

# Sustainability Report 2025

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**maeg**



# Sommario

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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 **seven foreign branches** (Albania, Austria, Croatia, France, Romania, Slovakia, Sweden).

Production plants	<b>5</b>
Foreign branches	<b>7</b>
2025 Turnover	<b>112M€</b>

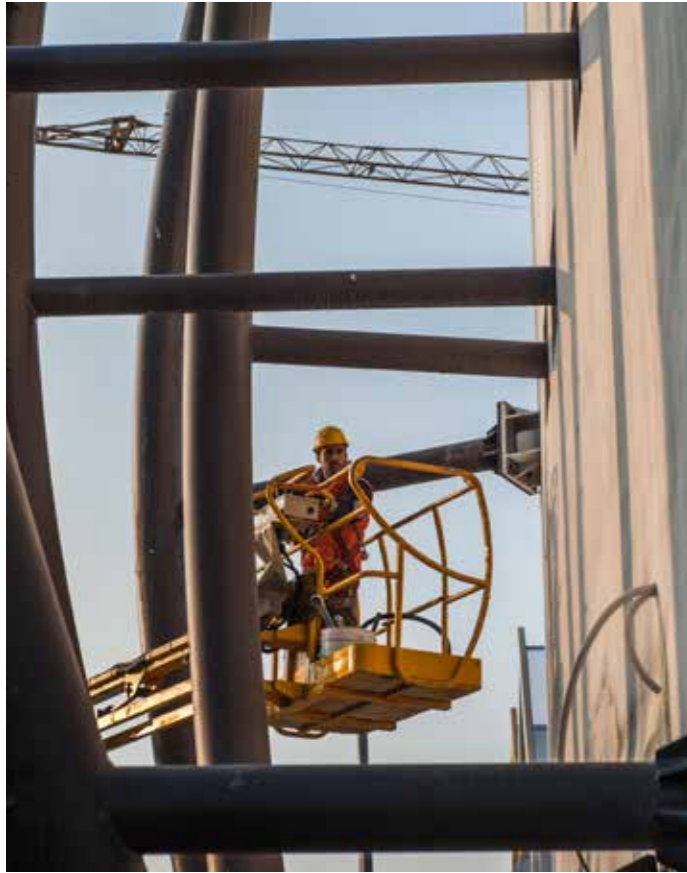


## Vision

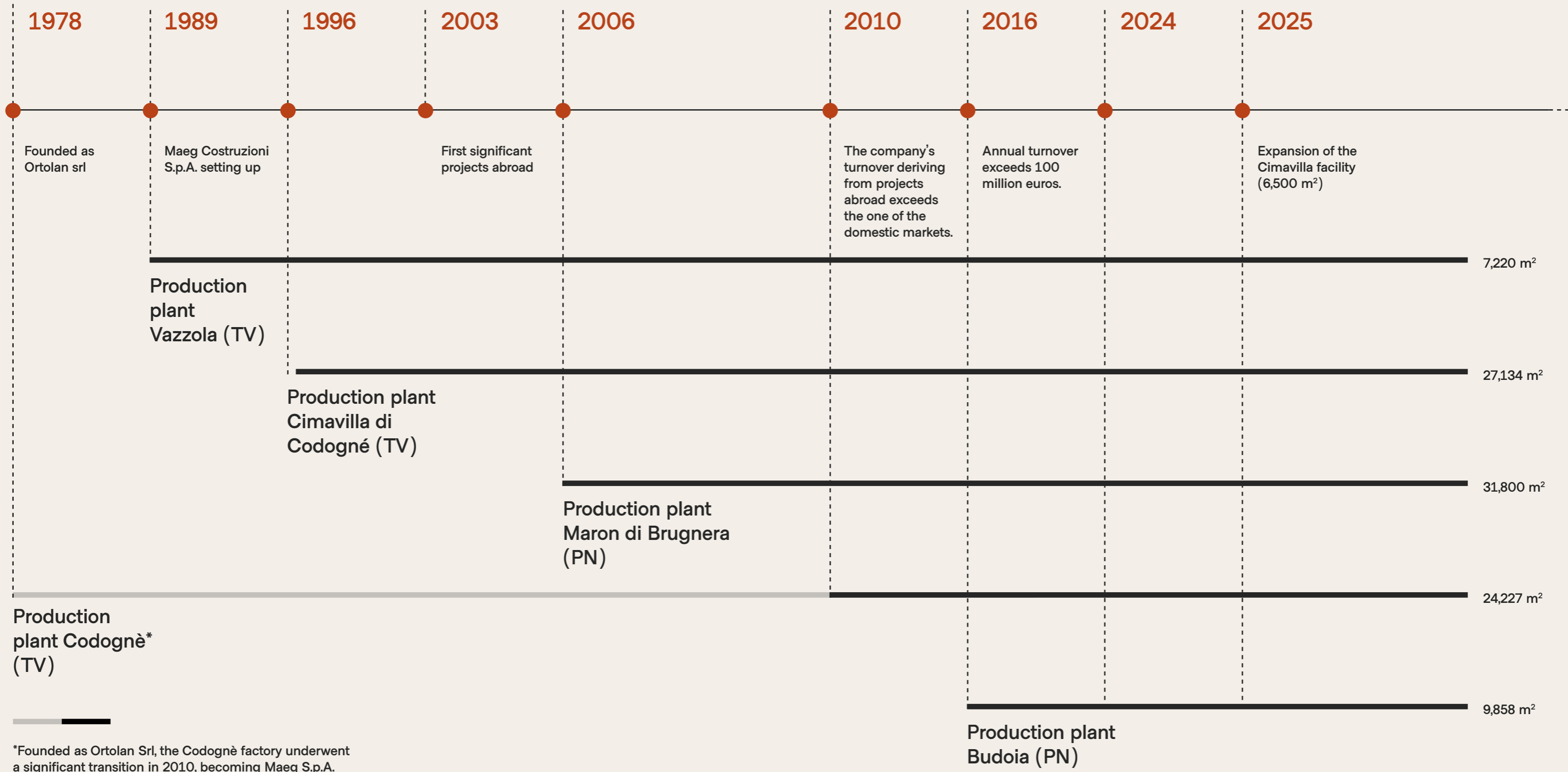
Maeg Costruzioni S.p.A. envisions a future in which construction and infrastructure are fully integrated into a **sustainable development model**, where innovation and social responsibility combine together to create a lasting value for present and future generations. The company aims to actively contribute 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)	<b>75,000</b>
Production area (m <sup>2</sup> )	<b>100,239</b>
Production plants	<b>5</b>





