

Sustainability

Report

2024



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Letter to Stakeholder

I am pleased to present the fourth edition of Italcera Group's Sustainability Report, an account that reflects our continued determination to foster a model of responsible growth, embedding ESG principles ever more deeply into our daily strategies and operations. I believe in interdependence and the need for each of us to contribute to change.

This year, Italcera Group voluntarily chose to prepare its Sustainability Report in advance of the obligations set out by European Directive 2022/2464 (Corporate Sustainability Reporting Directive – CSRD). As part of this process, the Group has adopted the European Sustainability Reporting Standards (ESRS), a clear sign of its commitment to aligning with international best practices in sustainability, transparency, and accountability from the outset.

In anticipation of CSRD requirements, the content of this report has been determined through a rigorous **double materiality** assessment. This has enabled us to identify the issues most relevant to Italcera Group, in terms of the impacts we generate on the environment and society (inside-out perspective), and the risks and opportunities these factors may pose to the organisation (outside-in perspective). This approach underlines our conviction that environmental, social, and economic dimensions are intrinsically connected and mutually dependent and that only through an integrated perspective can we create enduring value for stakeholders.

In 2024, Italcera made a significant advance on its path toward decarbonisation and sustainable innovation by securing **a patent for a plant and process dedicated to flue gas purification and the recovery of secondary raw materials**, an advanced technology that eliminates CO₂ and other air pollutants (including sulphur oxides and nitrogen oxides) in industrial manufacturing processes. These emissions are transformed into value-added products, which can be repurposed as pure secondary raw materials for use in other industrial sectors. This is a paradigm shift, enabling the prevention of emissions at source and moving beyond the sole logic of offsetting.

In 2024, Italcera Group installed **the first fully electric kiln** in Spain, which will further reduce CO₂ emissions by around 1,500 tonnes annually.

Another key milestone was the achievement of UNI/PdR 125:2022 gender equality certification by all companies within the Italian perimeter. This certification confirms Italcera Group's strong commitment to inclusiveness and gender equality, made more significant by being the first in the ceramics sector to obtain it.

These achievements reflect a commitment that is not just stated but real and measurable. We remain focused on supporting the transition to a fairer, more inclusive, and regenerative economy, aware that every action, decision, and investment contributes to meaningful change.

I would like to thank our stakeholders for their trust and continued support. This Sustainability Report is a tool for transparency and shared progress, a foundation for building future goals together.

Graziano Verdi
Chief Executive Officer
Italcera Group



Methodological Note

ESRS 2 BP-1, ESRS 2 BP-2

For the fourth consecutive year, Italcera Group has prepared its Sustainability Report, this time adopting the European Sustainability Reporting Standards (ESRS) for the first time, in anticipation of the 2022/2464 “**Corporate Sustainability Reporting Directive**” (CSRD), transposed in Italy by Legislative Decree 6 September 2024 no. 125. This is a shift from previous reports prepared under the Global Reporting Initiative (GRI) Standards and shows the Group's commitment to aligning with leading ESG practices.

The 2024 Report reflects the Group's commitment to sustainability, documenting key policies and initiatives implemented during the year. It integrates financial, environmental, and social performance with business strategy, responding to rising expectations for transparency and clarity on emerging risks and opportunities.

Reported content was defined through a double materiality analysis, identifying key topics from an impact materiality (inside-out) and financial materiality (outside-in) perspective. These reflect the most significant impacts, risks, and opportunities influencing decisions made by internal and external stakeholders.

The reporting scope, covering the period from 1 January to 31 December 2024, matches that of Italcera Group's Consolidated Financial Statements and includes the following companies: Italcera S.p.A. SB, Devon&Devon S.p.A., Ceramica Fondovalle S.p.A., La Fabbrica S.p.A. (merged by acquisition into Italcera S.p.A. SB with legal effect from 1 January 2025 and accounting effect retroactive as of 1 January 2024), Equipe Cerámicas SLU, Terratinta Group S.r.l. Benefit, Artigiana 3MC S.r.l. (merged by incorporation into Terratinta Group S.r.l. Benefit with legal effect from 1 January 2025 and accounting effect retroactive as of 1 January 2024), Italcera U.S.A. Inc, Nais Trading, SLU and the foreign subsidiaries of Devon&Devon S.p.A.. Data on the environmental impacts of Devon&Devon S.p.A., its foreign subsidiaries and Italcera U.S.A. were not included in the scope. Inc and Nais Trading, SLU were excluded, as they were not material to these trading companies.

Minority interests in Ceramiche di Romagna in Liquidazione S.r.l. (20% owned by Spray Dry S.p.A.) and Opificio Ceramico S.r.l. (20% owned by Equipe Cerámicas S.L.U.) were excluded from the reporting scope, as they were not considered material.

For the 2024 reporting year, being the first under the ESRS framework, no historical comparisons were made, except for selected metrics which are explicitly indicated. From the next reporting cycle onwards, Italcera Group will align with the principle of comparability, using this 2024 report as the baseline for future historical analyses.

The reporting scope included key Tier 1 suppliers and customers.

In assessing future scenarios, and under ESRS, the Group defined short-term as up to one year, medium-term as one to five years, and long-term as over five years.

Under the principles of accuracy, comparability and verifiability, the Report shows mainly quantitative and qualitative data, based on direct measurements. The estimates were only in limited cases and were adequately reported in the document. The images shown in the report refer to business contexts, working environments or products marketed, unless otherwise specified.

For further details on the objectives, indicators and results achieved, or to send comments on this document, please contact the Group at: **info@gruppoitalcera.it**.

10

MAIN GROUP
BRANDS

2

COUNTRIES WHERE
THE GROUP
PRODUCES

13

PRODUCTION FACILITIES
FOUR IN SPAIN AND NINE
IN ITALY

127

COUNTRIES SERVED

1,165

EMPLOYEES

3

MILLION

INVESTMENTS
IN R&D

81.3

MILLION

EBITDA

340

MILLION

REVENUES

Sustainability

Nine SDGs that Italcera Group
Contributes to Directly



UNI PDR 125

BUREAU VERITAS
Certification



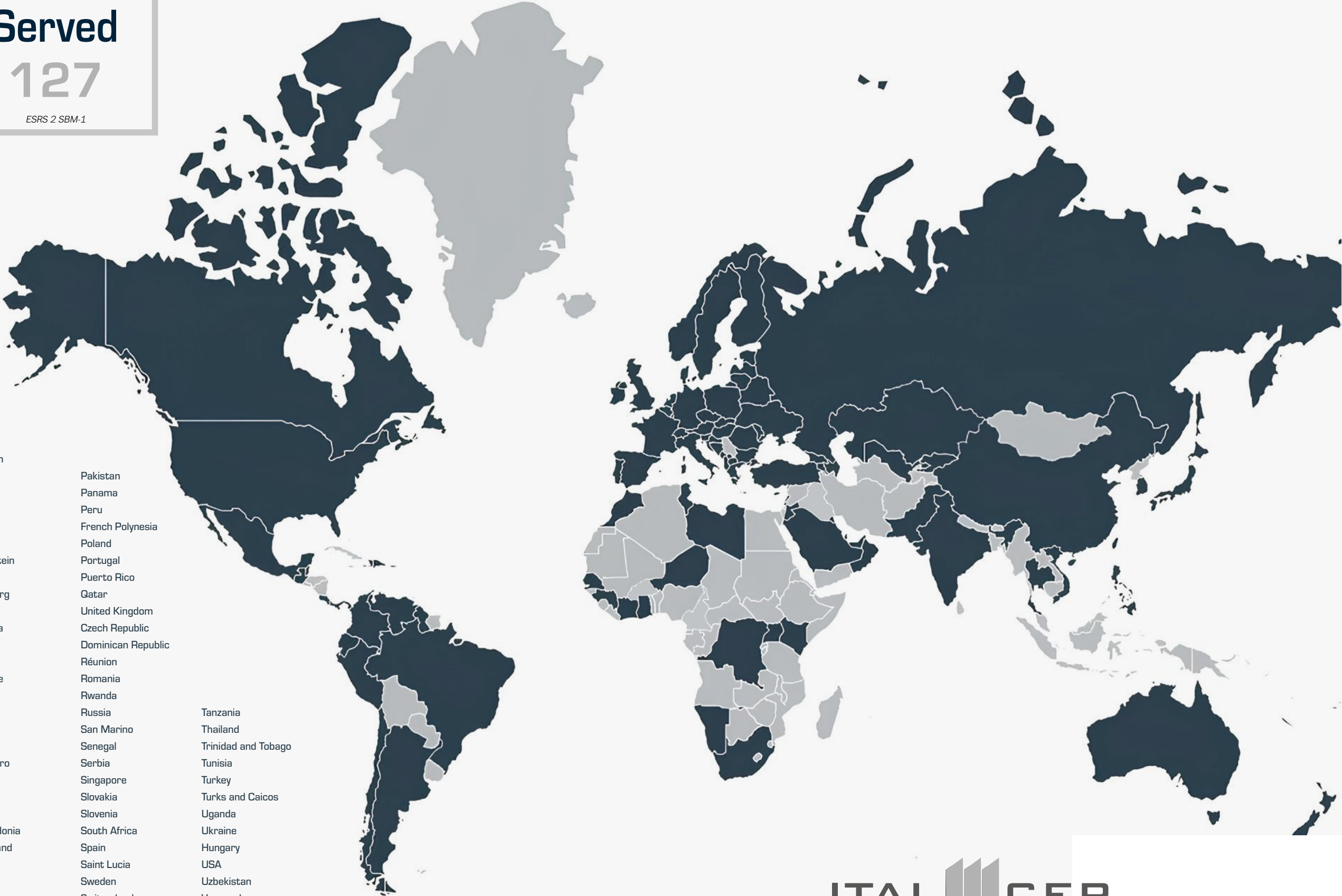
Albania
Andorra
Netherlands Antilles
Saudi Arabia
Argentina
Armenia
Australia
Austria
Azerbaijan
Bahamas
Bahrain
Barbados
Belarus
Belgium
Belize
Bermuda
Bosnia and Herzegovina
Brazil
Bulgaria
Canada
Chile
China
Cyprus
Colombia
South Korea
Costa Rica
Ivory Coast
Croatia
Denmark
Dominica
Ecuador
United Arab Emirates
Estonia
Philippines
Finland
France
Georgia
Germany
Ghana
Jamaica
Japan
Jordan
Greece
Guadeloupe
Guatemala
Equatorial Guinea
Guyana
Haiti
Hong Kong
India
Indonesia
Ireland
Iceland
Cayman Islands
Virgin Islands
Israel
Italy
Kazakhstan

Countries Served

127

ESRS 2 SBM-1

Kenya	Pakistan	Tanzania
Kyrgyzstan	Panama	Thailand
Kosovo	Peru	Trinidad and Tobago
Kuwait	French Polynesia	Tunisia
Latvia	Poland	Turkey
Lebanon	Portugal	Turks and Caicos
Libya	Puerto Rico	Uganda
Liechtenstein	Qatar	Ukraine
Lithuania	United Kingdom	Hungary
Luxembourg	Czech Republic	USA
Macao	Dominican Republic	Uzbekistan
Macedonia	Réunion	Venezuela
Malaysia	Romania	Vietnam
Malta	Rwanda	
Martinique	Russia	
Mauritius	San Marino	
Mexico	Senegal	
Moldova	Serbia	
Mongolia	Singapore	
Montenegro	Slovakia	
Morocco	Slovenia	
Namibia	South Africa	
Nicaragua	Spain	
New Caledonia	Saint Lucia	
New Zealand	Sweden	
Nigeria	Switzerland	
Norway	Taiwan	
Oman		
Netherlands		



Italcer Group Identity

ESRS 2

Italcer Group, one of Italy's leading companies in high-end ceramic flooring and wall coverings and luxury bathroom furnishings, was founded in 2017 through the initiative of Group CEO and co-founder Graziano Verdi, and the private equity fund Mindful Capital Partners, with the goal of creating a global leader in its sector.

The 2024 catalogues for ceramic surfaces distributed by the Group feature 332 collections, while Devon&Devon offers around 147 collections. They are designed to meet the needs of a diverse customer base, including B2B clients, premium distributors, and major international retail chains.

With a sales network spanning 127 countries, the Group stands as a key player in the global market. None of the products are subject to regulatory restrictions and are marketed through a portfolio of brands, the most prominent of which include: **Ceramica Rondine**, **Elios Ceramica**, **LA FABBRICA AVA**, **AVASTONE**, **Fondovalle**, **My-Top**, **Bottega**, **Equipe**, **Devon&Devon** and **Terratinta Group**.

In addition, the Group produces atomised body mixes, which are partly used in internal production processes and partly sold to other industry players.

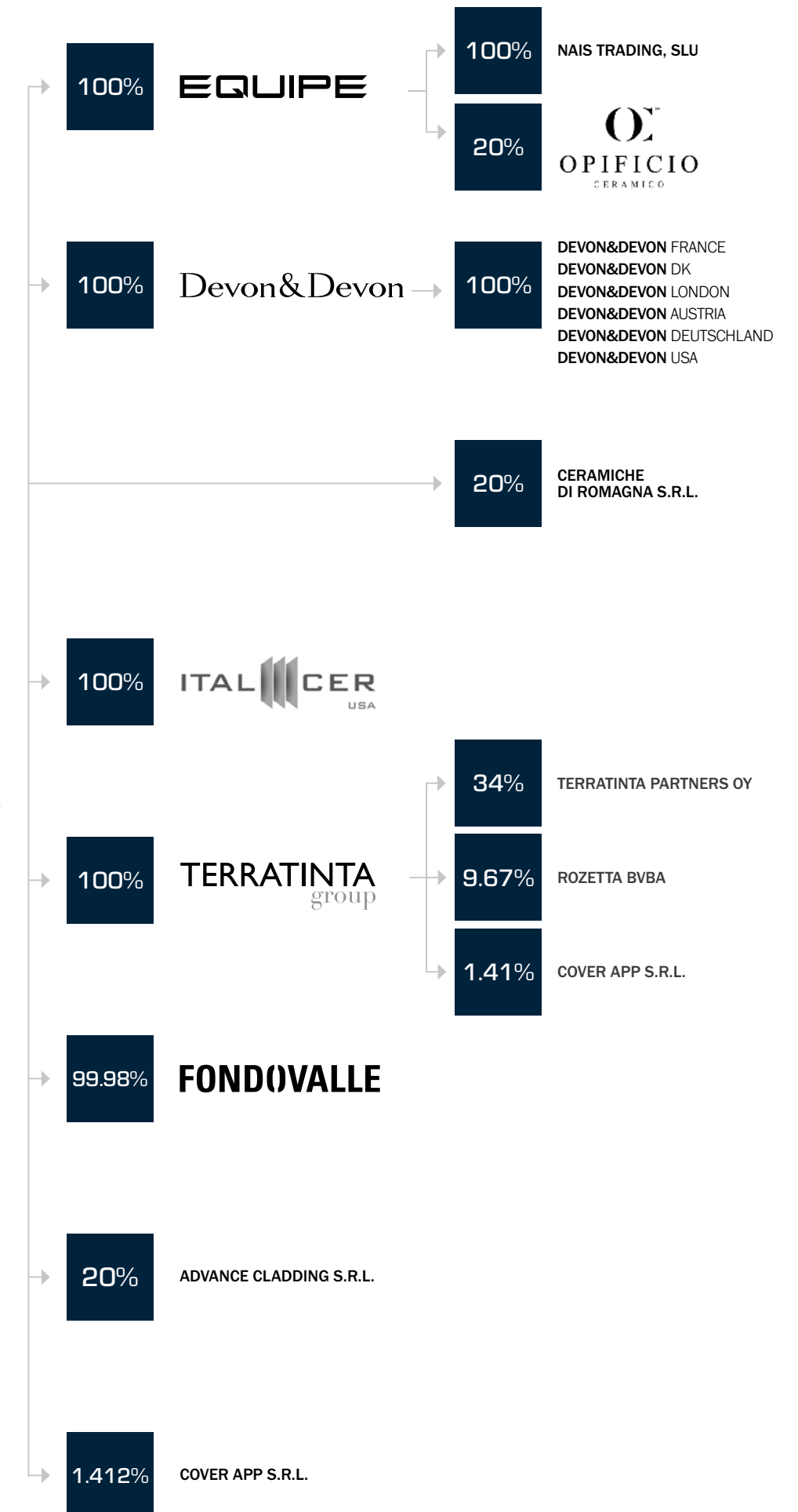
Continuous Expansion Driven by Great Ambition

ESRS 2 BP-1

Since its foundation, Italcer Group has expanded through multiple acquisitions, the latest of which was the Terratinta Group, completed in 2023. This acquisition strengthens the Group's portfolio of high-end products and aligns with its strategy to establish an Italian design hub. The initiative aims to generate strong industrial and commercial synergies, supported by substantial investments in innovation and ESG practices.

Since its establishment, the Group has expanded organically and through acquisitions, enhancing its product portfolio across all formats, from small tiles to large slabs, to cater to a broad range of residential and commercial applications.

Italcer Group consists of Italcer S.p.A. SB, the parent company, with its registered office in Rubiera, in the province of Reggio Emilia, and the following directly or indirectly owned or controlled companies:



Italcer Group timeline

Devon&Devon S.p.A., acquired in October 2017, is a world leader in high-end bathroom furniture with a classic-contemporary style.

Devon&Devon

2017



La Fabbrica S.p.A., a company founded in Castel Bolognese (RA) specialising in high-quality ceramics for both indoor and outdoor flooring and walls, was acquired by Italcer Group in March 2017 and merged into the parent company Italcer S.p.A. SB, effective 1 January 2024.



Elios Ceramica S.p.A., based in Fiorano Modenese (MO), was acquired in August 2017 and subsequently merged into the parent company Italcer S.p.A.

Italcer USA was founded in December 2018 to serve the American market with dedicated product lines.



2018



Rondine S.p.A., founded in 1961 in Rubiera (RE), became part of Italcer Group in October 2018 and adopted the name Italcer S.p.A. in 2019. By acquiring Rondine, the Sassuolo-based company Spray Dry S.p.A. became part of the Italcer Group. Fully owned by Rondine since 2005, Spray Dry was merged into Italcer in 2024. As a producer of atomised body mix, it enabled first Rondine, and later the Italcer Group, to take a significant step forward in quality by carrying out the entire ceramic production cycle in-house.

In August 2019, Bottega S.p.A. became part of Italcer Group, subsequently merged by acquisition into Italcer S.p.A.



2019

2021



In March 2021, the Italcer Group expansion and internationalisation strategy continued with the acquisition of Equipe Cerámicas S.L.U., founded in 1999 in Figueras, Castellón, which today is the world's leading company in the small floor and wall tile market.

In October 2022, Italcer Group completed its product portfolio with the acquisition of Ceramica Fondovalle S.p.A., a company founded in 1962 and today a market leader in the production and sale of large and very large porcelain stoneware slabs.

FONDOVALLE

2022

2023



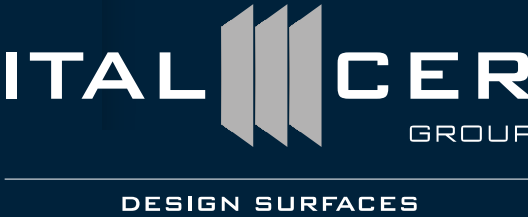
In late 2023, Italcer Group expanded further by acquiring Terratinta Group S.r.l. benefit, a company specialising in high-end furnishing surfaces based in Fiorano Modenese in the Province of Modena.

During 2024, Terratinta Group S.r.l. Benefit incorporated the subsidiary Artigiana 3MC S.r.l. by merger and leased the business unit of Achillea Mosaics S.r.l., which specialises in the production of porcelain stoneware mosaics.

2024

Today Italcer Group manufactures products in house ranging from very small formats to very large slabs under brands that are highly complementary in terms of size, shape, positioning and target clientele.

This is an important competitive advantage.



Vision

The vision of Italcera Group is to be a global leader in the field of designer ceramics and luxury bathroom furnishings via an innovative and sustainable industry.

Mission

Italcera Group's mission is to create high-quality products for consumers, customers and architectural professionals, combining design, beauty and innovation in a sustainable perspective, with respect for the environment and natural resources.



Values

The core values of Italcera Group's business have always been quality, reliability, timeliness, flexibility, attention to aesthetics and design, and environmental, social and economic sustainability. The Group focuses closely on creating new jobs and the health and safety of all employees, as well as the well-being of the communities where it operates.

The inspiration for Italcera Group can be summed up in the following values:

Innovation

Investing in the research and development of technologically advanced solutions to anticipate market trends and offer increasingly high-performance, efficient and eco-friendly products.

Quality

Guaranteeing the highest quality of its products through constant control of production processes and the use of premium materials.

Design

Developing innovative and original designer products that stand out for their aesthetic beauty and unique design.

Creativity

Constantly developing new original ideas to offer innovative and distinctive products that meet market demands and exceed customer expectations.

Sophistication

Offering high-quality products with an elegant design and close attention to details to meet the needs of the most demanding customers, while allowing the Group to stand out above the competition.

Listening to customers and their expectations

Placing customers' needs and requests at the centre of decision-making processes through careful and constant interaction, exploring and offering customised solutions.

Reliability

Guaranteeing customers the highest product reliability by means of rigorous quality controls and certifications attesting to the safety of the materials. This ensures full customer satisfaction and the creation of a long-term relationship of trust.



Customer care

Offering customised assistance and support to customers, helping them choose the products best suited to their needs and solving any problems.

A focus on people

Enhancing and investing in the skills and potential of employees to create a serene, motivating and stimulating working environment capable of attracting and enhancing the best talent in the sector.

Commitment to sustainability

Furthering environmental protection and reducing the environmental impacts of production processes through the use of innovative technologies, sustainable and durable materials and a 'Made in Italy' design, or 'Made in Spain' design for small ceramics.

1.1

Italcer Group operations

ESRS 2 SBM-1

Through its various brands, the Group offers three broad product lines:

- **Designer porcelain stoneware surfaces**

This product line includes porcelain stoneware surfaces designed to be highly resistant and durable yet with a captivating appearance. The products are available in a wide range of colours and finishes and can be used for a variety of applications, including floors, walls and façades.

- **Designer surfaces made of white body**

This product line includes surfaces designed for interior cladding with distinctive effects such as smoothness and brightness. The production process involves firing at a lower temperature compared to porcelain stoneware firing, resulting in a softer, more porous surface.

- **Bathroom furniture**

These collections include bathtubs, toilets, furniture, consoles and bathroom accessories in a classic-contemporary style, designed for the most exclusive hospitality and residential projects.



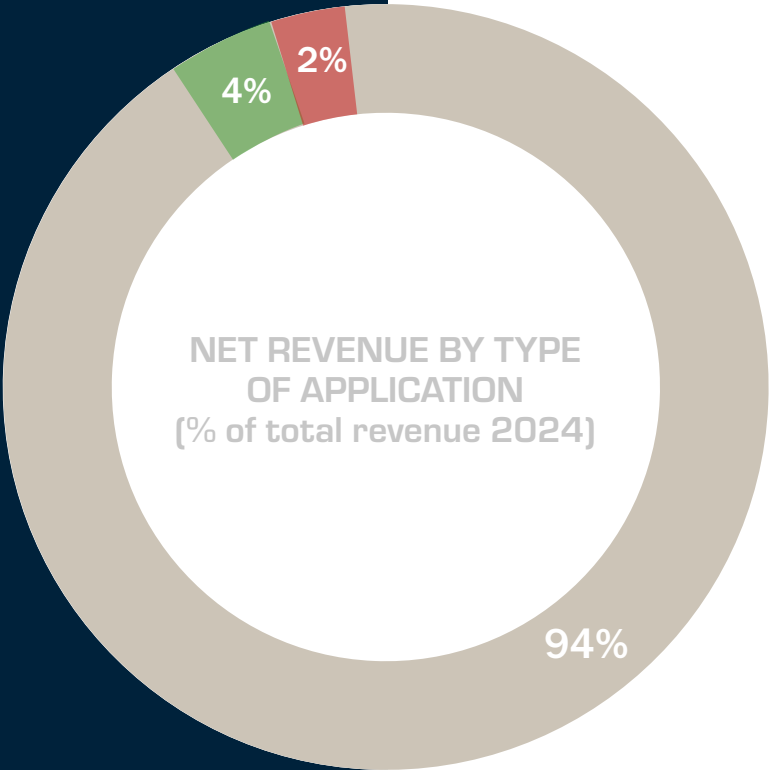
Financial performance per segment

ESRS 2 SBM-1

Financial performance per segment of the last three years are shown below.

NET REVENUE PER SEGMENT TYPE
[% of total]

	2024 [% of revenues]	2023 [% of revenues]	2022 [% of revenues]
FLOOR AND WALL COVERINGS IN CERAMIC	96%	96%	95%
BATHROOM FURNISHINGS	4%	4%	5%



ITEM CATEGORY	INC. %
Ceramics	94%
Atomised body mixes	2%
Bathroom furniture	4%

REVENUES BY GEOGRAPHICAL AREA
[% of revenues]

	2024 [% of revenues]	2023 [% of revenues]	2022 [% of revenues]
ITALY	23 %	28%	31%
EUROPE	42 %	44%	40%
NORTH AMERICA	24 %	20 %	20 %
OTHER COUNTRIES	11 %	8%	9%



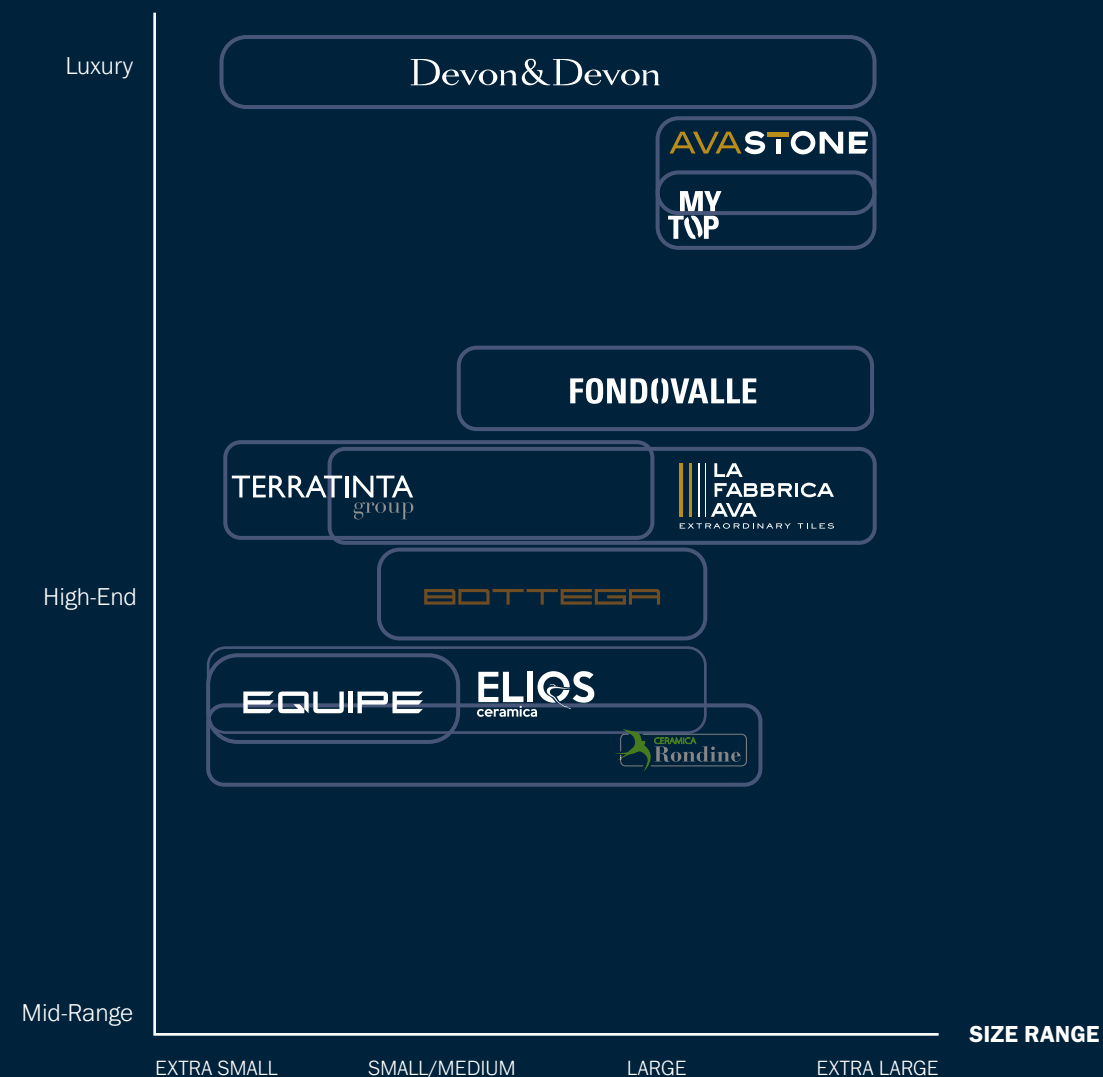
Brands

1.2

Through multiple brands, Italcir Group offers a complete and complementary range of ceramic surfaces and luxury bathroom products that vary in size, format and price range, meeting the varied needs and requirements of customers and markets, ranging from large commercial surfaces to residential use.

