



Gruppo Antonini S.p.A.  
FORGING THE FUTURE

# SUSTAINABILITY PLAN 2025-2027



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## SUSTAINABILITY PLAN 2025-2027

### INTRODUCTION

Gruppo Antonini intends to embark on a path of sustainability to ensure a future more resilient to climate and environmental risks, thus also responding to the requests of customers and financial institutions regarding the commitment to ESG (*Environmental, Social, Governance*) issues.

To this end, the realisation of the **Sustainability Plan 2025-2027** for *Gruppo Antonini SpA* represents a fundamental step in making this commitment concrete, outlining the main areas of intervention and the actions to be carried out in the coming years.

The Plan is divided into four main sections: an initial introductory part on the Company and the context in which its activities are developed, with a focus on its value chain; a second section of ESG benchmarking analysis, which allows for a comparison of the strategies of the main reference players, and an IRO (impacts, risks, opportunities) assessment linked to sustainability for Gruppo Antonini; a third part relating to the identification of material issues for the company and, finally, the plan concludes with the definition of the sustainability initiatives that the company is committed to developing, translating the strategic vision into concrete actions for the next three years.

Through this path, Gruppo Antonini SpA intends to integrate sustainability into its business model, strengthening its role in an economy that is increasingly oriented towards environmental and social responsibility.



## 1. BUSINESS MODEL AND VALUE CHAIN

Gruppo Antonini is an industrial company operating in the engineering sector founded and managed by the Antonini family in the La Spezia area.

The business was started up in 1943 focusing on the repair of metal structures, with subsequent evolution in heavy carpentry work up to the manufacture of parts for oil platforms and establishing itself as a partner of ENI in the supply of structures for the Oil & Gas sector.

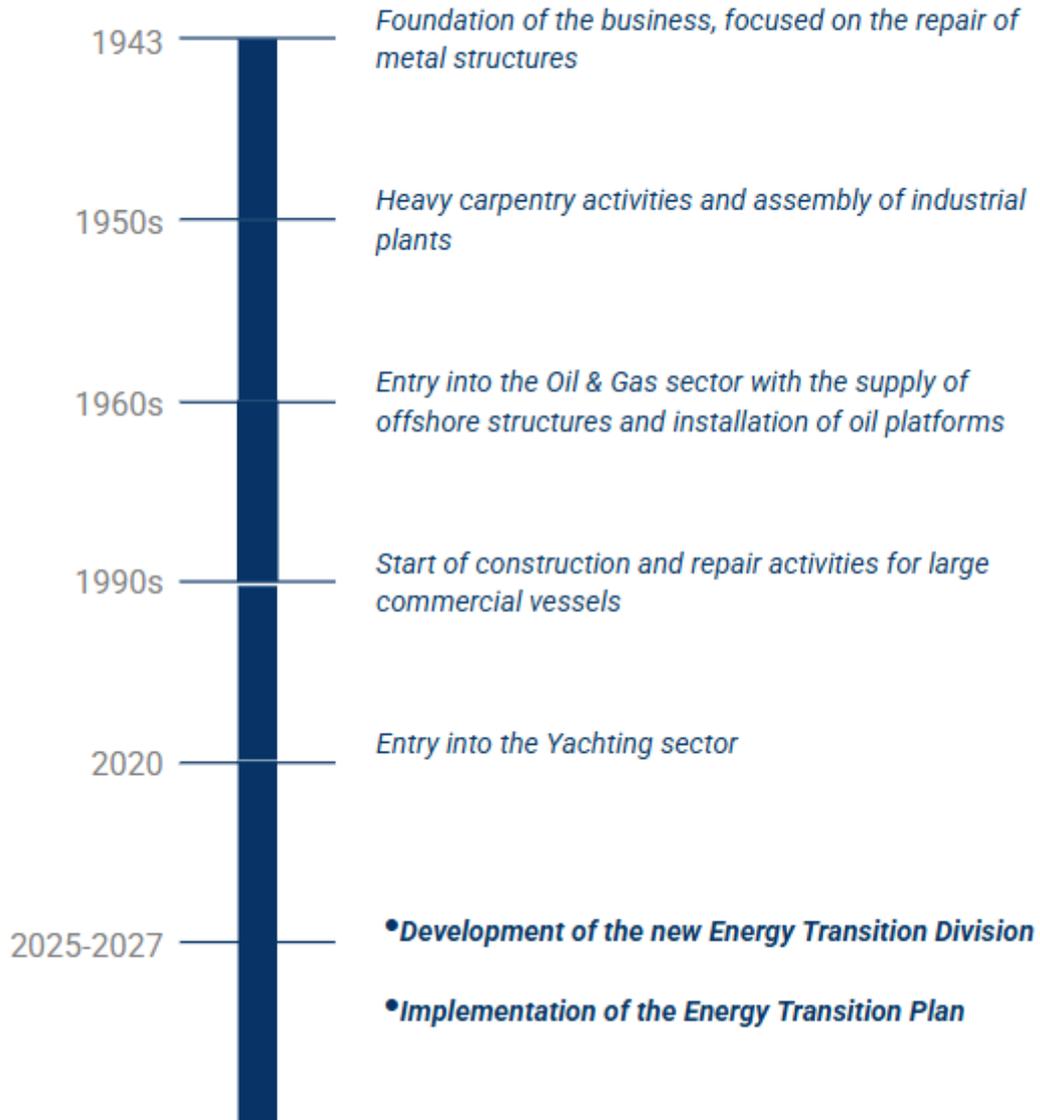
Capitalising on the skills acquired, in the 1990s the company started construction and repair activities in the nautical sector. In 2020, the company entered the Yachting sector, launching the 'Antonini Navi' brand and launching a new business segment.