### 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 <sup>2</sup> )	7,220 m <sup>2</sup> (3,720 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 <sup>2</sup> )	24,227 m <sup>2</sup> (7,144 covered, 16,058 uncovered, 1,025 painting)
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 <sup>2</sup> )	27,134 m <sup>2</sup> (13,703 covered, 13,431 uncovered)
Staff capacity	70-75
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 <sup>2</sup> )	31,800 m <sup>2</sup> (10,668 covered, 18,404 uncovered, 2,728 painting)
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 <sup>2</sup> )	9,858 m <sup>2</sup> (3,089 covered, 4,454 uncovered, 2,315 painting)
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.

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 2025



## Arena Bosco dello Sport

Comune di Venezia

The arena roof, oval in shape, is made of trusses that taper at both ends and reach 11 meters in height at the highest point and 57 meters in length in the longest truss.

Venice, Italy



## Cycle and Pedestrian Bridge

Comune di Albi

Construction of a steel cycle and pedestrian bridge in the French city of Albi, cantilevered on the masonry railway viaduct built in the 19th century and listed as a UNESCO World Heritage Site.

Albi, France



## A33 Motorway Link

Autostrada Asti Cuneo S.p.A

Construction of the decks and related metal precast slabs for viaducts, lifted from below, along the motorway section between Asti and Cuneo.

Verduno, Italy



## Ponte dell'Industria

ANAS S.p.A

Rebuilt after the 2021 fire, it connects the Ostiense and Portuense districts in Rome and has a 7.5-meter roadway that allows buses to pass, while two new side walkways are reserved for pedestrians and cyclists.

Rome, Italy



## Ponte delle Vele

ANAS S.p.A

The arch bridge spanning the A1 Motorway in the Tor Vergata district of Rome was built for Jubilee 2025 and has a single span of 83 meters. This through-arch bridge weighs 450 tons.

Rome, Italy



## Ponte San Giuliano

ANAS S.p.A

Single-span steel Corten arch bridge located along SS 640, part of the project to upgrade the motorway section to four lanes in order to reduce travel times between Agrigento and Caltanissetta.

Caltanissetta, Italy



## Ponte Dittaino

ANAS S.p.A

Strategic connection between the municipalities of Catenanuova, in the province of Enna, and Castel di Iudica, in the Catania area, spanning the Dittaino stream.

Castel di Iudica, Italy



## Scalo FS Arch Bridge

Villa del Mas S.r.l.

Through-arch bridge, important for traffic from Cagliari Airport heading toward the city's new commercial hub. It was lifted in a single operation and positioned using a tri-tandem lift.

Elmas, Italy



## Railway Crossing Viaduct

Ferrovie Appulo Lucane

Construction of a new crossing viaduct consisting of a bottom-running deck with two main side longitudinal girders, for the FAL Bari-Matera line within the RFI/FNB railway complex.

Bari, Italy



## Valenzano Viaduct

ANAS S.p.A

Located along SS Salaria, it is made of Corten steel and extends over two carriageways composed of 12 spans with an average length of about 35 meters, consisting of a steel deck and steel precast slabs.

Sigillo, Italy

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.