THE EXCLUSIVE RANGE OF ITALCER GROUP PRODUCTS

PRICE RANGE



Italcir Group's distinctive product range spans all market segments, providing a comprehensive selection of sizes and formats.

Devon&Devon

The Devon&Devon brand, known worldwide for its bathroom furnishings, expresses the utmost elegance and unique luxury style characterising the Made in Italy concept. The company's products are made from the finest materials and are designed to evoke a sense of attention to detail and refinement.

Founded in Florence in 1989, Devon&Devon produces and distributes exclusive home and bathroom collections worldwide whose timeless style recovers and reinterprets the best of European tradition and 20th-century design. Designed by an in-house team and in collaboration with major designers, all its products are created to best meet the needs of customers and professionals in the world of architecture and contract projects. The company offers an exclusive bespoke design service, focusing on projects for villas, apartments, yachts and luxury hotels, including luxury boutiques and 4- and 5-star hotels. Devon&Devon offers a wide range of products, including freestanding and built-in bathtubs, washbasins, shower enclosures, faucets, accessories and lighting.

Devon&Devon's main sales channels include distributors specialising in high-quality bathroom furnishings (usually in the sale of ceramics), which account for 69% of total revenue, and a network of showrooms located in major cities around the world, including Milan, Paris and London, which account for another 31% of revenue. The remaining revenue comes from sales through single-brand showrooms, installers and direct sales to end customers via e-commerce. Devon&Devon's products complement those of the other Group brands, providing complete solutions for people seeking a top-quality product.



LA FABBRICA AWA EXTRAORDINARY TILES

This brand offers a wide range of porcelain stoneware products, from large slabs to small formats, combining Italian style, innovative design, certified quality and the highest performance. The company's experience in large formats is a competitive advantage for further expansion into the most sought-after segments of the market.

La Fabbrica's main customers include large well-known retail chains and retailers.

In 2024, revenues from the ten largest customers accounted for 10% of the brand's turnover. Geographically, Italy accounted for 29% of revenue, while the other three main regions, DACH, France, and the USA and Canada, accounted for 35% of La Fabbrica's total revenue.



AVASTONE

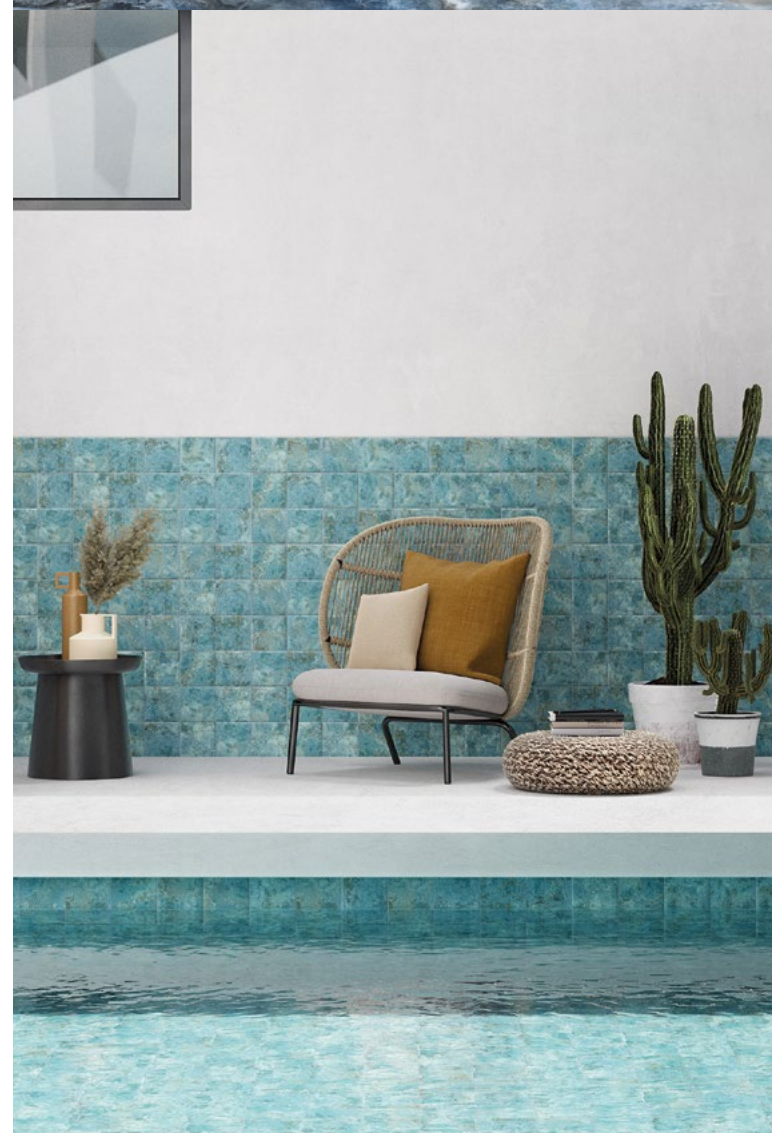
AVASTONE is a brand of large slabs with 12- and 20-mm thickness, perfect for creating furnishing accessories of any shape and size, such as countertops, kitchen worktops, living room furnishings and bathroom furniture, in perfect coordination with flooring and walls by LA FABBRICA AVA.

Its main customers in 2024 were independent retailers, of which the top ten accounted for 48% of total turnover. The top three countries by sales are Italy (55% of the total), France (8.4%), and the United States (4.8%).



The brand's collections are designed to meet the functional and aesthetic needs of interior design and furnishing projects, drawing on the qualities and performance of porcelain stoneware.

Ceramica Rondine's main customers are important retail chains. In 2024, the turnover of the ten largest customers accounted for 30% of the brand's revenue, Italy accounted for 32%, while the other three main regions (USA, France and DACH) accounted for 42% of Ceramica Rondine's turnover.



BOTTEGA

The Bottega brand is synonymous with values and passion. Creativity, refinement and attention to detail inspire its collections. The main customers of the Bottega brand are large retail chains, mainly located in the USA. In 2024 the turnover of the ten largest customers accounted for 76% of brand revenue. The majority of Bottega brand sales are focused in the United States, where turnover accounts for approximately 68% of the total.



The Elios Ceramica brand showcases products for residential and commercial applications, including floor and wall coverings and mosaics, ranging from traditional small-format majolica to porcelain stoneware slabs decorated with high-definition digital technology, following the values of expertise, passion and creativity.

The brand's products are known for their innovative design and cutting-edge technology, which allows for a wide range of styles and colours.

The main customers of the Elios Ceramica brand are independent retailers and pool ceramic retailers, as well as B2B customers.

In 2024, the revenues from the ten largest customers of the brand accounted for 29% of the brand's turnover, Italy represented 35% of the revenues, while the other three main regions (USA, France, and the Netherlands) accounted for 36% of Elios Ceramica's revenues.



EQUIPE

Equipe, with its 60 collections, is synonymous with small and very small ceramics, which represent 98% of total production. The brand is recognised worldwide for its market excellence in small-format floor and wall tiles with a particular focus on decorative ceramics.

In 2024, revenues from Equipe Cerámicas' ten largest customers accounted for 36% of total brand revenue. The United States and Canada accounted for 34,6%, while the other three leading countries (Spain, Italy and France) accounted for 25%.

FONDOVALLE

Founded in 1962, Fondovalle is an international market leader in the field of large porcelain stoneware slabs, with different material inspirations.

Its product range meets the needs of contemporary architecture for furnishing original and creative environments with refined, functional solutions, ensuring the highest design quality and perfect coordination of the floor and wall tiles.

Fondovalle's main customers include specialised distributors and white label clients.

In 2024, revenues from Fondovalle's ten largest customers accounted for 26% of total brand revenue. Italy accounted for 25% and the other three main regions (DACH, Benelux and France) accounted for 34%.



MY TOP

Combining aesthetics, performance, practicality and workability, MyTop porcelain stoneware ceramic slabs are a ductile and complete tool for designers and planners, in which the refined surface designs decorate a technological and resistant material.

With dimensions of 163 cm x 324 cm and thicknesses of 12 and 20 mm, they are particularly suitable for kitchen worktops, bathrooms, work surfaces, tables and custom furnishings. The large size, quality of the materials and elevated technical performance open new frontiers of expression, representing an invitation to design and build.

In 2024 MyTop's main customers were independent retailers and wholesale distributors, of which the top ten accounted for 44% of total turnover. Italy accounted for 11% of total turnover, the US for 15%. Other countries with strong turnovers during 2024 were Greece and the United Arab Emirates, which accounted for 16% of sales of total turnover.

TERRATINTA group

The strength of Terratinta Group is its network of collections with well-defined characteristics, an essential Nordic design reinforced by the founding values of the ceramic district: knowledge, expertise and innovation.

Knowledge of ceramic traditions, the fundamentals of this district, technical expertise in creating new materials and new shapes, innovation in combining memory and the future with a curiosity in always seeking new challenges, with a balance between innovation and tradition.

In 2024, its top ten customers accounted for 34% of total revenue.

Of the total sales, those in Italy accounted for 8%, while other significant countries in terms of turnover were the United States and Canada (22%), Benelux (13%), France (8%) and Great Britain (10%).



Production Sites

1.3

Italcer Group is proud to enhance the history and traditions of its brands and production sites, which are strategically located in the two most important ceramic districts in the world, a setting that favours the development of design products with continuous innovation. As highlighted by the strategy underlying the acquisitions, one of the aims of the Group is to expand sales internationally while increasing its presence in its home area, remaining faithful to local traditions and values, employees and suppliers.

As of late 2024, Italcer Group had 13 production plants, nine in Italy and four in Spain. The facilities cover a total surface area of 547,000 m², with a production capacity of approximately 25 million m² and a consumption of 450,000 tonnes of atomised body mixes annually. All buildings are owned by the Group, except for the Castel Bolognese, Fiorano Modenese, Onda, Vignola and Borgo Val di Taro facilities, which are leased.

The Group creates important production synergies. In fact, it has increased productivity and consequently reduced costs by specialising each plant in specific formats serving the various Group brands.



13
PLANTS



9
WAREHOUSES



25,200,000 m²
ANNUAL PRODUCTION CAPACITY



25
PRODUCTION LINES



781
Production and logistics employees

Highly specialised production facilities located in the two most important and prestigious ceramic districts in the world.

SPECIALISATION IN DIFFERENT FORMATS → INCREASED PRODUCTIVITY → LOWER COSTS → IMPORTANT PRODUCTION SYNERGIES ACROSS ITALCER GROUP

Italy



The map shows only the production and logistics sites, except for Devon&Devon

RUBIERA

This facility, consisting of six buildings, is located in the Municipality of Rubiera, in the Province of Reggio Emilia. The site covers a total surface area of about 100,000 m² and it employs 106 people, 80 in production and 26 in logistics. The facility, owned by the Group, is specialised in the production of medium and large-sized ceramic products and its annual production capacity is around 5.75 million square metres.

FIORANO MODENESE

This plant, located on the border between Formigine and Fiorano Modenese, in the Province of Modena, covers a total surface area of 56,900 m². The plant employs 69 people (68 in production and one in logistics) and is specialised in the production of small-format ceramics (XS and S) and Elios Ceramica ceramics for swimming pools. Through recent investments to modernise certain production lines for Industry 4.0, the plant is able to produce large formats (100 cm x 100 cm) for indoor and outdoor use, adopting H2O technology (20-mm thick products). The facility has an annual production capacity of approximately 3.5 million m².

UBERSETTO

The industrial building in Formigine (Modena), which became part of the Group through the acquisition of Ceramica Fondovalle, has a total surface area of 36,000 m². The plant employs 33 people (24 in production and 9 in logistics) and is specialised in ceramic finishing (cutting, grinding, lapping and rectification). Recent investments have led to the modernisation of the polishing line with “supershine” technology to increase production and improve yield. Logistics activities are carried out at the site.

MARANO SUL PANARO

The Marano sul Panaro (Modena) complex, which became part of the Group in 2022 through the acquisition of Ceramica Fondovalle, has a total surface area of around 26,900 m². The plant employs 50 people and is specialised in the production of large ceramic surfaces (L and XL). The plant has an annual production capacity of approximately 1.9 million m².

CASTEL BOLOGNESE

The Castel Bolognese (Ravenna) plant is owned by Ceramiche di Romagna S.r.l. and is currently managed by the Group under a lease agreement. The plant, which covers a total surface area of about 83,000 m², employs 99 people (91 in production and eight in logistics) and is specialised in the production of extra-small, small and medium-sized ceramics, for indoor and outdoor use, using H2O technology. Recent investments in the plant have led to the opening of a third production line and the installation of a 2 MW cogeneration plant. The facility has an annual production capacity of approximately 3.5 million m².

VETTO D'ENZA

The industrial site located in the Municipality of Vetto d'Enza covers a total surface area of around 132,000 m². This production site, specialises in the production of small formats, employs 79 people (77 in production and two in logistics). The annual production capacity of the plant is approximately 3.5 million m².

SASSUOLO

This industrial site, located in the Municipality of Sassuolo (Modena), covers a total surface area of about 45,000 m² and employs 26 people. The plant is dedicated to the production of spray-dried mixtures. With an annual production capacity of about 480,000 tonnes, the plant is used mainly for the Group's own production, but it also supplies third-party companies in the sector. A 3.2 MW cogeneration plant was recently installed to reduce energy costs, along with a grinding plant for fired ceramic waste and a new wet grinding plant for raw materials to improve the efficiency and sustainability of the production process.

VIGNOLA

This industrial site, located in the municipality of Vignola (Modena), occupies an area of about 1000 m² and specialises in the production of artistic ceramics, for an annual production capacity of about 100,000 pieces. The plant employs eight production workers and a logistics officer.

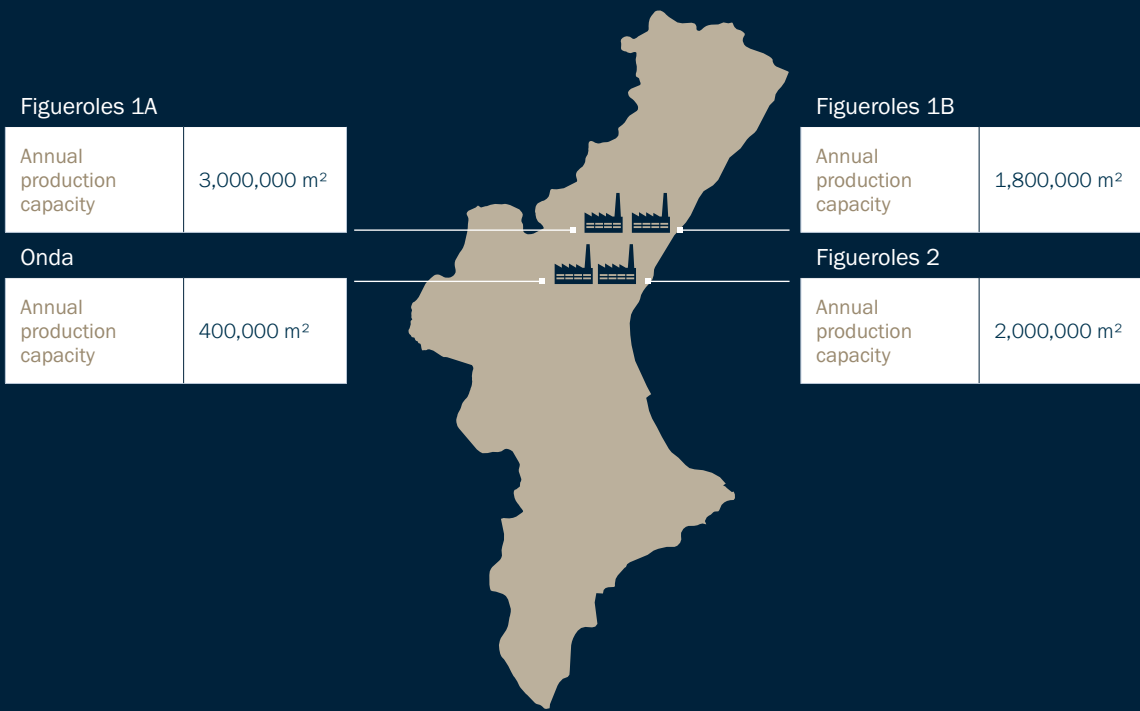
BORGIO VAL DI TARO

The industrial site, located in the municipality of Borgo Val di Taro (PR), occupies an area of about 1,000 m² and specialises in the production of mosaics with an annual production capacity of about 200,000 m² using an fully electric kiln. The plant employs five production workers.

Highly specialised production facilities located in the two most important and prestigious ceramic districts in the world.

SPECIALISATION IN DIFFERENT FORMATS → INCREASED PRODUCTIVITY → LOWER COSTS
IMPORTANT PRODUCTION SYNERGIES ACROSS ITALCER GROUP

Spain



FIGUEROLES

The plant in Figueroles, Spain, is owned by the subsidiary Equipe Cerámicas. It comprises three industrial buildings and warehouses with a total of eight production lines. The plants are specialised in the production of glazed and unglazed ceramic products and have an annual production capacity of approximately 7,000,000 m². The plant employs 210 people, including 24 in the logistics department.

ONDA

The Onda plant is specialised in glazed and non-glazed ceramic products. It employs 38 people and manufactures customised products to meet the customisation specifications required by customers. Its annual production capacity is about 155,000 m².



Italcer Group's Business Model

ESRS 2 SBM-1

Product quality, design and sustainability are the inspiring principles of the Italcer Group business model, the goal of which is to enhance and bring innovation to each individual product, aligning it with the highest quality standards that underpin stakeholder trust.

- **CREATIVITY**
- **DESIGN**
- **IDEAS**
- **AESTHETICS**
- **ATTENTION TO DETAIL**
- **EVOLUTION**
- **INNOVATION**
- **REFINEMENT**

1.4

Production and commercial synergy are the basis of the Italcer Group business model, thus adding value to its products and services. The main stages of the business model are as follows:



PROCUREMENT
OF RAW MATERIALS



PRODUCTION
PROCESS



GO-TO-MARKET

Procurement of raw materials



The main raw materials used in the ceramic production process consist of different types of sand, clay and feldspar, enamels and inks, additives and reagents, paper, plastics and wood. The procurement of these materials, now increasingly shaped by the socio-political context, is a vital component of Italcera Group's business model and a key pillar of the **responsible value chain**, and explored in greater detail below.



The Production Process

Italcera Group has always offered products of high quality relating to aesthetics and technical performance, resulting from a production process subject to constant improvements and efficiency, as well as technological innovations.

Grinding and spray drying

Clay and other raw materials used in ceramic production are first processed by grinding, reducing them into small particles of atomised body. The resulting mixture is then spray dried to remove excess moisture. These operations are mainly carried out at the atomiser in Sassuolo (formerly Spray Dry) and the atomiser located at the Castel Bolognese plant, which supply atomised body mixes to the Group's other facilities for ceramic production. The portion of atomised body not used in the Group's own production is sold by Italcera to other players within the ceramic district. The production facilities in Spain purchase atomised body mixes from third-party suppliers.

Pressing

Atomised body mixes are processed in a phase known as pressing, in which the powder is compacted at high pressure (more than 350 kg/cm²) using hydraulic presses (small and medium-sized ceramics) or continuous pressing plants (XL-sized ceramics) to obtain the desired shape and size.

Drying

After pressing, the ceramics undergo a drying phase. During this process, the ceramics are exposed to a controlled temperature and humidity to ensure even, gradual drying. This step is crucial for avoiding cracks, which can occur if the slabs dry too quickly or unevenly.

Glazing

After drying, the ceramics undergo a decorating process in which a layer of glaze is applied to the surface to improve their texture and strength. This layer typically consists of a glaze that is applied using techniques such as spraying. The coating not only improves the appearance of the ceramics, but also acts as a protective barrier against abrasion, staining and other types of damage.

Digital decoration

The finishing and customisation phase begins with digital decoration of the ceramics using printing techniques. This is a crucial stage in the production process, as it allows a wide range of designs and patterns to be created, offering endless possibilities for customisation. The digital printing process involves the use of advanced printers and special inks capable of reproducing detailed, high-quality images on the surface of the ceramics.

Firing

In this phase, the ceramics are fired at high temperatures to strengthen them and achieve the desired porosity. The firing process takes place in carefully controlled kilns to ensure that the ceramics are heated evenly and to the right temperature. Once the firing is complete, the ceramics are left to cool gradually to avoid cracks.

Cutting and finishing

After firing, the ceramics can be cut and finished. Cutting is done with high-precision machinery that ensures regular edges and uniform dimensions. Finishing, on the other hand, involves various processes such as polishing, grinding or brushing, depending on the desired surface finish. These processes improve the texture, colour and overall appearance of the slabs, giving them a unique and refined look.

Selection and packaging

Ceramics undergo meticulous quality control, both in the intermediate stages and at the end of the line. Before packaging, they are checked one by one using electronic equipment to guarantee a consistent size and appearance, and also by highly specialized personnel undergoing continuous training. The Group's objective is to ensure compliance with its declared high standards. Once the slabs pass quality control, they are carefully packed and prepared for shipment. Even at this stage, specialised employee checks the compliance of the packaging from both the regulatory and logistical points of view. The packaging must respect the logos, tables and declarations by meeting strict national and international legal and market regulations.



Go-to-Market Strategy



Italcera Group cares for its clientele through a well-organised structure, with defined tasks for individual positions. At the top of the organisation, sales managers for each brand outline commercial strategies, which are then developed by area managers. The latter coordinate a network of agents, the extent of which varies by geographical area, ensuring a widespread presence in the various markets. This organisation ensures direct and constant contact with customers, with particular attention to relationships and customer loyalty.

At the end of 2024, the Group had **477 agent agreements**.

Internal sales support is entrusted to Customer Care. This team, under the guidance of the sales managers, is responsible for entering orders in management systems, providing telephone and email support to customers and agents, and coordinating with other business divisions such as logistics, credit management, marketing and merchandising. This synergistic approach between the different business roles allows us to **offer service** that is not only efficient, but also deeply integrated, with a **strong commitment to customer satisfaction**.

1.5

Sustainability commitment

ESRS 2 SBM-1

Every year, Italcer Group renews its commitment and attention to sustainability, investing more time and energy in researching and developing efficient solutions for its businesses. The objective is to **create sustainable value**, which is why ESG factors are part of the Group's management model.

The ceramics and luxury bathroom furnishing sectors represent an important share of the construction industry, which is why it is necessary to bring innovation to production processes, introducing modern and sustainable materials to strive for urban regeneration, reducing the environmental impacts of urbanisation and encouraging more eco-friendly architecture.

The Group has set the following impact ambition:

"Promoting sustainable spaces through eco-friendly ceramic products, resulting from innovative and efficient production processes, based on the circular economy."



Italcer Group's strategic lines

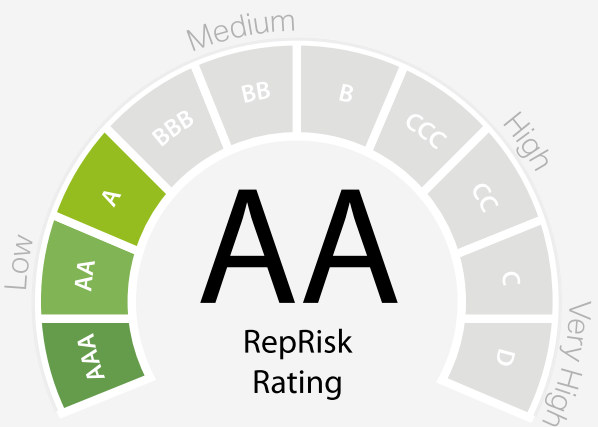
In line with this ambition and to emphasise its commitment to sustainability, the Group has developed and adopted an **ESG strategy** defined around **six strategic guidelines**. These include the principles and basis of the Group's commitments vis-à-vis stakeholders to create tangible value and contribute to advancing the UN Sustainable Development Goals (SDGs).

Recognitions



RepRisk ESG Rating

RepRisk Rating as of 20 September 2024



The RepRisk Rating is a proprietary risk metric that captures and quantifies a company's risk exposure related to ESG issues.

It combines a company's own ESG risk exposure (Peak RRI) with the ESG risk exposure of the country and the sectors in which the company has been exposed to risks.

The RepRisk Rating ranges from AAA to D.



Ranked first for the environment among the top 100 over €250 million in turnover as of Sustainability Award 2024 ITALCER

In 2024, Italcera Group secured first place in the 2024 Sustainability Award, earning the top score for environmental performance among companies with revenues exceeding 250 million euros.

The ranking, promoted by Kon Group and ELITE in partnership with Politecnico di Milano, serves as a key benchmark for evaluating ESG strategies nationally. Participating companies were analysed through a score provided by ALTIS Advisory, a spin-off of the Università Cattolica del Sacro Cuore, with technical support from RepRisk.

The award highlights the effectiveness of the actions taken by Italcera Group to reduce its environmental footprint and strengthens its commitment to embedding sustainability across the value chain. The Group's approach seeks to generate value for the company, communities and regions where it operates, guided by a strategy rooted in responsibility and sustainable innovation.

RepRisk assigned an updated ESG rating to Italcera Group, which improved from A in 2023 to AA in 2024, confirming ongoing progress.



“Best strategy for sustainable development” award as part of the Responsible Innovators Award Emilia-Romagna 2024 ITALCER

In 2024, the Italcera Group received the prestigious “Best Strategy for Sustainable Development” award as part of the Emilia-Romagna Region's Responsible Innovators Award.

Winning this award validates the Group's strategic direction, which places sustainability at the heart of its corporate approach. Among its most distinctive innovations is Advance, a flagship product featuring antiviral, antibacterial and photocatalytic properties, made with over 50% recycled raw materials.

