

Sustainability Report 2024

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Alfeo Ortolan
Founder of the company Maeg Costruzioni S.p.A.



Sustainability represents a crucial challenge today for companies, but also an opportunity to contribute to a better future.

For Maeg Costruzioni S.p.A., this report marks the beginning of an important pathway towards integrating sustainable practices into every aspect of its operations.

This document is not only an account of the initial initiatives done, but also a declaration of intent. Maeg Costruzioni S.p.A. approach to sustainability is based on three main pillars:

Environmental responsibility: reducing environmental impact by adopting innovative solutions and promoting resources efficiency;

Social responsibility: valuing people, promoting diversity, well-being and safety within and outside the organization;

Ethical governance: ensuring transparency, integrity, and compliance in all corporate activities.

This report represents an opportunity to reflect on the results achieved, but also to reaffirm Maeg Costruzioni S.p.A. commitment to ambitious future goals, coherent with the principles of the Sustainable Development Targets set by the United Nations 2030 Agenda.

Identity

01

Maeg Construction S.p.A. is a leading company in the construction sector, specialized in the design, production and installation of metal structures.

Through its headquarters in Vazzola - in the province of Treviso - and a network of factories located in Cimavilla di Codognè, Codognè, Maron di Brugnera and Budoia, Maeg Costruzioni S.p.A. combines **tradition** and **innovation** to offer quality solutions, responding to the needs of national and international customers. Founded on many years of experience and the ability to manage complex projects, the company has built up an established reputation over the years for its **technical excellence** and **attention to details**.

Maeg Costruzioni S.p.A., with its registered offices in Vazzola (TV), at Via G. Toniolo n. 40, has **five production plants** in north-eastern Italy (in Veneto and Friuli Venezia Giulia regions) and an international presence thanks to its **ten foreign branches** (France, Austria, Croatia, Sweden, Latvia, Romania, Czech Republic, Slovakia, Serbia and Albania).

Production plants	5
Foreign branches	10
2024 Turnover	110M€



Vision

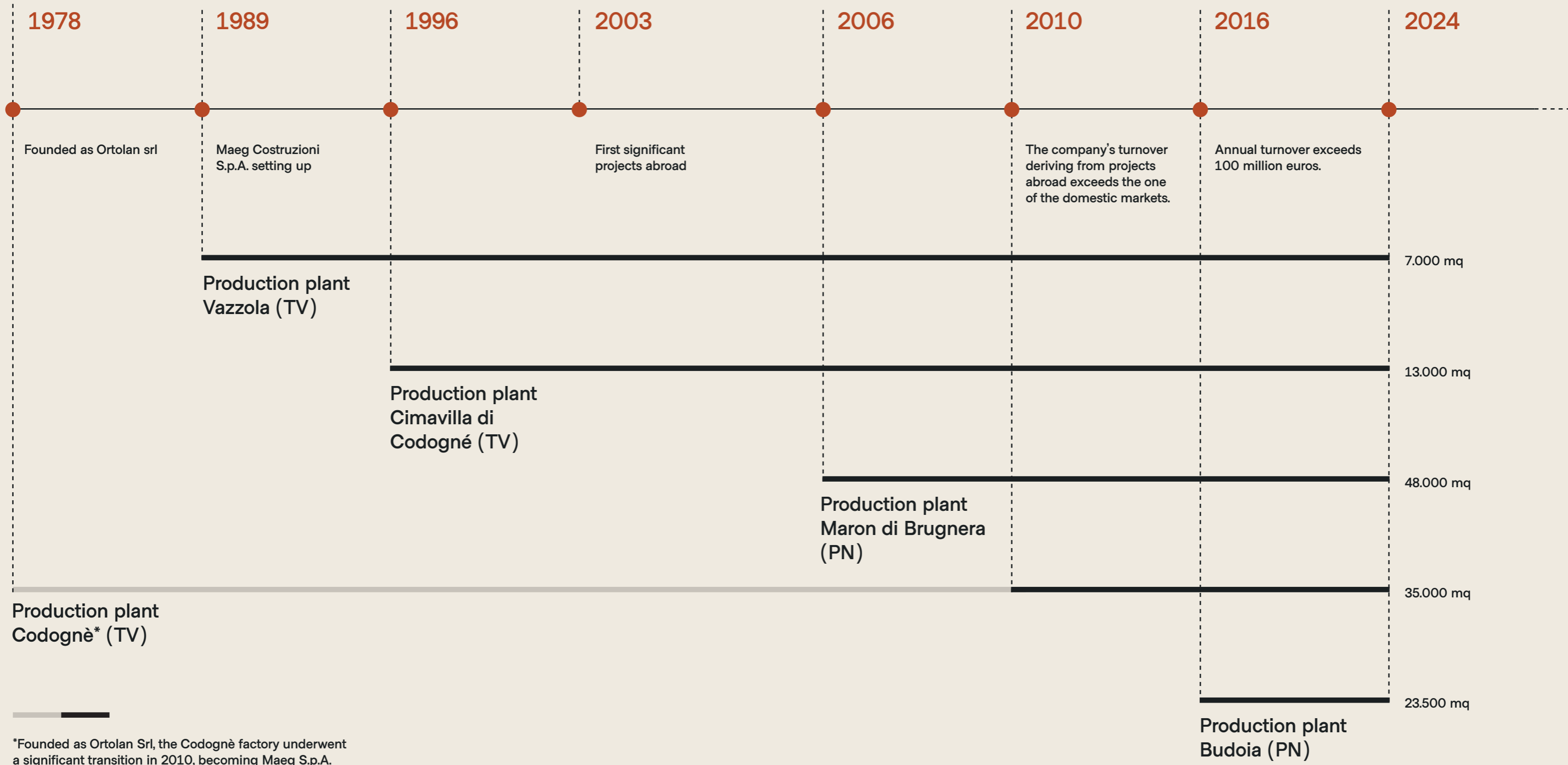
Maeg Costruzioni S.p.A. envisions a future in which construction and infrastructure are fully integrated into a **sustainable development model**, where innovation and social responsibility combine together to create a lasting value for present and future generations. The company aims to actively contribute to the reduction of the environmental impact and the improvement of well-being of the communities in which it operates.

Mission

The mission of Maeg Costruzioni S.p.A. is to integrate sustainability in every aspect of its activities, promoting design and operational solutions that combine **quality, efficiency and respect for the environment**. The company is committed to ensuring security and transparency, invest in the continuous training of its collaborators and to build relationships of trust with its stakeholders.



Milestones



Governance and Business Model

02

Maeg Costruzioni S.p.A.'s production plants and offices are located in north-eastern Italy, concentrated within an area of 35 kilometres.



This geographical location allows to keep the production process flexible and monitored, checking its progress and ensuring the optimization of transport between the different production plants.

Production capacity (tons/year)	65,000
Production area (m ²)	139,597
Production plants	5





Vazzola (registered office)

The company's registered offices are located in Vazzola (TV) Italy at Via G. Toniolo n. 40, which is also the headquarter of the administrative offices and the location of one its production plants.