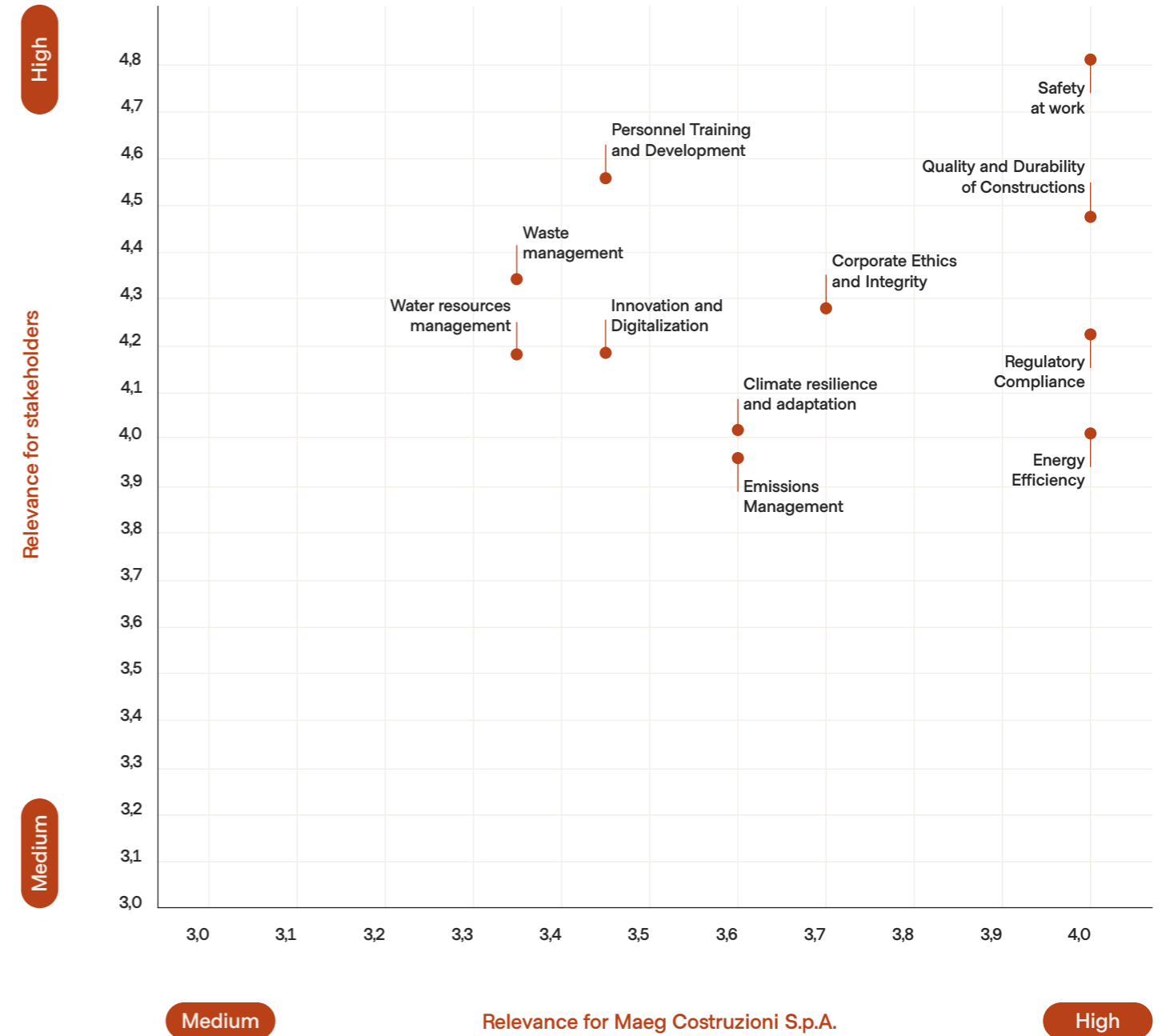
### Strategic value

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.

# Key initiatives implemented in 2025

During 2025, several high-value initiatives were identified and effectively launched to support the implementation of the company's sustainability strategy. These actions covered cross-functional areas—from energy efficiency to strengthening diversity and inclusion policies, as well as process digitalization—with the aim of increasing transparency, operational effectiveness, and positive impact on the environment and society.



## Main initiatives implemented:

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

The general purchasing conditions have been updated to include binding requirements regarding suppliers' environmental and social responsibility, with particular attention to human rights, environmental impact reduction, and regulatory compliance. (Assessment ongoing for potential expansion of requirements).
- 002**      **ESG assessment of strategic suppliers through a digital platform**

A supply chain monitoring and evaluation system has been introduced via a digital platform, enabling the collection, management, and analysis of ESG (Environmental, Social, and Governance) performance data of strategic suppliers.
- 003**      **ESG training through EcoVadis Academy**

Selected key company personnel with strategic ESG roles participated in the EcoVadis Academy. The program supported the development of specialized skills in sustainability, social responsibility, and ESG risk management.