The award underscores Italcera Group's tangible commitment to merging innovation with responsibility, optimising production processes, prioritising employee wellbeing, ensuring transparent and effective governance, and fostering active engagement with local communities and regions.

Best Product of The Year" TecnaAwards Fondovalle

In 2024, Ceramica Fondovalle was honoured with the “Best Product of the Year” award at the TecnaAwards, an accolade presented by Italian ceramic design studios.

The award was granted after a review of the key innovations showcased at Cersaie 2024 and conferred on the MyTop Stone Lab Nero Zimbabwe product, recognised for its aesthetic excellence, material innovation, and alignment with contemporary design trends.

This confirms Italcera Group's leadership in designing high-value ceramic surfaces, with a focus on sustainability and material durability.

ADI Booth Design Award 2024 Fondovalle

At Cersaie 2024, Ceramica Fondovalle received the ADI Booth Design Award, promoted by ADI (Association for Industrial Design) and the event organisers. The award highlighted a booth concept that creatively conveyed the brand's identity, values and product range.

The project stood out for an innovative and coherent concept, capable of telling the story of the company and its collections through a visual “jam session” combining lightness and communicative impact.

Archiproducts Design Awards 2024 Devon&Devon

Two products from the collection designed by Devon&Devon in partnership with Pierre-Yves Rochon won the Archiproducts Design Awards 2024.

The jury, comprising specialists from design, architecture and publishing sectors, awarded the “The Thirties” bathtub, made of White Tec Plus, in the new Sustainability category for its unique ability to combine beauty, functionality and respect for the environment. The main version of the My Love Water Vanity washbasin unit, made of marble-effect porcelain stoneware, was awarded in the Bathroom category for its innovative design.

Homes & Gardens Design Awards 2024 Devon&Devon

The My Love Water Vanity collection by Pierre-Yves Rochon for Devon&Devon earned the Homes & Gardens Design Award in the Best Statement Sink category.

Environmental Sustainability 2024 Equipe

In 2024, Equipe Ceramicas received the award for “Environmental Sustainability” as part of the first Premios +Sostenibles +Responsables, promoted by the Confederación Empresarial de la Comunitat Valenciana and Caixa Popular, in partnership with the Generalitat Valenciana.

The award was given for the company's commitment to reducing its environmental impact and adopting responsible production practices, integrated into its strategy and daily operations.

2024 was a significant year for Equipe for implementing one of the most significant innovations in the field of sustainability: a fully electric kiln in the ceramic production process. This technology enables a substantial reduction in CO₂ emissions and a significant increase in the energy efficiency of the production cycle.



Italcer Group certifications

Italcer Group's constant commitment to ESG issues is confirmed by the environmental, product and management system certifications it has obtained, as specified in the table below:

CERTIFICATE		DESCRIPTION	ITALCER S.P.A. SB	CERAMICA FONDOVALLE S.P.A.	DEVON&DEVON S.P.A.	TERRATINTA GROUP SRL BENEFIT	EQUIPE CERAMICA S.L.U.
	UNI EN ISO 9001:2015	Quality management system	Certificate no. 27007 30/05/2019	Certificate no. 58165 09/03/2023			
	CE MARKING	Declaration of conformity with the DoP and all requirements established in harmonised sector regulations (UNI EN 14411)	Declarations of performance (DoP) available	Performance Declaration (DoP)available	Performance Declaration (DoP) Available (lighting category, electric towel warmers, products made of White Tec Plus)		Performance Declaration (DoP) available
	UNI EN ISO 14001:2015	Environmental management system	Certificate no. 12762 24/01/2008	Certificate no. 59410 13/12/2023			
	EMAS REGISTRATION	Eco-management and audit scheme	Certificate no. IT 000907 16/5/2008	Certificate no. 59411 13/12/2023			
	UNI ISO 45001:2023	Occupational health and safety management system	Certificate no. 27008 04/02/2020				
	UNI CEI EN ISO 50001:2018	Energy management system	Certificate no. 26196 18/10/2018				
	DT 55	Certification of the percentage of recycled material	Certificate no. 26196 21/10/2008 Certificate no. P1348 30/11/2010				
	ISO 17889-1:2021	Sustainability of ceramic tiles	Certificate no. 30634 21/07/2022 Rating 127.6/130				
	EPD	Sector environmental product declaration	EPD S-P-13493 of 17/04/2024	EPD – IES – 0010014 del 17/10/2024	EPD IES - 0020898 of 21/01/2025		
	EPD EN ISO 14025:2010	Environmental labels and declarations – Type III environmental declarations – Principles and procedures					Certificate nos: 002-050, 002-051

1.6

CERTIFICATE	DESCRIPTION	ITALCER S.P.A. SB	CERAMICA FONDOVALLE S.P.A.	DEVON & DEVON S.P.A.	TERRATINTA GROUP SRL BENEFIT	EQUIPE CERAMICA S.L.U.
	GOOD PHYTOSANITARY PRACTICES	Guidelines from the Good Phytosanitary Practices programme for controlling shipments to the USA.	Register of Qualifying Companies 2023	Register of Qualifying Companies 2023		
	QB UPEC	Compliance with technical quality requirements according to CSTB specifications	Certificates available on the CSTB web page	Certificates available on the CSTB web page		
	QB UPEC F+	Compliance with technical quality requirements according to CSTB specifications, for 2-cm-thick products	Certificates available on the web page			
	CCC	Compliance with mandatory Chinese certification	Certificate no. 2005052102001054 01/12/2010	Certificate no. 2009052102000749 15/12/2009		Certificate no. 2016052102003890 17/12/2024
	SASO Quality Mark	Product quality certification for exports to Saudi Arabia	Certificate no. 20200141571 14/07/2020	Certificate no. 20200129061 22/03/2020		Certificate no. 20230478621 28/05/2023
	MOCA	Certification of suitability for food contact	Certificate no. ICIM-MOC-010800-00 09/05/2022	Certificate no. ICIM-MOC-010800-00 09/05/2022		
	GREENGUARD GOLD				Product certification: White Tec Plus	
	CSA				Product certification: White Tec Plus	
	IAPMO Certification				Product certification: cast-iron bathtubs	
	UL Certification					
	UNI/PDR 125:22	Certification for gender equality in the corporate environment of 25/03/2024	Certificate of Conformity No. IT330641 of 25/03/2024	Certificate of Conformity No. IT330641 of 25/03/2024	Certificate of Conformity No. IT330641 of 25/03/2024	



In 2024, **Equipe Cerámicas** obtained the **Ecovadis Silver Medal**, proving that it met sustainability criteria.



In addition, **Terratinta Group** is a benefit corporation and obtained the **B-Corp Certification** with a **total score of 84.4** in 2022.



- 84.4 B Impact overall score
- 80 Requirement for B Corp Certification
- 50.9 Average score for common companies

Italcer Group contribution to Sustainable Development Goals

1.7

Through its daily actions, plans and procedures, Italcer Group creates sustainable value to generate a **positive impact** on society and the environment and contribute to achieving some of the **UN Sustainable Development Goals**.

The UN 2030 Agenda for Sustainable Development is a programme for global action aimed at eradicating poverty, protecting the planet and promoting prosperity and peace. It was adopted unanimously by the 193 member countries of the United Nations.

UN member states are committed to achieving **17 Sustainable Development Goals (SDGs)**, which are in turn organised into 169 specific, interconnected and indivisible targets. These constitute the new reference framework for sustainable development, which is understood as development that meets the needs of the present without compromising the ability of future generations to meet their own. The goals are balanced across three dimensions: economic growth, social inclusion and environmental protection.

During 2024, Italcer Group planned its contribution to the Sustainable Development Goals (SDGs) by adopting the SDG Action Manager, a tool developed by B Lab in partnership with the UN Global Compact. Integrated into the B Impact Assessment process, the SDG Action Manager allows companies to systematically and comparably analyse their impact against the 17 SDGs, identifying areas of greatest relevance and opportunities for improvement. Through a set of indicators and metrics, the tool supports companies in monitoring, managing and enhancing their social and environmental impact, fostering strategic alignment with global objectives. In addition to providing a dynamic self-assessment framework, the SDG Action Manager integrates the Ten Principles of the UN Global Compact, Sustainable Development Goals framework and B Lab methodology, providing a useful benchmark to compare its performance with other companies in the sector or of similar size.

Through this approach, Italcer Group actively contributes to the achievement of nine of the 17 SDGs, distinguishing itself by outperforming national, sectoral and size benchmarks. For each of these objectives, the Group's commitment and the results achieved against the reference standards are outlined below.



Sustainable development objectives

Ensure healthy lives and promote well-being for everyone at all ages.

Target

3.9 Substantially reduce the number of deaths and illnesses from hazardous chemicals, pollution and air, water and soil contamination.



Sustainable development objectives

Achieve gender equality and empower all women and girls.

Target

5.1 End **all forms of** discrimination against women and girls worldwide.

5.5 Ensure full and effective participation and equal **leadership opportunities** for women at all levels of decision-making in political, economic and public life.

5.c Adopt and strengthen concrete policies and applicable laws to promote gender equality and empowerment, i.e. strength, self-esteem and awareness of all women and girls at all levels.



Sustainable development objectives

Ensure the availability and sustainable management of water and sanitation for everyone.

Target

6.3 By 2030, improve water quality by reducing pollution, eliminating uncontrolled dumping practices and minimising the release of chemicals and hazardous materials, halve the percentage of untreated wastewater and increase **recycling and safe reuse globally**.

Italcer Group's commitment

- Development of ADVANCE®, antiviral, antibacterial and anti-pollution technology to **reduce sickness and pollution**.
- Innovation of ceramic surface production processes based on strict quality standards.

Stakeholders impacted directly

- Customers
- Suppliers
- Employees and partners
- Shareholders and investors
- Sector agents
- Society

Italcer Group's commitment

- Implementing ad hoc procedures in the Group's integrated management system to **prevent all form of discrimination against all women**.
- Promoting diversity and inclusion, including **gender equality**.
- Supporting **female empowerment** and consequently **promoting gender equality** through specific management training and effective guarantees of equal **leadership opportunities for women**.
- Access to complaint mechanisms and support resources to prevent harassment.

Stakeholders impacted directly

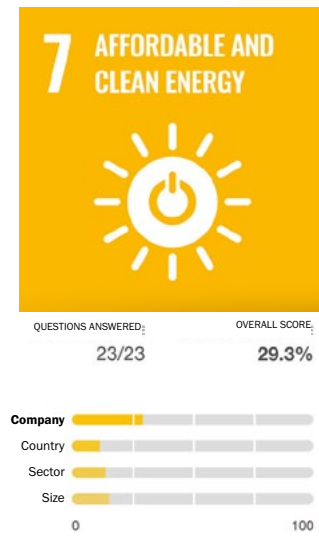
- Employees
- Partners
- Trade unions

Italcer Group's commitment

- Optimising water management through **recycling and the total reuse of water** used in production processes.
- Minimising the release of chemicals and hazardous materials into the environment.
- Progressive decoupling of the development of Group companies from the consumption of exhaustible natural resources.

Stakeholders impacted directly

- Society
- Public administration



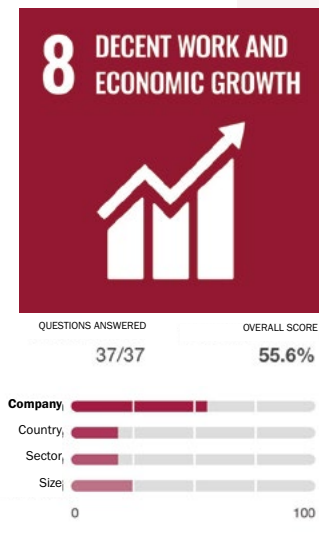
Sustainable Development Goals

Ensure access to affordable, reliable, sustainable and modern energy systems for everyone.

Target

7.2 Significantly increase the share of renewable sources in the global energy mix.

7.3 Double the overall rate of energy efficiency improvement by 2030.



Sustainable development objectives

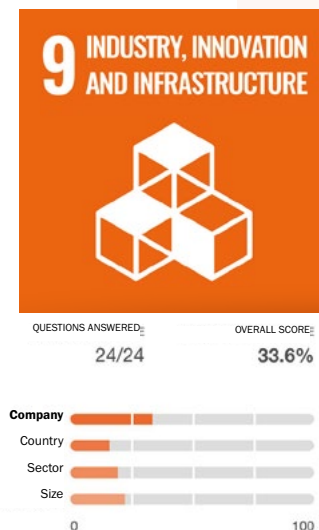
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for everyone.

Target

8.2 Achieve higher levels of financial productivity through diversification, technological upgrades and innovation, by focusing on high added value and labour-intensive sectors.

8.5 Achieve full and productive **employment and decent work for all women** and men by 2030, including young people and people with disabilities, as well as equal pay for work of equal value.

8.6 Significantly reduce proportion of youth not in employment, education or training (NEET).



Sustainable development goals

Build resilient infrastructure and promote innovation and fair, responsible and sustainable industrialisation.

Target

9.2 Promote inclusive and sustainable industrialisation and, by 2030, significantly increase employment and gross domestic product.

9.4 Update infrastructure and modernise industries to make them sustainable, with greater resource efficiency and higher adoption of clean technologies that respect the environment and industrial processes, so that all countries take action in accordance with their respective capacities.

Italcer Group's commitment

- Progressively decarbonise production processes to favour the implementation of **reliable, sustainable and modern** renewable energy plants at the Group's production sites, particularly photovoltaic plants.
- Transition to a circular economy that helps to reduce harmful emissions into the environment and improve **energy efficiency**.

Stakeholders impacted directly

- Society
- Shareholders and investors

Italcer Group's commitment

- Attention to innovation and **technological updates** in production processes.
- Creating and promoting **stable and decent employment for all women and men, including young people and people with disabilities, ensuring equal pay for work of equal value**.
- Protecting workers' rights through safe and secure working environments.
- Offering professional-level internships and adhering to school-work programmes.
- Adopting a policy that also certifies suppliers' and customers' **attention to decent work**.

Stakeholders impacted directly

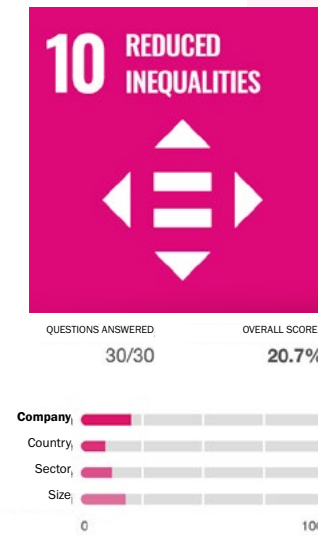
- Employees
- Partners
- Trade unions

Italcer Group's commitment

- Creating **sustainable and responsible** high-performance **materials and technologies**.
- Adoption and development of environmentally friendly technologies.
- Modernising and making plants efficient by adopting **clean and eco-friendly technologies**.

Stakeholders impacted directly

- Customers
- Society
- Employees and partners
- Sector agents
- Society



Sustainable development objectives

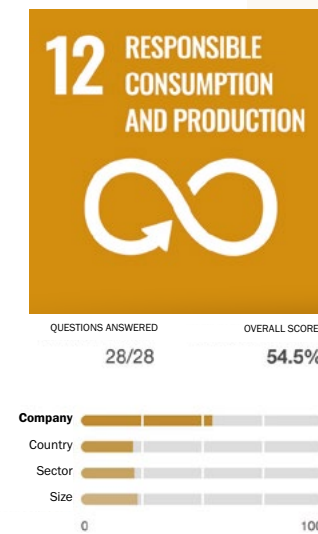
Reduce inequalities in and between nations.

Target

10.2 Strengthen and promote the social, economic and political inclusion of everyone regardless of age, gender, disability, race, ethnicity, origin, religion, economic or other status.

10.3 Ensure equal opportunities for everyone and reduce inequalities in outcomes, also by eliminating discriminatory laws, policies and practices and promoting appropriate laws, policies and actions.

10.4 Adopt policies, particularly related to taxation, wages and social protection, to progressively achieve greater equality.



Sustainable development objectives

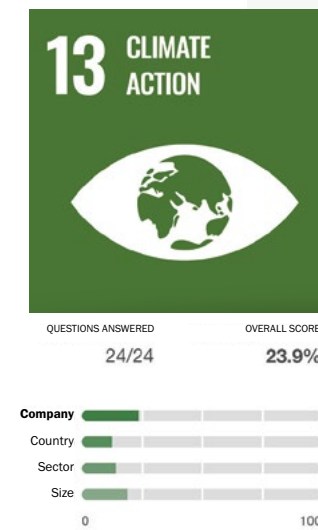
Ensure sustainable production and consumption patterns.

Target

12.2 Achieve sustainable management and efficient use of natural resources by 2030.

12.5 Substantially reduce waste generation by 2030 through prevention, reduction, recycling and reuse.

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and integrate sustainability information into their regular reports.



Sustainable Development Goals

Take urgent measures to combat climate change and its consequences.

Target

13.1 Strengthening resilience and the ability to adapt to climate-related risks and natural disasters in all countries.

13.2 Integrating measures to combat climate change into national strategies, plans and policies.

Italcer Group's commitment

- Adopting active policies to ensure gender equality and promote an inclusive working environment that values the diversity and uniqueness of individuals while **reducing inequalities**.
- Guaranteeing equal wage policies for equal skills and duties.

Stakeholders impacted directly

- Employees and partners
- Trade unions

Italcer Group's commitment

- Publication of a 2023–2025 Environmental Declaration.
- Use of recycled materials in production processes to ensure the **efficient use of natural resources**.
- Reducing waste and waste materials through prevention, reduction, recycling and reuse**.

Stakeholders impacted directly

- Society
- Customers

Italcer Group's commitment

- Increased production of electricity from renewable sources.
- Improving the energy efficiency of all production processes and sites.
- Efficient use of resources, particularly water.

Stakeholders impacted directly

- Society
- Customers
- Employees and partners

1.8 Italcer Group Stakeholders

ESRS 2 SBM-2

Italcer Group is aware **of its actual and potential influence on stakeholders**. As a result, the Italcer Group pays special attention to stakeholders, adhering to the **values of honesty, trust and consensus**, while always trying to meet their expectations.

To achieve this challenging goal, the Group has created channels for dialogue and constant interaction to understand the context in which it operates and the interests of individual categories of stakeholders, as well as to develop actions to increase synergy and achieve common goals, with a view to constant improvement.

This dialogue is based on the following premises:

- identifying key stakeholders to interact with** on a regular basis. The stakeholder map was established and updated by means of internal surveys with the company figures that manage relations with the respective stakeholder categories daily;
- defining the most appropriate ways to involve stakeholders:** In this respect, Italcer Group uses different communication channels, including daily reports from the Group's sales offices, portals dedicated to human resources, periodic internal communications related to ESG issues, the whistleblowing reporting platform, local and national press releases and articles, publications on the Group's social network channels, regular meetings with employee representatives, monthly reports and periodic meetings with shareholders and bondholders as well as meetings with governing bodies that work closely with the Group's direct and indirect investors.
- easy accessibility and usability of communication channels** to foster and maintain two-way, transparent and effective communication based on mutual good faith.

Green Building Council Italy



Green Building Council Italia (hereafter GBC Italia) is a non-profit association that brings together the most competitive companies and most qualified Italian associations and professional communities active in the sustainable building sector.

Founded in January 2008, the goal of the association is to promote sustainable design and construction practices to reduce environmental impacts, increase profitability and improve the health and well-being of building occupants. Today, GBC Italia encourages the transformation of the Italian construction market by promoting the LEED certification system and developing a specific rating system for the certification of historic buildings. The association's mission is to further collaboration between all sectors of the real estate and construction industry, government, academic institutions and all other stakeholders. Through its products, Italcer, **a member of the Green Building Council Italia**, contributes to the **LEED (Leadership in Energy and Environmental Design) certification** of buildings due to the high content of certified recycled materials.

Federlegno Arredo

Devon&Devon is part of Federlegno Arredo and as an associate, is committed to following its guidelines in terms of sustainability.

STAKEHOLDERS	ITALCER GROUP	INTERNAL ENGAGEMENT CHANNELS	EXTERNAL ENGAGEMENT CHANNELS
CUSTOMERS	- Retailers - Construction companies - Professional design and architecture studios - Contractors - Direct customers - Final consumers - Other Italcer Group companies	- Organised visits to Group offices, facilities and showrooms - Dedicated online presentations - Email communications	- Participation in events and trade fairs - External communications (websites, social networks, press) - Newsletters - Whistleblowing
SUPPLIERS	- Raw material suppliers - Suppliers of other materials - Service suppliers - Other Italcer Group companies	- Daily dialogue via email, conference calls and phone calls - In-person meetings - Visits to customer premises	- External communications (websites, social networks, press) - Newsletters - Whistleblowing
EMPLOYEES AND PARTNERS	- Employees - Sales agents - External partners (cooperatives)	- In-person meetings - Communication via notice boards and posters at Group facilities - Communication via human resources portals - Communication boards and signage totems at factories and sites - Periodic communications via email - Meetings with WSRs	- Webinars - Online presentations - Participation in events and trade fairs - External communications (websites, social networks, press) - Newsletters - Whistleblowing
SHAREHOLDERS, INVESTORS AND CONTROL BODIES	- Partners - Members of the Board of Directors - Bondholders - Members of the Board of Statutory Auditors - Independent Auditors - Members of the Supervisory Board	- General shareholders' meetings - Board of Directors meetings - Bondholder meetings - Trade union audits - Supervisory Board audits - In-person meetings - Email communications	- External communications (websites, social networks, press) - Newsletters - Whistleblowing
PUBLIC ADMINISTRATION	- Regulatory bodies - Other public entities	- Consultations - Exchange of information - Targeted meetings	External communications (websites, social networks, press)
CATEGORY AND TRADE UNION ASSOCIATIONS	- Confindustria Ceramica (Italy) and ASCER - Asociacion Espanola De Fabricantes De Azulejos Y Pavimentos Ceramicos (Spain) - Industry associations (Green Building Council) - Trade unions	- Meetings with trade union representatives - Regular meetings with the social parties - Meetings - Email communications	- Webinars - Online presentations - Participation in events and trade fairs - External communications (websites, social networks, press) - Newsletters
SOCIETY	- Local community - Media and opinion leaders - Third parties - Students	- Conferences and workshops - In-person meetings - Email communications - Dedicated lessons - Participation in school-work programmes - Support for undergraduate theses and research	- External communications (websites, social networks, press) - Newsletters - Whistleblowing

Materiality analysis

ESRS 2 BP-1, ESRS 2 BP-2, ESRS SBM-3, ESRS 2 IRO-1, ESRS 2 IRO-2

The year 2024 was a period of rapid regulatory change in Europe, driven by the introduction of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). These changes have defined a more structured approach to sustainability reporting, based on rigour, transparency and integration with the principles of responsible finance.

Double materiality analysis has become central, prompting companies to assess the impact of their activities on people, the environment and society (impact materiality, or inside out), and the influence of environmental, social and governance factors on economic and financial performance (financial materiality, or outside in).

This integrated approach allows for a more comprehensive strategic vision, ensuring an in-depth understanding of the issues relevant to the company, in terms of impacts and risks and opportunities.

Italcer Group adopted double materiality as a guiding tool to connect economic-financial assessments and impacts generated on stakeholders, consolidating an integrated perspective in the decision-making process.

2024 marked an important step for Italcer: for the first time, it integrated double materiality into its Sustainability Report. A voluntary decision, not driven by regulatory requirements: despite the introduction of the Omnibus Regulation, the Italcer Group chose not to ease its pace. On the contrary, it stayed ahead of the curve, viewing this approach as a genuine opportunity to enhance stakeholder engagement, gain deeper insight into its impacts, and steer strategic decisions with greater awareness.

The process was initiated as part of the technical round table promoted by Confindustria Ceramica, to guide member companies in applying the new European reporting criteria. This initiative provided a sectoral methodological reference framework, including IRO examples, mapping templates and scoring logics that Italcer used as the basis for its own long list of impacts, risks and opportunities, customising it according to the Group's features. Following this phase, a structured stakeholder engagement process was conducted to assess impact materiality, involving internal and external stakeholders: employees, customers, agents, suppliers, members of the Board of Directors and Supervisory Board, trade associations, media and other relevant stakeholders. The questionnaire was administered in Italian, English and Spanish to ensure the participation of the Spanish company Equipe and relevant stakeholders. The responses collected (223 in total) were integrated with the evaluations expressed by top management and provided a balanced representation of the expectations of the context.

1.9

The assessment of financial materiality was conducted internally, with the involvement of the Legal, Compliance & Internal Audit Function, which is responsible for supervising the Group's main risk management and control measures. This Function coordinated transversal risk analysis processes in the past (such as those relating to ISO 9001 certification and System 231), ensuring methodological consistency and an integrated approach with existing systems.

For determining the materiality threshold, and impact materiality, reference was made to the average of the scores awarded, while for financial materiality, the threshold was defined by management based on qualitative and quantitative assessments. The roadmap produced a structured summary of the Group's ESG priorities, aligned with stakeholder expectations and an assessment of the actual impacts generated by the company's operations. This analysis is a formal exercise and a strategic compass guiding the Group's present and future decisions. Integrating double materiality into the Sustainability Report means taking a broader and more conscious view, combining financial soundness, social equity and environmental protection. Where uncertainty might prompt hesitation, Italcer Group has chosen to take action.

The following page shows the topics and sub-topics under the ESRS that were material to Italcer, ordered according to their overall materiality, resulting from the joint analysis of impact and financial materiality. The infographic highlights the level of relevance and position of the relevant sub-topic along the value chain. The lack of a graphical indicator does not mean that a specific aspect has been overlooked: impacts, risks, and opportunities have been thoroughly examined, considering the nature of the Group's operations, the relevant operating environment, existing safeguards, and the degree of exposure to various risk factors. However, only those exceeding the defined materiality threshold are visually represented.

A detailed representation of impacts, risks and opportunities that exceeded the materiality threshold is available below, confirming the Group's commitment to ensuring maximum assessment transparency.

N	ESRS TOPICS	ESRS SUB-TOPICS	IMPACT MATERIALITY			VALUE CHAIN	FINANCIAL MATERIALITY		
			HIGH	MEDIUM	LOW		LOW	MEDIUM	HIGH
1st	E1 Climate change	Climate change mitigation				← ⚙️ →			
2nd	Entity Specific	Sustainable products				⚙️			
3rd	S3 Communities involved	Economic, social and cultural rights of communities				⚙️ →			
4th	E1 Climate change	climate change adaptation				← ⚙️ →			
5th	S4 Consumers and end users	Personal safety of consumers and end users				⚙️ →			
6th	E1 Climate change	Energy				⚙️			
7th	E5 Circular Economy	Inflows of resources				← ⚙️			
8th	S4 Consumers and end users	Customer data breach				⚙️ →			
9th	S1 Own workforce	Working conditions				⚙️			
10th	G1 Business Conduct	Corporate culture				⚙️			
11th	S4 Consumers and end users	Social inclusion of consumers or end-users				⚙️ →			
12th	S2 Workers in the value chain	Working conditions				← ⚙️ →			
13th	S2 Workers in the value chain	Other work-related rights				← ⚙️ →			

Key

← Upstream ⚙️ Own operations → Downstream

The following table summarises the impacts, risks and opportunities associated with the identified material issues, highlighting the priorities that emerged from the double materiality analysis. To ensure the quality and reliability of the information in this first ESRS-compliant report, a stringent materiality threshold was adopted, resulting in the exclusion of certain topics compared to the 2023 Sustainability Report. Although relevant, they did not exceed the established materiality level. Topics included diversity and inclusion, transparency and financial performance reporting, waste and water, which are dealt with in this Report in connection with governance issues or other material topics.

