** is located in Visano, in the Brescia province. The Facility handles the entire production process, from design of bending machines to complete production and assembly up to final testing

Faccin USA Inc. – North America

In 2003, after an initial period of cooperation with some of the best-known importers of machine tools in the U.S. market, Faccin Group was the first European manufacturer of plate bending rolls to establish its **North American subsidiary**

Faccin GmbH – Germany

Faccin GmbH has been established to supply plate bending rolls to the German market.
Faccin Group's **German subsidiary** offers technical advice to clients and after-sales support service

Faccin Group manufactures and commercializes three great brands with one feature in common: long-lasting guaranteed performances

FACCIN

ROUNDO

BOLDRINI

1.3 Our products

Faccin Group combines expert engineering with precision manufacturing to produce a range of specialized equipment, including **plate and angle rolls**, **dished heads machinery** and **custom machines**. Through a rigorous process from initial design to final assembly, Faccin ensures each product meets **high standards of quality and performance**, meeting the diverse needs of the metalworking industry.

Plate Roll Machines

Precision-engineered for shaping metal sheets, these machines offer superior deformation and curvature capabilities. Designed for high accuracy and productivity, they are built to deliver consistent performance over the long term.

Dished Head Lines

Complete production lines specialized in crafting spherical or bowl-shaped heads, crucial components in industrial tanks and pressure vessels.

Angle Roll Machines

Machines specialized in precision and efficient bending of steel, stainless steel and aluminium profiles and beams of various shapes and sizes.

Special Machines

Special machines used to execute several activities such as bending, forming, levelling, curving and 3D modelling

1.4 The Faccin facility

Faccin production facility, located in Visano, consolidates the **design**, **metalworking** and **assembly activities**, as well as the Italian **administrative, service and commercial activities** of the Group.

25k
sqm total area

184
machines assembled and sold in 2024

14k
sqm covered area

8h
of daily operations

6.5k
sqm assembly

3
photovoltaic system

1.5 End-use application

Faccin Group is specialized in the design and production of advanced technological solutions, adeptly serving the varied needs of **multiple production sectors**. With a commitment to precision and technical skill, Faccin Group provides reliable and innovative machinery, customized to meet the specific requirements of each industry it serves.

Wind power

Carpentry

Road/railway tankers

HVAC

Earth-moving machinery

Silos

Pressure vessels

Tubes&Pipes

Dished head

Metal structures

Shipbuilding

Aerospace&Aircraft

Pathways to Sustainability

"We are committed to integrating sustainability into every aspect of our operations, mindful that each step toward a greener future holds significance for collective well-being"

Paolo Mallarino –
CFO and Sustainability Leader

2.1 Our approach to sustainability

Faccin Group remains steadfast in its commitment to integrating environmental and social considerations across all aspects of its operations. Recognizing that **responsible business practices** are essential in today's world, the company is focused on embedding sustainability into its everyday decisions and actions, striving to **reduce its environmental impact** while **promoting responsible resource use**.

Driven by a forward-looking approach, Faccin Group continues to embrace sustainable technologies and practices aimed at minimizing its ecological footprint. From implementing **energy-efficient** systems to **reducing waste** and **optimizing resource consumption**, the company is dedicated to continuously improving its environmental performance and contributing to a more sustainable planet.

Equally, Faccin Group places people at the center of its values. The **well-being and safety** of its employees remain top priorities, as the company understands that a supportive and secure work environment is fundamental to long-term success. Through dedicated initiatives that promote a healthy, inclusive, and safe workplace, Faccin Group fosters a culture in which individuals feel respected, empowered, and motivated.

This ongoing commitment is embodied in the company's **ESG Action Plan**, a strategic framework that outlines concrete goals across environmental, social, and governance dimensions. Updated and monitored regularly, the plan ensures accountability while serving as a practical guide to advancing sustainability throughout the organization. With this structured and transparent approach, Faccin Group reinforces its determination to deliver long-term value not only to its stakeholders but also to the broader community and environment.

2.2 ESG material topics

According to the Global Reporting Initiative (GRI), the most widely used standard for sustainability reporting globally, materiality is the principle determining which **relevant topics** are essential **to report on**, considering both internal and external factors. The process for identifying material ESG topics for Faccin Group involved implementing a benchmarking activity on sustainability topics reported by peers, which was then integrated with the GRI recommendations. This process led to the identification of a list of **8 material topics**, representing the organization's most significant impacts on the economy, the environment and people, including impacts on human rights. Each material topic has been associated with one or more **Sustainable Development Goals (SDGs)** for which the Company believes it can achieve significant results.

In 2015, the United Nations approved the 2030 **Agenda for Sustainable Development**, identifying 17 Sustainable Development Goals (SDGs), further subdivided into 169 targets. These goals represent an internationally shared commitment to addressing crucial challenges such as poverty, inequality, climate change and environmental sustainability.

	Material issue	Our Commitment	Related SDGs
Environment	1. **Climate change, energy consumption and emissions** 2. **Product innovation and circular economy** 3. **Waste management**	We will work to reduce our environmental impact, starting from product design to effective use of resources in the production process	13 CLIMATE ACTION; 7 AFFORDABLE AND CLEAN ENERGY; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Social	4. **Workplace health and safety** 5. **Attraction, management and development of talents** 6. **Product quality and safety**	We intend to provide a safe and motivating work environment for our employees by promoting safety in the workplace and creating opportunities for professional growth and development	8 DECENT WORK AND ECONOMIC GROWTH
Governance	7. **Business ethics and anti-corruption** 8. **Sustainable supply chain**	We intend to strengthen internal governance oversee with respect to sustainability and to promote the adoption of ESG standards in our supply chain	8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Note: Please refer to the ESG Action Plan section for a more detailed description of the commitments made with respect to each material topic

2.3 Certifications and patents

"Our certifications confirm our commitment to providing excellent services to our customers and ensuring the safety of our employees"

Faccin is committed to delivering innovative solutions to its customers while ensuring the **highest quality standards** and maintaining a **healthy and safe environment** for its employees. With a focus on continuous improvement, Faccin strives to provide cutting-edge products and services that meet the evolving needs of the market. This dedication to excellence is exemplified by the company's recent patent for a sheet bending machine, issued at the end of 2020. Additionally, Faccin is eagerly awaiting approval regarding further patent applications for a hydraulic press and a manipulator assembly. These patents represent Faccin's ongoing commitment to technological advancement and innovation in the manufacturing industry.

Quality Management System

In 2009, Faccin obtained the **UNI EN ISO 9001 certification** to ensure the consistently **high quality of its production.** This certification guarantees the rigorousness of both internal and external checks conducted throughout the machines' manufacturing process.

It also ensures that services offered by Faccin fully comply with legislative requirements. By adhering to this internationally recognized standard, Faccin demonstrates its commitment to delivering products and services of the highest quality while fostering trust among its customers and stakeholders.

Workplace Health and Safety Management System

The adoption of the **ISO 45001 certification** for health and safety management reflects a deep commitment to employees' well-being and **workplace safety** and communicates to stakeholders that health and safety are core values of corporate culture.