- 004**      **Adoption of Organizational Model 231 and SA8000 certification**

The adoption of the Organizational, Management, and Control Model pursuant to Legislative Decree 231/2001, together with the SA8000 certification process, has strengthened ethical standards, corporate social responsibility, and the prevention of legal and reputational risks.
- 005**      **Implementation and consolidation of integrated management systems**

Ongoing updates and continuous improvement activities were carried out for certified management systems—ISO 9001 (Quality), ISO 14001 (Environment), ISO 45001 (Health & Safety), ISO 37001 (Anti-bribery), ISO 39001 (Road Safety), and UNI/PdR 125 (Gender Equality)—through targeted audits and corrective actions focused on accountability and sustainable performance.
- 006**      **Preparation of new Risk Assessment Document (DVR) and machinery upgrade plan**

The new Risk Assessment Document (DVR) related to company machinery has been completed. A compliance and traceability plan has also been initiated, including QR code labeling of MAEG Costruzioni equipment and the progressive upgrading of machinery to meet regulatory standards.
- 007**      **New 600 kW photovoltaic system**

A 600 kW photovoltaic system with a 30 kWh storage system has been installed to support the Cimavilla expansion.
- 008**      **Completion of gas boiler replacement with electric heat pumps**

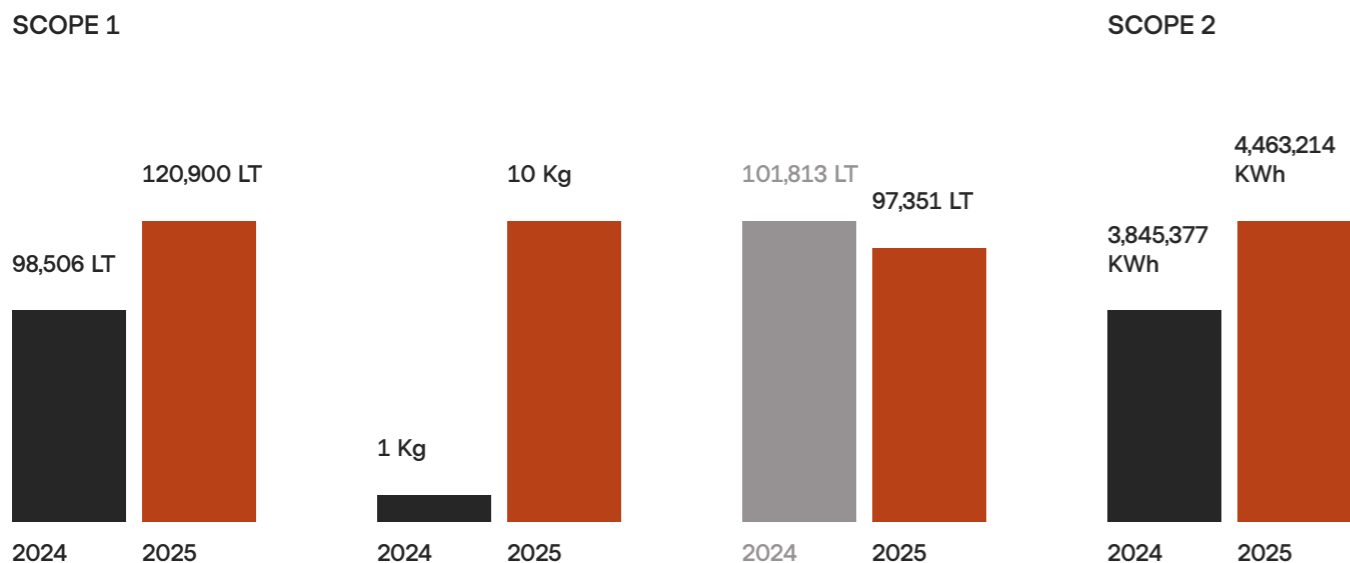
The transition from gas boilers to electric heat pumps has been completed.

# Environmental performance

04

# Greenhouse Gas emissions analysis Scope 1 and Scope 2

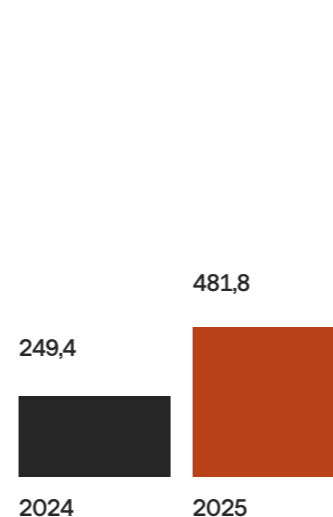
The main consumption and uses of resources that determine emissions falling within Scope 1 and 2 are reported below, indicated in their own units of measurement.