Foundation	1989
Surface area of the production plant (m ²)	7,000 (3,500 covered, 3,500 uncovered)
Staff capacity	25-30
Office capacity	80-90
Activity	Manufacturing



Codognè

The factory is located in Codognè (TV) Italy, in Via Comun, 7

Foundation	2010
Surface area of the production plant (m ²)	35,000 m ² (8,500 covered, 26,500 uncovered)
Staff capacity	80-100
Activity	Cutting, manufacturing, painting



Cimavilla

The factory is located in Cimavilla di Codognè (TV) Italy, Via del Lavoro, 52

Foundation	1998
Surface area of the production plant (m ²)	26,037 m ² (13,391 covered, 12,646 uncovered)
Staff capacity	50-55
Activity	Cutting



Maron di Brugnera

The factory is located in Maron di Brugnera (PN) Italy, Via Moret, 13

Foundation	2003
Surface area of the production plant (m ²)	48,000 m ² (12,500 covered, 35,500 uncovered)
Staff capacity	80-100
Activity	Manufacturing, painting



Budoia

The factory is located in Budoia (PN), Via della Braida, 5 in Italy.

Foundation	2016
Surface area of the production plant (m ²)	23,500 m ² (5,000 covered, 18,000 uncovered)
Staff capacity	40-50
Activity	Manufacturing, painting

The company's business model is flexible and adapts to different specific cases.



The only common denominators are the "made to order" and B2B approach, both private and public. Over the years, the company has been able to range from "general contractor" to "supplier".

In the first case, Maeg Costruzioni S.p.A., as the general contractor, uses its managerial skills to manage and plan the execution of a complex contract, the components of which are contributed by a large number of suppliers.

In the second case, Maeg Costruzioni S.p.A., as a supplier, focuses mainly on the production process, without dealing with the conclusion of the contract.

Between the two models, there are numerous hybrid typologies.

The main characterizing elements of the hybrid models are:

Collaborations

Relationships with customers of both "push" type, through participation in tenders, and "pull" type, through the setting-up of consortia or Temporary Group of Companies with other construction companies aimed at jointly participating in tenders, based on their respective complementary skills;

Production departments

Modular production sectors, with flexible capacities based on needs;

Consolidated network

Consolidated network of external contractors and engineers;

Installation capacity

Ability to install and assemble complex and logistically difficult contexts.



Maeg Costruzioni S.p.A. put quality, safety and sustainability at the centre of every project it carries out.



The constant commitment to improvement and adaptation to international standards has enabled the company to obtain significant **certifications**, which attest its ability to operate through high standards of excellence.

Management and quality

ISO 9001:2015

It constitutes one of the international standards most important for management of quality in organizations and certifies the capacity of a company to provide products and services that meet customer requirements and legal regulations, ensuring a continuous capacity for improvement.

EN 1090-1

This is a fundamental European standard in the construction metallic sector, which is concentrated on quality and compliance of metal structures and steel components and constitutes an essential requirement for companies which operate in this sector.

ISO 3834

It is an international standard that establishes the requirements for the system of quality management in welding, ensuring that the processes welding is performed safely, efficiently and in compliance with the required quality standards.

Environment and safety

ISO 45001:2018

It is an international standard that establishes the requirements for a system of health and safety management at work, particularly important for the construction sector, where the risks are high and in which it is essential adopt rigorous policies of prevention.

ISO 14001:2015

It is an international standard that establishes the requirements for a system environmental management, that helps companies to manage and to improve the environmental performance, reducing the negative impacts on the environment and helping to create a more sustainable future.

ISO 39001:2016

It is an international standard that establishes the requirements for a system of road safety management, developed to reduce the risks associated with accidents road and to improve safety of people who use public or private roads, including those intended for the transport of goods and people.

Ethics and equality

ISO 37001:2016

It is an international standard developed to help organizations to prevent corruption and to create an effective anti-corruption management system, providing a practical guide to implement a management system aimed at reducing and preventing the risk of corruptive practices within the organizations.

SA 8000:2014

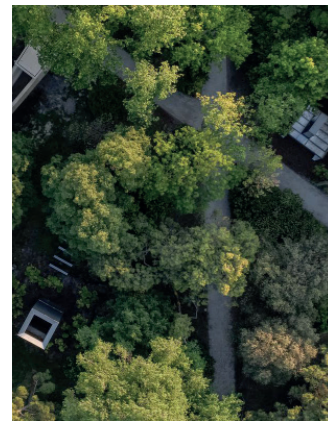
It is an international standard that establishes the requirements for social responsibility of companies, focusing on the improvement of working conditions and, in general, on compliance of human rights.

UNI PdR/125:2022

It is a reference practice that represents the first Italian national standard aimed at providing practical and miserable guidelines to promote gender equality within public and private organizations.

The set of previous certifications has allowed Maeg Costruzioni S.p.A. to obtain the prestigious international certification **EcoVadis Silver**, which certifies the company's commitment in the field of environmental sustainability, social responsibility and business ethics.

EcoVadis' Silver rating places Maeg among the 15% of the best companies globally assessed by EcoVadis, through consolidated performances in the following four key-areas:



Environment

With particular attention to resource management, to reduce emissions and environmental protection in production processes.



Work and human rights

Through policies aimed at to safety, inclusion and respect for people.



Ethics

With transparent practices and a strong focus on prevention of corruption.



Sustainable purchasing

Thanks to the involvement of suppliers along the entire supply chain.

Other sector certifications

SOA (Italy)

SOA certification (Society Certification Body) is a mandatory certification to participate in public tenders in Italy. Maeg Costruzioni S.p.A. has obtained the highest range, unlimited, in the production of steel structures components for public works.

RFI (Italy)

It's a fundamental national standard in the railway steel construction sector that focuses on quality and compliance of metal structures and railway steel components and constitutes an essential requirement for companies who operate in this sector.

SNCF (France)

This is a certification released by Société Nationale des Chemins de Fer (SNCF) - which manages the French railways at a national level - which allows companies to be qualified as suppliers for projects, contracts and procurement relating to railways infrastructure in France.

FVS (Austria)