By implementing this international standard, Faccin aims to promote a culture of safe and healthy work practices beyond mere compliance with regulations.

2.4 ESG Action Plan overview

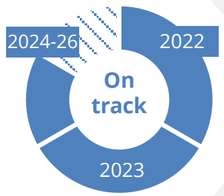
The ESG Action Plan adopted by Faccin Group in 2021 represents a long-term strategic commitment to address environmental, social and governance (ESG) challenges influencing its business. This plan is based on a comprehensive vision articulated around the eight material topics identified for the company and aims to achieve 7 new **objectives between 2025 and 2026**.

The primary goal of the plan is to mitigate the main sustainability risks facing the company while simultaneously seeking to **enhance** its overall **sustainability profile** and ensure alignment with evolving sustainability goals and market dynamics.

The plan is designed to be adaptable, with the company committing to regularly review, expand and integrate objectives based on progress made in sustainability efforts and changes in market and regulatory frameworks.

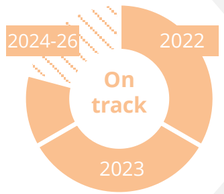
Environment

1. **Climate change, energy consumption and emissions:** 8 objectives archieved/planned
2. **Product innovation and circular economy:** 6 objectives archieved/planned
3. **Waste management:** 4 objectives archieved/planned



Social

4. **Workplace health and safety:** one recurring objective archieved/planned
5. **Attraction, management and development of talents: 4** objectives archieved/planned
6. **Product quality and safety:** one recurring objective archieved/planned



Governance

7. **Business ethics and anti-corruption:** 5 objectives archieved/planned
8. **Sustainable supply chain:** one objective archieved/planned

2.5 ESG Action Plan: Environment

Material issue	Goal	Due date	Status
Climate change, energy consumption and emissions	Strengthening of remote connections with customers ("RSM") and equipped conference rooms; Replacement of the old solvent-based painting system with new water-based painting system Replacement of current lights with LED lights with a lower impact in terms of energy consumption at the production site of Visano; Purchase of new condensing boilers at the production site of the Italian parent company Faccin S.p.A.; Installation of charging station for electric cars at the Italian headquarters of the parent company	2022 / 2023	Completed
	Replacement of current lights with LED lights with a lower impact in terms of energy consumption it the Italian parent company offices	2024	Completed
	New servers for data centre	2025	Not started
	New automated warehouse	2025	Not started
Product innovation and circular economy	Design and production of electric drive 4 roller plate rolls - medium diameters (4EDP)	2023 / 2024	Completed
	Design and production of electric drive 4 roller plate rolls - very small diameters (4EDL)	2024	Completed
	Electrification of dished head lines (MOOG project)	2024	Completed
	Design and production of electric drive 4 roller plate rolls - small diameters (4EDL)	2025	Not started
	Design and production of electric drive 4 roller plate rolls - medium diameters (4EDL)	2026	Not started
	Replaced the oxy-fuel cutting equipment with a more efficient one	2025	Not started
Waste management	Purchase of an oil separator to reduce waste at the production site of the Italian parent company; Replacement of water in pet bottles by a dispenser with refillable bottles at the Italian headquarter	2022	Completed
	Modification of the fume extraction system at the production site of the Italian parent company; Adding additional water dispensers with refillable bottles in the offices and production departments	2023	Completed

Completed

In progress

Not started

2.6 ESG Action Plan: Social

Material issue	Goal	Due date	Status
Attraction, management and development of talents	Establishment of a dining hall for employees	2022	
	Definition and implementation of Group policies regarding Human Resources (e.g., Diversity and Inclusion, Non-discrimination, Human Rights) and Health and Safety	2024	
	Establishment of a refreshment room for employees in addition to the dining hall	2024	
	2 extra days paternity leave	2025	
Workplace health and safety	Renewal of ISO 45001 certification at the parent company operating headquarter	Recurring	
Product quality and safety	Renewal of ISO 9001 certification at the parent company operating headquarter	Recurring	