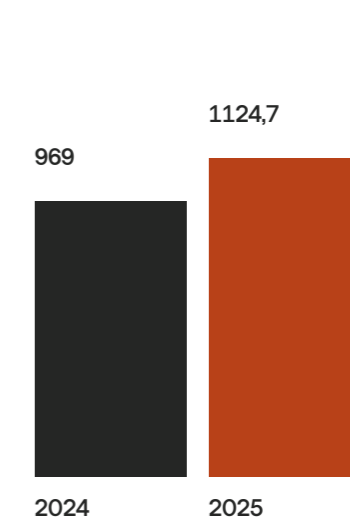
ENERGY CONSUMPTION	U.M.	2024	2025
<b>SCOPE 1</b>			
Diesel fuel for transport and internal handling	LT	98,506	120,900
Refrigerant gases	Kg	1	10
GPL	LT	101,813	97,351
<b>SCOPE 2</b>			
Electricity drawn from the grid	KWh	3,845,377	4,463,214

GREENHOUSE GAS EMISSIONS	U.M.	2024	2025
<b>SCOPE 1</b>			
Stationary combustion (Fuels)	tCO2e	249,4	481,8
Refrigerant gases	tCO2e	2,088	20,88
GPL	tCO2e	N.D	140,7
<b>SCOPE 2</b>			
Emissions from electricity consumption	tCO2e	969	1124,7

SCOPE 1 - tCO2e/year



SCOPE 2 - tCO2e/year



## Trend analysis of emissions:

In 2025, the energy consumption and greenhouse gas emissions of the Maeg Group **increased due to positive factors** such as higher working hours and new hires, also linked to the expansion of the facilities and, consequently, to increased production capacity. Our organized transport

operations for Bosco dello Sport in Venice optimized logistics and costs, reducing inefficiencies. The slight increase in refrigerant gases, from 1 to 10 kg, was addressed through maintenance, while electricity consumption rose by 617,837 kWh in line with production levels.

# Energy production from renewable sources

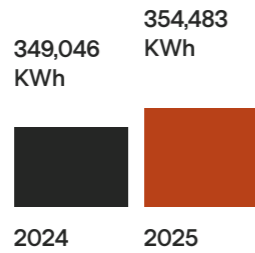
The company has **photovoltaic systems** that significantly contribute to electric energy production. The current self-consumption capacity does not allow to retain all the

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

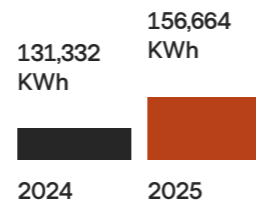
UM PHOTOVOLTAIC PANELS	U.M.	2024	2025
Electricity produced by photovoltaic systems	KWh	1,005,708	1,137,806
Electricity produced and sold to the grid	KWh	349,046	354,483
Average self-consumption per site (5 sites)	KWh	131,332	156,664
Average energy self-sufficiency	%	28%	28%



Electricity produced from photovoltaic systems



Electricity produced and handed over to the network



Average self-consumption

## Production Analysis energy from renewable sources:

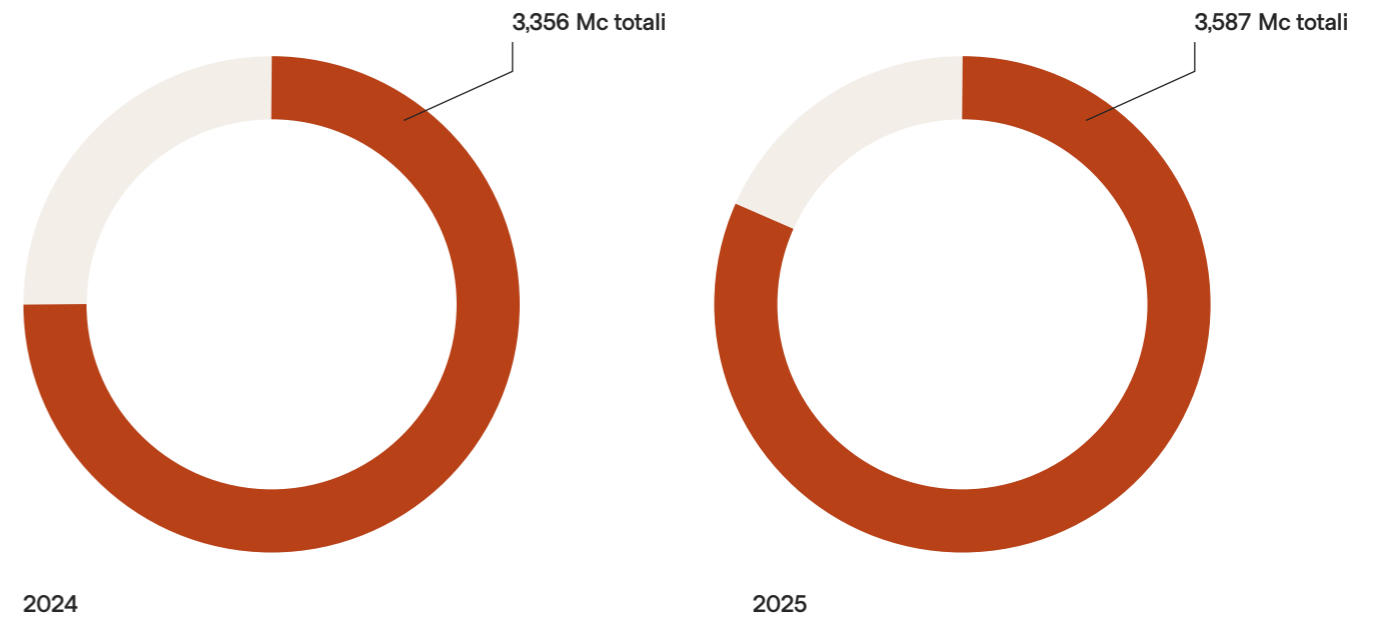
An intervention plan is underway to **introduce battery storage systems**, with the aim of increasing energy self-sufficiency and further reducing electricity drawn from the grid. We continue to plan photovoltaic expansions to further improve results.