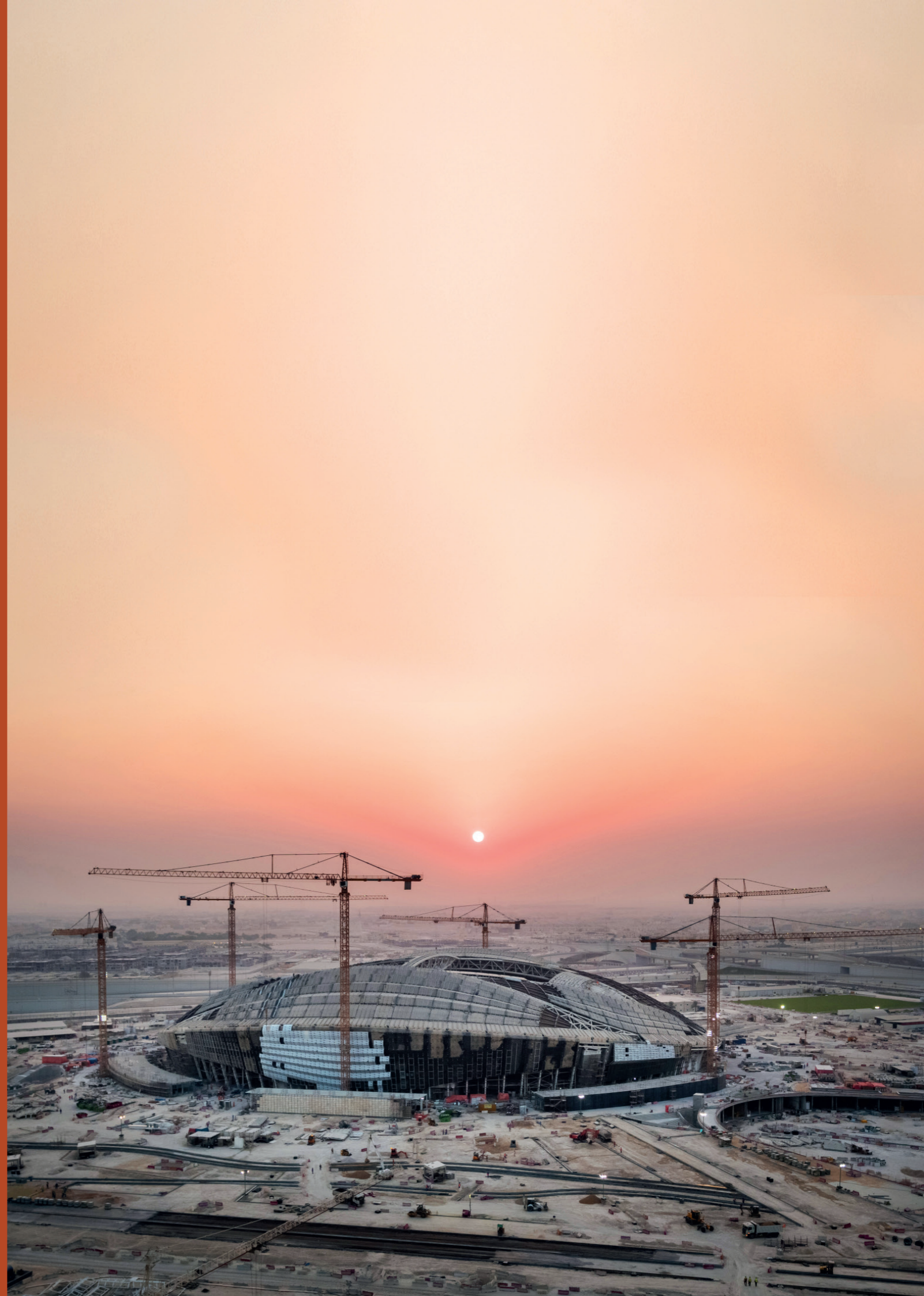
The FVS Austria certification is an official recognition issued from the Fachverband der Verkehrs- und Serviceunternehmen (FVS), Austrian company of transport and services sector. This certificate attests compliance with technical regulations and specific qualities for the companies operating in the sector of transport and services in Austria.

SK (Slovakia)

Railways certification Slovakian (Železnice Slovenskej Republiky - ZSR) is a recognition certifying the qualification of a company to operate in the railway sector in Slovakia, enabling to participate in railways construction and maintenance works and infrastructure railways management.

Each certification obtained by Maeg Costruzioni S.p.A. is not only a recognition of the work carried out, but also a commitment towards its customers, collaborators and the environment, so that every project carried out is synonymous of reliability, safety and sustainability.

The certifications obtained by Maeg Costruzioni S.p.A. are the result of a daily commitment of the company to ensure the highest **quality** and the most rigorous **safety** at every stage of the work. Maeg Costruzioni S.p.A. is committed to keep updated and renew all certifications regularly business and to invest in continuous training of its staff and in the adoption of innovative technologies to keep abreast of market and regulatory developments.



Main projects realized in 2024



Sibiu-Pitesti Motorway,

Section 5: km 92 + 600 - km 122 + 950"

Curtea de Arges, Romania

National Company for Road Infrastructure Management SA (CNAIR SA)

Construction of viaducts motorways for over 10,000 tons and highway network development.



Playel Urban Crossing

Saint-Denis, France

Plaine Commune Development

Road bridge and pedestrian and cycle walkway built for the 2024 Olympic Games in Paris (France), connecting the athletes' village with the Stade de France and the Olympic aquatics centre.



Austerlitz Coverage

Paris, France

Cogedim Paris Metropole 87

The work was conceived as a metalwork infrastructure (crash deck and warren) covering the underlying railway tracks near the station Austerlitz (13th arrondissement in Paris), forming the base for the construction of a prestigious residential building.



Cameri Military Airport

Cameri, Italy

Leonardo S.p.a.

Expansion of the military aircraft maintenance and logistics buildings at Cameri military airport.



Viadotti A32 Torino-Bardonecchia

Bardonecchia, Italy

SITAF SpA

Replacement of viaducts and construction of new ramps junction for modernization of the highway sections.



Morava Arch Railway Bridge

Border between Slovakia and the Czech Republic

Brodské, Slovakia

Železnice Slovenskej republiky (ŽSR)

Construction of an arched railway bridge over the Morava River to modernize the railway route Devínska Nová Ves for high-speed trains.



Gewiss Stadium

Bergamo, Italy

Stadio Atalanta S.r.l.

Construction of the roofing for the South Curve of Gewiss Stadium of Atalanta football team (Bergamo), forming part of the larger reconstruction project of the tribune already completed by Maeg Costruzioni S.p.A. for the North curve in 2019.



Riga Railway Station

Riga, Latvia

SIA "Eiropas dzelzcela linijas"

Roofing of Riga Railway Station, which forms part of the European railway project "Rail Baltica", aimed at connecting the countries Nordic to those of Central Europe.



Aimé Césaire International Airport

Le Lamentin, Martinique

Société Aéroport Martinique Aime Cesaire (SAMAC)

Expansion of Martinique Airport, through the construction of more independent buildings and the extension of existing facilities to support the increase in tourist influx and to bring it in line with international standards.



Suspension Bridge over the Danube A26

Linz, Austria

ASFiNAG

Suspension bridge over the Danube (305 metres long) connecting two tunnels, with the aim of easing traffic on the A26 motorway near the city of Linz.

The beating heart of the company is represented by its **stakeholders**: public and private sector customers, strategic suppliers for the supply of raw materials, qualified employees and local communities. Attention to sustainability and innovation represents a key target for the company, who is committed to constantly improving its processes to face market challenges in a conscious and responsibly way.

Materiality Matrix

Maeg Costruzioni S.p.A., in its pathway towards increasingly responsible and sustainable corporate management, conducted an assessment of materiality issues by sending a questionnaire to its key stakeholders. This approach allows to identify **the priorities perceived by employees, customers, local communities and suppliers**, with the aim of integrating these perspectives into future corporate strategies.

Each stakeholder gave a score from 1 (not very important) to 5 (very important) to each topic. The collected data has been analysed to calculate the averages of importance and identify the main priorities.

The results analysed were the following:

Energy efficiency

It emerges as a crucial issue for reducing consumption and increase company competitiveness.

Emissions management

It is positioned as an aspect especially relevant for the environmental impacts.

Quality and durability of buildings

It reflects the importance to offer sustainable and long-lasting contraction works.

Corporate ethics and integrity

Stresses the importance of transparency and accountability.

Safety at work

It is the most relevant topic for the stakeholders. It represents a strategic priority both for the protection of workers both for the respect of social standards.