TOPIC	SUB-TOPIC	DESCRIPTION OF IMPACT, RISKS AND OPPORTUNITIES	DIMENSION
E1 CLIMATE CHANGE	CLIMATE CHANGE MITIGATION	IMPACT MATERIALITY Short-term impacts are mainly attributable to the generation of direct and indirect greenhouse gas emissions from energy consumption within the production sites, classified as Scope 1 and Scope 2. In addition, indirect Scope 3 emissions, produced throughout the value chain, make a significant contribution to the overall environmental footprint. To help reduce these impacts, the Group promotes the development of innovative ceramic solutions made via efficient processes to enhance the energy efficiency of buildings and lowering energy use and related emissions. FINANCIAL MATERIALITY The medium- to long-term risk relates to the costs associated with the transition to more sustainable production models related to the investments required for the adoption of systems with a low environmental impact. This transition offers significant potential benefits in terms of improved operational efficiency and technological innovation.	ENVIRONMENT CHAPTER 3
E1 CLIMATE CHANGE	ENERGY	IMPACT MATERIALITY In the short term, using energy from non-renewable sources leads to negative impacts on the environment and contributes to the depletion of the stock of fossil energy resources. FINANCIAL MATERIALITY In the long term, implementing energy efficiency measures and the domestic production of renewable energy is an opportunity to increase independence from energy markets and reduce supply costs. However, over the medium to long term, risks persist due to rising and volatile energy prices driven by market instability and geopolitical factors, which may negatively impact overall costs.	ENVIRONMENT CHAPTER 3

E1 CLIMATE CHANGE	CLIMATE CHANGE ADAPTATION	IMPACT MATERIALITY In the long term, positive impacts may arise from the development of innovative technological solutions and products that can prevent or mitigate the negative effects of climate change on buildings and construction. FINANCIAL MATERIALITY In the medium to long term, failure to adapt to climate change, in its transitional and physical aspects, may entail significant financial risks, including higher costs, loss of competitiveness, damage to assets and possible operational disruptions.	ENVIRONMENT CHAPTER 3
E5 CIRCULAR ECONOMY	INFLOWS OF RESOURCES	IMPACT MATERIALITY In the short term, there are positive impacts from the recovery and reuse of materials, which contribute to reducing waste and fostering the circular economy, but these are accompanied by negative impacts related to the consumption of primary natural resources needed for production processes. FINANCIAL MATERIALITY In the short, medium and long term, limited availability of raw materials, due to market factors or geopolitical events, may lead to cost increases, productivity impacts and possible operational disruptions. In the short to medium term, the difficulty in integrating circular materials poses a risk to competitiveness, especially in response to increasingly stringent regulations and market demands.	ENVIRONMENT CHAPTER 3
S1 OWN WORKFORCE	WORKING CONDITIONS	IMPACT MATERIALITY In the short term, hiring permanent workers has a positive impact on the generation of stable employment. In the medium term, non-compliance with wage agreements and freedom of association may lead to negative impacts related to reputational and legal damages. In the medium term, promoting employee well-being leads to improved satisfaction and productivity.	PEOPLE CHAPTER 4
S2 WORKERS IN THE VALUE CHAIN	WORKING CONDITIONS	FINANCIAL MATERIALITY In the medium to long term, inadequate working conditions in the value chain may jeopardise reputation and business continuity, with significant financial impact for the company.	VALUE CHAIN CHAPTER 5
S2 WORKERS IN THE VALUE CHAIN	OTHER WORK-RELATED RIGHTS	FINANCIAL MATERIALITY In the medium to long term, failure to comply with fundamental workers' rights in the supply chain may entail significant financial risks, including fines, reputational damage and operational disruptions.	VALUE CHAIN CHAPTER 5

S3 COMMUNITIES INVOLVED	ECONOMIC, SOCIAL AND CULTURAL RIGHTS OF COMMUNITIES	IMPACT MATERIALITY In the short term, positive impacts are generated on local communities by developing professional and social opportunities in the area. These translate into direct and indirect economic effects by creating jobs and partnerships with schools and universities to facilitate students' entry into the labour market. FINANCIAL MATERIALITY A long-term opportunity lies in strengthening positive ties with public authorities and local communities by partnering with educational institutions and the voluntary sector, supporting job creation and economic growth in the region.	SOCIETY CHAPTER 7
S4 CONSUMERS AND END USERS	PERSONAL SAFETY OF CONSUMERS AND END-USERS	IMPACT MATERIALITY In the short term, there is a positive impact on consumers by providing safe, high quality and durable products developed under strict quality and safety criteria and industry best practices. FINANCIAL MATERIALITY In the medium and long term, there are financial impacts related to product quality and safety management and adaptations to more stringent future regulations.	VALUE CHAIN CHAPTER 5
S4 CONSUMERS AND END USERS	CUSTOMER DATA BREACH	FINANCIAL MATERIALITY In the medium term, there is the potential risk of breaches of external attacks on corporate servers that could lead to a customer data breach, resulting in significant costs in terms of penalties and reputational damage.	VALUE CHAIN CHAPTER 5
S4 CONSUMERS AND END USERS	SOCIAL INCLUSION OF CONSUMERS AND END USERS	IMPACT MATERIALITY Promoting social inclusion generates positive impact by ensuring fair access to products and services and consumer satisfaction.	VALUE CHAIN CHAPTER 5
G1 BUSINESS CONDUCT	CORPORATE CULTURE	IMPACT MATERIALITY Promoting an ethical corporate culture generates a positive impact by fostering transparency, integrity and accountability, strengthening compliance with laws and regulations and preventing corruption, conflicts of interest and misconduct.	GOVERNANCE CHAPTER 2
ENTITY SPECIFIC	SUSTAINABLE PRODUCTS	FINANCIAL MATERIALITY There are opportunities, in the short to medium term, to expand the product portfolio with sustainable solutions that can effectively respond to growing consumer preferences for products that meet high environmental standards.	VALUE CHAIN CHAPTER 6

Our strong and ethical governance

The Italcir Group business model is based on respect for the principles of **integrity, ethics and transparency**. With a view to continuous improvement, the Group is committed to:

- Developing policies based on the principles of **corporate social responsibility**;
- Ensuring business integrity through **ethical management**;
- Complying with regulatory and legal requirements by means of formalising a **compliance model**;
- **Not tolerating** active or passive corruption or bribery;
- Working on identifying and **managing risks**, considering economic, social and environmental perspectives.



2.1

Organisational structure and governance

ESRS 2 GOV-1, ESRS 2 GOV-2, ESRS G1.GOV-1, ESRS G1-1

Italcer Group has adopted a governance model divided into several levels. Shareholder and board meetings are held periodically at each Group company, supervised – when required by law – by the Board of Statutory Auditors. For the proper implementation of the Group’s principles and guidelines, all Boards of Directors of companies directly or indirectly controlled by Italcer S.p.A. SB, include one or more members from the parent company’s Board, which is responsible for making strategic decisions.

General Shareholders’ Meeting

The Italcer S.p.A. SB Shareholders' Meeting, in which the indirect shareholders attend, in addition to its statutory functions, approves the Group's governance framework and delegates to the Board of Directors for implementation. It ensures that the adopted sustainability vision is understood, developed and in line with the Group's values. As of 31 December 2024, the Italcer S.p.A. SB sole shareholder is the holding company Gammatile S.p.A.

Board of Directors

In carrying out its activities, the Board of Directors sees to ordinary and extraordinary management and defines the strategic guidelines, evaluates the adequacy of the organisational, administrative and accounting structure and assesses the overall management performance, also in relation to sustainable development, the general plan for which is discussed at least annually. The Italcer S.p.A. SB Board of Directors was appointed under the rules set out in the current Articles of Association, at the ordinary shareholders' meeting on 28 March 2024 for three fiscal years, or until approval of the financial statements on 31 December 2026. The Board members reflect the partners and were chosen by virtue of their skills and professionalism in compliance with the principle of no conflicts of interest. Two directors, including the CEO, have consolidated experience in the ceramics sector and corporate governance; four directors bring their financial and strategic vision in the ESG sphere by carrying out various investment and corporate analysis activities daily; one director, as an independent member of the academic community, contributes with his wide-ranging socio-economic vision. The Chairman of the Board acts as Chairman or non-delegated director on all Boards of Directors of companies directly controlled by Italcer S.p.A. SB and represents one non-executive member. The Board of Directors currently consists of seven directors:

POSITION	FIRST NAME AND SURNAME
CHAIRMAN	Lorenzo Stanca
CHIEF EXECUTIVE OFFICER	Graziano Verdi
INDEPENDENT DIRECTOR	Giorgio Prodi
DIRECTOR	Alberto Forchielli
DIRECTOR	Jordi Alegre Sala representing Miura Consulting Services, S.L.
DIRECTOR	Ignacio Moro Soucheiron representing Miura Advisory Services III, S.L.
DIRECTOR	Rogelio Vila Rodríguez representing V-2 Investors & Participationis, S.L.

COMPOSITION OF THE ITALCER BOARD OF DIRECTORS BY GENDER	NO.	%
GENDER		
MALE	7	100%
AGE GROUPS		
> 50	4	57 %
30–50	€3	43 %
INDEPENDENT DIRECTORS	1	14,3%

Chief Executive Officer

The Board of Directors of Italcer S.p.A. SB has delegated part of its operational and routine business management powers, including controlling the organisation's due diligence and managing ESG impacts, to Graziano Verdi, who has proven experience and knowledge of the ceramic sector and is the sole executive member. Additionally, Verdi holds the position of Chief Executive Officer in the companies directly controlled by Italcer S.p.A. SB, except for Equipe Cerámicas SLU, where he is Vice-President, and Terratinta Group S.r.l. Benefit, where he is Chairman of the Board of Directors. ESG impact management and reporting activities continue to be administered by the Working Group, which was established in 2022 and includes employees from the Group's HSE, Finance, Quality, HR, Legal and Communication functions, and an ESG contact person from the Spanish subsidiary Equipe Cerámicas SLU. Any critical issues related to the management of impacts, risks, and opportunities, and the setting of related objectives, are reported by the various Group managers to the CEO to ensure prompt resolution. Only if their value or potential financial impact exceeds Verdi’s delegated authority are these matters escalated to the Board of Directors. In 2024, no critical issues were brought to the attention of the Board of Directors.

Board of Statutory Auditors

The Board of Statutory Auditors oversees auditing and monitoring company activities, regulatory compliance, the clarity and completeness of information and supervision of the correct administration. There are five members of the Italcer S.p.A. SB Board of Statutory Auditors:

- Giovanni Taliento**
Chairman of the Board and Statutory Auditor
- Maurizio Baldassarini**
Statutory Auditor
- Giuseppe Fiorella**
Statutory Auditor
- Raffaello Taliento**
Alternate Auditor
- Raffaele Fiorella**
Alternate Auditor

Gender Equality Committee

As part of the UNI/PdR 125:22 Gender Equality certification, the Gender Equality Committee was established to coordinate and oversee the activities of the Group’s Gender Equality Management System in line with the UNI/PdR 125:22 guidelines. The Committee is responsible for promoting diversity and inclusion across the Italcer Group, ensuring zero tolerance for all forms of discrimination and digital, verbal, or physical abuse. The organisation and activities of the Committee for Gender Equality are governed by internal rules and its meetings are reported and registered in a designated book. The members of the Committee are as follows:

- Graziano Verdi**
CEO
- Marco Zatti**
Group HR Director
- Davide Pasqualini**
Group HR Manager
- Emanuela Diciocia**
Group Legal Specialist
- Monica Rustichelli**
Lawyer – external member
- Valentina Cavani**
Lawyer – external member

Italcer Group's ethics and Integrity

ESRS G1-3, ESRS G1-4, ESRS S1-17

Code of Ethics

Italcer Group has adopted a Code of Ethics prepared in compliance with the reporting obligations on the Organisation, Management and Control System under Italian Legislative Decree 231/2001. It is a fundamental tool for protecting and conveying the most authentic values and principles that represent the pillars of the Group's business philosophy. The Code of Ethics is the set of positive principles and rules of conduct that Group companies have voluntarily chosen to adopt and make public as a practical expression of their intentions towards stakeholders.

In terms of social responsibility, the **"Charter of Moral Rights and Duties"** is a guiding reference for all members of the Companies, including directors, managers, employees, consultants, partners, and suppliers, without exception, in internal and external relations. It is a key source of inspiration in fulfilling the Group's mission.

The Code of Ethics was revised to emphasise the importance for the Group in promoting an inclusive working environment aimed at enhancing the diversity and uniqueness of individuals, while promoting and encouraging the recognition of equity and the adoption of polite, respectful and tolerant behaviour among people.

Inadmissible conduct was listed, particularly discriminatory and violent actions, harassment or improper or inconvenient behaviour, whether verbal, physical or based on the use of digital tools and channels.

The code was further updated under industry regulations.

Each Code of Ethics revision is approved by the Chief Executive Officer and brought to the attention of the Supervisory Board of the parent company and employees through email communications, publications on employee communication portals and the Group's websites.

Compliance with the principles of the Code of Ethics is also included as an obligation in contracts with customers and suppliers and non-compliance is stated as an express cause for termination.

The principles set out in the Code of Ethics are as follows:



LEGALITY



SAFETY
AT WORK



LOYALTY
AND CORRECTNESS



ENVIRONMENTAL
PROTECTION



DIVERSITY, INCLUSION
AND GENDER EQUALITY



CONFLICT
OF INTEREST



DILIGENCE,
EXPERTISE
AND EFFICIENCY



CONFIDENTIALITY
OF INFORMATION



TRANSPARENCY



UNI-PDR 125:22 CERTIFICATION FOR GENDER EQUALITY

The Italcra Group effectively implemented a common human resources management system, enabling it to be the first in the industry to obtain a group certification for Gender Equality (UNI-PdR 125:22), which includes the Italian four companies: Italcra S.p.A. SB, Devon&Devon S.p.A., Spray Dry S.p.A. (merged by incorporation into Italcra S.p.A. SB) Ceramica Fondovalle S.p.A. and Terratinta Group S.r.l. Benefit.

The Italcra Group is proud to have reached this milestone, built on its workplace policies promoting equity and inclusion particularly the gender equality policy, which outlines the following core principles.

Gender equality policy

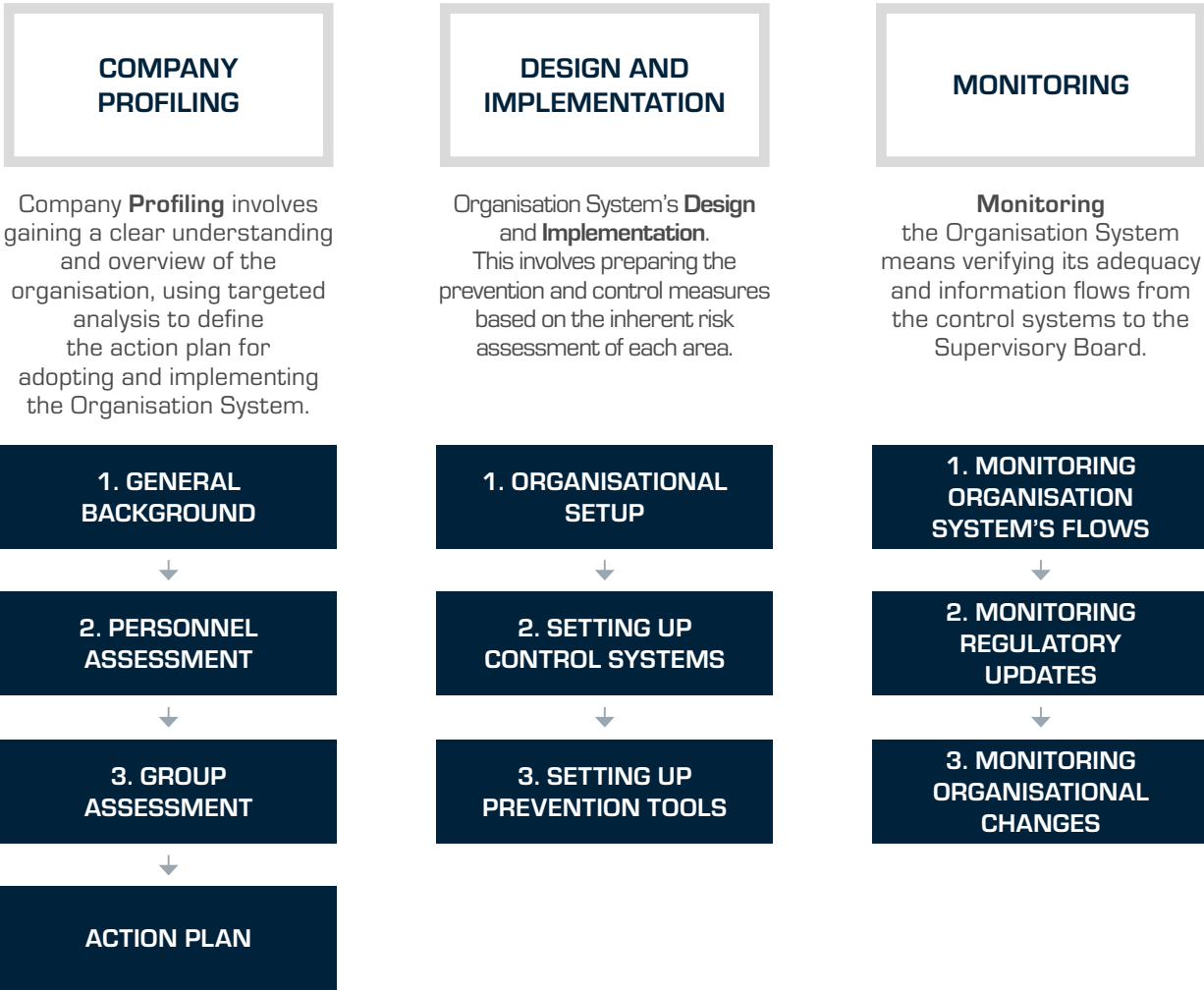
- 1. Equal Opportunities**
Ensuring equal opportunities for recruitment, professional development and career advancement for all employees, regardless of gender.
- 2. Fair Pay**
Ensuring that pay and benefits are set fairly and transparently, eliminating gender pay disparities.
- 3. Inclusive Culture**
Promoting an inclusive corporate culture that respects and values gender differences, enabling every employee to express their full potential.
- 4. Work Flexibility**
Fostering flexible work policies that allow for a better balance between work and personal life, promoting gender balance.
- 5. Training and Development**
Implementing training and development programmes that encourage equal access to learning opportunities for all employees, regardless of gender.
- 6. Prevention of Discrimination and Harassment**
Adopting policies and procedures to prevent gender discrimination and harassment in the workplace, supporting a safe and respectful work environment.
- 7. Inclusive Leadership**
Encouraging inclusive leadership by promoting gender diversity in decision-making and managerial roles within Italcra Group.
- 8. Transparent Communication**
Transparently communicating the organisation's desire to pursue gender equality, enhance diversity and support women's empowerment.

This policy was brought to the attention of employees through email communications, employee communication portals and the Group's websites.

Organisation management and control system

Under Legislative Decree no. 231/2001, the parent company Italcir S.p.A. SB adopted an **Organisation, Management and Control System** and appointed a **Supervisory Board**, whose task is to monitor compliance with the System and Code of Ethics and the offence prevention system.

The organisational system's design and implementation was developed through the following:



Italcir S.p.A. SB's Organisation, Management and Control System is supported by a structured set of documents and processes aimed at preventing and managing the offences outlined in Italian Legislative Decree no. 231/2001. This repository allows the model to be constantly updated and remain in line with corporate and regulatory changes.

For the purposes of assessing its effectiveness and suitability, a necessary and integral part of the OMCS is the **Disciplinary Code**, which was approved by the Board of Directors. This Code identifies the sanctions and conduct that may facilitate commission of the offences indicated in Italian Legislative Decree no. 231/2001. Article 6 of Legislative Decree no. 231/2001 outlines the essential components that a company's system must include. Under point (e), it explicitly requires the company to "implement a disciplinary system capable of sanctioning non-compliance with the measures set out in the system."

Italcir S.p.A. SB has set up a disciplinary system to punish conduct that constitute System's violations. To raise awareness among its employees on issues of ethics, integrity and regulatory compliance, Italcir Group has promoted dedicated training activities. With reference to anti-corruption policies, training events were organised as follows:

Equipe Cerámicas has formally adopted a compliance system aimed at managing and preventing criminal risks. This system is formalised in a dedicated manual and supervised by a **Compliance Committee** appointed by the Board of Directors.

Percentage of employees to whom the organisation's anti-corruption policies and procedures have been communicated and who have received anti-corruption training	Measure-ment unit	2024	2023	2022
MANAGERS	no.	41	16	13
Male	no.	34	15	12
Female	no.	7	1	1
MIDDLE MANAGERS	no.	44	12	21
Male	no.	36	10	15
Female	no.	8	2	6
OFFICE WORKERS	no.	224	25	69
Male	no.	72	21	22
Female	no.	152	4	47
BLUE-COLLAR WORKERS	no.	181	0	0
Male	no.	117	0	0
Female	no.	64	0	0
TOTAL	no.	490	53	103
Male	no.	259	46	49
Female	no.	231	7	54
TOTAL	%	42%	5%	10%
Male	%	35%	7%	7%
Female	%	53%	2%	14%

As a result of this, the Group is proud to report that in 2024, no confirmed incidents of corruption occurred either internally involving employees or externally with suppliers and partners.

Italcir Group promotes the reporting of illegal behaviour, either acts or omissions, that constitutes or may constitute a violation or inducement to violation of laws and/or regulations, values and/or principles enshrined in the Italcir Group Code of Ethics, internal control principles and company policies and/or rules.

In particular, it adopted, as early as spring 2022, specific **whistleblowing** procedures to handle reports, guaranteeing the utmost confidentiality and protection of the persons involved. It is committed to carefully assessing the reports received and taking prompt action to prevent any unlawful or non-compliant conduct with regard to rules or regulations. During 2024, three reports were made through the Group's Whistleblowing platforms, which were handled and resolved quickly.

Benefit Corporation

2.3

Italcer Group has two Benefit Corporations: the Parent Company and Terratinta Group S.r.l. Benefit. This legal status implies an additional assumption of responsibility by their boards of directors towards people, communities, regions and the environment where the companies operate. Below are the common benefit objectives listed in the articles of association of Italcer S.p.A. SB:

- reducing emissions of climate-altering gases in business processes;
- developing corporate policies for the capture of greenhouse gas emissions;
- increasing the use of energy from renewable sources, also through self-production of energy from photovoltaics;
- reducing consumption through energy-efficiency improvements, for example through the self-production of electricity with high-efficiency cogeneration and heat recovery in the production cycle;
- constant product innovation to propose corporate policies of the circular economy and optimisation of energy consumption and resources for the benefit of the local territory;
- implementing corporate and territorial welfare policies for the benefit of its employees;

- developing paths of constant attention to industrial production processes, with a particular focus on occupational safety;
- identification of the company as an aggregative entity in the territory for stakeholders in the local communities;
- promoting a culture of diversity and inclusion within the company and in the territory where it operates.

These objectives formally reflect our Group's daily commitment to environmental, social and governance (ESG) issues.

The Boards of Directors of both companies made appointments: Italcer S.p.A. SB designated an "Impact Manager", while Terratinta Group S.r.l. Benefit established a company "B-Team". Both have been formally tasked with implementing, monitoring and reporting social impact objectives, using appropriate methods and criteria, under management's guidance.



Risk management

2.4

ESRS 2 GOV-5

Italcer Group performs periodic analyses concerning its activities and the context where it operates to recognise the potential risks to which it is exposed, define a solid prevention structure and implement a strategy to mitigate them.

Risks and opportunities of the Group's primary functions are examined through a SWOT analysis and continuous improvement plans are drawn up, validated by the relevant department managers and CEO.

The risk assessment and remediation plan developed within the Management and Control System adopted by Italcer S.p.A. SB are submitted to the Board of Directors for approval.

To date, the main areas of risk identified are the following:

- **Safety in the workplace**
- **Environmental safety**
- **Computer security**
- **Public Administration crimes**
- **Tax and corporate crimes**

Risks and opportunities are managed by Italcer Group through its Integrated Management System (IMS), which summarises procedures, controls and prevention tools extended to all Italcer Group companies. It focuses mainly on three key aspects:

- **Attention to customers and their needs:** anticipating and understanding the needs of customers, both retail and business-to-business, and meeting their expectations.
- **Focus on people:** adopting a human resources management system aimed at ensuring application of the Group's principles and values, as well as voluntary standards in the field of occupational safety.
- **Respect for the environment and sustainability:** implementing environmental and energy management systems to govern and control improvements in environmental performance and the use of non-renewable sources.

Privacy and Cybersecurity

2.5

Data management is a cross-cutting issue for Italcer Group and the mutual commitment of all employees and stakeholders is necessary to prevent actions that may harm them and the company in general.

The Italcer Group comply with the **GDPR (General Data Protection Regulation)**, regulation no. 2016/679 of the European Union on the protection of personal data, and periodically updates the relevant documentation, collecting user consents and disseminating information on personal data processing.

Group companies carry out annual audits, based on which plans for improvements and updates are drafted.

As parent company, Italcer S.p.A. SB appointed Lawyer Gianluca Dallari as Data Protection Officer (DPO).

In 2024, the Group received no privacy-related reports or complaints.

To mitigate the risk of cyber-attacks and data breaches, Italcer S.p.A. SB carried out an assessment of the vulnerability of its infrastructure and a penetration test. As a result, an ongoing remediation plan has been drawn up, which provides for the formalisation and enhancement of activities in the following areas: asset management, information classification and security, logical access and password composition; physical access and remote access, secure system development.

Italcer Group periodically conducts awareness campaigns for staff members to develop awareness about the cyber risks that each individual user can incur. In 2024 it organised training courses on cyber security issues for a total of 324 hours for 75 employees, including 25 women and 50 men.



3

Environmental Protection

6,200
t CO₂ eq/year
avoided

100%
Recovered water
in the production
process

>50%
Percentage of recycled
raw materials in the
product

80%
Raw materials
of local origin

36%
Covering electricity
needs with self-produced
energy from high-
efficiency cogeneration

7.4%
Covering electricity
needs with self-produced
energy from renewable
sources

99.8%
Recovery
of ceramic waste

3.1 Italcer Group's environmental commitment

ESRS 2, ESRS E1-2, ESRS E1-4

Italcer Group is committed to minimising the environmental effects of its production processes and business activities, while maintaining the high quality of its products and ensuring environmental protection and preservation. Mitigating and adapting to climate change are recognised as material issues with impact and financial relevance and are central to the Group's commitment. To honour these commitments, the Italcer Group has adopted a life-cycle approach that considers the value of its products from raw material sourcing through to the end consumer. On the environmental front, Italcer Group is committed to:

- increasing **the use of energy from renewable sources**, also through the production of electricity from photovoltaics;
- **reducing consumption** through **energy-efficiency improvements**, for example through the self-production of electricity with high-efficiency cogeneration and heat recovery in the production process;
- promoting actions to protect the territory through projects to **reduce climate-altering gases** and developing policies to capture corporate greenhouse gas emissions;
- reducing and **limiting external emissions**, particularly atmospheric pollutants, minimising possible impacts on the territory and neighbouring communities;
- increasing the percentage of **recycled materials** to create even more sustainable products;
- optimising resources and processes to **reduce waste**;
- encourage **circular economy** practices within the Group by correctly sorting waste and correctly managing water resources.