In the Oil & Gas sector, the Company acts as an EPCIC contractor (Engineering, Procurement, Construction, Installation and Commissioning), thus following every phase of the job order: from design to procurement, from construction to installation and commissioning of the project. Each job order is unique, with specific characteristics that make it different from the others, thus requiring a customised approach. This same model is also adopted in the yachting sector with Antonini Navi, where the owner is involved as a true partner along a completely customised path: from design to yacht construction. The result is a fully customised yacht that fully reflects the client's wishes and needs. The common thread between the industrial and yachting sectors is Gruppo Antonini's ability to manage complex, bespoke projects with the same technical expertise and adoption of the high standards of quality and safety as in the Oil & Gas sector. Whether it is the construction of an offshore platform or the building of a luxury yacht, the company applies the same integrated, quality and safety-oriented approach.

With a view to global expansion, Gruppo Antonini has also launched new business development activities in China, Asia-Pacific markets and a branch in Libya. This strategic opening represents a further step towards internationalisation, creating new supply and collaboration opportunities with international partners and projecting the company on an increasingly global scale.



## THE EVOLUTION OF POSITIONING: INNOVATING FROM MATURE EXPERTISE





## 1.1 GRUPPO ANTONINI BUSINESS UNIT

Today, Gruppo Antonini's operations are structured around four business units:

**Oil & Gas:** Gruppo Antonini has been present for over sixty years in the sector operating in the construction and maintenance of offshore and onshore metal infrastructure, such as platforms for the extraction and treatment of hydrocarbons.



**Yachting:** With the Antonini Navi brand, the company began investing in the sector in 2020 with the mission of building yachts customised to clients' specific needs. The activity is conducted in the 'Miglio Blu' in La Spezia, a district that brings together some of the most prestigious and innovative Italian shipbuilding companies specialising in yachts and mega yachts.

**Nautical:** The company operates in the nautical sector, providing services such as assistance, maintenance, and repairs for sailors and yachtsmen, including work on fibreglass, wood, metal, and composite boats.



**Energy Transition:** Gruppo Antonini aims to exploit the skills, technologies, machinery, human resources and know-how already gained in the Oil&Gas sector, to use them in the construction of metal structures related to renewable energy production, LNG facilities, hydrogen plants and carbon capture and storage (CCS) plants.

## 1.2 VALUE CHAIN

Along the Gruppo Antonini's value chain there are mainly suppliers of construction materials and customers related to the four sectors in which the Company operates. The largest part of Gruppo Antonini's turnover is currently represented by the Oil & Gas sector (95.5%), followed by Yachting (3%) and Marine (1.5%). The new division dedicated to Energy Transition will be introduced in 2025 and aims to increase its share of turnover over the years, in a logic of business diversification.