Regulatory compliance

Ensures compliance with the laws and regulations in force, reducing the risks of sanctions and improving corporate reputation.

Waste management

Aim to reduce the environmental impact through a correct collection, disposal and recycling of waste materials.

Water Resources Management

Aim for responsible use of water, reducing waste and ensuring availability for future generations.

Innovation and Digitalization

Supports modernization of business processes and the introduction of technologies to improve efficiency and competitiveness.

Climate resilience and adaptation

Promotes the ability of the company to face extreme weather events and environmental changes, ensuring continuity operational and sustainability in time.

Personnel training and development

Promotes the growth of skills and motivation, contributing to improve company performance and organizational well-being.

The analysis of these issues highlighted the company's position in terms of priorities relating to the various aspects:



High priority

Safety at work, Quality and durability of buildings, Personnel training and development. These issues represent essential factors for the protection of people, the project quality and the skills development: key elements for consolidating corporate leadership and ensuring long-term sustainability.

Medium priority

Waste Management, Water Resources Management, Innovation and Digitalization, Corporate Ethics and Integrity, Regulatory Compliance, Energy Efficiency. On these topics the company has already launched concrete projects and actions, with the aim of improving its positive impact from both an environmental and social point of view.

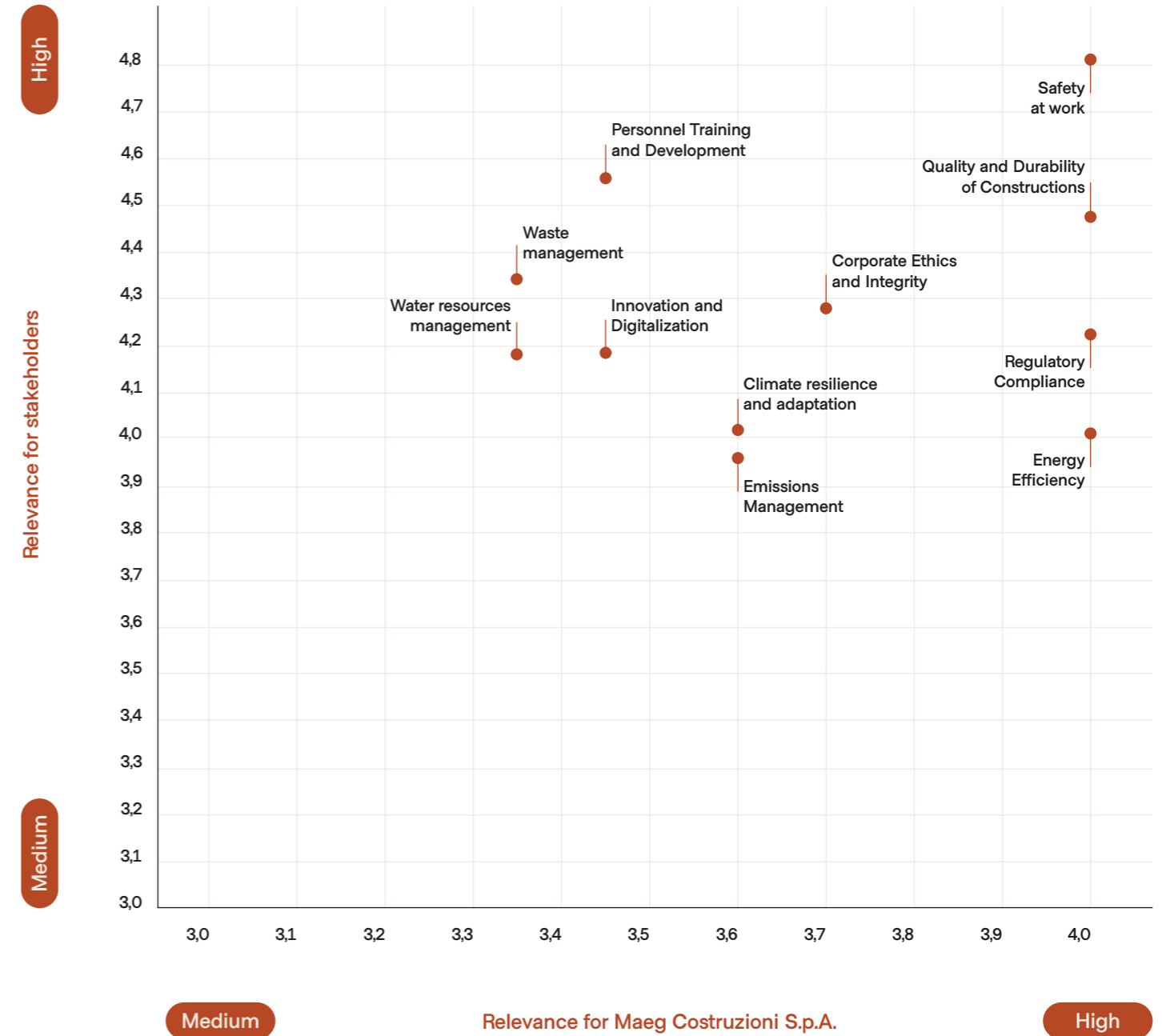
Strategic value

Emissions management, Climate resilience and adaptation have been recognized as issues that strengthen corporate culture, foster responsibility towards the territory and support alignment with stakeholder expectations.

This listening process ensured a direct involvement and a faithful representation of their expectations. Maeg Costruzioni S.p.A. will continue to monitor and improve its approach to sustainability through concrete initiatives and transparent communication with stakeholders. The realization of this materiality matrix represents

an important step in the **company's commitment towards sustainability.**

Maeg Costruzioni S.p.A. thanks all stakeholders for their valuable contributions and is committed to translating these recommendations into concrete actions for the common benefit.



The analysis of the materiality matrix highlights that the issues related to **safety, skills development** and the **quality** projects are essential for stakeholders.

These results will guide strategic decisions, ensuring that business priorities are aligned with external expectations.

Commitment to sustainability

03

Towards a Sustainable Future: Maeg Costruzioni S.p.A.'s 2030 Operational Plan

Sustainability represents a crucial challenge for companies today, but also an opportunity to contribute to a better future. For Maeg Costruzioni S.p.A., the Sustainability Operational Plan marks the beginning of an important pathway toward integrating sustainable practices into every aspect of its activities.

The approach of Maeg Costruzioni S.p.A. Sustainability is based on three main pillars:

Environmental Responsibility

Reduce environmental impact by adopting innovative solutions and promoting the efficiency of resources.

Social Responsibility

Valuing people, promoting diversity, well-being and safety inside and outside of the company.

Ethical Governance

Ensure transparency, integrity and respect for regulations in all corporate activities.

This report represents an opportunity to reflect on the results achieved, but also to reaffirm Maeg Costruzioni S.p.A.'s commitment to ambitious future targets, consistent with the principles of the Sustainable Development Targets defined by the United Nations 2030 Agenda.



Monitoring and updating targets

To ensure the effectiveness of the Sustainability Operational Plan, Maeg Costruzioni S.p.A. will adopt a continuous monitoring system, which provides for registration and periodic review of the targets. The analysis of the results obtained and the adaptation to market evolutions and company strategies will allow Maeg Costruzioni S.p.A. to maintain a flexible approach always aligned with the challenges of sustainability.