Completed

In progress

Not started

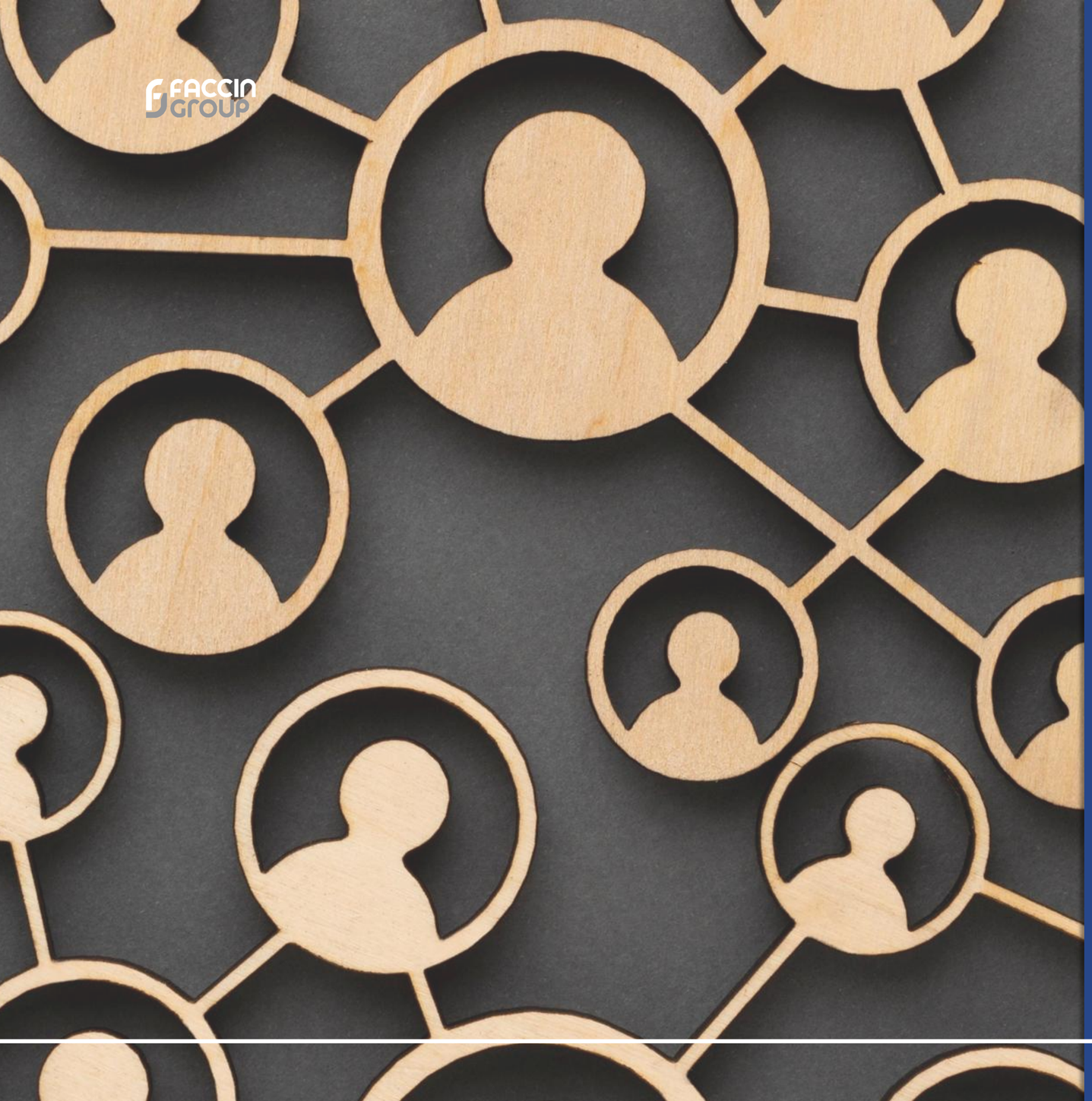
2.7 ESG Action Plan: Governance

Material issue	Goal	Due date	Status
Business ethics and anti-corruption	Implementation of the Organization, Management and Control Model pursuant to Legislative Decree 231/2001 for the Italian parent company Extension of the Code of Ethics at Group level	2022 / 2023	
	Definition of roles and responsibilities within the organization with respect to ESG issues	2024	
	Creation of an area dedicated to sustainability on the corporate website	2024	
	Drafting of a sustainability report at Group level	2024	
Sustainable supply chain	Formalization of a Commercial Code of Conduct containing ESG standards and principles for the selection, management and monitoring of suppliers, including possible audit activities on suppliers	2025	

Completed

In progress

Not started



Sustainability governance

"We firmly believe that ensuring a strong leadership on sustainability issues is crucial in order to achieve ambitious goals."

Paolo Mallarino –
CFO and Sustainability Leader

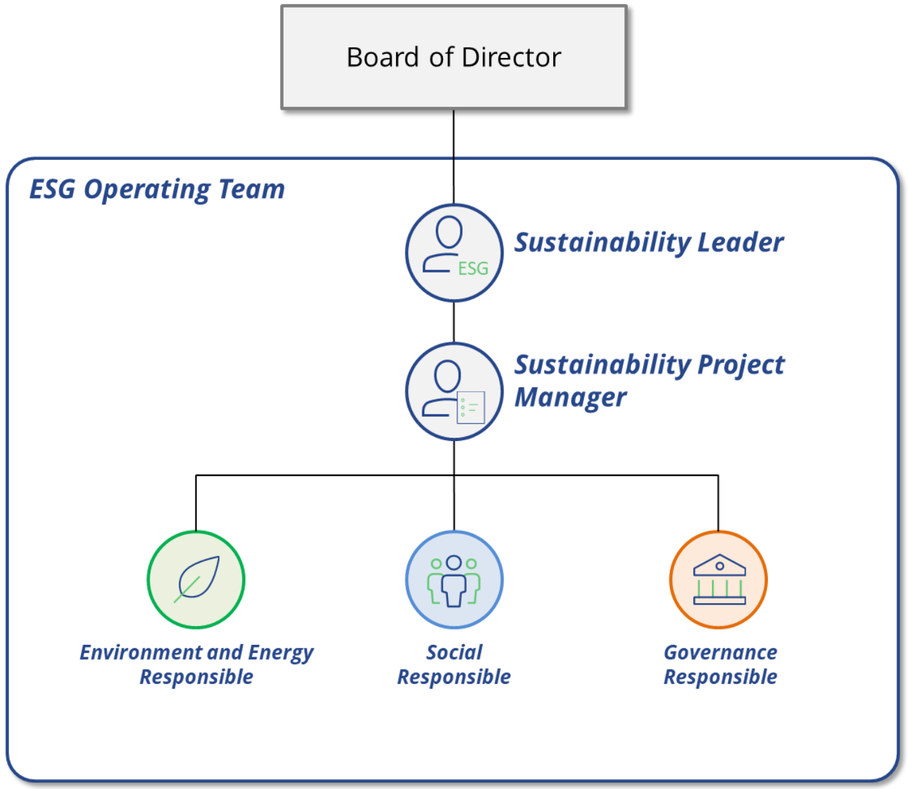
3.1 Sustainability matters overview

Faccin Group adopts a traditional organizational and management structure, where at its apex sits the **Board of Directors**, endowed with comprehensive authority for the strategic oversight necessary to guarantee the proficient administration of the company's activities. Complementing the pivotal role of the Board of Directors is **the Board of Statutory Auditors**.

The **sustainability governance structure** at Faccin Group is based on a model that involves various internal roles tasked with leadership and coordination across **different sustainability areas** and operating in close collaboration.

We firmly believe that ensuring strong leadership on sustainability issues is crucial in order to achieve ambitious goals. Key figures within this structure include the **Sustainability Leader** and the **Sustainability Project Manager**. The Sustainability Leader, represented by the CFO, Paolo Mallarino, is tasked with defining the vision and guidelines for sustainability. The Sustainability Project Manager, role assigned to Giuliano Dall'Acqua, ensures that operational and project milestones are well-addressed by various internal stakeholders, ensuring the accuracy of information collected for monitoring and reporting purposes.

The **ESG Operating Team** meets quarterly to discuss ongoing activities and initiatives, with ad hoc meetings on specific topics.



3.2 Organizational Model

Faccin Group has implemented an organizational model compliant with the Legislative Decree 231/2001 to ensure **compliance with legislative requirements and industry standards**. Initially, sensitive processes were identified, followed by a comprehensive examination to assess existing control mechanisms and address any gaps. An action plan was then devised to enhance the internal control system, culminating in the creation of an organization, management and control model tailored to the company's needs.

The Model undergoes **periodic updates** to reflect organizational changes and legislative amendments. Implementation of the Model involved approval by the Board of Directors, appointment of a **Supervisory Body** (Organismo di Vigilanza - ODV), composed of 1 external member, to oversee its effective implementation, establishment of disciplinary measures for Model breaches, and the implementation of a whistleblowing system to encourage the reporting of illicit activities while ensuring absolute confidentiality for employees. Central to the Model's efficacy is the role of the Supervisory Body, which operates autonomously and independently to monitor compliance and propose necessary updates to the company management. The Supervisory Body is characterized by its professionalism, ensuring effective oversight of the Model's enforcement and facilitating its dynamic evolution over time.

Faccin S.p.A

Organizational and Management Model
Legislative Decree nr. 231/2001

"Organizational Model"

The whistleblowing system

The whistleblowing system at Faccin Group provides a **secure channel** for individuals **to confidentially report any breaches** of the Model or criminal activities as defined by Legislative Decree 231/2001. Reports can be submitted through either regular mail or email directly to the Supervisory Body, ensuring accessibility and maintaining the strict confidentiality throughout the process. Upon receiving reports, the Supervisory Body meticulously evaluates each case and promptly informs the appropriate authorities for further action if required. This system not only encourages **transparency** within the organization but also underscores Faccin Group's commitment to upholding **integrity** and **accountability** in all its operations.