ESRS E1-3

Investments made in 2024 allowed Italcer Group to achieve the following results:

**25 GWh
/year
of electricity
from
cogeneration**

Over **25 GWh** of electricity annually produced from **high-efficiency cogeneration plants**.

**22 GWh
/year
of heat
recovered**

Over **22 GWh** of heat recovered annually in thermal processes from high-efficiency cogeneration plants, corresponding to over **2 million Sm³** of natural gas saved annually on atomisers and dried with about **4,700 t CO₂eq** avoided.

**5.2 GWh
electricity
from
photovoltaics**

Approximately **5.2 GWh** of electricity produced by photovoltaics, corresponding to over **1.200 t CO₂eq** avoided annually.

**76 MWh
saved**

Approximately **76 MWh** of electricity saved thanks to the patented system for **reducing input surges**.



Other ongoing projects will allow the Group to:

- Achieve an electricity production from photovoltaics of approximately 10 GWh/year, in the 2025-2026 period. This is equivalent to approximately 12% of the Group's total electricity needs and corresponds to over 2,500_{tonCO₂eq} avoided annually;
- Design new photovoltaic systems through a feasibility study on the construction of photovoltaic canopies covering finished product warehouses with a potential increase in installed power of an additional 8 MWp.
- Achieve 100% recovery of ceramic waste from production processes, made possible in 2024 by obtaining authorisation to recover spent lime for use in atomised body production, the only process residue previously sent to landfill. As early as 2024, the group managed to recover 99.8% of the ceramic waste generated.
- Install a patented system to reduce input surges from the grid, reducing electricity consumption by more than 5%.
- Build a pilot plant to capture pollutants, primarily CO₂, from emissions generated during the atomisation process. The objective is to cut atmospheric emissions by around 5,500 tonnes of CO₂eq, plus an additional 3,700 tonnes of CO₂eq saved by producing precipitated calcium carbonate as a by-product rather than via a primary process. This system uses the Industrial Invention Patent no. 102022000017034, obtained by Italcer, confirming the innovative nature of the technology developed. It marks a paradigm shift, moving from the logic of compensation to preventing environmental damage. The new technology allows us to eliminate pollutants deriving from fossil fuels in energy-intensive processes, transforming them into noble secondary raw materials.
- Assess the feasibility of using green hydrogen blended with natural gas within the production cycle, particularly in the firing process, as soon as hydrogen becomes available from renewable sources and is integrated into the national energy grid. The Group has recently installed a new kiln at the Fiorano site capable of operating with a hydrogen blend of up to 50%, offering a potential saving of approximately 500,000 Sm³ of gas annually.
- The Castel Bolognese cogenerator will be revamped with a new high-efficiency cogeneration plant in 2025. The project will prevent the emission of more than 1,000 tons of CO₂eq annually thanks to greater heat recovery in the production process and lower gas consumption at the plant for the same amount of electricity produced.

Italcer Group is committed to protecting the environment by implementing **constant controls** to monitor activities with a view to a **constantly reducing its negative impacts**.

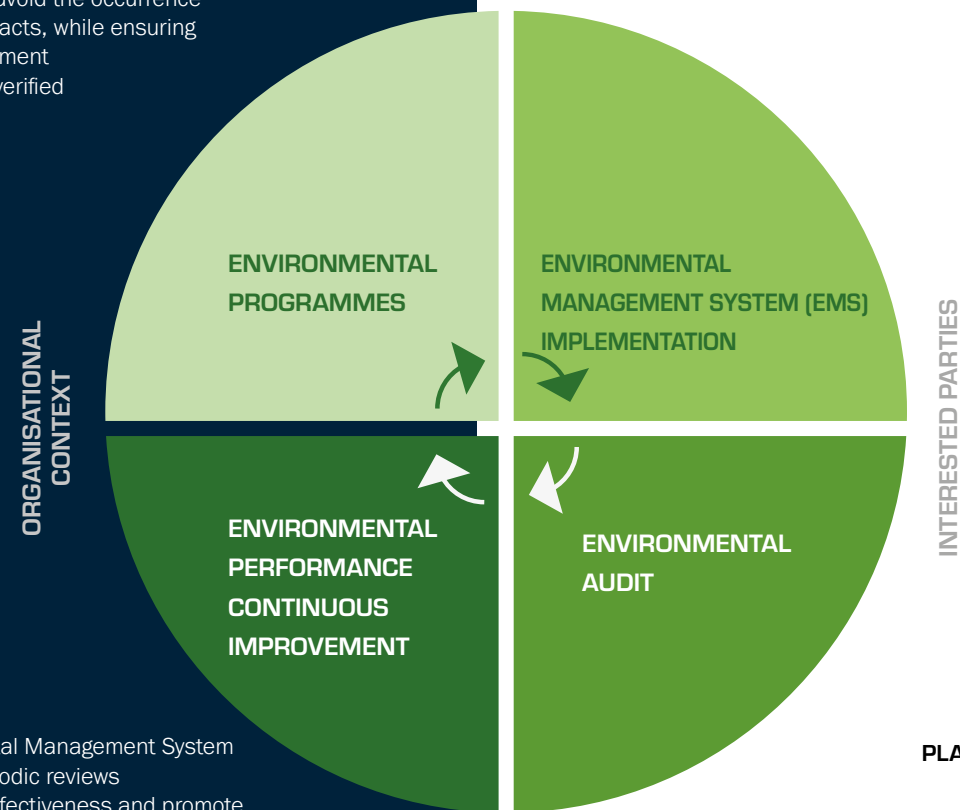
To this end, the Group has adopted an **Environmental Management System** throughout the production process that operates according to the Plan-Do-Check-Act scheme and in compliance with **ISO 14001:2015**. Starting from the performance indicators, the system identifies potential areas for improvement to avoid the occurrence of unwanted impacts, while ensuring that any improvement is documented, verified and evaluated.

The Environmental Management System is subject to periodic reviews to evaluate its effectiveness and promote continuous improvement. For Italcer S.p.A. SB and Ceramica Fondovalle S.p.A., this process takes place yearly by drafting the **EMAS (Eco-Management and Audit Scheme)** Environmental Declaration, which is verified by a third-party certification body accredited by Accredia and subject to its supervision.

ENVIRONMENTAL ANALYSIS



ENVIRONMENTAL POLICY



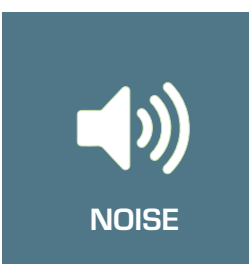
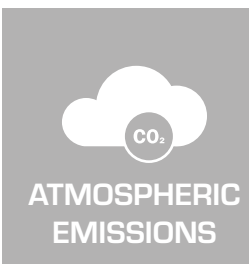
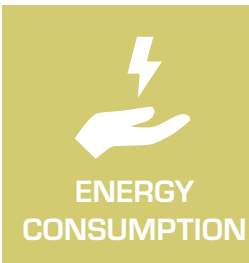
PLAN
DO
CHECK
ACT



ENVIRONMENTAL DECLARATION



ENVIRONMENTAL CHECK



Environmental management system topics

It should be noted that the Vetto and Marano plants border predominantly natural areas. The Marano plant falls within the Panaro river basin near the ordinary protection zone, while the Vetto plant is located a few hundred metres from a Site of Community Interest. These plants fit compatibly into the environmental and regional context, as expressed in the related opinions on compliance with the relevant general urban planning.

In addition to the Environmental Management System, Italcer Group has adopted an **Emergency Plan** in compliance with current legislation and to mitigate the impact of climate change. The plan also includes handling of natural emergencies (e.g. earthquakes, floods), as well as other emergencies related to extraordinary events (e.g. fires). In addition, potential emergency situations have been identified, related to possible spills of hazardous products (enamels, oily substances), for which response procedures have been established and a team of emergency responders trained.

Improvement Plan 2023-2025 Future Objectives

ESRS E1-4 GOV-3, ESRS 2 GOV-3

To develop an integrated approach to take full responsibility and maximise its value, Italcera Group has set itself important goals. It first developed the **2020-2022 Improvement Programme** to start designing its sustainability strategy.

Five objectives were identified in the Programme:

- management of hazardous substances;
- energy efficiency;
- eco-sustainable product design;
- reducing the quantity of ceramic waste sent to third parties;
- applying the Quality, Health, Safety, and Environment (QHSE) Management System to plants acquired after 2020.

To achieve the objectives, various investments have been made in these areas.

Since 2023, Italcera Group has been implementing the new **2023-2025 Improvement Programme**, which sets out the following objectives:

1. Electricity demand met by renewable sources.

Between 2023 and 2025, Italcera Group aims to cover more than 10% of its energy needs through self-generation from renewable sources. Together with the purchase of renewable energy, this will exceed 20%, resulting in the avoidance of over 3,700 tonnes of CO₂e emissions.

2. Energy efficiency

The Group annually produces more than 36% of its electricity from high-efficiency cogeneration plants and recovers the heat generated within the thermal processes of its production cycle. In 2024, it launched a major energy efficiency project that includes the installation of a patented system to reduce input voltage surges from the grid. Italcera Group has commissioned eight plants that have cut electricity consumption by around 76 MWh, equivalent to avoiding approximately 18 tonnes of CO₂e annually. Italcera Group is evaluating the possibility of using green hydrogen mixed with natural gas to be

included in the production cycle, particularly in the firing processes. In 2023, a new firing kiln was installed at the Fiorano plant, capable of working with a fuel mixture containing up to 50% hydrogen. Once it is available, the use of hydrogen would allow for annual savings of about 1.5 million m³ of gas consumed, corresponding to about 3.000 tonnes of CO₂ avoided.

3. Introducing electric mobility in vehicles Since 2024, Italcera Group equipped itself with 24 charging stations for electric cars and started the gradual introduction of electric cars into the company fleet (plug-in or full electric).

4. Defining the value chain in the products and services supply chain

The Group has updated its purchasing and supplier assessment procedure to better assess its suppliers on all three ESG dimensions. Suppliers must complete questionnaires and provide documentation to support the due diligence that Italcera Group conducts to assess their compliance with Italcera Group principles and values.

5. Installing electric kilns

In 2024, a 100% electric kiln was installed at the Onda plant, allowing for the firing of approximately 1,500 m² daily, resulting in savings in emissions and energy consumption, as it allows for heat recovery during the preliminary drying phase. The electric oven is the result of a research and development project carried out in partnership with the Jaume I University of Castellon de la Plana, the Instituto de Tecnología Cerámica-AICE, SYSTEMFOC and EQUIPE. The project is expected to cut direct CO₂ emissions from firing by 71%, achieved by switching from natural gas to electricity. Energy savings are estimated to range between 18% and 38%, depending on the type of material produced, compared to natural gas combustion. A second electric kiln is in the planning phase at the Spanish facilities.

While Italcera Group has yet to conduct a scenario and resilience analysis of potential climate risks, it is actively developing a Transition Plan focused on climate change mitigation. This plan will incorporate completed and ongoing projects, with emphasis on initiatives to capture pollutants from production processes and convert them into secondary raw materials, setting out future goals and corresponding implementation timelines. Additionally, the Group is considering linking a portion of the CEO's variable remuneration to the attainment of environmental performance KPIs.

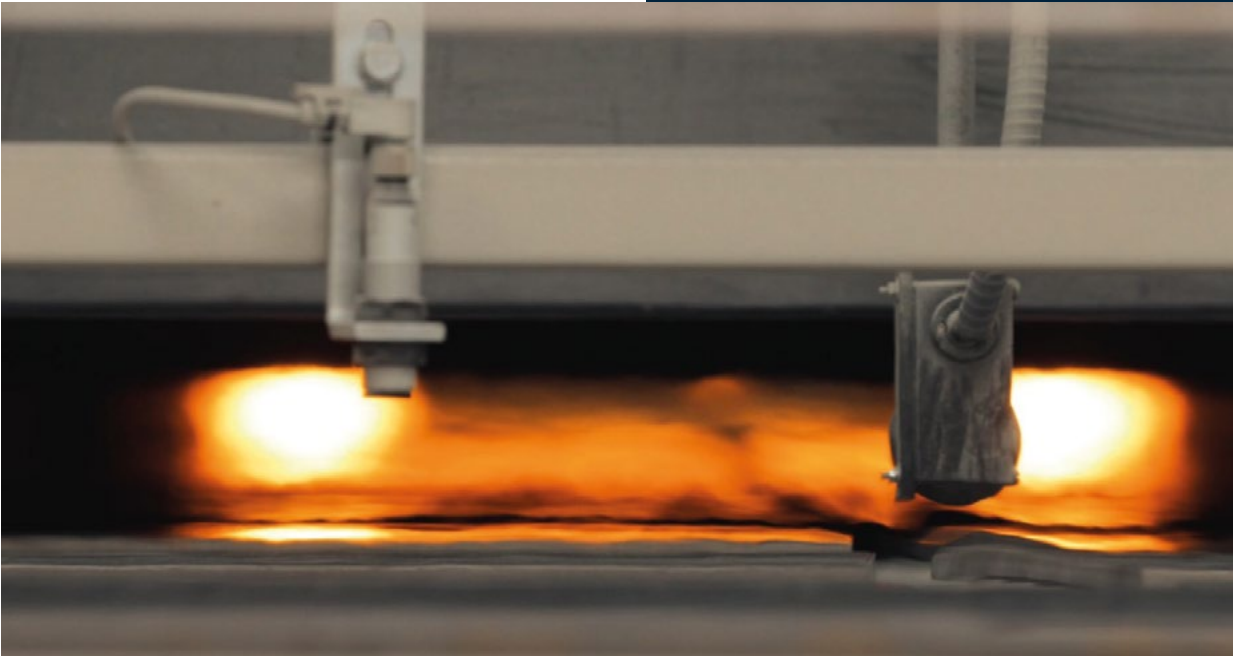


Energy consumption

As a result of the significant use of thermal energy and electricity, the ceramics industry is a highly energy-intensive production activity. Energy consumption is the primary source of emissions; therefore, Italcer Group seeks to minimise its **environmental impact** through energy efficiency across all production processes.

Thermal energy consumption is determined by the facilities connected to the natural gas distribution network, the only source of fuel used. The main systems that use methane are dryers and kilns which operate continuously even when no production is taking place.

In this sustainability report, energy consumption figures are reported by considering the industrial activities of ceramic production and atomised body carried out by Italcer Group separately to better reflect energy intensity. The reported data is based on detailed aggregation of consumption recorded at production sites included within the reporting scope, which has expanded each year due to the Group's acquisitions.



ESRS E1-5

ENERGY INTENSITY	MEASUREMENT UNIT *	2024
Total energy consumption	MWH	536,935
Revenues	€	340,927,551
Energy intensity	MWH/€	0.0016

The table below shows that Italcer Group consumed 536,935 MWH of energy in 2024 to generate approximately €341 million in revenue.

3.2

Total energy consumption to manufacture the final product

ESRS E1-5

TOTAL ENERGY CONSUMPTION IN CERAMIC PRODUCTION	MEASUREMENT UNIT *	2024
Purchased electricity	MWH	22,290
Self-generated electricity	MWH	13,471
Methane	MWH	340,999
Diesel	MWH	5,227
LPG	MWH	5,387
Propane	MWH	3
Total consumption from fossil fuels (a)	MWH	387,375
Percentage of consumption from fossil fuels	%	95.10%
Nuclear sources (b)	MWH	3,958
Percentage of consumption from nuclear sources	%	1.00%
Other sources (c)	MWH	2,505
Percentage of consumption from other sources	%	0.60%
Purchased electricity	MWH	9,410
Self-generated electricity	MWH	4,240
Total consumption from renewable sources (d)	MWH	13,651
Percentage of consumption from renewable sources	%	3.30%
Total energy consumption (a+b+c+d)	MWH	407,489

ESRS E1-5

TOTAL ENERGY CONSUMPTION IN THE PRODUCTION OF ATOMISED BODY	MEASUREMENT UNIT	2024
Purchased electricity	MWH	1,019
Self-generated electricity	MWH	11,067
Methane	MWH	115,444
Diesel	MWH	570
Total consumption from fossil fuels (a)	MWH	128,100
Percentage of consumption from fossil fuels	%	99.00%
Nuclear sources (b)	MWH	37
Percentage of consumption from nuclear sources	%	0.00%
Other sources (c)	MWH	87
Percentage of consumption from other sources	%	0.10%
Purchased electricity	MWH	705
Self-generated electricity	MWH	518
Total consumption from renewable sources (d)	MWH	1,223
Percentage of consumption from renewable sources	%	0.90%
Total energy consumption (a+b+c+d)	MWH	129,446

Based on the recommendations of the global scientific community, Italcra Group has developed its own corporate strategy consisting of **maximising energy efficiency**, reducing consumption throughout the production cycle and investing in the purchase and production of energy from **renewable sources**.

Electricity is purchased exclusively from national suppliers (Italian for companies based there and Spanish for Equipe Ceramica SLU).

Over the years, the percentage of purchased electricity has decreased significantly due to the increased share of energy self-produced by the Group, dropping from 92% in 2021 to 56% in 2024.

In 2024, approximately €1.2 million was invested to build photovoltaic systems on the roofs of the group's companies, reaching a total installed power of 8.3 MWp. These systems, combined with ongoing feasibility studies on further implementations, will allow us to achieve the following objectives over the next three years.

ESRS E1-4

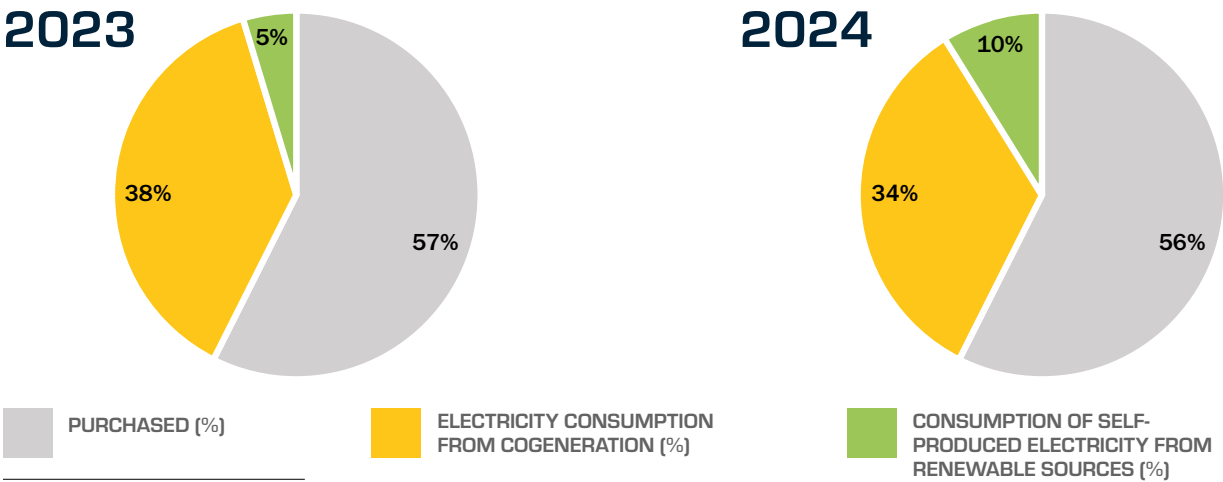
AS OF 12/31/23 (BASELINE)	AS OF 12/31/24	AS OF 12/31/25	AS OF 12/31/26
5% *	7% **	10%	12%

* 5% refers to self-production of 3,356,243 kWh out of a requirement of 69,777,810 kWh.
** 7% refers to 5,141,368 kWh self-produced from photovoltaic systems out of 69,805,409 kWh consumed

The following is a breakdown of the investments made in 2024:

VALUE OF STRUCTURAL INVESTMENTS (IN THOUSANDS OF €)	2024
Photovoltaic plant (Equipe)	32
Electric kiln (Equipe)	1,060
Photovoltaic System (Vetto)	283
Photovoltaic System (Ubersetto)	385
Photovoltaic System (Torre Maina)	28
Photovoltaic System (Sassuolo)	136
Roof renovation with Eternit asbestos removal (Rubiera)	70
Roof renovation with Eternit asbestos removal (Castelbolognese)	100
Spray Dry cogeneration plant (Sassuolo)	36
Photovoltaic System (Vetto)	27
Photovoltaic System (Rubiera)	151
Roof renovation with Eternit asbestos removal (Rubiera)	70
Roof renovation with Eternit asbestos removal (Vetto)	57
TOTAL	2,435

The following shows the change in electricity supply sources compared to the previous year:



Italcra Group has the following energy self-production plants:



The installed photovoltaic systems allow more than 8.3 GWh of renewable electricity to be produced annually, corresponding to 2,000 t CO₂eq/year.

Italcra Group produces about 25 GWh/year of electricity from cogeneration and recovery plants, resulting in over 20 GWh of thermal energy used in its production cycle, corresponding to an annual savings of 2 million Sm³ of natural gas.

These investments allowed Italcra Group to achieve important goals, such as reducing the amount of electricity drawn from the grid, indirectly decreasing the environmental impact generated by the national production of thermoelectric energy.

The Emissions

3.3

ESRS E1-3

The environmental impacts determined by atmospheric emissions are one of the most critical aspects for companies producing ceramics. The CO₂ emissions data illustrated below is broken down according to:

- **Scope 1**
Direct emissions
from the production cycle (e.g. fuel combustion, heating, etc.);
- **Scope 2**
Indirect emissions
related to the supply of electricity from the grid.

To minimise risks and negative impacts, specific monitoring is conducted on emission points in relation to pollutants to verify compliance with the authorisation limits.

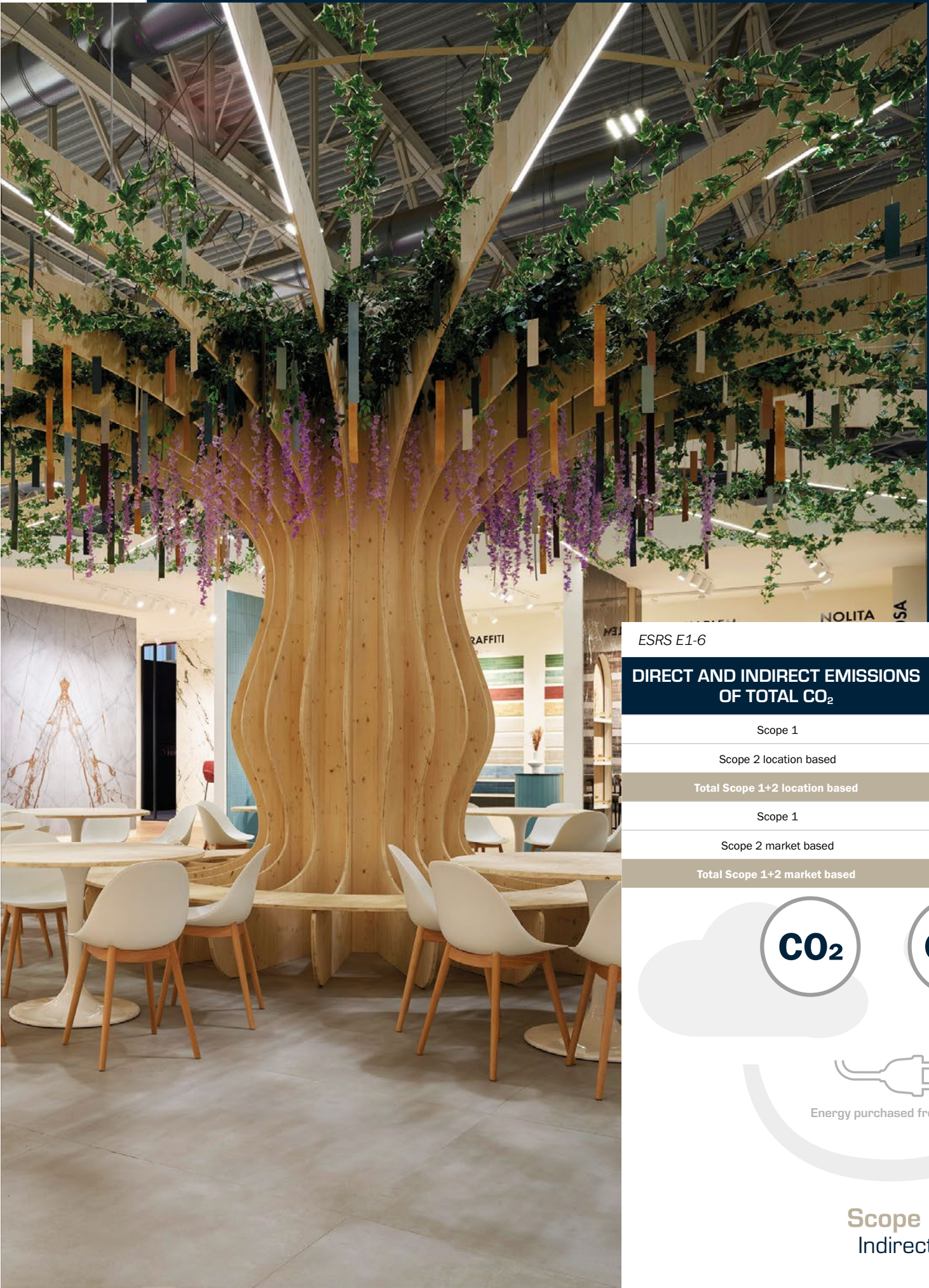
The main type of pollutant is **dust generated during the handling and processing of raw materials**. Other pollutants come from the high-temperature firing processes of ceramics, which release substances contained in raw materials, glazes, and from the combustion of natural gas, with emissions of fluorine, volatile organic compounds, and nitrogen oxides.

Investments made in the last three years have avoided atmospheric emissions of about **6.200 t CO₂eq**. This is due to:

- **self-produced energy from photovoltaics** due to which the share of electricity taken from the national grid has decreased;
- **recovery of heat from cogeneration plants** in drying and atomisation processes, with consequent savings of natural gas that would have been used for such processes;
- **injection of self-generated electricity into the grid.**
- energy savings due to the reduction of input surges from the network.

With the ongoing projects, Italcer Group will reduce Scope 1 emissions by a further 6,500_{tonCO₂eq} due to:

- the commissioning of an electric kiln started in September 2024 at Equipe Cerámicas, which will lead to a reduction of over 1,000 tonne-sCO₂eq annually due to the reduction in natural gas consumption.
- The construction of the pilot plant for capturing and transforming CO₂ will allow a reduction of approximately 5,500 tonsCO₂eq annually.



The following are the CO₂ emissions, calculated according to recognised methodologies and consistent with the best available practices, to ensure transparency, reliability and continuity in reporting:

Scope 1

Direct emissions verified under the European Union Emissions Trading System (ETS), the EU's primary mechanism for reducing CO₂ emissions in the industrial and aviation sectors. To quantify direct emissions (Scope 1), primary sources such as SNAM reports, energy bills and fuel supply invoices were used. The calculation is performed under the GHG Protocol.

Scope 2

Indirect emissions calculated using the ISPRA conversion factor "Emission factors for the production and consumption of electricity," latest available data (2022).