Approval and constant commitment

The Sustainability Operational Plan has received the approval of the Board of Directors of Maeg Costruzioni S.p.A. and represents a further step forward in the pathways towards a more responsible future. Maeg Costruzioni S.p.A. is committed to ensuring transparency on the progress and difficulties encountered, through the Sustainability Operational Plan and the Sustainability Report, thus strengthening its determination to achieve its pre-established targets.

The Sustainability Operational Plan is developed around **five fundamental strategic lines**, which embody the commitment towards a more responsible and sustainable future.

These guidelines not only guide the company's actions, but also represent a reference and concrete way to evaluate progress, through specific performance indicators (KPIs). Maeg Costruzioni S.p.A. has identified a series of long-term strategic targets:

001	Environmental Sustainability and reduction of impacts	Adopt practices and solutions aimed at minimizing the environmental impact of business activities, contributing to the transition to a more sustainable model. The target is to reduce CO2 emissions, to optimize the consumption of natural resources, and to promote a circular approach of production and of waste management.
002	Improve energetics efficiency	Introduce innovative technological solutions and advanced processes to reduce energy consumption and minimize the carbon footprint of production activities.
003	Monitored and sustainable Supply chain	Ensure a transparent, ethical and sustainable supply chain, monitoring supplier performance in terms of quality, regulatory compliance, social responsibility and environmental impact.
004	Attention to workers and safety	Adopt preventive measures to ensure a safe working environment for employees and collaborators, reducing risks and promoting a prevention-oriented culture. Develop continuous training programs to strengthen personnel skills.
005	Governance and Business Ethics	Promote transparency, integrity and ethics in business and operational practices. Through ongoing training and targeted policies, Maeg Costruzioni S.p.A. is committed to maintain high standards of corporate governance, respecting human rights and anti-corruption principles.

To ensure effective and measurable monitoring of progress Key Performance Indicators (KPI) have been established in each of these areas.

Environmental Area



- Energy consumption: kWh consumed per unit of production.
- Energy from renewable sources on total of the energy consumed.
- Waste management: amount of hazardous and non-hazardous waste disposed of or recycled.
- Water consumption: cubic meters of water consumed.
- Water withdrawals carried out.

Social area



- New contracts with suppliers which include environmental and social clauses.
- Accident rate per year.
- Injury severity index.
- Percentage of employees involved in annual training programs.
- Percentage of women in the total manpower and in management positions.

Governance area



- Managers and employees informed and trained on corruption topic.
- Employees informed and trained on ethical and sustainability issues.
- Suppliers subjected to anti-corruption due diligence.
- Reports managed through the whistleblowing system.
- Suppliers subjected to and monitored via ESG questionnaire.

Identifying ESG risks: identified risks and mitigation measures

The company takes a systematic approach to identify and mitigate ESG risks (environmental, social and governance), ensuring the sustainability of its operations and compliance with corporate responsibility principles.



Environmental Risks (E)

001
Environnemental impact on production activities:
risk of polluting emissions and waste production.

Mitigation measures: Implementation of management environmental systems ISO 14001, emissions monitoring, recycling and waste reduction.

002
Climate change:
Risk of increased operating costs due to events extreme weather.

Mitigation measures: Investments in renewable energy, improving energy efficiency and adopting business continuity plans.

Social Risks (S)

001
Employee safety and well-being:
risk of accidents at work or employee's dissatisfaction.

Mitigation measures: Continuous dialogue with communities, social projects and initiatives for local development.

002
Community Involvement:
risk of non-acceptance of business activities by part of local communities.

Misure di mitigazione: dialogo continuo con le comunità, progetti sociali e iniziative per lo sviluppo locale.

Governance Risks (G)

001
Compliance and Corporate Integrity:
risk of regulatory violations or unethical behaviours.

Mitigation measures: adoption of ISO 37001 anti-corruption management system, training on business ethics and continuous monitoring of regulatory compliance.

002
Supply Chain Management:
risk of human rights violations or unsustainable practices by suppliers.

Mitigation measures: Supplier assessment according to ESG criteria, implementation of codes of conduct and regular audits.

Main initiatives carried out during 2024

During 2024, Maeg Costruzioni S.p.A. carried out a series of valuable initiatives to support the implementation of these strategic guidelines, ranging from energy efficiency to the strengthening of diversity and inclusion policies, and the digitisation of processes for greater efficiency and transparency.



The main initiatives carried out during 2024 were the following:

- 001** **Reporting has started**

During 2024 a structured process was launched to collect and report data on waste generated, energy from renewable sources as a percentage of total consumption and fuel and electricity consumption. This first step laid the foundations for a more transparent environmental monitoring system geared towards continuous improvement.
- 002** **Digitisation and innovation of tools and processes**

New cutting planning software was introduced at Cimavilla plant. Integration with other company's systems has facilitated smoother communication between departments, improving the traceability of activities and contributing to operational efficiency.
- 003** **Energy efficiency**

The company has expanded its photovoltaic systems in four of its five plants. This investment has led to a significant reduction in its carbon footprint, greater energy autonomy and more efficient consumption management, benefiting overall sustainability.
- 004** **Certifications for gender equality, anti-corruption and road safety**

During 2024, certifications were obtained for gender equality, anti-corruption and road safety. These achievements provided an opportunity to review company's policies and strengthen the commitment toward a more equitable and safer working environment.
- 005** **Continued implementation of the management systems already adopted (quality, safety, environment)**

Consolidation and updating of ISO 9001 systems, 14001 and 45001, with targeted audits and continuous improvement actions to support corporate performance and sustainability.

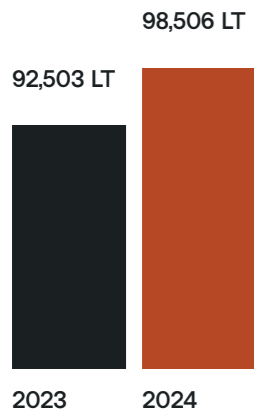
Environmental Performance

04

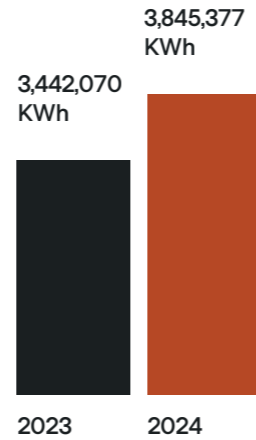
Greenhouse Gas emissions analysis Scope 1 and Scope 2

The main consumption and uses of resources that determine emissions falling within Scope 1 and 2 are reported below, indicated in their own units of measurement.