3.3 Code of Ethics

Faccin Group's Code of Ethics represents a fundamental document that guides the company's activities towards standards of **ethical and responsible behaviour**. It aims to promote a corporate culture based on integrity, transparency and respect for fundamental values, both within the company and in its relationships with external stakeholders. The main purposes of the Code of Ethics are to establish the principles of conduct that should guide the actions of all those who operate on behalf of Faccin Group and to outline internal rules and regulations aimed at ensuring its uniform and coherent application.

The dissemination of the Code of Ethics occurs through various internal channels, such as the company's intranet and **training and awareness sessions dedicated to employees**. Additionally, the Code is made available on the company's official website, making it accessible not only to employees but also to suppliers, customers and other external stakeholders. This dissemination aims to ensure that all those who have relationships with the company understand and adhere to the principles and regulations outlined in the Code, thereby contributing to consolidating a corporate culture based on ethics and mutual respect. In addition, Faccin Group has established a Supervisory Body dedicated to monitoring the application of the Code of Ethics within the company. The Supervisory Body is tasked with receiving reports of Code violations, evaluating them, and, if necessary, taking corrective actions. This body plays a crucial role in ensuring compliance with the ethical principles established in the Code and in preserving the company's integrity and reputation.

Our principles

1. Integrity and Honesty

All activities are inspired by principles of fairness, transparency, traceability and documentability, adhering to laws and internal procedures

2. Loyalty

Faccin Group is committed to preventing conflicts of interest and aligning actions with the company's best interests.

3. Respect for People

The company supports human dignity and moral integrity, actively working against violence, abuse, or coercion, and placing high value on human capital

4. Responsible Use of Resources

Faccin Group manages resources carefully, acknowledging their crucial role in achieving business objectives and their asset value, ensuring proper use and maintenance

5. Environmental Protection

Faccin Group is committed to reducing environmental impact and conserving energy, managing waste through best recycling practices and regulatory compliance

6. Workplace Safety and Health

Safety and health of workers and third parties are paramount at Faccin Group, with a continuous commitment to well-being and a safety-first culture

7. Quality and Customer Satisfaction

The company is dedicated to improving product and service quality, listening to workers and customers to enhance satisfaction, while ensuring professionalism, courtesy, and transparency

3.4 Compliance with laws and regulations

Throughout 2024, Faccin Group maintained its commitment to complying with laws and regulations, continuing the positive trend observed in previous years. The company did not encounter any significant instances of non-compliance with legal standards or regulations. There were no fines imposed against Faccin Group for any regulatory violations over the year, indicating a **consistent focus on legal and regulatory practices**.

Moreover, Faccin Group identified no confirmed cases of corruption within the organization, underscoring its dedication to maintaining an ethical and transparent working environment. This outcome demonstrates the effectiveness of the company's internal policies and procedures aimed at preventing corrupt practices and promoting a **corporate culture based on integrity**. In addition, there are no legal proceedings initiated against Faccin Group or its employees regarding corruption issues, further strengthening the company's reputation as a responsible entity compliant with legal obligations. These results are the product of Faccin Group's ongoing efforts to educate its employees on ethical principles and regulations, ensuring that compliance remains a key priority across all its operations.

Indicator	UoM	2022	2023	2024
Significant instances of non-compliance with laws and regulations	No.	0	0	0
Number of fines for cases of non-compliance with laws and regulations	No.	0	0	0
Number of confirmed cases of corruption	No.	0	0	0
Number of legal cases related to corruption initiated against the organization or its employees	No.	0	0	0

Environmental management

“In Faccin Group, environmental management is integral to our culture. Every action matters, which is why we invest in sustainable solutions for a better future”

Giordano Bormolini –

Production Director and Environment and Energy Responsible

4.1 Our approach to environmental management

Faccin Group maintains a dedicated commitment to environmental stewardship and sustainability across all aspects of its operations. The company acknowledges the crucial importance of **preserving** the **environment** for both current and future generations. Rather than viewing environmental management as a series of isolated actions, Faccin Group sees it as an integral part of its corporate culture.

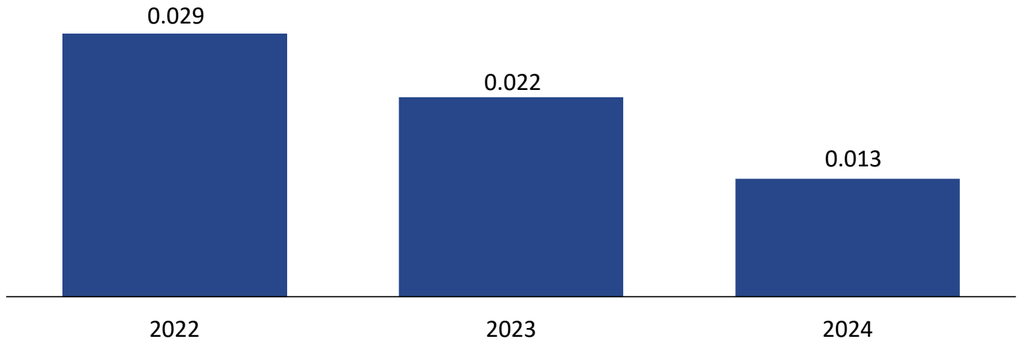
Recognizing that even small changes can make a significant difference, Faccin Group has implemented measures such as **installing LED lights for energy efficiency**, transitioning to water-based painting systems and providing an **electric car charging station**. These initiatives reflect the company's dedication to reducing its environmental impact and promoting sustainable practices. Furthermore, Faccin Group continues to explore innovative solutions and embrace **new technologies to** further **minimize** its **carbon footprint** and optimize resource usage. In line with these efforts, Faccin Group is also **developing** a new series of **electric drive plate rolls** with lower energy consumption, highlighting its commitment to innovation in energy efficiency. The company envisions a future where sustainability is not just a goal, but a fundamental aspect of its business operations. Faccin Group is committed to integrating renewable energy sources into its operations, as demonstrated by the installation of **photovoltaic panels** at its Italian production site. This commitment underscores the company's efforts to utilize clean energy and reduce reliance on fossil fuels.

Additionally, Faccin Group places a strong emphasis on **monitoring** and evaluating its **environmental performance**. By regularly assessing key indicators and benchmarking progress, the company identifies opportunities for improvement and implements targeted initiatives to enhance environmental sustainability.

4.2 Energy management

Faccin Group places particular emphasis on monitoring its energy consumption, recognizing it as a fundamental element of its energy management system. This approach enables a detailed assessment of the impact of its production activities and facilitates the identification of opportunities to implement energy efficiency initiatives. The majority of Faccin Group's energy consumption is currently attributed to the use of fuels, primarily natural gas and diesel, employed in production processes and vehicle operations, alongside the procurement of electricity from the grid. In 2024, the company observed a slight increase in energy consumption, primarily attributable to the growth in turnover.