# Use of water resources

The data relating to water consumption in 2025 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.	2024	2025
Average total water consumption from the aqueduct (100%)	Total Mc	3,356	3,587
Average daily consumption for the 5 production plants	cubic meters/day	1.68	1.97



## Water resources analysis

In 2025, the total average water consumption from the aqueduct slightly increased compared to 2024, while the average daily consumption per site rose in line with higher operational activity.

We continue to monitor and optimize water use through targeted efficiency and recycling measures, aiming to reverse this trend and support corporate sustainability.

# Social performance

05

# Equality and inclusion

In 2024, the organization recorded a total of 263 employees, with a predominance of full-time contracts (242) compared to part-time contracts (21). In 2025, an overall increase in the workforce is observed, reaching 278 employees, accompanied by a rise in part-time contracts from 21 to 22 and full-time contracts from 242 to 256, confirming a trend of growth and consolidation of the company's structure.

Maeg Costruzioni S.p.A. Italy						
	2024	2024	2024	2025	2025	2025
FULL TIME—PART TIME	Men	Women	Total	Men	Women	Total
Full time	210	32	242	226	30	256
Part time	5	16	21	5	17	22
<b>Total</b>	<b>215</b>	<b>48</b>	<b>263</b>	<b>231</b>	<b>47</b>	<b>278</b>

Foreign branch of Maeg Costruzioni S.p.A.						
	2024	2024	2024	2025	2025	2025
FULL TIME—PART TIME	Men	Women	Total	Men	Women	Total
Full time	215	13	228	139	4	143
Part time	0	1	1	0	1	1
<b>Total</b>	<b>215</b>	<b>14</b>	<b>229</b>	<b>139</b>	<b>5</b>	<b>144</b>

## 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	2024	2025
N. Near-Miss	2	4
N. Accidents	14	17
Hours of injury	301	590

## Analisi delle condizioni di lavoro

Workplace safety remains a fundamental priority for the company. During the period under review, Maeg Costruzioni S.p.A. continued its ongoing commitment to strengthening prevention activities and promoting an increasingly shared safety culture.

The trend of recorded events highlights the importance of maintaining a high level of attention on these issues, directing company actions toward the continuous improvement of working conditions and the reduction of risks, also through constant monitoring and analysis of incidents.

TRAINING HOURS BY TYPE	2024	2025
Linguistic	0	368
Technical	81.5	240
ESG & Compliance	0	79
Safety	686	2,042
<b>Total</b>	<b>767.5</b>	<b>2,729</b>