SCOPE 1



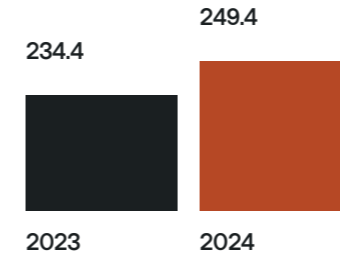
SCOPE 2



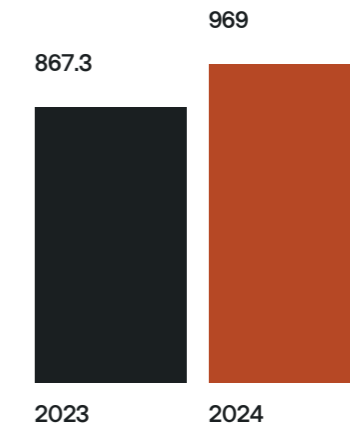
ENERGY CONSUMPTION	U.M.	2023	2024
SCOPE 1			
Diesel fuel for transport and internal handling	LT	92,503	98,506
Refrigerant gases	Kg	1	1
SCOPE 2			
Electricity drawn from the grid	KWh	3,442,070	3,845,377

GREENHOUSE GAS EMISSIONS	U.M.	2023	2024
SCOPE 1			
Stationary combustion (Fuels)	tCO2e	232.3	247.3
Refrigerant gases	tCO2e	2.088	2.088
SCOPE 2			
Emissions from electricity consumption	tCO2e	867.3	969

SCOPE 1 - tCO2e/year



SCOPE 2 - tCO2e/year



Trend analysis of emissions:

the recorded increase in Scope 1 emissions in 2024 is mainly linked to a greater **use of means for the internal transport**. The kind of projects developed during the year involved more complex and heavy works, which required a higher number of internal movements between the plants, with consequent increase of fuel consumption.

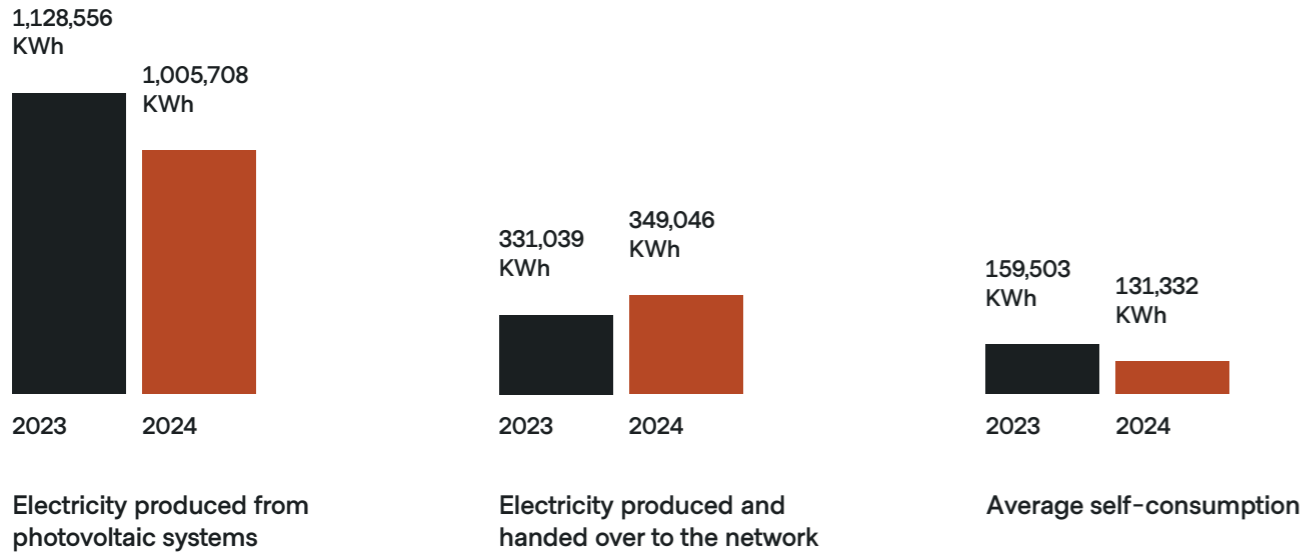
Concerning the Scope 2, the increase is attributable to the **increased withdrawal of electricity from the grid**, already highlighted in the consumption data, as production photovoltaic was not sufficient to fully cover the need and it became necessary to purchase additional energy.

Energy production from renewable sources

The company has **photovoltaic systems** that significantly contribute to electric energy production. The current self-consumption capacity does not allow to retain all the

energy generated, with a substantial share amount that is given to the network.

UM PHOTOVOLTAIC PANELS	U.M.	2023	2024
Electricity produced by photovoltaic systems	KWh	1,128,556	1,005,708
Electricity produced and sold to the grid	KWh	331,039	349,046
Average self-consumption per site (5 sites)	KWh	159,503	131,332
Average energy self-sufficiency	%	32%	28%



Production Analysis energy from renewable sources:

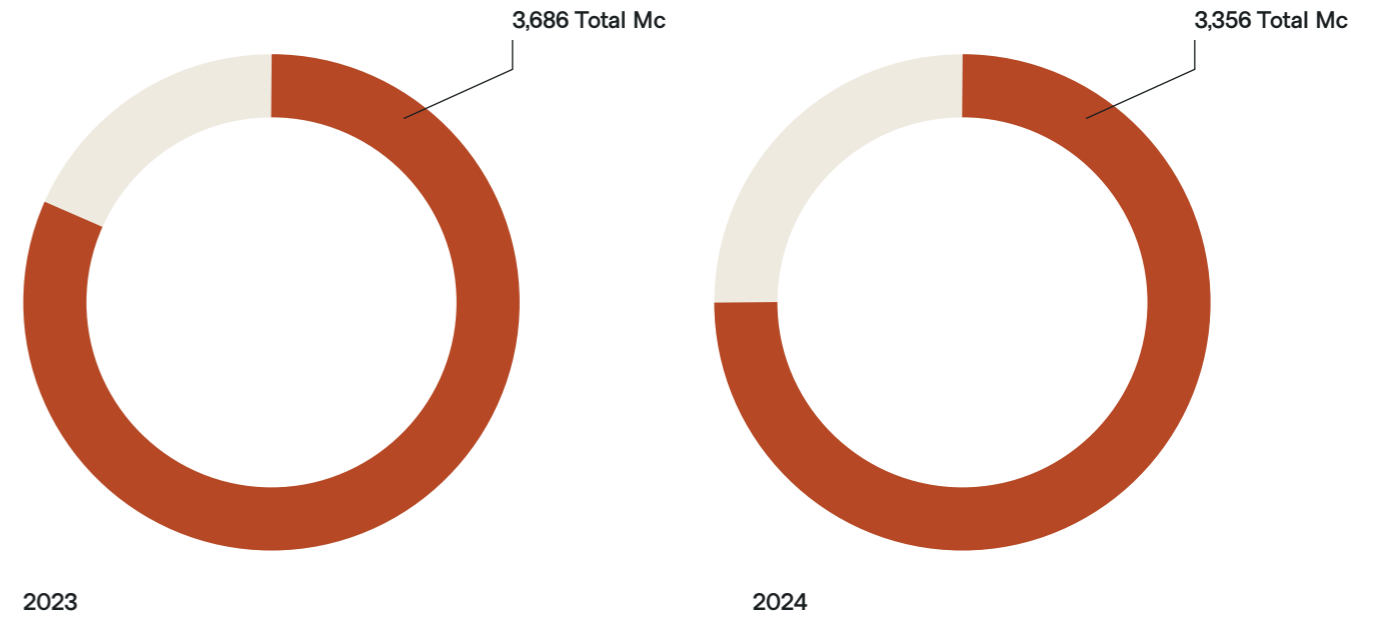
an intervention plan is underway to **introduce batteries of accumulation**, with the aim of increasing self-sufficiency energy and further reduce electricity energy consumption from the grid.