Energy intensity evolution, Gj/€k



Indicator	UoM	2022	2023	2024
Energy consumption within the organization	Gj	8’207	7’424	7’699
of which from renewable sources	%	8.1%	8.6%	7.3%

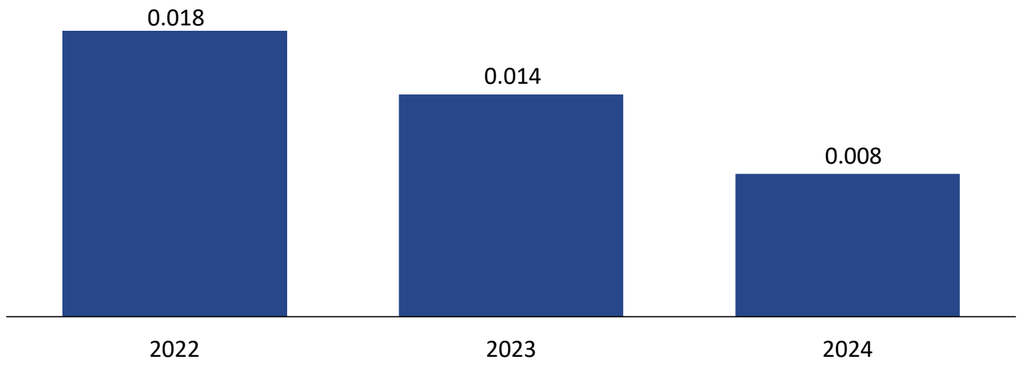
The portion of energy sourced from **renewable sources** is entirely attributed to the **photovoltaic system** installed at Faccin Group's Italian production facility. This initiative stands as one of the significant endeavours undertaken by the company to ameliorate its environmental impact and advance corporate sustainability.

4.3 GHG emissions

Faccin Group is committed to **continuously monitoring** the **greenhouse gas (GHG) emissions** generated by its production processes. For the purposes of this report, direct emissions arising from the combustion of natural gas and diesel (Scope 1) are documented, alongside indirect emissions linked to the acquisition and utilization of electricity for operational activities (Scope 2). The calculation of Scope 2 GHG emissions adheres to the "location-based" method, which entails quantifying emissions attributable to electricity consumption using national average emission factors. The energy consumption of each site was then multiplied by the emission factor corresponding to the national reference energy mix.

Indicator	UoM	2022	2023	2024
GHG emissions (Scope 1)	tCO2	248	249	270
GHG emissions (Scope 2 “location-based”)	tCO2	296	230	231
Total GHG emissions (Scope 1 and scope 2)	tCO2	544	480	501

GHG emissions intensity (Scope 1 and 2), TCO2/€k



As of 2024, the GHG emissions produced amount to 501 TCO2eq, evenly attributable to direct Scope 1 emissions and indirect Scope 2 emissions. The greenhouse gas (GHG) emissions generated by the company increased in 2024; however, when considered in proportion to the level of activity, they showed a decrease

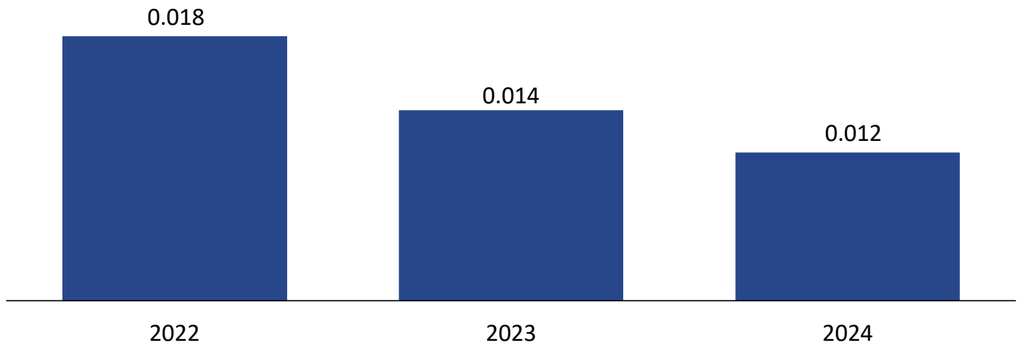
4.4 Waste management

Faccin Group is committed to waste management practices, recognizing the importance of reducing its environmental footprint. The company meticulously manages waste generated from its production processes, consistently directing all suitable materials towards recycling. The majority of waste generated by Faccin Group is associated with metal processing activities, categorizing them as **non-hazardous waste**. In 2024, a total of 686 tons of waste were generated, with 96% classified as non-hazardous. The residual portion of waste, categorized as hazardous, primarily consists of metal dust and particulates from ferrous metals, as well as solutions used for surface cleaning. These waste materials are appropriately disposed in accordance with waste management regulations.

Indicator	UoM	2022	2023	2024
Waste generated	T	740	705	686
of which non hazardous	%	98%	94%	96%
Waste diverted from disposal	T	714	676	685
of which recycled offsite	%	100%	100%	100%

Note: Waste data refer to the Italian parent company

Waste production intensity, T/€k



Waste production decreased by 3% compared to 2023 thanks to targeted reduction measures, achieving a~100% waste recycling rate.

4.5 Minimizing our energy footprint

In an effort to reduce its dependence on fossil fuels, Faccin Group installed, in 2011, a **298 Kw solar power system** at its main facility which spans over **2000 square meters**. This upgrade underscores the company's advancement in ecological responsibility by covering one third of the electricity consumption and emphasizing its commitment to sustainability.

Faccin Group has further demonstrated its dedication to sustainability by installing an **electric vehicle charging station** at its Italian facility. This charging station is directly powered by the solar energy harnessed from the photovoltaic system installed in 2022.

Faccin Group enhances its energy efficiency by replacing all traditional fixtures in its Italian facility with low-consumption LED bulbs. As part of its continued commitment to sustainability, the replacement of office lighting with LED technology was among the key achievements of 2024.

Faccin Group eco-friendly product development

Faccin Group's new **Electric-Driven machines** mark an innovative step in electrically-driven plate rolling technology. This concept combines hydraulic movement in the bending rolls with electrically powered rotation in the upper and pinch rolls. A full range of 4 roll machines is under development with electric-driven technology that can reduce energy consumption by up to 35 percent.

Our people

"At Faccin Group, we place our trust in the power of people. Our human resource strategy is built on cultivating a positive workplace culture and empowering every employee to thrive."