The evolution of the market context is expected to lead to a gradual slowdown in investments in the Oil & Gas sector and a transition towards renewable energies and CO<sub>2</sub> capture technologies, which are necessary to mitigate the effects of climate change and achieve the greenhouse gas emission reduction targets set by the International Climate Agreements.

Among the major clients Gruppo Antonini has worked with are mainly large companies in the Oil & Gas sector, such as ENI, Saipem, Chevron, ExxonMobil, etc.

In particular, ENI is pursuing its commitment to sustainability also involving its supply chain. The company requires its suppliers to start an improvement programme on the *Open-es* platform, which is an innovative solution that aims to simplify and monitor the ESG journey of companies by involving the entire value chain. In fact, Gruppo Antonini, as a supplier of ENI, has been involved and has embarked on a path to measure and monitor its performance in terms of sustainability, in a logic of continuous improvement.

In this way, Gruppo Antonini intends to strengthen the alignment with the sustainability objectives of its main customers, contributing in a shared way to their achievement.

In particular, ENI is committed to some fundamental objectives that guide its activities:

- **Carbon neutrality by 2050:** through a gradual decarbonisation path and a strong push towards innovative solutions for the energy of the future;
- **Environmental protection:** aimed at reducing the impact of its operations through the efficient use of natural resources, water resources and the protection of biodiversity;
- **Alliance for development:** promoting initiatives to support local communities in the territories where it operates;
- **People empowerment:** focusing on the skills, well-being and safety of its employees, in a context of diversity and inclusion;
- **Sustainability in the value chain:** sharing commitments and targets with its suppliers, encouraging responsible and transparent behaviour throughout the supply chain.

Through the following Sustainability Plan, Gruppo Antonini confirms its commitment to actively contribute to a sustainable transition also in collaboration with its customers' projects in the field of environmental impact reduction and social commitment.



Figure 1 - ENI Sustainability Targets (Source: ENI Sustainability Report 2024)

## 2. ESG BENCHMARKING AND IRO ANALYSIS

### 2.1 ESG BENCHMARKING ANALYSIS

The benchmarking analysis on ESG issues was conducted by initially selecting Gruppo Antonini's main competitors and checking the availability of documents and information published on their official websites.

The survey showed that most companies have a Code of Ethics and ISO 9001 quality certification. As for Model 231, only three of the five Italian companies have implemented it. Furthermore, among the six companies that presented references to sustainability or more broadly to CSR (*Corporate Social Responsibility*) on their website, only four companies have implemented a Sustainability Report, as they are part of large international Groups.

Company	Certifications	Sustainability Report	Ethic code	Model 231	ESG online ref.	Headquarters
SAIPEM	ISO 37001 - 27001 - 14001 - 45001 - 30415 - 9001					Italy
DRAGADOS	ISO 27001 - 14001 - 3834-2 - 29001 - 37001					Spain
PETROJET	ISO 10015 - 5001 - 9001 - 26000 - 14001					Egypt
GRUPPO COSMI	ISO 9001 - 45001 - 14001					Italy
GRUPPO RAM	ISO 9001 - 14001 - 45001					Italy
RENCO	ISO 37001 - 9001 - 14001					Italy
CHIWAN	ISO 3834 - 9001 - 14001 - 45001					China
SAPURA	ISO 9001					Malaysia
ROSETTI MARINO	ISO 9001 - 3834					Italy

Figure 2 - ESG benchmarking based on public sources (January 2025)

Subsequently, an analysis was conducted on the material issues identified by competitors that publish an ESG report compliant with international sustainability reporting standards, such as GRI (*Global Reporting Initiative*) or ESRS (*European Sustainability Reporting Standards*). In fact, Sapura was excluded from the evaluation because its report was developed freely, without following the reference standards.

ENI was also considered in this analysis as the main Italian client of Gruppo Antonini, which had been presenting its sustainability report and its commitment to ESG issues for a longer time and in a more structured manner.

The results of the analysis were then summarised graphically, highlighting the material issues most frequently identified by companies and dividing them into the three main categories: environmental, social and governance.