Use of water resources

The data relating to water consumption in 2024 shows a reduction compared to the previous year, thanks to internal policies promoting virtuous behaviours and attention

to the responsible management of water resources inside the factories.

WATER	U.M.	2023	2024
Average total water consumption from the aqueduct (100%)	Total Mc	3,686	3,356
Average daily consumption for the 5 production plants	cubic meters/day	1.68	1.75



Water resources analysis

The safety of company's environments is a priority for Maeg Costruzioni S.p.A., which has conducted a legionella testing on its water and cooling systems, in compliance with current regulations. The monitoring included sampling and microbiological analysis to verify

the presence of the bacteria, as well as system checks to prevent conditions conducive to its proliferation. The testing was conducted on all five production plants.

Social Performance

05

Equality and inclusion

During 2023, the organization showed a total of 501 employees, with a prevalence of full-time contracts (483) compared to part-time workers (18). During 2024, the distribution has diversified, with an increase of part-time contracts from 18 to 22 and a reduction of full-time contracts to 463.

Maeg Costruzioni S.p.A. Italy						
	2023	2023	2023	2024	2024	2024
FULL TIME—PART TIME	Men	Women	Total	Men	Women	Total
Full time	247	28	275	210	32	242
Part time	2	15	17	5	16	21
Total	249	43	292	215	48	263

Foreign branch of Maeg Costruzioni S.p.A.						
	2023	2023	2023	2024	2024	2024
FULL TIME—PART TIME	Men	Women	Total	Men	Women	Total
Full time	201	7	208	215	13	228
Part time	0	1	1	0	1	1
Total	201	8	209	215	14	229

Equality and inclusion analysis

These data highlight a trend toward greater contractual flexibility, supporting a more inclusive approach to employee needs. These initiatives aim to further promote diversity and equity, by offering balanced work

opportunities which are compatible with individual needs, thus fostering a more equitable and welcoming work environment.

Working conditions

Below are shown the data on injuries, near-misses, and safety training, which can serve as a benchmark and guide for future improvement efforts.

NEAR MISS—ACCIDENTS		
	2023	2024
N. Near-Miss	5	2
N. Accidents	12	14
Hours of injury	483	301

SAFETY TRAINING		
	2023	2024
Hours of safety training	1652	686
Total hours	1660	767.5
% safety training of total general training	99.52	89.38

Analysis of working conditions

A safety workplace remains an essential priority for the company. Between 2023 and 2024, Maeg Costruzioni S.p.A. recorded a reduction in near-misses from 5 to 2, a sign of improved risk management and prevention. The number of accidents, however, slightly increased, from 12 to 14, but these were mostly minor accidents, causing fewer hours of absence than in the past.

Concerning safety training, the reduction in total hours during 2024 is due to the fact that the company plans

periodic macro-training sessions every five years, still ensuring constant monitoring of mandatory updates for the workers. Despite the overall decrease in hours, safety training accounted for 89.38% of total training hours in 2024, confirming the company's commitment to protecting the health and safety of its employees.

Human Rights

The company places respect and promotion of human rights at the heart of its activities, committing to creating a fair and inclusive work environment that respects the dignity of every individual. Maeg Costruzioni S.p.A.'s policies are based on the principles of national and international regulations, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

001	Non-policies discrimination	Implementation of procedures that ensure fairness in access to job opportunities, eliminating any form of discrimination based on gender, ethnicity, religion, sexual orientation, or ability.
002	Prevention of harassment and abuses	Creating secure and anonymous reporting channels of inappropriate behaviours, with timely actions to their resolution.
003	Decent working conditions	Ensure fair wages, sustainable working hours and a safe environment for all employees.
004	Evaluation of supply chain	Take preventive measures to ensure a safe environment protected work for employees and collaborators, reducing risks and promoting a culture-oriented towards prevention. Develop continuous update programs to strengthen personnel skills.
005	Governance and Business Ethics	Promote transparency, integrity and ethics in commercial and operational practices. Through ongoing training and targeted policies, Maeg Costruzioni S.p.A. is committed to maintaining high standards of corporate governance, respecting the human rights and the principles of corruption prevention.



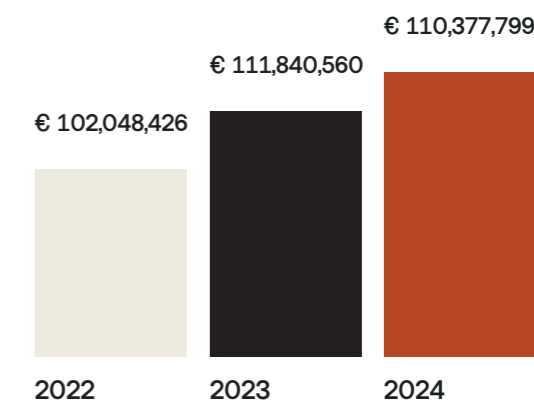
Economic performance

06

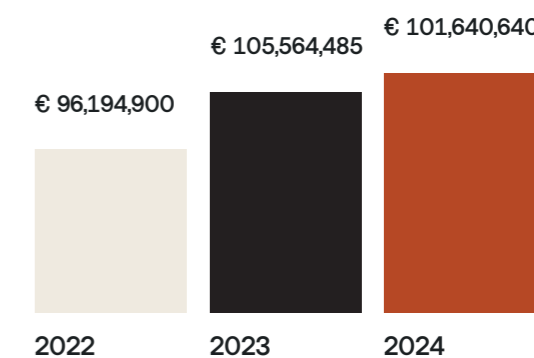
Below is shown an analysis of the economic value produced and distributed by the company in the years 2022, 2023 and 2024. The data highlights the company's ability to create and distribute economic value, while maintaining sustainable growth.

VALORE ECONOMICO PRODOTTO E DISTRIBUTO	2022	2023	2024
A. Valore economico prodotto	102,048,426	111,840,560	110,377,799
Ricavi complessivi	83,719,648	32,917,202	113,917,097
Variazione rimanenze lavori in corso	18,250,466	78,552,119	-3,980,054
Proventi finanziari	78,312	371,239	440,756
B. Valore economico distribuito	96,194,900	105,564,485	101,640,640
Costi operativi	76,435,571	82,963,880	80,969,300
Salari e benefit dei dipendenti	20,449,379	20,619,061	18,978,585
Oneri finanziari	-690,050	1,981,543	1,692,755
(A-B) Valore economico trattenuto	5,853,526	6,276,075	8,737,159

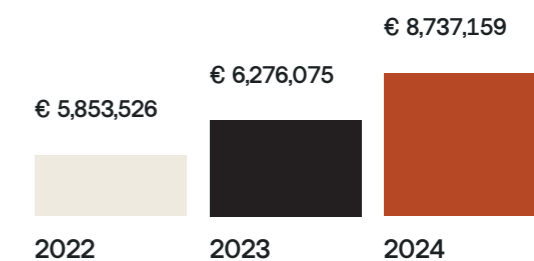
A. Economic value produced



B. Distributed economic value



(A-B) Economic value retained











Reporting on 2024 targets

07




Environmental sustainability and reduction of the impacts generated

Maeg Costruzioni S.p.A. intends to adopt practices and solutions aimed at minimizing the environmental impact of corporate activities, contributing to the transition to a more sustainable model. The target is to **reduce CO2 emissions, to optimize the consumption of natural resources and to promote a circular approach** of production and waste management.