## Analysis of Company Training Hours

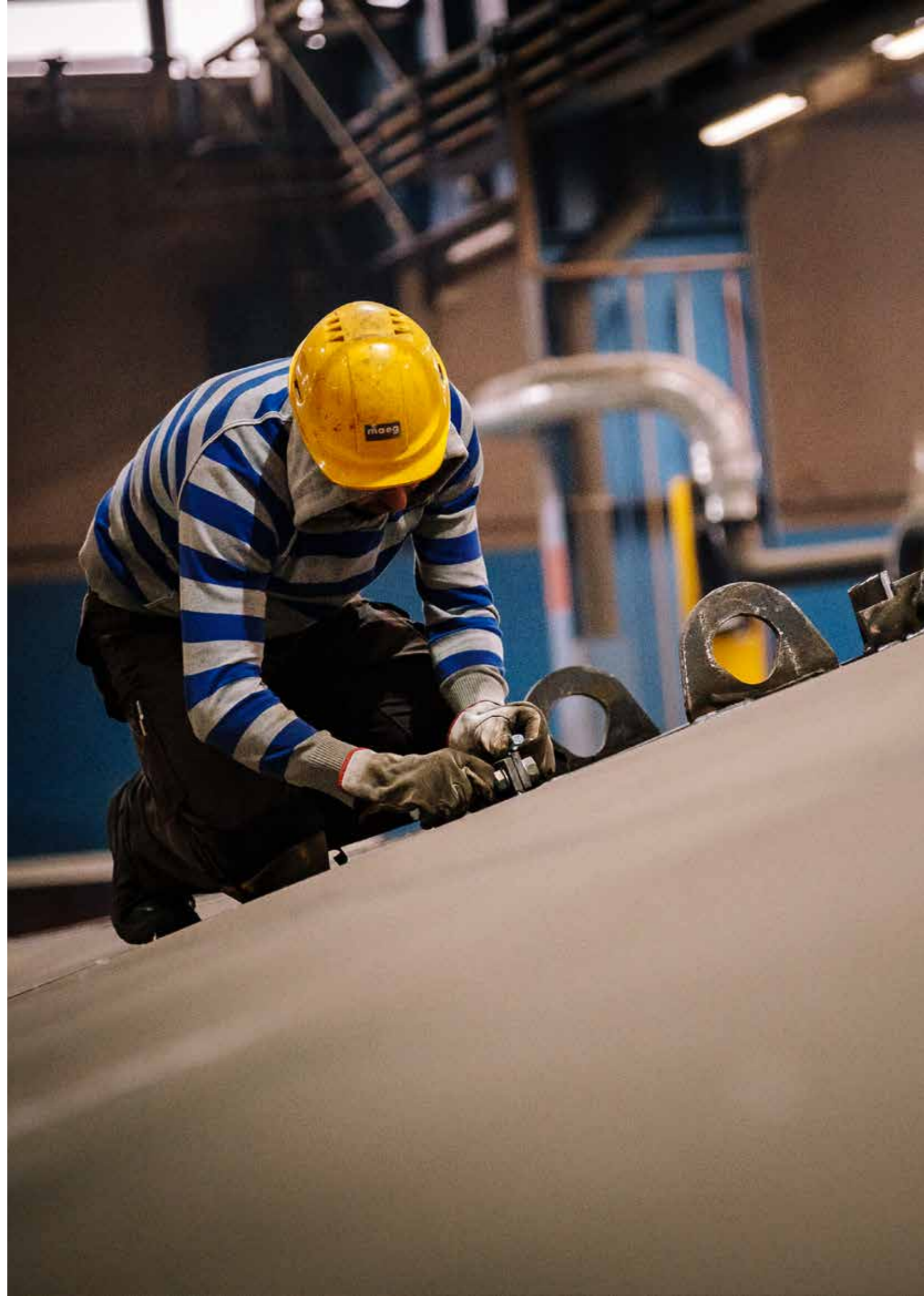
In the 2024–2025 biennium, training hours increased significantly, rising from 767.5 to 2,729. This increase reflects the company's commitment to developing competencies in linguistic, technical, and ESG and compliance areas.

Safety remains the primary area. The variations between the two years are natural, as they are linked to the update cycles of mandatory training, which are necessary to ensure continuous compliance with regulations and the protection of workers.

# 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	<b>Non-policies discrimination</b>	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	<b>Prevention of harassment and abuses</b>	Creating secure and anonymous reporting channels of inappropriate behaviours, with timely actions to their resolution.
003	<b>Decent working conditions</b>	Ensure fair wages, sustainable working hours and a safe environment for all employees.
004	<b>Evaluation of supply chain</b>	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	<b>Governance and Business Ethics</b>	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.



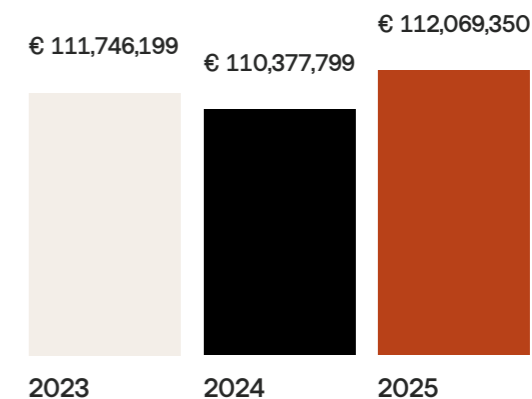
# Economic performance

06

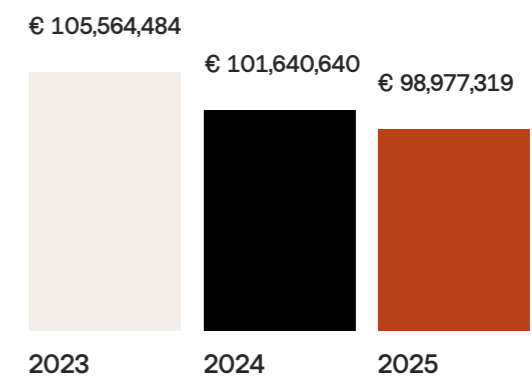
Below is shown an analysis of the economic value produced and distributed by the company in the years 2023, 2024 and 2025. The data highlights the company's ability to create and distribute economic value, while maintaining sustainable growth.