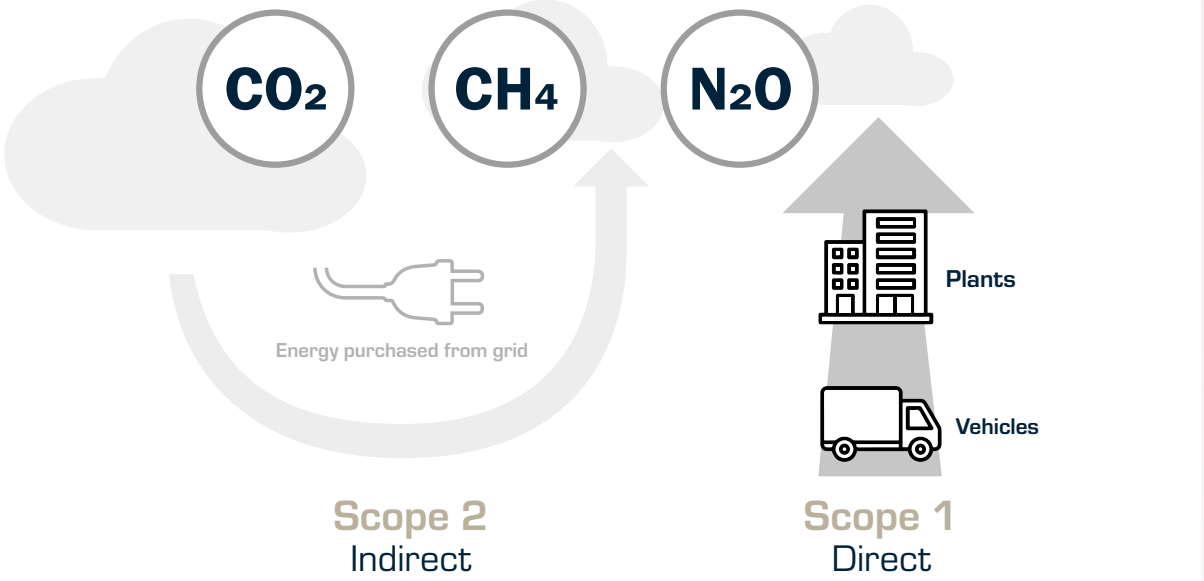
Scope 3

For 2024, Italcer Group has opted not to calculate indirect emissions along the value chain, as they rely on data from external sources such as suppliers, customers, and logistics partners, which is often unavailable, incomplete, or difficult to verify, posing a risk of inaccurate estimations.

The Group is assessing which methodology to adopt, considering regulatory and industry developments, to ensure reliable estimates that can effectively guide improvement actions.

ESRS E1-6

DIRECT AND INDIRECT EMISSIONS OF TOTAL CO ₂	MEASUREMENT UNIT	2024
Scope 1	tCO ₂ e	101,499.30
Scope 2 location based	tCO ₂ e	11,132.90
Total Scope 1+2 location based	tCO ₂ e	112,632.20
Scope 1	tCO ₂ e	101,499.30
Scope 2 market based	tCO ₂ e	16,023.80
Total Scope 1+2 market based	tCO ₂ e	117,523.10



ESRS E1-6

DIRECT AND INDIRECT EMISSIONS	MEASUREMENT UNIT	2024
CERAMIC PRODUCTION		
Scope 1	tCO2e	76,707.1
Scope 2 location based	tCO ₂ e	10,598.6
Total Scope 1+2 location based	tCO ₂ e	87,305.7
Scope 1	tCO ₂ e	76,707.1
Scope 2 market based	tCO ₂ e	15,208.9
Total Scope 1+2 market based	tCO ₂ e	91,916.0

ESRS E1-6

DIRECT AND INDIRECT EMISSIONS	MEASUREMENT UNIT	2024
PRODUCTION OF ATOMISED BODY		
Scope 1	tCO2e	24,792.20
Scope 2 location based	tCO2e	534.3
Total Scope 1+2 location based	tCO2e	25,326.50
Scope 1	tCO2e	24,792.20
Scope 2 market based	tCO2e	814.9
Total Scope 1+2 market based	tCO2e	25,607.10

Since 2021, Scope 2 emissions have decreased by 42% through investments in photovoltaic systems, leading to a corresponding reduction in electricity drawn from the grid.

ESRS E1-6

EMISSION INTENSITY	MEASUREMENT UNIT	SCENARIOS
Net Revenues	Thousands of euros	340,928
Total Scope 1+2 location based on net revenues	tCO2e/Euro thousands	0.3304
Total Scope 1+2 market based on net revenues	tCO2e/Euro thousands	0.3447

Italcer Group will formalise an emissions reduction plan connected to energy efficiency investments that are completed, underway, or planned over the next three years. This plan will set targets for reducing direct emissions through initiatives like the introduction of an electric kiln in Spain and feasibility studies on green hydrogen use, and lowering indirect emissions through investments in photovoltaic systems.

Circular economy

3.4

ESRS E5-2

Italcer Group is aware of the value of natural resources and virgin raw materials. To contribute to their preservation, which is a global challenge today, it is committed to managing resources for its production processes **in a circular perspective**, implementing **processes to recover, recycle and reuse materials resulting from its activities**. The aim is to create a closed cycle of production and consumption, in which waste becomes a resource for new products.

Mixes for ceramic production are made containing **more than 50% recycled material**, as annually certified by an independent third party, which issues the DT 55 certificate. Almost all the waste generated is non-hazardous and sent for recovery in all ceramic production plants. Since 2024, Italcer Group recovered 100% of the ceramic waste generated by its processes thanks to obtaining authorisation for the recovery of spent lime to produce atomised body, the only process residue previously sent to landfill.

Within the circular economy, water management is particularly important. Water is used to prepare semi-finished products (spray-dried mixture and glazes) and wash systems, equipment, and work areas. Water is essential to the ceramic production process. Italcer Group is supplied with water through aqueducts and wells, and the withdrawal is regulated by special withdrawal concessions that define related limits and methods.

The Group monitors withdrawals using metres to verify correspondence with consumption and avoid waste. All production facilities have closed circuits and processing water is conveyed to a chemical-physical purification plant and subsequently reused in the production departments or transferred to third-party companies for recovery, allowing Italcer Group facilities to avoid the presence of industrial wastewater drainage systems. The process water management system guarantees full circularity, with 100% production water being recovered, eliminating environmental impacts associated with water discharge. Significant investments were made in wastewater treatment plants to reduce water consumption at production sites.



People focus



Italcerv Group has always considered its people an indispensable **strategic** asset, due to which it achieves important ambitious goals. The Group recognises the **impacts** its operations have on people, including its employees and those of service providers operating within Italcerv Group plants, and their expectations. The Group's objectives include:

- Contributing to the development of a **safe and stimulating work environment** that favours diversity;
- Supporting and furthering the **development of personal skills**;
- Reinforcing a culture of **occupational safety** at all levels;
- Ensuring and promoting respect for human rights and dignified working conditions throughout the value chain.

less
10%
fewer occupational accidents compared to 2023

more than
19,950
hours of training



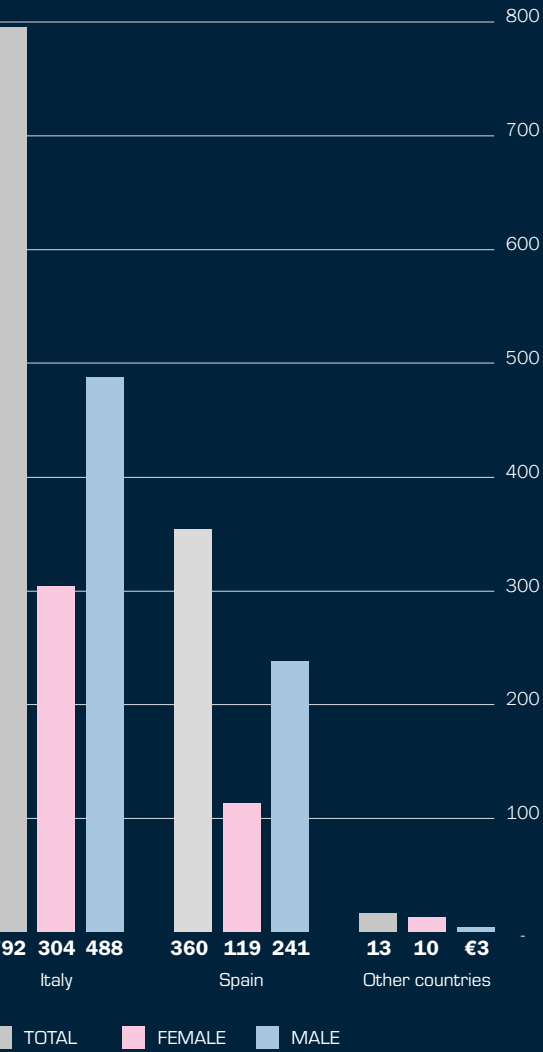
4.1

Employees

ESRS1-10 ESRS S1-1, ESRS S1-2, ESRS S1-4, ESRS 2 SBM-1

As of 31 December 2024, the Italcser Group had 1,165 employees, confirming the growth trend of previous financial years. The workforce has grown over the last year by 8.78% compared to 2023.

All employees have been involved in the process of defining Double Materiality, through a survey, and are subject to the material impacts identified.



ESRS S1-8

EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER	MEAS- UREMENT UNIT	2024
Open-ended contract	no.	1,143
Male	no.	713
Female	no.	430

Fixed- term contract	no.	22
Male	no.	17
Female	no.	5

Total employees	no.	1,165
Total Male	no.	730
Total Female	no.	435

AVERAGE NUMBER OF EMPLOYEES PER CONTRACT	MEAS- UREMENT UNIT	2024
Open-ended contract	no.	1,118.7
Male	no.	697.6
Female	no.	421.2

Fixed-term contract	no.	28.1
Male	no.	22.3
Female	no.	5.8

Total employees	no.	1,146.8
Total Male	no.	719.8
Total Female	no.	427

EMPLOYEES BY EMPLOYMENT TYPE AND GENDER	MEAS- UREMENT UNIT	2024
Full-time contract	no.	1,136
Male	no.	728
Female	no.	408

Part-time contract	no.	29
Male	no.	2
Female	no.	27

Total employees	no.	1,165
Total Male	no.	730
Total Female	no.	435

EMPLOYEES BY EMPLOYMENT TYPE AND REGION	MEAS- UREMENT UNIT	2024
Full-time contract		1,136
Italy	no.	771
Spain	no.	352
Other countries	no.	13

Part-time contract		29
Italy	no.	21
Spain	no.	8
Other countries	no.	-

Total Italy	no.	792
Total Spain	no.	360
Total Other Countries	no.	13
Total	no.	1,165

As for the types of contracts, about 98.20% of the employees are hired with open-ended contracts and this value, up 0.25% compared to 2023 and 3.36% compared to 2022, which indicates the Group's focus on its personnel and shows the Group's desire to generate stable employment, as a positive impact. Please note that 100% of employees are covered by collective bargaining, based on the country where they are employed. The Group does not employ personnel on non-guaranteed hours, to avoid negative effects including reputational impact resulting from non-compliance with wage agreements and workers' rights.

Regarding working hours, 97.60% of employees work full-time, a stable figure compared to 97.20% in the previous year. A headcount-based gender analysis at the end of the reporting period shows that part-time roles are predominantly held by women (96.43% of all part-time positions), a figure that has remained stable compared to 90% in 2023.

TURNOVER	MEAS- UREMENT UNIT	2024
Turnover Rate	%	18%
Voluntary resignation	no.	111
Due to dismissal	no.	91
Due to retirement	no.	2
Due to death in service	no.	2
Total	no.	206

During 2024, 260 new employees were hired, while 206 employment contracts were terminated. This brings our overall turnover rate to 17.68%. When comparing this to the previous year, we saw an overall decrease in the turnover rate of 0.24%. Deaths in service are not the result of accidents that occurred in the workplace.

The analysis of external workers, conducted according to the people counting method, shows the presence of non-employee personnel in the Group's various production sites for 2024. In Italy, these workers carry out exclusively logistical activities, such as stowage, shuttling, loading and unloading, and order preparation. At the Spanish subsidiary Equipe, they take care of plant maintenance and cleaning. These activities are governed by procurement contracts, signed only after thorough supplier assessment to ensure compliance with human rights and collective bargaining agreements.

Italcer Group and young talent in 2024

During 2024, the Italcer Group hired 57 under-30 profiles into its workforce. This group consists of:

- 15 trainees
- 42 hired with a professional apprenticeship contract

TRAINEES AND APPRENTICES	MEAS- UREMENT UNIT	2024
Italy	no.	56
Spain	no.	1
Other countries	no.	-
Total	no.	57

Internships: a path to recruitment

During 2024, 15 internships were activated. Specifically:

- 11 internships were extracurricular. Of these, a remarkable 72.70% were hired with a professionalising apprenticeship contract, highlighting the effectiveness of these paths.
- The remaining four internships were curricular, and involved students from prestigious Italian and foreign institutions, such as the University of Modena and Reggio Emilia and the Hybria Institute of Business and Technology (France).

This data underlines how the Italcer Group attracts young talent, offering opportunities for professional growth through targeted training courses and stable employment contracts.

Well-being in the workplace



Italcer Group's focus on employees is a material issue and an opportunity to create a favourable, constructive and inclusive work environment, reducing turnover and related costs. The Italcer Group places strong emphasis on employee well-being and seeks initiatives to support staff and their families.

During 2024, the Corporate Welfare Project continued in Italy, developed on three pillars:

Personal and Family Services

New agreements dedicated to employees in the field of health services, hotels, gyms, banks and insurance companies, restaurants, shops have been confirmed and implemented.

Education, culture and leisure

Training courses for personal and professional growth have been renewed.

" La Fabbrica delle Idee" (The Factory of Ideas)

This project came from Italcer employees

In 2024, the Italcer Group gave a voice to its employees through the "La Fabbrica delle Idee" project, a platform that allows everyone to suggest solutions to improve the environment and work processes.

The initiative was a success, with more than 150 ideas submitted, touching on crucial areas for the company such as:

- Product innovation
- Production and logistics activities
- Business development
- HR issues and well-being in the company

Suggestions were carefully evaluated by a commission of excellence, including the CEO, General Management, Group HR Director, and Technical Director.

This year, one idea stood out and focused on corporate well-being at the Castel Bolognese site. The employee behind it was awarded an extra month's gross salary, presented at the 2024 Christmas dinner. This highlights Italcer Group's commitment to valuing employee contributions to an improved work environment.

In 2024, a satisfaction survey on the Corporate Welfare Project was conducted within the Group's Italian perimeter, providing HR with useful feedback and suggestions for further improvement.

In Spain, the 2024 "EQUIPE Drawing Competition" invited employees' children to illustrate the theme "How do we take care of our planet and the environment?" Selected drawings featured in the 2025 calendar, and winners received vouchers for books or toys.

Additionally, 2024 marked the 25th anniversary of Equipe Cerámicas, celebrated with a party for employees and their families, as a gesture of appreciation for their ongoing dedication, which underpins the company's success.



Promoting diversity and inclusion

4.2

ESRS S1-1, ESRS S1-4

Diversity, inclusion, and gender equality are Italcera Group's core values and ongoing improvement objectives. The Group promotes daily actions to foster a zero-tolerance culture towards discrimination and exclusion in the workplace and the communities where it operates, to amplify its positive impact.

As part of the transformation of parent company Italcera S.p.A. into a benefit corporation, diversity and inclusion were formally included in the company's Articles of Association as objectives of common benefit.

In 2024, Italcera and its subsidiaries Devon&Devon, Spray Dry, Ceramica Fondovalle, and Terratinta Group obtained certification of their Gender Equality Management System, in line with UNI/PdR 125:2022 (Certificate No. IT330641), issued by Bureau Veritas.

The certification process involved employees through an anonymous annual survey, supported by internal communications, dedicated training, interviews, and new management tools to better measure, monitor, and assess data on gender and other diversity dimensions to identify and address any critical issues.

The Spanish subsidiary Equipe Cerámicas pursues gender equality and has adopted the "Plan de Igualdad 2022-2026" in line with national regulations. The plan, built on a management commitment and initial diagnostic, identifies key intervention areas and improvement actions.

The plan covers organisational management; recruitment; promotions and training; pay equity; work-life balance; occupational health and harassment prevention; gender-based violence prevention; LGTBI+ inclusion; communication and language use; and performance monitoring.

Each area includes specific objectives, KPIs aligned with reporting standards, and detailed actions with set timelines. The plan is a dynamic framework, subject to ongoing review and updates, with a dedicated manager and committee overseeing its implementation and progress.



ESRS S1-9

SENIOR MANAGEMENT LEVEL EMPLOYEES BY GENDER	MEAS-UREMENT UNIT	2024
Male	no.	34
Female	no.	8
Total	no.	42
% male managers	%	81
% female managers	%	19

Over the past three years, two women have been promoted to managerial roles, bringing the total to eight female managers out of 42 equal to 19% overall.

EMPLOYEES BY AGE GROUP	MEAS-UREMENT UNIT	2024
Age under 30 years	no.	144
30-50 years	no.	546
Age over 50 years	no.	475
Total	no.	1,165

Moreover, 12.4% of employees are under 30 years of age, 47.4% are between 30 and 50 years of age, and the remaining 40.2% are over 50 years of age. Italcera Group considers this balance between different ages to be an added value that allows an exchange of experiences and skills.

ESRS S1-12

VULNERABLE CATEGORIES	MEAS-UREMENT UNIT	2024
Number of employees with disabilities, unless legally restricted on data collection	no.	25
% of employees with disabilities	%	2%

In continuity with previous financial years, employees with disabilities represent 2% of the workforce.

LEAVE	MEAS-UREMENT UNIT	2024
Number of employees entitled to leave	no.	101
% of employees entitled to leave	%	9%

The Italcera Group promotes the use of leave to support employees' work-life balance.

The Group's Italian perimeter includes:

- a 10% top-up to the INPS allowance for optional maternity or paternity leave;
- paid leave of up to eight hours for nursery or kindergarten settling-in, available until the child turns four;
- up to 20 hours of paid leave per year for children covered under Law 104, following the use of annual leave;
- Part-time options for mothers of children under three, allowing daily reductions to four or six working hours.

Development of employee skills

ESRS S1-13

Italcer Group believes that the development of employee skills is an opportunity to create value and increase productivity, and a tool to mitigate the risk of high turnover and inadequate performance.

This is why the Italcer Group's Academy delivers advanced technical and managerial training in a structured and continuous way. Established in 2019, the Academy is led by a dedicated professional with extensive experience in HR development. Its core mission is to nurture and grow internal talent through tailored development and upskilling pathways.

In 2024, the Italcer Group provided training to **97% of its employees**, totalling **19,963 hours of training**, across **65 different courses**, including:

- mandatory health and safety training;
- technical training, ranging from production machinery to computer or accounting programs;
- Collaborative management training with the best universities;
- behavioural training to strengthen soft skills across roles.

Training priorities are reviewed annually, shaped by employee feedback gathered through surveys and dedicated communications.



TOTAL TRAINING HOURS FOR EMPLOYEES	MEAS- UREMENT UNIT	2024
Male	no.	14,648
Female	no.	5,315
Total	no.	19,963

AVERAGE TRAINING HOURS FOR EMPLOYEES	MEAS- UREMENT UNIT	2024
Male	no.	20
Female	no.	12
Total	no.	17

As part of the Gender Equality Management System, training modules were delivered, including a core onboarding module for new hires.

Training is conducted by leading institutions, with two key partnerships:

Bologna Business School (BBS)

As a Supporting Partner of BBS, Italcer co-designs fully customised, internationally oriented training programmes, involving lecturers from some of the world's leading universities. In 2024, a two-year, 96-hour master's in management development was launched for all Group and Department Managers. The 2024 programme included four modules and three workshops with international lecturers, addressing modern management challenges, with a focus on innovation, leadership, and geo-political dynamics.

Rondine Cittadella della Pace

The Group emphasises employees' mental and physical well-being, recognising its strong link to the quality of workplace relationships. For this reason, the Group partnered with Rondine Cittadella della Pace, which is renowned for its expertise in communication and conflict resolution. Three in-house courses were delivered by Rondine, training around 60 Department Managers on "The Value of Relationships in the Workplace," significantly contributing to a unified Group culture.

In line with its training efforts, Italcer Group has set ambitious goals and defined multi-year KPIs agreed upon with its lending banks.

ESRS S1-5

AS OF 31/12/2024		AS OF 31/12/2025		AS OF 31/12/2026	
19,963		20,800		21,500	
Mandatory	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary
4,000	15,963	4,000	16,800	4,000	17,500

Remuneration policies and procedures

ESRS S1-4, ESRS S1-16

Italcer Group believes that in addition to continuing training, periodic performance evaluation contributes to the development of human capital within the organisation. It has therefore introduced tools to support the process of evaluating individual performance to define effective personnel development programmes consistent with specific roles.

A Management By Objectives plan has been implemented, which includes an annual performance evaluation using the “Performance Management System” (PMS), including a salary review.

The Performance Management System (PMS) has been developed with the direct engagement of all personnel involved in the evaluation process. The process began with a focus group that reviewed and analysed job descriptions, identifying over 70 roles across the Group and creating tailored evaluation forms with task-specific indicators for each.

The evaluation is held annually in November and concludes by January with one-to-one feedback sessions. These meetings review the previous year’s performance and set priorities and goals for the year ahead.

The PMS is the basis for the Annual Training Plan, allowing evaluators to highlight training gaps that may have emerged.

The evaluation system involves all of the Group’s Italian employees and is set only in “top-down” mode, but with a view to continuous improvement, additional levels of evaluation will be added each year, including self-assessments, bottom-up evaluations and peer evaluations.

Italcer Group has adopted a remuneration policy based on merit, which aims to attract, motivate and retain employees with the professional qualities necessary to achieve objectives. The remuneration of Board members is determined by the shareholders, based on mutual agreements. Compensation for top executives with strategic responsibilities is set by the Board of Directors of the parent company, Italcer S.p.A. SB, while the salaries of other managers and employees are defined by the Chief Executive Officer in coordination with the Group HR Manager.

4.4

Executives receive a fixed salary along with a variable component (MBO), linked to the achievement of operational targets. These objectives are clearly defined, measurable, and aligned with the annual budget set by the CEO, with support from the HR Department.

The maximum amount of the variable component is set with respect to the gross annual fixed component.

To-date, the ratio between the remuneration of the highest paid person in the organisation and the average annual remuneration of all employees is 13.83.

ESRS S1-13

EMPLOYEES WHO HAVE PARTICIPATED IN THE CAREER DEVELOPMENT	MEAS-UREMENT UNIT	2024
Male	no.	37
Female	no.	23
Total	no.	60
% of participating employees	%	5%

4.5

Occupational health and safety

ESRS S1-1, ESRS S1-3

Occupational health and safety is one of the most important material topics for Italcer Group, which is committed daily to ensuring that its actions and policies generate a **positive impact**.



This commitment is shown by the **ISO 45001:2018** certification, obtained from the parent company Italcer S.p.A. SB for all its sites and covers all its workers, involved in production, logistics and office tasks. This certification attests to the creation of an **Occupational Health and Safety Management System**, with high **reference standards** divided into the following ten chapters of analysis and management:

1. Purpose and scope
2. Reference standards
3. Terms and definitions
4. Organisational context
5. Leadership and worker participation
6. Planning
7. Support
8. Operational activities
9. Performance evaluation
10. Improvement



These standards are applied in all other Group production sites that do not yet have certification.

Through the Occupational Health and Safety Management System, Italcra Group implements effective measures and actions to identify work-related hazards, prevent accidents and occupational diseases and respond effectively to any emergencies.

In particular, the health and safety performance monitoring system provides for periodic audits with qualified external personnel and the adoption of improvement plans and annual inspections by a certified third party. At each of the Group's plants, department managers conduct regular operational checks to identify inefficiencies and drive improvement initiatives.

Fire extinguishers, fire doors, emergency lights, and various types of signs are available at each plant to enable all personnel and particularly the team of emergency-management employees to respond appropriately to the above-mentioned scenarios.

Employee training is carried out on a regular basis and includes emergency simulations and plant evacuation tests involving all personnel. Under applicable legislation, employees operating in areas at greater risk of accidents are provided with adequate personal protective equipment (PPE), and the accessories necessary for health protection.

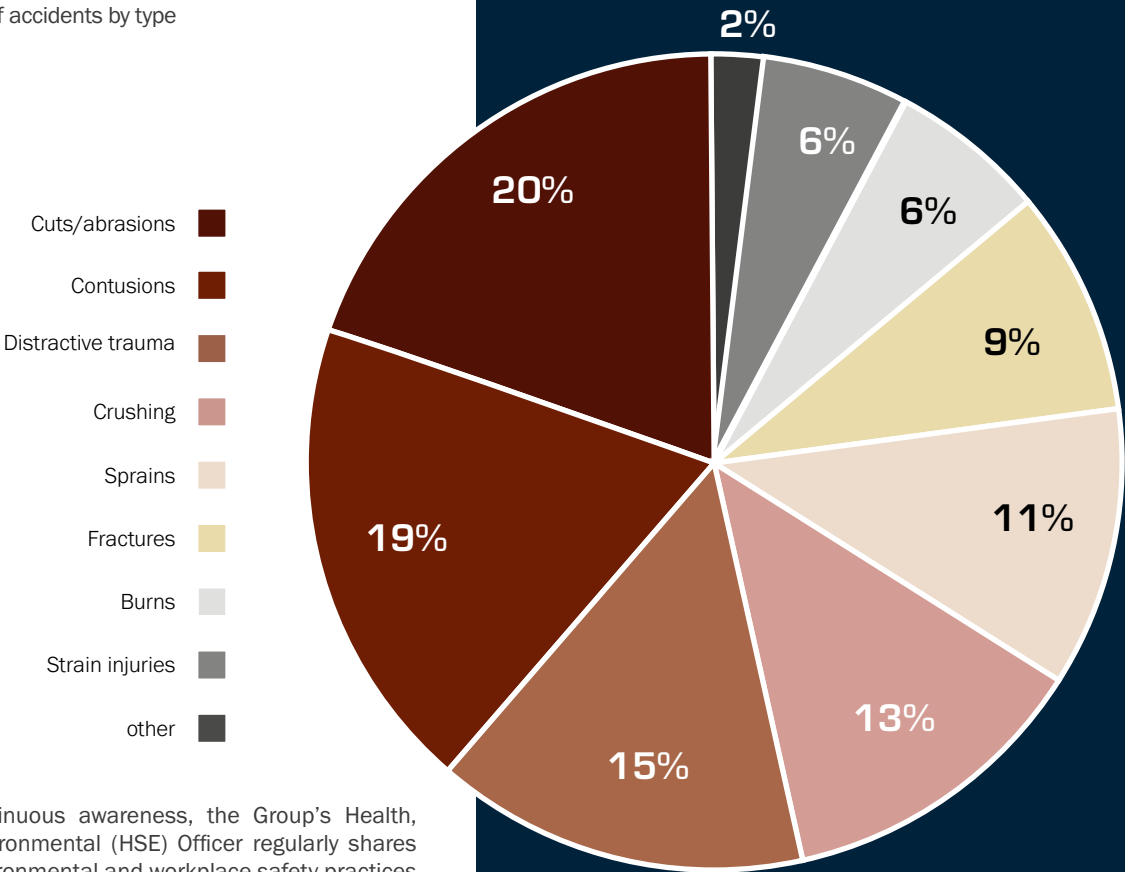
Under Legislative Decree no. 81/08, Italcra Group established a **Prevention and Protection Service**, which meets regularly to review plant performance, monitor progress on improvement plans, and set new objectives. Workers' Safety Representatives (RLS) from each site take part in these meetings to ensure active involvement in the development, implementation, and assessment of the occupational health and safety system.