SDG	Theme	2024	Target	Term
 	Reporting of consumption of fuels and electricity.	Started Reporting	100%	IMPLEMENTED
	Energy reporting deriving from renewable sources on total energy consumed.	Started Reporting	100%	IMPLEMENTED
 	Reporting of waste generated.	Started Reporting	100%	IMPLEMENTED
 	Reporting of withdrawals water (wastewater monitoring, water quality control through microbiological analysis of the water).	50%	100%	2026
 	Reducing emissions (purchase and use of electric cars, recharging with renewable energy, purchase of accumulation batteries to exploit solar panels).	The targets have been defined	-30%	2027




Improving energy efficiency

Maeg Costruzioni S.p.A. intends to **improve the energy efficiency** of its activities by adopting advanced technological solutions and sustainable choices. The target is to reduce energy consumption, to contain climate-altering emissions and to promote a more conscious use of resources, contributing to the transition towards a more responsible energy model.

SDG	Theme	2024	Target	Term
 	Purchase of accumulation batteries to improve energetic efficiency.	Analyses data collection	-40%	2030
	Purchase of electric cars powered by renewable energy	Analyses data collection	-40%	2030






Sustainable supply chain

Maeg Costruzioni S.p.A.'s target is to establish **long-lasting collaborative relationships** with its suppliers. In defining the supply chain, the practices purchasing, the qualification process, the selection of suppliers and the purchasing conditions are guided by the values and criteria of: competitiveness, objectivity, respectability, transparency, fairness, impartiality, pricing equity and quality.

SDG	Theme	2024	Target	Term
  	New contracts with suppliers that include environmental and social clauses.	0%	100%	2025
	Major suppliers subjected to periodically ESG questionnaires.	Reporting started	100%	2025
	Purchasing Department's Employees trained and made aware of the importance of ESG issues for business activities.	in progress	100%	2025
	Purchase software for monitoring of strategic/main suppliers: emissions, ESG certifications and quality.	in progress	100%	2025

Attention to workers and safety

Maeg Costruzioni S.p.A. believes in the value of people and talent development, emphasizing organizational, interpersonal, and transversal skills. The personnel policy is based on trust, fairness, and transparency in relationships with all employees. The company is committed to create an **inclusive and respectful work environment**, where every individual is valued and all forms of discrimination are opposed.





SDG	Theme	2024	Target	Term
    	Reduction (vs 2024) of the rate of accidents.*	2.5	0	2027
	Reduction (vs 2024) of the index of severity of accidents.**	47	0	2027
	Extra safety training: continuous training programs to strengthen the personnel skills.	11.5%	25%	2025
	Female employees.	20%	30%	2027
	Expanding the female presence in roles of responsibility and delegation management.	36%	40%	2027
	Promoting a culture inclusive, free from prejudice and harassment, through specific training for managers and employees (training for managers and employees, information material for personnel).	0%	100%	2026

* Accident rate:
(Total number of accidents at work/total hours worked) x 100,000.

**Accident severity index:
(Total number of days of accidents/Total hours worked) x 100,000.

Governance and business Ethic

Maeg Costruzioni S.p.A. has defined a **risk control** strategy in line with the strategic guidelines, mission and values of the company. This strategy includes: a common methodology for the identification of critical issues and a systematic monitoring approach. The target is to take appropriate action to achieve business target.

SDG	Theme	2024	Target	Term
   	Managers and employees informed and trained on the topic of corruption.	35%	100%	2026
	Improving transparency and communication on practices business ethics through the publication of a report of sustainability.	Reporting started	100%	2025
	Raise awareness among employees and suppliers on ethics and integrity. Ensuring respect for human rights along the entire chain of value.	in progress	100%	2026
	Continuous implementation of the management systems and adoption of new systems.	ISO37001 ISO39001 PDR125	Model 231 (Legislative Decree 231/2001) ISO37001 ISO39001 PDR125 SA8000	2025



Activities and targets planned for 2025

08

Looking ahead to 2025

During 2024 Maeg Costruzioni S.p.A. has already identified a series of initiatives of value to support the implementation of these strategic lines, including energy efficiency, strengthening diversity and inclusion policies and digitalizing processes for greater efficiency and transparency.



The initiatives that Maeg Costruzioni S.p.A. intends to complete in 2025 are the following:

- 001** **Integration of environmental and social clauses in supply contracts**

The general conditions of purchase shall be updated during 2025 to include environmental and social responsibility requirements. The target is to promote a more sustainable supply chain aligned with ESG standards.
- 002** **ESG assessment of strategic suppliers**

A system for monitoring key suppliers through periodic ESG questionnaires will be introduced, supported by a digital platform for data and performance management.
- 003** **ESG training through the EcoVadis Academy**

Some key employees will be selected to participate to ESG training courses through the Academy, EcoVadis, with the aim of strengthening the culture of sustainability as a cross-functional operational lever.

- 004** **Near-miss monitoring for workplace safety**

The near-miss detection and analysis activity will be strengthened to support the maintenance of the “zero accidents” target, with a focus on prevention, safe behaviour and reporting culture.
- 005** **Expansion of the training offer**

During the year 2025, language courses, technical modules on quality and awareness-raising courses on sustainability will be activated, with the aim of strengthening skills transversal and technical personnel skills.
- 006** **Female inclusion and leadership**

Maeg Costruzioni S.p.A.’s efforts will continue in order to increase the presence of women in positions of responsibility, through active policies for hiring and promoting female talent within the company.
- 007** **Awareness of harassment and inclusive culture**

Internal communication activities will continue to promote a corporate culture based on respect, with information and training sessions dedicated to the prevention of harassment and issues of inclusion.
- 008** **Establishment of the Sustainability Committee**

In 2025, an internal Sustainability Committee will be formally established, with the task of coordinating ESG initiatives, monitoring their effectiveness and guiding the development of sustainable practices in all areas of the company.
- 009** **Adoption of SA8000 and Model 231**

SA8000 certification will be initiated and Model 231 adopted, following an internal risk assessment. The aim is to strengthen ethics, social responsibility and risk prevention.

Methodological note

This sustainability report has been prepared on a voluntary basis, with the aim of providing transparent and structured reporting on the economic, environmental, social and governance impacts generated by Maeg Costruzioni S.p.A. during the year 2024.

The document is inspired by the European Sustainability Reporting Standards and refers to the main Sustainable Development Targets of the United Nations **2030 Agenda**, in particular those most relevant to Maeg Costruzioni S.p.A.'s activities and value chain.

The report was prepared with the support of internal monitoring tools, management databases and indicators, already tracked within the certified management systems adopted by the company.

The scope of the report includes both quantitative data, where available, and qualitative information, useful for describing relevant company initiatives, processes and practices.

The materiality analysis was conducted internally, also thanks to a comparison with the main categories of stakeholders (customers, employees, suppliers, local communities), in order to identify the most significant issues for the company and the context in which it operates.

Therefore, this report is not only a tool for transparency, but also a conscious step towards increasingly integrated sustainability management, in view of future regulatory requirements and growing stakeholder expectations.

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