ECONOMIC VALUE PRODUCES AND DISTRIBUTED	2023	2024	2025
<b>A. Economic value produced</b>	<b>111,746,199</b>	<b>110,377,799</b>	<b>112,069,350</b>
Total revenue	36,191,919	113,917,097	90,869,172
Change in work-in-progress inventories	75,183,041	-3,980,054	21,050,719
Financial income	371,239	440,756	149,459
<b>B. Distributed economic value</b>	<b>105,564,484</b>	<b>101,640,640</b>	<b>98,977,319</b>
Operating costs	82,963,880	80,969,300	81,633,082
Employee salaries and benefits	20,619,061	18,978,585	16,139,166
Financial expenses	1,981,543	1,692,755	1,205,071
<b>(A-B) Economic value retained</b>	<b>6,181,714</b>	<b>8,737,160</b>	<b>13,092,031</b>

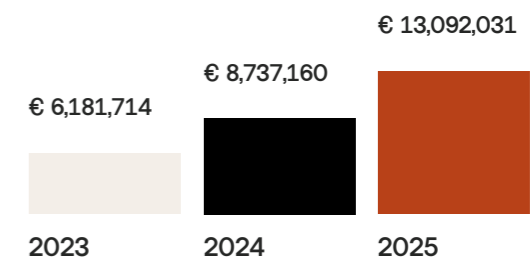
### A. Economic value produced



### B. Distributed economic value



### (A-B) Economic value retained











# Reporting on 2025 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	2025	Target	Term
 	Reporting of consumption of fuels and electricity.	IMPLEMENTED	100%	2025
	Energy reporting deriving from renewable sources on total energy consumed.	IMPLEMENTED	100%	2025
 	Reporting of waste generated.	IMPLEMENTED (To be included in the 2026 financial reporting)	100%	2025
 	Reporting of withdrawals water (wastewater monitoring, water quality control through microbiological analysis of the water).	50%  (100% water withdrawals for water quality)	100%	2030 (in progress)
 	Reducing emissions (purchase and use of electric cars, recharging with renewable energy, purchase of accumulation batteries to exploit solar panels).	in progress	-30%	2030




# 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	2025	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	2025	Target	Term
  	New contracts with suppliers that include environmental and social clauses.	IMPLEMENTED	100%	2025
	Major suppliers subjected to periodically ESG questionnaires.	IMPLEMENTED	100%	2025
	Purchasing Department's Employees trained and made aware of the importance of ESG issues for business activities.	in progress	100%	2026
	Purchase software for monitoring of strategic/main suppliers: emissions, ESG certifications and quality.	IMPLEMENTED	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	2025	Target	Term
    	Reduction (vs 2024) of the rate of accidents.*	2.5	-100%	2027
	Reduction (vs 2024) of the index of severity of accidents.**	47	-100%	2027
	Extra safety training: continuous training programs to strengthen the personnel skills.	25%	30%	2026
	Female employees.	17%	30%	2027
	Expanding the female presence in roles of responsibility and delegation management.	13%	20%	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).	<ul style="list-style-type: none"> <li>Training through notices and a dedicated intranet section</li> <li>Signed offer for employee training</li> </ul>	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	2025	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.	IMPLEMENTED	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 through company policies	100%	2026
	Continuous implementation of the management systems and adoption of new systems.	SA8000 Model 231 (Legislative Decree 231/2001)	ISO 50001 SA8000 Model 231 (Legislative Decree 231/2001)	2027



# Activities and targets planned for 2026

# 08

# Outlook for 2026

Maeg Costruzioni S.p.A. strengthens its commitment to sustainability with an ambitious operational plan for 2026, building on the initiatives launched in 2025 across key areas such as energy efficiency, diversity and inclusion, and process digitalization. These actions aim to enhance operational efficiency, transparency, and positive impact on the local community.



## Main initiatives to be completed in 2026, with progress updates:

- 001**      **ESG assessment of strategic suppliers**

The registration of suppliers on the dedicated platform continues, with ongoing monitoring of document uploads and ESG performance to ensure a responsible and sustainable supply chain.
- 002**      **ESG training via EcoVadis Academy**

The training program continues for employees in departments directly involved in ESG matters, further strengthening competencies through the EcoVadis Academy.

- 003**      **Near miss safety monitoring**

Enhanced tracking and analysis of near misses to maintain the “zero accidents” objective, with a focus on prevention, safe behaviors, and a strong reporting culture. Initiatives are ongoing and continuously evolving.
- 004**      **Expansion of training offerings**

Further expansion of language courses, technical modules on quality, and sustainability awareness programs to enhance both transversal and technical employee skills beyond those introduced in 2025.
- 005**      **Inclusion and female leadership**

Ongoing commitment to increasing female representation in leadership roles through targeted recruitment policies and talent development initiatives.
- 006**      **Awareness on harassment and inclusion**

Continuation of internal communication campaigns, informational activities, and training sessions to promote a respectful workplace culture, prevent harassment, and foster inclusion.
- 007**      **Photovoltaic parking coverage in Vazzola**

In an advanced design phase, the parking canopies at the Vazzola headquarters will integrate photovoltaic panels and electric charging stations, supporting the transition to electric vehicles and equipment.
- 008**      **New Budoia 2 facility**

Construction has started on the new plant, where a photovoltaic system of at least 300 kW will be installed to increase renewable energy production.

# 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.

**maeg**

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