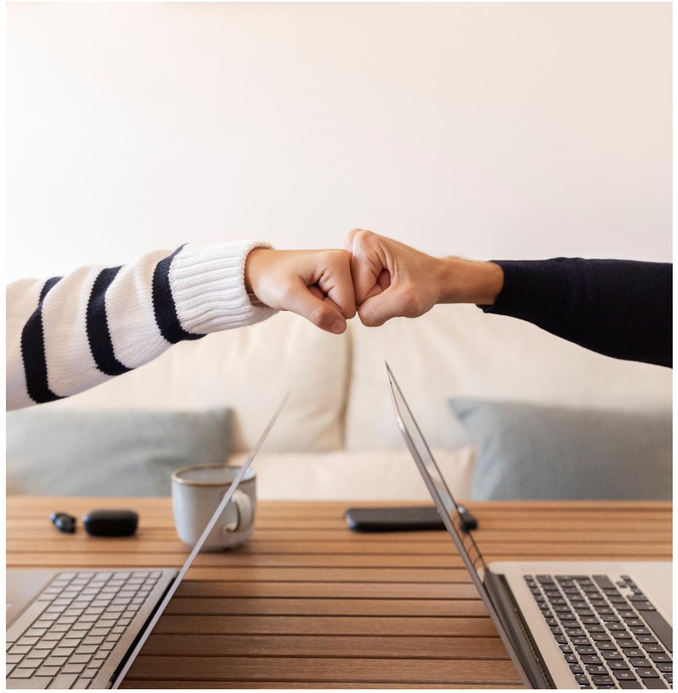
Giuliano Dall'Acqua –
Sustainability Project Manager

5.1 Human resources management

Faccin Group does pay great attention to its approach to human resource management, recognizing the crucial role of its employees as the main drivers of the company's success. At the core of this philosophy is a steadfast commitment to promoting a **positive work environment** and **fostering employee engagement**. The company carefully monitors the organizational climate and the level of employees involvement, understanding that a motivated workforce is essential for achieving corporate goals.

Furthermore, Faccin Group is dedicated to enhancing the overall **well-being of its employees**, considering it fundamental to promoting integration and cohesion within the company. Initiatives aimed at improving corporate welfare are actively pursued, with a focus on creating **collaborative spaces** and organizing **social events** among colleagues. Faccin Group aims to create a work environment where individuals can thrive and contribute their best.

Additionally, the company places great importance on the professional development of its employees, offering opportunities for international mobility and structured **onboarding programs**. Through these initiatives, Faccin Group enables its workforce to expand their skills, tackle new challenges and grow both personally and professionally within the organization. By investing in the growth and development of its employees, Faccin Group not only cultivates a highly skilled workforce but also contributes to reinforcing its reputation as a company that values and supports its personnel.



5.2 Workforce composition

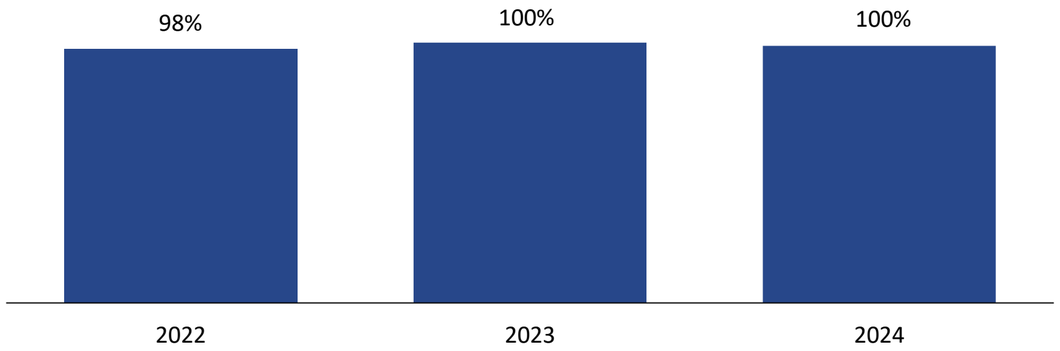
Faccin Group's workforce as of December 31, 2024, consists of 115 employees, with additional 2 subordinate workers. The majority of the workers are employed at the Group's Italian headquarters, representing 87% of the total. All employees are regularly employed under **permanent contracts**, reflecting the company's commitment to long-term job stability and 93% of employees work full-time.

In terms of personnel composition, there is a female presence of 15%. Furthermore, the majority of employees, accounting for 55%, fall within the age range of 30 to 55 years.

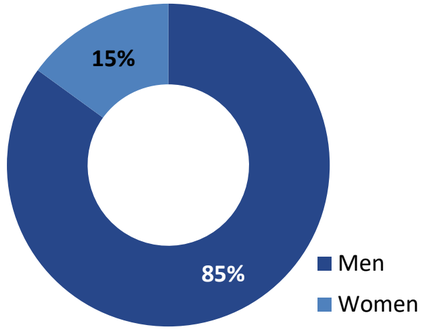
The 8,6% rate of new hires for the year 2024 highlights a **dynamic human resource management strategy** aimed at ensuring a steady generational turnover and the entry of new skills into the organization. Throughout 2024, no incidents of discrimination occurred, consistently with previous years.

Indicator	UoM	2022	2023	2024
Number of employees as of end December	No.	110	110	115
Number of workers who are not employees	No.	8	5	2
Rate of new employee hires	%	13%	15%	12%

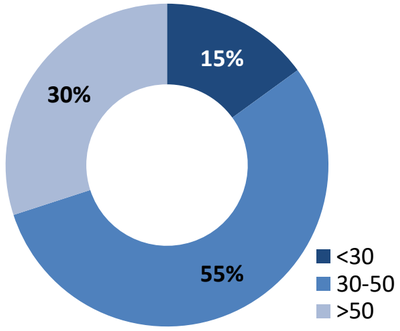
Evolution of employees with permanent contracts



Employees' breakdown by gender, 2024



Employee's breakdown by age, 2024

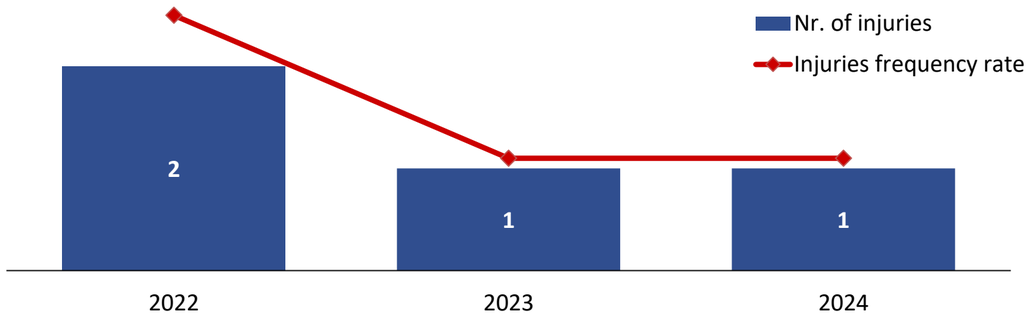


5.3 Employee health and safety

Faccin Group prioritizes the **safety and well-being of its employees** as a fundamental concern. The company has committed to adopting and maintaining the ISO 45001 certification over the years, ensuring the implementation of a health and safety management system compliant with international standards. Furthermore, Faccin Group actively promotes a culture of safety and risk management awareness. The company supports and encourages responsible behaviours among its employees and is dedicated to safeguarding the health and safety of all staff members through preventive actions. Employees are expected to adhere diligently to the obligations outlined by relevant health and safety regulations, as well as comply with all measures mandated by **internal procedures and regulations**.