Employees are encouraged to report any hazards and inappropriate situations relating to the working environment through the whistleblowing channels provided by the Group. To foster a strong culture of risk prevention, the Italcra Group actively engages employees at all levels, especially new hires, through **information and training initiatives**.



Additionally, 3,000 hours of health and safety training were delivered, including specialised courses on emergency response and equipment handling. These sessions aimed to establish dedicated emergency teams across all company sites and work shifts.

The breakdown of accidents by type is as follows:



To ensure continuous awareness, the Group's Health, Safety and Environmental (HSE) Officer regularly shares updates on environmental and workplace safety practices via email and through each employee's personal area on HR management platforms.

Despite no legal obligation, all Italian sites have been voluntarily equipped with automated external defibrillators (AEDs), given the nature of the work.



In 2024, the Group recorded **54 workplace accidents, down by about 7% compared to 2023.**

ESRS S1-14

TOTAL HOURS WORKED	MEAS- UREMENT UNIT	2024
Employee	no.	1,823,802
Non-employee	no.	29,590
Total	no.	1,853,392

During the year, annual hours worked by employees decreased by approximately 0.37%. The accident frequency rate decreased from 42.86 in 2022 to 34.18 in 2023 (-20.26%). When gender breakdown is considered, men's accidents fell by 39.22%, while women's accidents increased by 67.67%.

WORKPLACE ACCIDENT RATES	MEAS- UREMENT UNIT	2024
Number of workplace accidents	no.	54
Frequency index	rate	2.96
Incidence index	rate	4.71
Severity index	rate	0.89

ESRS S1-15

LOST DAYS	MEAS- UREMENT UNIT	2024
Employee	no.	1,622

In 2024, 1,409 workdays were lost due to accidents, with no work-related illnesses or fatalities reported across the Italcser Group.



Aware of operating within an integrated network of relationships, Italcer Group seeks to create value across the entire supply chain. To this end, its upstream and downstream commitment is to:

- promote compliance with the Group's ethical principles and best practices, both in the supplier network and among customers;
- support a responsible supply chain that is committed to the local community;
- work with suppliers and customers to identify and mitigate inherent social and environmental risks.



92%

Local
suppliers

127

Countries
served

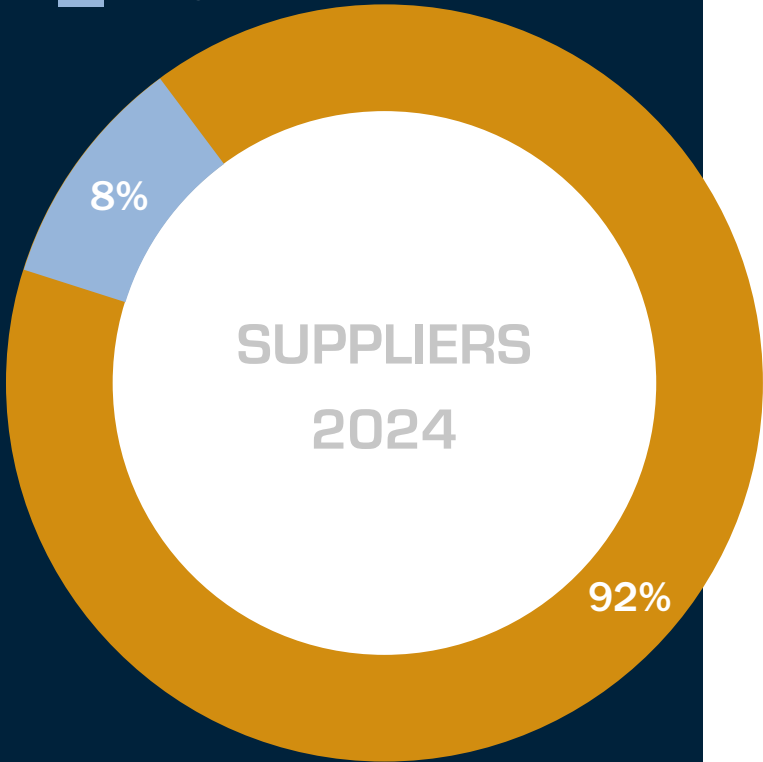
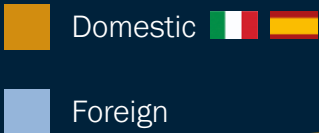
The Responsible value chain

The responsible management of the supply chain

ESRS S2-1, ESRS S2-4, ESRS S2-5

Italcer Group views responsible supply chain management as a priority and an opportunity, selecting suppliers based on ESG criteria and favouring those near its production sites. Due to the quality of suppliers in the Italian and Spanish industrial districts, Italcer Group enhances and exalts the Made in Italy and Made in Spain ceramic industrial hubs.

The table below shows the breakdown of expenditure in favour of domestic and foreign suppliers, considering which local suppliers are Italian and Spanish for companies based respectively in Italy and Spain.



The cornerstone of Italcer Group's supplier management is the Purchasing and Supplier Assessment procedure, drawn up as part of the Group's Integrated Management System. A prerequisite for each supply is the completion of an evaluation questionnaire, which consists of questions investigating how the supplier manages the following areas: legal organisation, quality system, environmental protection, health and safety in the workplace, social responsibility, within which the Italcer Group investigates the suppliers' respect for human rights and working conditions.

In receiving this questionnaire, accompanied by any attachments such as certifications and declarations, the Group can evaluate the supplier on different ESG issues to guide its choice on the most virtuous suppliers, thus establishing business relationships whose impacts are increasingly positive for the environment and communities.

Italcer Group is developing a project to automate supplier data analysis via a dedicated platform, introduce a Supplier Code of Conduct, and set internal objectives and KPIs to enhance supplier mapping and rating. The KPIs defined with the financing banks map Italcer Group suppliers, with an annual turnover of more than €50,000 to a company belonging to the same Group, as follows: 20% by 2025 50% by 2026

When formalising business relationships, the Group requires suppliers to comply with the Italcer Group Code of Ethics and, where applicable, the Organisation System under Italian Legislative Decree no. 231/01 as published on company websites. Failure to comply with the principles contained in the above documents, particularly respecting human rights and working conditions in the supply chain, is treated as an express termination clause, as it is a material risk for Italcer Group.

Regardless of the importance of the business, the Group's priority is to establish business and commercial relations exclusively with parties that are financed with capital of legitimate origin and engage in lawful activities. The Italcer Group makes preventive inspections, which in certain circumstances may be aimed at acquiring appropriate certifications and declarations (anti-mafia and anti-money laundering) from the contractor.

Based on its vision of stable partnership, and mutual esteem and satisfaction, Italcer Group organises regular meetings and opportunities for discussion involving the main suppliers in a survey to define double materiality analysis. It has made Whistleblowing platforms available on its websites.

Raw materials and procurement

The main Italcer Group suppliers include those related to natural raw materials which, as the basis of the production process, are a significant balance sheet item. These raw materials mainly consist of sand, clay and feldspar from mining activities in Italy or Europe. These are added to all the materials used by the Group for the production of glazes and packaging the finished products. The main materials used in the production process are therefore:

- Raw materials for the production of atomised body
- Raw materials for the production of enamels and inks
- Additive such as plasticisers and screen-printing media
- Reagents for air and water purification systems
- Packaging materials such as paper, plastic and wood

ESRS E5-4

MATERIALS USED	MEASUREMENT UNIT	2024
Atomised body purchased from third parties	tonne	385,083
Raw materials for glazes (glazes, frits, grits, inks)	tonne	12,987
Raw additive materials (plasticisers and screen-printing media)	tonne	497
Reagents for air and water purification systems	tonne	254
Raw materials for the production of mixtures	tonne	34,517
Plastic products (for packaging and other)	tonne	1,699
Paper (paper and cardboard for packaging)	tonne	3,468
Wood (for packaging)	tonne	11,359
Total materials used	tonne	449,864
Percentage of biological materials used	%	2.5%
Total recycled materials used	tonne	130,091
Percentage of recycled materials used to produce the organisation's primary products and services	%	(28.9)

Given the origin of the natural raw materials, their procurement has been strongly influenced in recent years by the geopolitical situation. Before the beginning of the Russian-Ukrainian conflict, the Group modified its supply network from Ukraine to mitigate any disruptions in the supply chain and reduce the negative impacts of transport, initiating partnerships with European and especially Italian suppliers. The atomised body production is integrated within the Group and significantly reduces dependence on third-party suppliers. Thanks to the geographical advantages of the Modena-Reggio Emilia ceramic district, the Group's Italian plants source most materials locally, optimising logistics and creating value and positive environmental impacts in surrounding areas.

As of 31 December 2024, the first, top five and top ten suppliers of materials used in the production of atomised body were respectively, 28%, 80% and 96% of body purchased by the Group (32%, 84% and 99% for the year ending 31 December 2023 and 31%, 81% and 99% for the year ending 31 December 2022).

As of 31 December 2024, the Group produced 64% of the atomised body used for in-house ceramic production, while the remaining 36% relied on third-party suppliers. For atomised body supplied by third parties, the leading supplier and the top five suppliers were 63% and 100% of the purchase value, respectively (59% and 100% as of 31 December 2023; 62% and 100% as of 31 December 2022). In Spain, Equipe Cerámicas has a main supplier of atomised body from which it purchases 100% of its material.

5.3

Product safety and quality

ESRS S4-3

Italcer Group products stand out for their distinctive design, superior quality, and high safety standards. To ensure the highest quality of products and services, the Group has strengthened its quality control processes and implemented elevated safety and sustainability standards, in line with its values and customer needs.

Porcelain stoneware and white body surfaces undergo meticulous quality control carried out by qualified and trained technicians during each stage of the process.

Italcer Group is equipped with internal technological laboratories for verification of both incoming raw materials and the finished product; even semi-finished products undergo continuous in-line controls. All measuring and control tools are periodically checked and calibrated to ensure absolute measurement reliability.

All production stages, pressing, drying and firing require continuous control of the reference parameters to ensure process consistency.

At the end of the process, qualified staff in the related department check each ceramic tile and separate defective products before packaging, ensuring the utmost consistency in size and appearance.

Although the packaging phase is highly automated, is also constantly checked by qualified personnel to ensure the suitability and safety of individual packages. Product life cycle information is defined within the EPD (Environmental Product Declaration), an independently certified and verified environmental product declaration that provides clear and comparable information on environmental performance throughout its life cycle, under the ISO 14025 standard.

Italcer, as the parent company, is proud to have achieved ISO 17889-1:2021 certification for surface sustainability, scoring 127.6 out of 130. This ISO assesses the sustainability of ceramic tiles throughout their life cycle, using qualitative and quantitative indicators for environmental performance and social and economic responsibility related to product design, production, installation and use, adopting a common, internationally valid metric for product sustainability performance and communicating its sustainability level. The Group provides design professionals, contractors and consumers with a verifiable resource to identify sustainable tiles

The packaging contains the necessary product safety information and suggestions for handling the load. All safety marking requirements are met by reporting the reaction to fire A1fl, zero emissivity indoors (VOC) and product quality marks required in the destination countries. With regard to labelling, all materials and disposal methods are indicated for the purposes of packaging disposal. All timber passes the phytosanitary certification (Fitok) and is fire marked as evidence for customers of fumigation and the absence of pests.

Periodic audits are conducted at all ceramic production plants under the Integrated Management System and ISO 9001:2015 to ensure ongoing quality compliance and continuous improvement.

For bathroom furniture, Devon&Devon's style centre designs products independently or with renowned architects, and sources manufacturing from suppliers meeting the highest quality standards. For some products, each item is checked by Devon&Devon staff, while others, whose production is more standardised, are subject to spot checks.

Each custom-made product, following particular customer requests, is checked and verified in every component. This control process allows Devon&Devon to guarantee high quality product standards and support customers through Customer Care and the quality department, providing effective after-sales service. Devon&Devon product packaging is made from recycled cardboard produced by ISO 9001:2015 certified suppliers and with FSC® chain of custody management certification, which allows cardboard packaging to be made using raw materials from responsibly managed forests.

Italcer Group finished products comply with obligations deriving from CE marking and safety requirements defined by industry standard UNI EN 14411 and implemented by the European Union.

Other certifications concern technologies or formats based on their features and intended use. These include the Declaration of Conformity for materials and items in contact with food; VOC certification, which certifies the level of volatile organic compounds; UPEC and UPEC F+ classification, associated with the QB certification mark attesting to the durability of a product and its suitability for use in specific types of premises; and Greenguard Gold, which measures the emissions of about 400 harmful substances from a product.

Thanks to the high-quality standards of Italcer Group products, there were no incidents of non-compliance in 2024 related to safety impacts, potential harm to human health, or deficiencies in information and labelling.





Customer focus5.4

ESRS S4.SBM-3, ESRS S4-1, ESRS S4-2, ESRS S4-4

The main Italcser Group stakeholders downstream in the value chain are **customers**, who, given the diverse activities of the Group, range from distributors and retailers to hotels and contractors, to professionals in the construction and furniture sector and end customers (B2C). The Group has customers in **127 countries** worldwide with different tastes and needs due to their highly varied geographical distribution. As of 31 December 2024, the first, top five and top ten customers accounted for 6%, 12% and 17% of Group revenues (5%, 14% and 19% for the year ending 31 December 2023, 4 and 11%, 16% and 31%, respectively, for the year ending 31 December 2022).

To reach customers, the Group uses different sales channels, such as large distribution chains (in most cases, given their importance as executive customers), B2B partnerships and construction companies. Devon&Devon has nine flagship stores based in Milan, Florence, Rome, London, Paris, Nice, Vienna, Hamburg and Copenhagen. As of 31 December 2024, 15% of revenue derived from sales made by large retail chains with which the Group has standard market contracts.

Sales are made through sales agents, who promote the various Group brands to customers. An important annual “sales force convention” is dedicated to their training, organised just before the Cersaie fair in Bologna, where new products, initiatives and commercial guidelines are presented.

Customer focus is one of Italcser Group’s core value. Customers are partners in its success and the Group is committed to meeting their needs daily, providing increasingly beautiful, high-quality and sustainable products, simplified purchasing processes and high-level quality service. The Group surveyed its main customers leading to the definition of double materiality, direct communication channels through e-mail boxes and Whistleblowing platforms. It periodically organises events and opportunities for meetings and dialogue, in conjunction with major industry trade fairs, and throughout the year. An example is Devon&Devon’s Cocktail Party, held during Milan Design Week 2024 to showcase new collections to international customers and celebrate 35 years of business.

During 2024, Italcser organised a series of training events dedicated to customers such as building professionals and ceramic tile sellers, to promote innovation and sustainable design in contemporary architecture. The courses, valid for continuing professional education, were held by Ceramica Rondine’s brand sales managers, bringing a direct and practical contribution of technical skills and corporate vision.



The topics were for professionals for a total of 1730 hours as shown in the table below:

- Sustainable solutions for outdoor surfaces;
- Innovative ceramic materials with anti-pollution and antibacterial properties;
- Ventilated façade systems for energy efficiency;
- Presentation of application case studies.

TOTAL TRAINING HOURS FOR NON-EMPLOYEES	MEASUREMENT UNIT	2024
Men	no.	(1,080)
Female	no.	650
Total	no.	(1,730)

These initiatives show Italcser Group’s commitment to customer education and the dissemination of responsible building practices under circular economy and environmental sustainability principles.



Innovative products



Italcer Group constantly invests in research and development activities with a twofold objective:

- Developing products with an aesthetically appealing design to meet customer needs;
- Identifying innovative and cutting-edge technological solutions for style and functionality, with a view to continuous improvement of the products.



The commitment and care of Italcer Group

ESRS 2 BP-1

In 2024, Italcer Group consolidated its role as a reference in the ceramic innovation field, distinguishing itself with a range that combines excellent design, high functional performance and a practical sustainability commitment.

The result of constant research and development, solutions such as ADVANCE® technology, the Stick&Stile laying system, ALL OVER processing and White Tec Plus composite material are virtuous examples of Italian excellence. Some of these innovations are patented or supported by third-party testing and certification, testifying to their quality and reliability.

These cutting-edge products improve the liveability of domestic and public spaces and enhance architectural design, while reducing environmental impact through efficient production processes and the use of eco-friendly materials.

With an eye on the future, Italcer Group develops products that protect health, enhance architecture and make a practical contribution to the ecological transition.



The innovative ADVANCE® ceramic for flooring and wall tiles, developed by Italcer Group for the exclusive use of its brands, is the Group's most cutting-edge technology. With its antiviral, antibacterial and anti-pollutant properties, ADVANCE® technology ensures greater protection of surfaces and healthier environments.

Dirt breaks down on ADVANCE® ceramic surfaces, allowing floors and walls to be kept clean using only mild soap and water. As for outdoor settings, the flow of rainwater is sufficient to ensure cleanliness.

ADVANCE® has been granted Italian patents for industrial invention no. 102019000015677 and No. 102020000020035, US Patent No. 11,446,644. and Indian Patent No. 561433; further patent applications have been filed by Italcer S.p.A. SB in many other countries.

Based on substantial investment in research and development in innovative and sustainable materials and generated in conjunction with experts in the field, the material is revolutionary in many ways. ADVANCE® ceramics contain a compound of **tin dioxide (SnO₂)** and **titanium dioxide (TiO₂)** which make the product:

Antiviral and Antibacterial

Advance ceramic eliminates 90% of viruses after just 15 minutes of exposure to light, reaching 100% after six hours. It fights different types of bacteria from a minimum of 95% up to 100% after eight hours of exposure to light. The antiviral capacity of ADVANCE® technology products has been certified by the Tile Council of North America according to the standards (ISO18061:2014(E)), while the antibacterial capacity has been certified by the University of Ferrara and by the Tile Council of North America under standards (ISO 27447:2019).



Eco-Sustainable and Antipollution

The antipollution properties have been confirmed by the Chemistry Department of the University of Turin under the UNI 11484 standard, which describes methods for determining the ability to reduce nitrogen monoxide NOx in the gas phase by photocatalytic action.

When applied to the façades of houses and buildings, ADVANCE® succeeds in reducing NOx (nitrogen oxide) molecules by 20.7% in just three hours, considerably improving air quality thanks to the photocatalytic action activated by natural light, converting volatile pollutants into harmless substances.

The antiviral and antibacterial properties are enhanced by natural or artificial lighting conditions, although these properties remain active even in the absence of light, as demonstrated in tests by leading laboratories.

ADVANCE® makes private homes and public buildings safer and healthier, ensuring long-lasting hygiene thanks to reduced contamination by microorganisms and drastically reducing the use of chemical agents or pollutants.

The technology, which can be applied to any ceramic product and is at the service of all Group companies. It is safe for health and a sustainable and eco-friendly choice, as it is created in a single high temperature firing and without the need for further treatment.





ADVANCE CLADDING is the **ventilated façade** system that uses the ADVANCE® technology on external building cladding to ensure the undisputed advantages of thermal and acoustic insulation, protection from moisture and external atmospheric agents. It is a building cladding system with multilayer construction, using mechanical anchors to fix the ceramic slabs to the exterior wall. From a structural point of view, it consists of a load-bearing metal structure fixed to the wall of the building by means of brackets and anchors, which allows the assembly of “independent” layers such as an external wall and insulating mat to create a gap of air. This multilayer structure activates a continuous process of natural ventilation along the façade, eliminating excess moisture and contributing to cooling in summer and controlling heat loss in winter. This advanced cladding system gives buildings the best thermal/humidity performance, and enables urban building regeneration, contributing to **environmental sustainability**. Regeneration means enabling communities to improve their quality of life with respect to society, the economy and the environment.



ALL OVER is a pioneering ceramic slab processing technique that allows the transposition of the slab's **texture even on the edge**, digitally printing the selected portion of surface so it faithfully reflects the original graphics. This cutting-edge processing is the result of innovative production technology, granted exclusively to Italcer Group and subject to a patent application. It results in extremely realistic and aesthetically valuable material effects on porcelain stoneware surfaces, maintaining a continuous texture that descends along the plane, continuing uninterrupted along the entire thickness of the slab. The ALL-OVER effect realistically reproduces the grain and colour characteristics of natural stone, reflecting the grain with perfect continuity, from the plane of the slabs along the entire perimeter thickness of the ceramic.

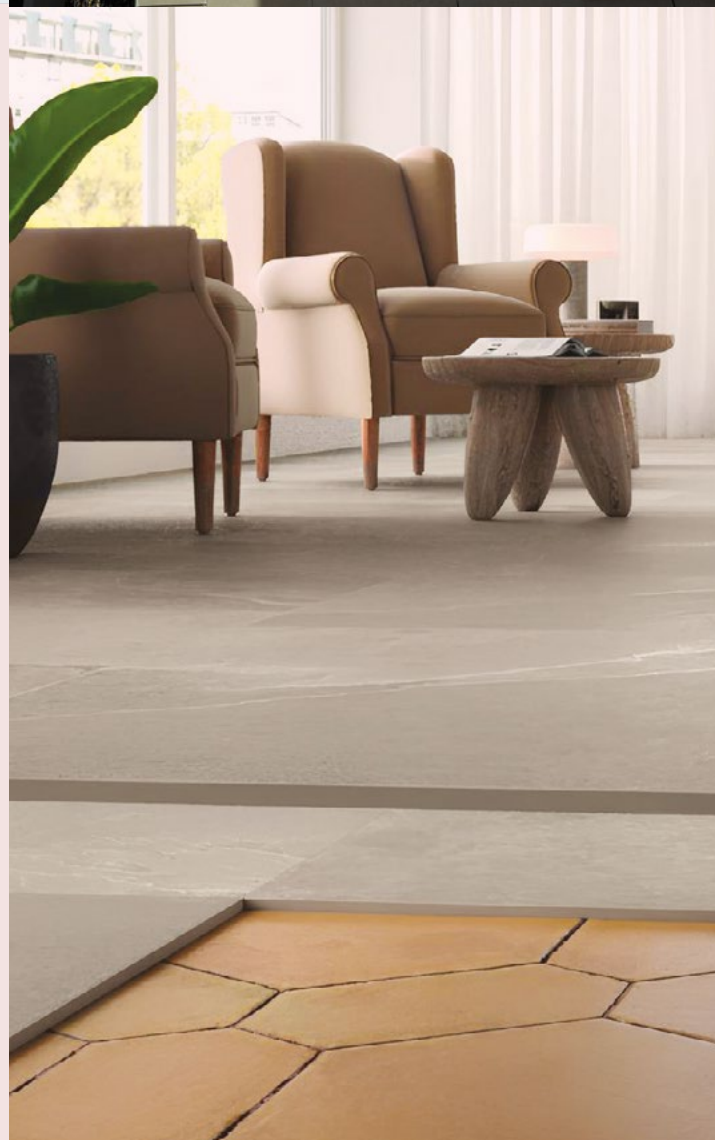


stick&stile Easy. Fast. Clean.



- 1 porcelain stoneware
- 2 pre-applied adhesive

In 2023, an innovative and easy installation system for porcelain stoneware called **Stick&Stile** was launched on the market. This technology, which is the subject of a patent application, is used to lay **floating porcelain stoneware floors**, enabling quick and easy renovations. Stick&Stile, which offers high performance even with under-floor heating systems, does not require demolition, extensive washing or long drying times. The ceramic floor is ready immediately after the stucco is dry. The ceramics used for Stick&Style technology use a high percentage of recycled materials, and have a low environmental impact and ecological footprint.



White Tec Plus

For some of its bathtubs and column washbasin model, Devon&Devon uses **White Tec Plus**, an innovative composite material that is extraordinarily resistant to shocks and scratches, with a solid surface similar to natural stone. Entirely Made in Italy, this material is easy to clean and resistant to daily wear. It is so **eco-friendly and sustainable** that it has received the prestigious **Greenguard Gold** certification from LEED® (the US energy efficiency and ecological footprint classification system). White Tec Plus bathtubs use Biobased® plant-based resins derived from corn starch instead of traditional petroleum-derived components. They can be restored, repaired, recycled and reused. Like traditional cast iron bathtubs, White Tec Plus bathtubs maintain the warmth of the water for a long time, consequently containing water consumption and ensuring extraordinary well-being for those who use them.





Italcer Group creates **shared value** for society by playing an active role in producing wealth, employment, quality services and contributing to the development of the communities where it operates.

The Group is dedicated to:

- encouraging employee and partner involvement in the development of local communities;
- promoting voluntary activities for employees and partners and social actions in support of non-profit organisations;
- fostering the social development of the communities where it operates, promoting employment and protecting the diversity and inclusion of groups at risk of exclusion.



Italcer Group's contribution to society

7.1

Support and involvement of local communities

ESRS S3.SBM-3, ESRS S3-1, ESRS S3-2, ESRS S3-3, ESRS S3-4

Through contextual analyses, a stakeholder survey, and on-going engagement, Italcera Group has gained a clear understanding of the Impacts, Risks, and Opportunities (IROs) linked to local communities defined as the geographical areas where the Group operates and the people, organisations, and institutions within them.

The Group focused on the needs that emerged, recognising that fostering integration and meeting the expectations of local communities is a key pillar of its sustainability strategy.

This commitment is formally embedded in the parent company's Articles of Association, which, as a Benefit Corporation, includes among its goals the role of serving as a reference point for uniting local stakeholders.

Each impact has been evaluated using the principle of double materiality, considering the effect generated (impact materiality) and the associated risks and opportunities for the organisation (financial materiality). According to the stakeholder survey, local communities ranked as the third most material topic in terms of downstream impact.

While Italcera Group has not yet adopted formal policies in this area, it cooperates with local authorities to identify priority actions and maintains open, constructive dialogue in line with its Code of Ethics. To support this commitment, the Group ensures ongoing institutional communication through mechanisms such as its whistleblowing system and regular surveys, remaining accessible and transparent in its interactions with local communities.

During 2024, Italcera Group backed numerous projects and initiatives to support local communities in the areas of greatest demand and need, namely:

- Social and child protection;
- Education, training and research;
- Art and culture;
- Prevention and health;
- Sport;
- Environment and Sustainability;

Activities benefiting the community promoted by Italcera Group

During 2024, Italcera Group activated 15 internships, confirming its commitment to encouraging young people to enter the labour market. Of these, 11 were extracurricular and four curricular internships, carried out in partnership with top academic institutions such as the **University of Modena and Reggio Emilia** and the **Hybria Institute of Business and Technology**. Italcera Group supports initiatives in the educational field, recognising curricular and extracurricular internships as fundamental tools for building a bridge between education and business, offering young people practical experiences geared towards professional growth

In 2024, Italcera S.p.A. SB, promoted a significant cultural initiative for the La Fabbrica AVA brand at its headquarters in Castel Bolognese (RA): the extraordinary opening of Palazzo Casoni Dal Monte, a historic residence that hosts the public exhibition of ceramics and slabs. The event was a special occasion for the local community, providing the opportunity to visit a place of great historical and architectural value, usually not accessible to the public.

This initiative is part of the Group's broader commitment to enhancing cultural heritage and strengthening ties with the local area, promoting the sharing of spaces, history, and identity.

Regarding initiatives in the sports sector, the Ceramica Rondine brand renewed its 2024 sponsorship of Rubierese, the local amateur football team from Rubiera.

The Group confirmed its role as Main Partner of the **Forest Valley Institute Sandbox Programme**, a B2B accelerator focused on climate tech innovation. In addition to financial support, Italcera Group contributes to scouting and assessing innovations, especially those applicable to the ceramics industry.

In 2024, Terratinta Group S.r.l. Benefit continued its commitment to generating shared value through initiatives promoting health, well-being, and social cohesion. As a benefit corporation and B Corp, it integrates impact objectives into its daily operations, particularly focused on local communities.