Indicator	UoM	2022	2023	2024
Number of employees' injuries	No.	2	1	1
of which serious injuries	No.	0	0	0
Work related ill health	No.	0	0	0

Evolution of employee's injuries



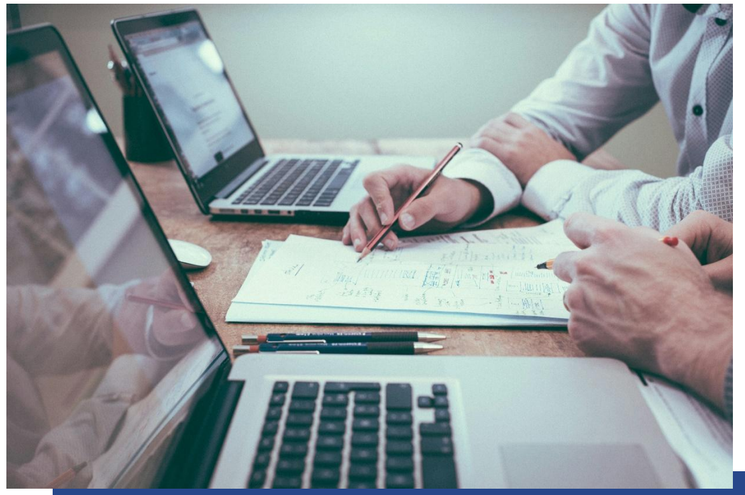
Note: Injury frequency rate calculated as the ratio between the number of injuries that occurred within the year and millions of hours worked

5.4 Understanding corporate atmosphere

Recognizing the vital significance of understanding employee sentiments, Faccin Group has initiated an accurate exploration into its corporate climate. Over the past two years, a series of **focus groups** were conducted to delve deeper into various aspects of workplace dynamics. These sessions have been instrumental in understanding formal and informal team interactions, **assessing** the **overall atmosphere**, ensuring alignment with core values and evaluate employee engagement levels.

The participation in these focus groups has been diverse, involving employees from departments such as Sales & Marketing, Technical Office, Administration and Service. Their valuable inputs have provided precious perspectives on the organizational climate, helping identify strengths and areas for improvement.

Looking ahead, the company remains committed to this journey of understanding and improvement. Plans for the future include extending the reach of these focus groups to encompass the Production & Operations practice in 2024.



"The focus groups reveal a favorable perception of the company climate, with employees regarding Faccin Group as both welcoming and stimulating. Internal communication demonstrates a pronounced inclination toward interdepartmental collaboration, reflecting an environment characterized by openness and mutual trust."

Paolo Mallarino – CFO and Sustainability Leader

5.5 Supporting the well-being of our human resources

We value our human resources. Faccin Group implements an extensive program to support the wellness of its human resources. The aim is to and manage corporate spaces and moments to facilitate integration and unity. The ultimate goal is to facilitate the integration and growth of all resources within the Group, as well as their personal and professional development.

The newly refurbished **cafeteria and O2 relax room** offers spacious and inviting surroundings, with modern amenities aimed at enhancing the dining experience. Additionally, the **outdoor areas** provide a refreshing escape for employees to recharge and enjoy the open air. Inside, designated relaxation spaces create an inviting atmosphere for employees to unwind and socialize, contributing to a positive work environment.

Faccin Group cultivates a sense of unity among its employees through **various events** during the year. In December, an **end-of-year celebration** offers opportunities for shared enjoyment, while employees receive festive gift baskets. Similarly, before summer vacations, the company hosts events alongside its **annual dinner**, encouraging participation from all employees. Budgets are allocated for **team-building activities.**

Faccin Group prioritizes the professional growth of its employees, facilitating **international mobility** to support personal development. Recent initiatives have seen professionals transferring within the group to Faccin USA. Moreover, Faccin Group has implemented a structured **onboarding program** to ensure rapid assimilation into the company and foster immediate connections with key internal figures. This initiative was developed following an internal training programme called "Train The Trainer".

Supply chain management

"At Faccin Group, we place great value on building lasting partnerships with our suppliers, with a strong focus on sourcing from local producers to strengthen our community and honor our sustainability commitments."

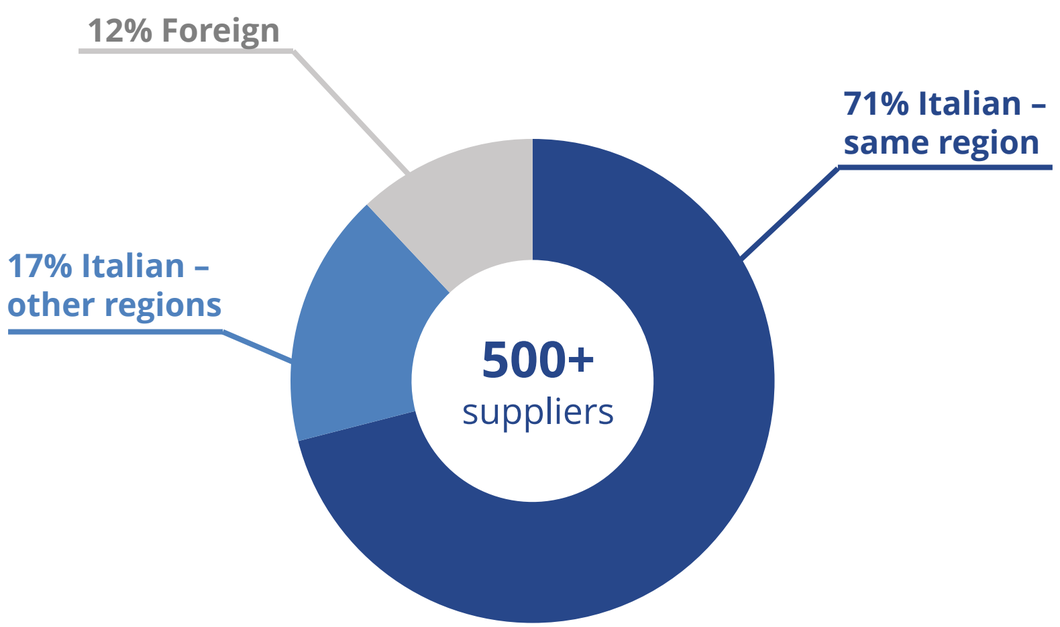
Giuliano Dall'Acqua –
Sustainability Project Manager

6.1 Our supply chain

Faccin Group places significant emphasis on the selection of its suppliers, committing to maintain **long-standing relationships** with them as a key component of its supply chain strategy. Understanding the importance of a **reliable and efficient supply chain**, the company meticulously selects over 500 suppliers, the majority of whom are situated **within the Italian territory**. This geographical proximity underscores Faccin Group's dedication to supporting local economies and ensures that 81% of material and services purchases are made from suppliers located in the same region where Faccin Group operates. By fostering close and enduring partnerships with its suppliers, Faccin Group not only ensures the high quality and reliability of the materials and services it procures but also enhances its operational efficiency and sustainability within the supply chain. For 2024, Faccin Group has set the goal of formalizing a **Code of Conduct** that incorporates ESG standards and principles for the selection, management and monitoring of suppliers.