Notable activities include:

- **Hospice for Life Project – Casa Giuly**: supporting a key institution for the care and support of people in advanced stages of illness.
- **Melanoma prevention campaign**, with Fondazione ANT Italia ONLUS, offering free dermatological check-ups to the public.
- **Free annual dermatological check-up for employees**, aimed at prevention and early diagnosis of skin cancer.
- **Giorgio Migliorini Scholarship**, to support education and academic excellence.
- **Environmental volunteering**, including leaf collection and cleaning of the municipal park in via Deledda, Fiorano Modenese (MO)
- **Sponsorship of the Italian Wheelchair Championships** at the Sporting Club Sassuolo, supporting inclusive sport.
- **Sponsorship of three local sports associations**: Sporting Club Sassuolo A.S.D., A.C. Fiorano and PGS Smile A.S.D. Formigine.

In 2024, **Devon&Devon S.p.A.** confirmed its commitment to the community through initiatives that combine social responsibility, promote health, and value people.

In the area of health and prevention, the company renewed its support for the **Corri la Vita ONLUS** association by actively participating in the 2024 charity event. Support was provided on two levels: involving a group of employees in the run and donating 5% of the proceeds from the Florence showroom and the e-commerce platform during October, Breast Cancer Awareness Month. The funds support the ISPRO-LILT Oncological Rehabilitation Centre in Villa delle Rose, the SenoNetwork portal and the Fondazione Italiana di Leniterapia Onlus (FILE).

During the year, Devon&Devon celebrated the brand's 35th anniversary with a special event at Torre a Cona, for employee sharing and team building. Devon&Devon was once again named a Corporate Golden Donor of FAI (the Italian Environment Fund) and its projects aimed at protecting Italy's historical, artistic and landscape heritage. By participating in this programme, Devon&Devon contributes to regenerating and protecting the priceless heritage of our country, making it accessible and giving back to Italy some of the beauty that has always inspired its collections.



The company participated in Convivio 2024, the historic charity fair supporting research and the fight against HIV, renewing its commitment to the most relevant social and health issues. For the occasion, a selection of bathroom accessories was donated. Proceeds from sales were donated to ANLAIDS Lombardy Section for scientific research projects and awareness campaigns.

In 2024, **Equipe Cerámicas, S.L.U.** promoted initiatives for the well-being of its employees and the creation of an inclusive and participatory work environment.

The most significant initiatives included:

- **Participation in the 2024 Companies Running Race of Castellón** Employees took part in the race organised by the Castellón Chamber of Commerce, an initiative designed to strengthen team spirit and a sense of belonging to the company through sport.
- **Support for the XVIII Cursa Ibérica de Figueres 2024** Equipe renewed its commitment to promoting sustainable sport by supporting the 18th Cursa Ibérica de Figueres, a mountain running race that takes place within the municipality. The initiative encourages outdoor physical activity, enhancing the local natural heritage, and contributed to the recovery and use of ancient Iberian paths. Our support for events like this reflects our desire to promote a healthy lifestyle and respect for the environment, in line with our values of social and environmental responsibility.
- **Paella day**
In 2024, EQUIPE supported the local community by participating in the Figueres festivities. Each year the company supports a significant initiative to strengthen the bond with the region and promote social cohesion. This year, we decided to support one of the most cherished and traditional events: Paella Day, a festive gathering that honours the community's culinary heritage.
- **Alliance for childhood vaccination**
Equipe renewed its partnership with the Caixa Foundation and Gavi, the Vaccine Alliance, confirming its commitment to global health. Since 2019, Equipe has supported this initiative, which saves the lives of millions of children in the most disadvantaged countries by ensuring access to essential vaccines against potentially deadly diseases.
- **Fifth Figueres Primary School Drawing Competition and Christmas Facade Competition**
Equipe Cerámicas promoted the participation of the local community by organising the fifth Primary School Christmas Drawing and Figueres Christmas Facade Competitions, which have become a tradition.



- **DANA Emergency Relief in Valencia**
Equipe contributed to the relief effort for the flood that hit Valencia, donating part of its resources through the NGO Action Against Hunger.
- **Sponsorship of the Master of Permanent Training in Ceramic Technology**
In partnership with the Jaume I University of Castellón, Equipe supports the training of new talent



- **Fideuàes Competition**
An event organised by the Figueres Youth Association, involving more than 300 people, celebrating gastronomic tradition and a sense of community.
- **Sponsorship of the L'Alcalatén 2024 Cultural Exhibition**
Equipe supported a fair that showcases the region's cultural, artistic, and artisanal heritage, promoting local identity.



ESRS 2 GENERAL INFORMATION		REFERENCES
BP-1	General criteria for preparing sustainability reports	Methodological note Chapter 1 Continued expansion driven by high ambition Chapter 1.9 Double materiality analysis Chapter 6 Innovative Products - Italcser Group's commitment and focus
BP-2	Disclosure in relation to specific circumstances	Methodological note Chapter 1.9 Double materiality analysis
GOV-1	Role of the governing, management and control bodies	Chapter 2.1 Organisational structure and governance
GOV-2	Information provided to the governing, management and control bodies and sustainability issues addressed	Chapter 2.1 Organisational structure and governance
GOV-3	Integration of performance in terms of sustainability into incentive systems	Chapter 2.1 Organisational structure and governance
GOV-4	Due Diligence declaration for sustainability purposes	Chapter 1.9 Double materiality analysis
GOV-5	Management of risk and internal controls on sustainability reporting	Chapter 2.4 Risk Management
SBM-1	Market position, strategy, business models and value chain	Countries served Chapter 1.1 Italcser Group's activities - Financial performance by segment Chapter 1.4 Italcser Group's Business Model Chapter 1.5 Commitment to sustainability Chapter 4.1 Employees
SBM-2	Stakeholder interests and opinions	Chapter 1.1 Italcser Group's activities Chapter 1.8 Italcser Group Stakeholders
SBM-3	Impacts, risks and relevant opportunities and their interaction with business strategy and models	Chapter 1.9 Double materiality analysis
IRO-1	Description of the processes for identifying and assessing relevant impacts, risks and opportunities	Chapter 1.9 Double materiality analysis
IRO-2	Disclosure obligations under ESRS for corporate sustainability statements	Chapter 1.9 Double materiality analysis
MDR-P	Policies adopted to manage relevant sustainability issues	Topic included in chapters 2 to 7
MDR-A	Actions and resources for relevant sustainability issues	Topic included in chapters 2 to 7
MDR-M	Metrics related to relevant sustainability issues	Topic included in chapters 2 to 7
MDR-T	Monitor the effectiveness of policies and actions through objectives	Topic included in chapters 2 to 7

E1 CLIMATE CHANGE		REFERENCES
E1.GOV-3	Integration of performance in terms of sustainability into incentive systems	Chapter 3.1 Italcser Group's environmental commitment Improvement Programme 2023-2025. Future Objectives
E1-2	Policies relating to mitigation of climate change and their adaptation	Chapter 3.1 Italcser Group's environmental commitment
E1-3	Actions and resources related to climate change policies	Chapter 3.1 Italcser Group's environmental commitment Chapter 3.3 Emissions
E1-5	Energy consumption and energy mix	Chapter 3.2 Energy Consumption
E1-6	Scope 1, 2, 3 gross and total GHG emissions	Chapter 3.3 Emissions

E5 USE OF RESOURCES AND CIRCULAR ECONOMY		REFERENCES
E5-2	Actions and resources related to resource use and the circular economy	Chapter 3.4 Circular Economy and Waste Management
E5-4	Incoming resource flows	Chapter 5.2 Raw materials and procurement

S1 OWN WORKFORCE		REFERENCES
S1.SBM-3	Impacts, risks and relevant opportunities and their interaction with the business strategy and model	Chapter 4.1 Employees
S1-1	Policies relating to own workforce	Chapter 4.1 Employees Chapter 4.2 Promoting Diversity and Inclusion Chapter 4.5 Health and Safety at Work
S1-2	Impact engagement processes for the workforce and their representatives	Chapter 4.1 Employees
S1-3	Processes to remedy negative impacts , and channels that allow workers to raise concerns	Chapter 4.5 Health and Safety at Work
S1-4	Actions on impacts relevant to own workforce and approaches for managing significant risks and pursuing opportunities relevant to own workforce, and effectiveness of such actions	Chapter 4.1 Employees Chapter 4.2 Promoting Diversity and Inclusion Chapter 4.4 Remuneration Policies and Procedures
S1-5	Objectives related to managing relevant negative impacts, enhancing positive impacts, and managing relevant risks and opportunities	Chapter 4.1 Employees Chapter 4.3 Employee Skills Development
S1-6	Company employees' features	Chapter 4.1 Employees
S1-7	Features of non-employee workers in the company's own workforce	Chapter 4.1 Employees
S1-8	Percentage of employees covered by collective bargaining	Chapter 4.1 Employees
S1-9	Diversity metrics	Chapter 4.2 Promoting Diversity and Inclusion
S1-10	Adequate wages	Chapter 4.1 Employees
S1-12	People with disabilities	Chapter 4.2 Promoting Diversity and Inclusion
S1-13	Training and skills development metrics	Chapter 4.3 Developing Employee Skills Chapter 4.4 Remuneration Policies and Procedures
S1-14	Health and safety metrics	Chapter 4.5 Health and Safety at Work
S1-15	Work-Life Balance Metrics	Chapter 4.5 Health and Safety at Work
S1-16	Pay gap	Chapter 4.4 Remuneration Policies and Procedures
S1-17	Serious human rights incidents, complaints and impacts	Chapter 2.2 Italcir Group Ethics and Integrity

S2 WORKERS IN THE VALUE CHAIN		REFERENCES
S2.SBM-3	Impacts, risks and relevant opportunities and their interaction with the business strategy and model	Chapter 5.1 Responsible Supply Chain Management
S2-1	Policies related to workers in the value chain	Chapter 5.1 Responsible Supply Chain Management
S2-4	Actions on impacts relevant to workers in the value chain, and approaches to manage relevant risks and achieve opportunities relevant to workers in the value chain, and effectiveness of such actions	Chapter 5.1 Responsible Supply Chain Management
S2-5	Objectives related to managing relevant negative impacts, enhancing positive impacts, and managing relevant risks and opportunities	Chapter 5.1 Responsible Supply Chain Management

S3 AFFECTED COMMUNITIES		REFERENCES
S3.SBM-3	Impacts, risks and relevant opportunities and their interaction with the business strategy and model	Chapter 7.1 Support and Engagement of Local Communities
S3-1	Policies relating to affected communities	Chapter 7.1 Support and Engagement of Local Communities
S3-2	Processes for engaging the communities affected by the impacts	Chapter 7.1 Support and Engagement of Local Communities
S3-3	Processes to remedy negative impacts , and channels that allow affected communities to raise concerns	Chapter 7.1 Support and Engagement of Local Communities
S3-4	Actions on impacts relevant to affected communities , and approaches to manage relevant risks and achieve opportunities relevant to affected communities , and effectiveness of such actions	Chapter 7.1 Support and Engagement of Local Communities

S4 CONSUMERS AND END USERS		REFERENCES
S4.SBM-3	Impacts, risks and relevant opportunities and their interaction with the business strategy and model	Chapter 5.4 Customer focus
S4-1	Policies connected to consumers and end users	Chapter 5.4 Customer focus
S4-2	Processes for engaging consumers and end users regarding impacts	Chapter 5.4 Customer focus
S4-3	Processes to remedy negative impacts , and channels that allow consumers and end users to raise concerns	Chapter 5.3 Product safety and quality Chapter 5.4 Customer focus
S4-4	Actions on impacts relevant to consumers and end users, approaches to manage relevant risks and achieve opportunities relevant in relation to consumers and end users, and effectiveness of such actions	Chapter 5.4 Customer focus

G1 BUSINESS CONDUCT		REFERENCES
G1.GOV-1	Role of the governing , management and control bodies	Chapter 2.1 Organisational Structure and Governance
G1-1	Policies for corporate culture and business conduct	Chapter 2.1 Organisational Structure and Governance
G1-3	Prevention and detection of bribery and corruption	Chapter 2.2 Italcir Group Ethics and Integrity
G1-4	Bribery and corruption cases	Chapter 2.2 Italcir Group Ethics and Integrity

DISCLOSURE OBLIGATION AND CORRESPONDING INFORMATION ELEMENT	REFERENCES SFDR	THIRD PILLAR REFERENCES	BENCHMARK REGULATION REFERENCES	EU CLIMATE REGULATORY REFERENCES	MATERIALITY
ESRS 2 GOV-1, paragraph 21, letter d)	Annex I, Table 1, Indicator No. 13		Commission Delegated Regulation (EU) 2020/1816, Annex II		Chapter 2 2.1 Organisational Structure and Governance
ESRS 2 GOV-1, paragraph 21, letter e)			Commission Delegated Regulation (EU) 2020/1816, Annex II		Chapter 2 2.1 Organisational Structure and Governance
ESRS 2 GOV-4, paragraph 30	Annex I, Table 3, Indicator No. 10				Chapter 1 1.9 Italcser Group's journey towards double materiality analysis
ESRS 2 SBM-1, paragraph 40, letter d), point i)	Annex I, Table 1, Indicator No. 4	Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453	Commission Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1, paragraph 40, letter d), point ii)	Annex I, Table 2, Indicator No. 9		Commission Delegated Regulation (EU) 2020/1816, Annex II		Not applicable
ESRS 2 SBM-1, paragraph 40, letter d), point iii)	Annex I, Table 1, Indicator No. 14		Article 12, paragraph 1, of Delegated Regulation (EU) 2020/1818 and Annex II to Delegated Regulation (EU) 2020/1816		Not applicable
ESRS 2 SBM-1, paragraph 40, letter d), point iv)			Article 12, paragraph 1, of Delegated Regulation (EU) 2020/1818 and Annex II to Delegated Regulation (EU) 2020/1816		Not applicable
ESRS E1-1, paragraph 14				Article 2, paragraph 1, of Regulation (EU) 2021/1119	Chapter 3 3.1 Italcser Group's environmental commitment

DISCLOSURE OBLIGATION AND CORRESPONDING INFORMATION ELEMENT	REFERENCES SFDR	THIRD PILLAR REFERENCES	BENCHMARK REGULATION REFERENCES	EU CLIMATE REGULATORY REFERENCES	MATERIALITY
ESRS E1-1, paragraph 16, letter g)		Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453	Article 12, paragraph 1, points a d) to g), and paragraph 2, of Delegated Regulation (EU) 2020/1818		Chapter 3 3.1 Italcser Group's environmental commitment
ESRS E1-4, paragraph 34	Annex I, Table 2, Indicator No. 4	Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453	Article 6 of Delegated Regulation (EU) 2020/1818		Chapter 3 3.3 Emissions
ESRS E1-5, paragraph 38	Annex I, Table 1, Indicator No. 5 and				Chapter 3 3.2 Energy consumption
	Annex I, Table 2, Indicator No. 5				
ESRS E1-5, paragraph 37	Annex I, Table 1, Indicator No. 5				Chapter 3 3.2 Energy consumption
ESRS E1-5, paragraphs 40 to 43	Annex I, Table 1, Indicator No. 6				Chapter 3 3.2 Energy consumption
ESRS E1-6, paragraph 44	Annex I, Table 1, Indicators Nos. 1 and 2	Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453	Article 5(1), Article 6 and Article 8(1) of Delegated Regulation (EU) 2020/1818		Chapter 3 3.3 Emissions
ESRS E1-6, paragraphs 53 to 55	Annex I, Table 1, Indicator No. 3	Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453	Article 8, paragraph 1, of Delegated Regulation (EU) 2020/1818		Chapter 3 3.3 Emissions
ESRS E1-7, paragraph 56				Article 2, paragraph 1, of Regulation (EU) 2021/1119	Not applicable
ESRS E1-9, paragraph 66			Annex II to Delegated Regulation (EU) 2020/1818 and Annex II to Delegated Regulation (EU) 2020/1816		Italcser Group avails itself of the transitional provision (phase in) for ESRS



DISCLOSURE OBLIGATIONS

DISCLOSURE OBLIGATION AND CORRESPONDING INFORMATION ELEMENT	REFERENCES SFDR	THIRD PILLAR REFERENCES	BENCHMARK REGULATION REFERENCES	EU CLIMATE REGULATORY REFERENCES	MATERIALITY
ESRS E1-9, paragraph 66, letter a) and paragraph 66, letter c)		Article 449a of Regulation (EU) No. 575/2013; points 46 and 47 of Commission Implementing Regulation (EU) 2022/2453			Italcir Group avails itself of the transitional provision (phase in) for ESRS
ESRS E1-9, paragraph 67, letter c)		Article 449a of Regulation (EU) No. 575/2013; point 34 of Commission Implementing Regulation (EU) 2022/2453			Italcir Group avails itself of the transitional provision (phase in) for ESRS
ESRS E1-9, paragraph 69			Annex II to Delegated Regulation (EU) 2020/1818		Italcir Group avails itself of the transitional provision (phase in) for ESRS
ESRS E2-4, paragraph 28	Annex I, Table 1, Indicator No. 8; Annex I, Table 2, Indicator No. 2; Annex 1, Table 2, Indicator No. 1; Annex I, Table 2, Indicator No. 3				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E3-1, paragraph 9	Annex I, Table 2, Indicator No. 7				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E3-1, paragraph 13	Annex I, Table 2, Indicator No. 8				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E3-1, paragraph 14	Annex I, Table 2, Indicator No. 12				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E3-4, paragraph 28, letter c)	Annex I, Table 2, Indicator No. 6.2				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E3-4, paragraph 29	Annex I, Table 2, Indicator No. 6.1				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E4 SBM – 3 paragraph 16, letter a), point i)	Annex I, Table 1, Indicator No. 7				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E4 SBM – 3 paragraph 16, Letter	Annex I, Table 2, Indicator No. 10				This is not subject to reporting because it is irrelevant based on the double materiality analysis

DISCLOSURE OBLIGATION AND CORRESPONDING INFORMATION ELEMENT	REFERENCES SFDR	THIRD PILLAR REFERENCES	BENCHMARK REGULATION REFERENCES	EU CLIMATE REGULATORY REFERENCES	MATERIALITY
ESRS E4 SBM – 3 paragraph 16, letter c)	Annex I, Table 2, Indicator No. 14				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E4-2, paragraph 24, letter b)	Annex I, Table 2, Indicator No. 11				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E4-2, paragraph 24, letter c)	Annex I, Table 2, Indicator No. 12				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E4-2, paragraph 24, letter d)	Annex I, Table 2, Indicator No. 15				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS E5-5, paragraph 37, letter d)	Annex I, Table 2, Indicator No. 13				Chapter 5 5.2 Raw materials and procurement
ESRS E5-5, paragraph 39	Annex I, Table 1, Indicator No. 9				Chapter 5 5.2 Raw materials and procurement
ESRS 2 – SBM3 – S1, paragraph 14, letter f)	Annex I, Table 3, Indicator No. 13				Chapter 4 4.1 Employees
ESRS 2 – SBM3 – S1, paragraph 14, letter g)	Annex I, Table 3, Indicator No. 12				Chapter 4 4.1 Employees
ESRS S1-1, paragraph 20	Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11				Chapter 4 4.1 Employees
ESRS S1-1, paragraph 21			Commission Delegated Regulation (EU) 2020/1816, Annex II		Chapter 4 4.1 Employees
ESRS S1-1, paragraph 22	Annex I, Table 3, Indicator No. 11				Chapter 4 4.1 Employees
ESRS S1-1, paragraph 23	Annex I, Table 3, Indicator No. 1				Chapter 4 4.5 Health and safety at work
ESRS S1-3, paragraph 32, letter c)	Annex I, Table 3, Indicator No. 5 I				Chapter 4 4.5 Health and safety at work
ESRS S1-14, paragraph 88, letters b) and c)	Annex I, Table 3, Indicator No. 2		Commission Delegated Regulation (EU) 2020/1816, Annex II		Chapter 4 4.5 Health and safety at work

DISCLOSURE OBLIGATION AND CORRESPONDING INFORMATION ELEMENT	REFERENCES SFDR	THIRD PILLAR REFERENCES	BENCHMARK REGULATION REFERENCES	EU CLIMATE REGULATORY REFERENCES	MATERIALITY
ESRS S1-14, paragraph 88, letter e)	Annex I, Table 3, Indicator No. 3				Chapter 4 4.5 Health and safety at work
ESRS S1-16, paragraph 97, letter a)	Annex I, Table 1, Indicator No. 12		Commission Delegated Regulation (EU) 2020/1816, Annex II		This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS S1-16, paragraph 97, letter b)	Annex I, Table 3, Indicator No. 8				This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS S1-17, paragraph 103, letter a)	Annex I, Table 3, Indicator No. 7				Chapter 4 4.2 Promoting Diversity and Inclusion
ESR S1-17, paragraph 104, letter a)	Annex I, Table 1, Indicator No. 10 and Annex I, Table 3, Indicator No. 14		Annex II to Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Chapter 4 4.2 Promoting Diversity and Inclusion
ESRS 2 SBM-3 – S2, paragraph 11, Letter	Annex I, Table 3, Indicators Nos. 12 and 13				Chapter 5 5.1 Responsible Supply Chain Management
ESRS S2-1, paragraph 17	Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11				Chapter 5 5.1 Responsible Supply Chain Management
ESRS S2-1, paragraph 18	Annex I, Table 3, Indicators Nos. 11 and 4				Chapter 5 5.1 Responsible Supply Chain Management
ESRS S2-1, paragraph 19	Annex I, Table 1, Indicator No. 10		Annex II to Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		It is not subject to reporting because irrelevant based on the materiality analysis but only from a financial materiality point of view
ESRS S2-1, paragraph 19			Commission Delegated Regulation (EU) 2020/1816, Annex II		It is not subject to reporting because irrelevant based on the materiality analysis but only from a financial materiality point of view
ESRS S2-4, paragraph 36	Annex I, Table 3, Indicator No. 14				Chapter 5 5.1 Responsible Supply Chain Management
ESRS S3-1, paragraph 16	Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11				Chapter 7 7.1 Support and engagement of local communities

DISCLOSURE OBLIGATION AND CORRESPONDING INFORMATION ELEMENT	REFERENCES SFDR	THIRD PILLAR REFERENCES	BENCHMARK REGULATION REFERENCES	EU CLIMATE REGULATORY REFERENCES	MATERIALITY
ESRS S3-1, paragraph 17	Annex I, Table 1, Indicator No. 10		Annex II to Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Chapter 7 7.1 Support and engagement of local communities
ESRS S3-4, paragraph 36	Annex I, Table 3, Indicator No. 14				Chapter 7 7.1 Support and engagement of local communities
ESRS S4-1, paragraph 16	Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11				Chapter 5 5.4 Customer focus
ESRS S4-1, paragraph 17	Annex I, Table 1, Indicator No. 10		Annex II to Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Chapter 5 5.4 Customer focus
ESRS S4-4, paragraph 35	Annex I, Table 3, Indicator No. 14				Chapter 5 5.4 Customer focus
ESRS G1-1, paragraph 10, letter b)	Annex I, Table 3, Indicator No. 15				Chapter 2 2.1 Organisational Structure and Governance
ESRS G1-1, paragraph 10, letter d)	Annex I, Table 3, Indicator No. 6				Chapter 2 2.1 Organisational Structure and Governance
ESRS G1-4, paragraph 24, letter a)	Annex I, Table 3, Indicator No. 17		Annex II to Delegated Regulation (EU) 2020/1816		This is not subject to reporting because it is irrelevant based on the double materiality analysis
ESRS G1-4, paragraph 24, letter b)	Annex I, Table 3, Indicator No. 16				This is not subject to reporting because it is irrelevant based on the double materiality analysis

FUNDAMENTAL DUE DILIGENCE ELEMENTS	PARAGRAPHS IN SUSTAINABILITY STATEMENTS
a) Integrate due diligence into governance, corporate strategy and business model	Chapter 2 Our Strong and Ethical Governance
b) Involve stakeholders at all due diligence key stages	Chapter 1.9 Italcser Group's journey towards double materiality analysis
c) Identify and assess negative impacts	Chapter 1.9 Italcser Group's journey towards double materiality analysis
d) Address negative impacts	Chapters 3 to 7
e) Monitor the effectiveness of actions and report	Chapters 3 to 7



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(This independent auditors' report has been translated into English solely for the convenience of international readers. Accordingly, only the original Italian version is authoritative.)

Independent auditors' report on the sustainability report

*To the board of directors of
Italcer S.p.A. SB*

We have been engaged to perform a limited assurance engagement on the 2024 sustainability report (the "sustainability report") prepared on a voluntary basis by the Italcer Group (the "group").

Directors' responsibility for the sustainability report

The directors of Italcer S.p.A. SB (the "parent") are responsible for the preparation of a sustainability report in accordance with the European Sustainability Reporting Standards issued by the European Commission (the "ESRS"), which they have identified as the reporting standards in the "Methodological note" section of the sustainability report.

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of a sustainability report that is free from material misstatement, whether due to fraud or error.

They are also responsible for defining the group's objectives regarding its sustainability performance and the identification of the stakeholders and the significant aspects to report.

Auditors' independence and quality management

We are independent in compliance with the independence and all other ethical rules and requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (the IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our company applies International Standard on Quality Management 1 (ISQM Italia 1) and, accordingly, is required to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Italcer Group
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Auditors' responsibilities

Our responsibility is to express a conclusion, based on the procedures performed, about the compliance of the sustainability report with the requirements of the ESRS. We carried out our work in accordance with the criteria established by "International Standard on Assurance Engagements 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 revised"), issued by the International Auditing and Assurance Standards Board (IAASB) applicable to limited assurance engagements. This standard requires that we plan and perform the engagement to obtain limited assurance about whether the sustainability report is free from material misstatement.

A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with ISAE 3000 revised, and consequently does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures we performed on the sustainability report are based on our professional judgement and include inquiries, primarily of the parent's personnel responsible for the preparation of the information presented in the sustainability report, documental analyses, recalculations and other evidence gathering procedures, as appropriate.

Specifically, we performed the following procedures:

- 1) gaining an understanding of the materiality assessment of the information included in the sustainability report by analysing the approach adopted by the group to identify and assess material sustainability-related impacts, risks and opportunities and checking the related disclosures presented in the sustainability report;
- 2) understanding the processes underlying the generation, recording and management of the significant qualitative and quantitative information disclosed in the sustainability report.

Specifically, we held interviews and discussions with the parent's management personnel and the personnel of Equipe Ceramiche S.L.U. We also performed selected procedures on documentation to gather information on the processes and procedures used to gather, combine, process and transmit qualitative and quantitative information to the office that prepares the sustainability report.

Furthermore, with respect to significant information, considering the group's business and characteristics:

- a) we conducted interviews and checked supporting documentation, on a sample basis, to assess the consistency of the qualitative information presented in the sustainability report;
- b) we carried out analytical procedures and, where necessary, limited procedures on a sample basis, focusing on the data aggregation in the quantitative information and the calculation methods applied.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the 2024 sustainability report of the Italcer Group has not been prepared, in all material respects, in accordance with the requirements of the ESRS which the directors have identified as the reporting standards in the "Methodological note" section of the sustainability report.



Italcer Group
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Other matters

This report is not issued pursuant to any legal requirements as the parent was not required to prepare a sustainability report.

The 2023 comparative figures presented in the sustainability report have not been examined.

Parma, 22 July 2025

KPMG S.p.A.

(signed on the original)

Federico Superchi
Director of Audit

Sustainability Report 2024 Edition

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