Indicator	UoM	2022	2023	2024
Procurement budget spent on materials	€/mn	27.1	30.9	35.3
of which spent on Italian suppliers	€/mn	26.8	30.7	34.9

Number of suppliers for material and services - breakdown by location, 2024



Note: Data concerning suppliers of materials and services presented relates to suppliers with whom the Company has expended over 1000 euros

Customer relationship management

“We're committed to meeting our customers' needs promptly and effectively, continually improving our service."

Massimo Avigo – Service Director

7.1 After sales services

Faccin Group is consistently committed to providing rapid, efficient support services and developing innovative solutions to promptly meet every customer request. The customer service structure is comprised of **15 highly skilled resources** and is organized into 5 key divisions to fully address customer needs:

•**Spare Parts**: manages the supply of replacement parts to ensure the operational continuity of the machinery;

•**Technical Assistance**: provides technical support, solving problems and offering assistance for the optimization of machine performance;

•**Accessories**: handles the sale of accessories, enhancing and customizing the clients' experience;

•**Service USA and Service Germany**: offer localized and specialized support to customers in their respective markets, ensuring quick and targeted responses to specific needs.

The company provides after-sales services both proactively, by creating campaigns supported by the Remote Service Management system, and passively, by handling support and spare parts requests, along with complete maintenance packages. Multiple direct contact channels, such as email, direct phone, WhatsApp, We Chat, Kakao talk, IMessage ecc. ensure that every request is promptly addressed by opening a dedicated case followed by immediate confirmation to the customer.

Customer satisfaction assessment is crucial for Faccin Group, which uses **periodic surveys** to monitor the service level. In 2024, the feedback collected demonstrated a high degree of satisfaction.

"Client satisfaction is our top priority, driving us to innovate with solutions like our Remote Service Management system, ensuring we can respond promptly to every request."

Massimo Avigo – Service Director

7.2 Remote Service Management

Faccin Group introduced its **Remote Service Management** (RSM) service in 2018, an **innovative solution** that exemplifies the company's ongoing dedication to operational efficiency and environmental responsibility. Since its inception, Faccin Group has continuously updated the RSM system, culminating in the release of its most advanced and comprehensive version in 2023. The RSM system is a cutting-edge platform **that enables monitoring, diagnostics and remote intervention on machinery** produced by Faccin Group, thereby **reducing** the need for **physical interventions** and ensuring unprecedented responsiveness to customer needs. Through a secure connection, Faccin Group's technicians can access machines installed worldwide, providing timely assistance and preventing potential failures.

2017
Conceptualization of the RSM system aimed at remote access for fast help and service delivery

2018
Initial development with a web portal for internal use, allowing technicians to assist customers remotely

2021
Introduction of 2.0 version, expanding access to all customers with a platform for managing their Faccin Group machines

2022
3.0 Version released with an active customer dashboard, capacity calculator and data collector for improved machine management

2023
Enhanced update introducing automatic maintenance alerts and sophisticated data analysis for streamlined remote management

Efficiency and Productivity

The RSM system has notably **streamlined service response times** through remote diagnostics and maintenance, quickening problem resolution, boosting client productivity, and cutting repair costs by preventing faults. It has also **enhanced machine productivity** and minimized downtime, reducing operational costs and boosting efficiency.

Customer Satisfaction

The promptness and effectiveness of the service provided through RSM have significantly **improved customer satisfaction**. The ability to promptly resolve issues, without the need for physical interventions, has strengthened customer trust in Faccin Group products and brand, solidifying the company's positioning in the market.

Environmental Impact and Innovation

The use of RSM reduces technician travel, **lowering** the **carbon footprint** of operations. Rapid interventions decrease machinery's energy inefficiencies, **promoting sustainable energy use**. Continuous monitoring of machine performance enhances product efficiency, driving innovation towards more sustainable solutions.

Methodological note

The present Sustainability Report represents the tool through which Faccin Group aims to communicate the results of its sustainability initiatives to stakeholders. The sustainability performance has been reported over a three-year time horizon to provide a comprehensive view that includes both the current status and the historical progression of these initiatives. The drafting of the Report was coordinated by the Sustainability Leader and the Sustainability Project Manager, with the support of the other members of the ESG Operating Team, involving the entire organizational structure of the Group.

In order to provide a comprehensive representation of the Group's most significant environmental and social impacts, the scope considered for this Sustainability Report includes the companies fully consolidated in the Consolidated Financial Statements of the Faccin Group. Thus, the data presented refer to the following legal entities:

- Faccin S.p.A., the parent company headquartered in Visano (BS);
- Faccin Gmbh, a German subsidiary based in Sprockhovel;
- Faccin USA Inc., the North American subsidiary headquartered in Mckinney, Texas.

The Report has been approved by the Board of Directors.

8.1 GRI Content Index

Statement of use	Faccin Group has reported the information cited in this GRI content index for the period 1/01/2024 – 31/12/2024 with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI standard	Description	References
GRI 2: General Disclosures 2021	**Disclosure 2-1** Organizational details	Faccin Group structure, The Faccin facility
	Disclosure 2-2 Entities included in the organization's sustainability reporting	Methodological note
	Disclosure 2-6 Activities, value chain and other business relationships	Workforce composition
	Disclosure 2-7 Employees	End-use application, Our supply chain
	Disclosure 2-27 Compliance with laws and regulations	Compliance with laws and regulations
GRI 204: Procurement Practices 2016	**Disclosure 204-1** Proportion of spending on local suppliers	Our supply chain
GRI 205: Anti-corruption 2016	**Disclosure 205-3** Confirmed incidents of corruption and actions taken	Compliance with laws and regulations
GRI 302: Energy 2016	**Disclosure 302-1** Energy consumption within the organization	Energy management
	Disclosure 302-3 Energy intensity	Energy management
GRI 305: Emissions 2016	**Disclosure 305-1** Direct (Scope 1) GHG emissions	GHG emissions
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	GHG emissions
	Disclosure 305-4 GHG emissions intensity	GHG emissions

8.1 GRI Content Index

GRI standard	Description	References
GRI 401: Employment 2016	**Disclosure 401-1** New employee hires and employee turnover	Workforce composition
GRI 306: Waste 2020	**Disclosure 306-3** Waste generated	Waste management
	Disclosure 306-4 Waste diverted from disposal	Waste management
GRI 403: Occupational Health and Safety 2018	**Disclosure 403-9** Work-related injuries	Employee health and safety
	Disclosure 403-10 Work-related ill health	Employee health and safety
GRI 406: Non-discrimination 2016	**Disclosure 406-1** Incidents of discrimination and corrective actions taken	Workforce composition

Faccin S.p.A.

Via dell'Industria, 19 25010
Visano (BS) - Italia

Phone: +39 030 67 29 300
E-mail: info@faccingroup.com

Website
www.faccingroup.com