Area	Materials topics	Competitors			Client
		SAIPEM	RENCO	Rosetti Marino	ENI
<b>Governance</b> 	Business Ethics and Compliance	✓	✓	✓	✓
	Supply Chain	✓	✓	✓	✓
	Digitalisation and Cyber Security	✗	✓	✓	✓
<b>Social</b> 	Local Community	✓	✓	✗	✓
	Customer Satisfaction	✗	✓	✗	✓
	Health and Safety	✓	✓	✓	✓
	Diversity and Inclusion	✓	✓	✗	✓
	Human Capital Development	✓	✓	✓	✓
<b>Environment</b> 	Energy Consumption/Emission	✓	✓	✓	✓
	Biodiversity	✓	✓	✗	✓
	Water	✓	✓	✓	✓
	Waste and Circular Economy	✗	✓	✓	✓

Figure 3 - Benchmarking material sustainability topics based on public sources (January 2025)

## 2.2 IRO ANALYSIS - GRUPPO ANTONINI

The purpose of the *Impacts, Risks and Opportunities* (IRO) analysis is to identify the main sustainability issues - environmental, social and governance - on which Gruppo Antonini is most significantly impacted, in accordance with the *European Sustainability Reporting Standards* (ESRS). The assessment was structured in two phases: initially, the issues indicated by the ESRS standards on which the company could have an impact, both positive and negative, were selected; subsequently, the relative risks and opportunities were associated with each of these issues. The results of the analysis foresee that for the **environmental aspects**, those on which the company has a relevant impact are: greenhouse gas emissions, linked both to the company's production facilities (scopes 1 and 2) and those generated along the production chain (scope 3); the use of energy from fossil and renewable sources; the use of new technologies in favour of energy efficiency; the production of waste and the use of resources included in the context of the circular economy.

Emissions were not calculated in previous years, so no baseline is available. However, the first measurement of the organisation's carbon footprint represents an important opportunity for the company, allowing it to identify the areas with the greatest environmental impact, set reduction targets and identify possible improvement actions. In addition, further opportunities related to energy



management derive from the presence of a photovoltaic system installed at the Arcola production site and the purchase of new technologies and machinery with high energy efficiency. These investments contribute to reducing energy consumption, limiting dependence on fossil fuels for heating and the operation of production facilities. Finally, for the circular economy, the main risks are related to the production of waste for both recovery (wood, metals, packaging) and disposal (cables, paints, hazardous waste). However, the proper disposal of such waste, and consequently its recovery, reduces the impact on the environment significantly.

With regard to **social issues**, the main areas of impact concern training, the health and safety of the workforce, both internally and along the supply chain, and the effects on local communities.

One of the main risks identified is the possibility of accidents in the workplace, considering that a large part of the employees' activities take place on construction sites. However, Gruppo Antonini constantly monitors the health and safety of its workers and has been recognised for its high safety standards in past projects, such as achieving a high number of accident-free hours worked. In addition, the company plans to conduct training events for its workforce dedicated to IT security and privacy.

With regard to workers along the value chain, the absence of a purchasing policy that includes supplier qualification on safety and human rights is a potential risk. For this reason, the company is considering mapping its suppliers to verify compliance with safety standards and working conditions along the supply chain. Finally, the company actively participates in territorial initiatives, helping to create positive relations with the community. These include participation in the “Miglio Blu” project and collaborations with local schools and universities.

In terms of **governance**, the company's main areas of impact relate to the adoption of policies on business conduct and the implementation of whistleblowing mechanisms to protect whistleblowers. The absence of such policies may increase the risk of legal action and sanctions related to non-compliant business conduct. In addition, inadequate whistleblowing management could undermine employee trust and increase staff turnover. To address these critical issues, Gruppo Antonini plans to integrate new policies into its management system, including Model 231 and the Whistleblowing Policy. These initiatives represent an opportunity not only to improve corporate governance, but also to strengthen the reputation and trust of stakeholders.

### 3. MATERIAL TOPICS GRUPPO ANTONINI

From 2026, Gruppo Antonini will be required by the CSRD to carry out the first Sustainability Report referring to the fiscal year 2025: the identification of material topics constitutes the premise for the realisation of the Plan and the framework for the reporting activity.

The material topics were identified based on a general managerial review, which took into account current initiatives, the requests of various stakeholders and an ESG benchmarking analysis of some competitors and customers.

The most relevant topics are listed below: for each one, objectives and initiatives were identified as key components of the ESG Plan.

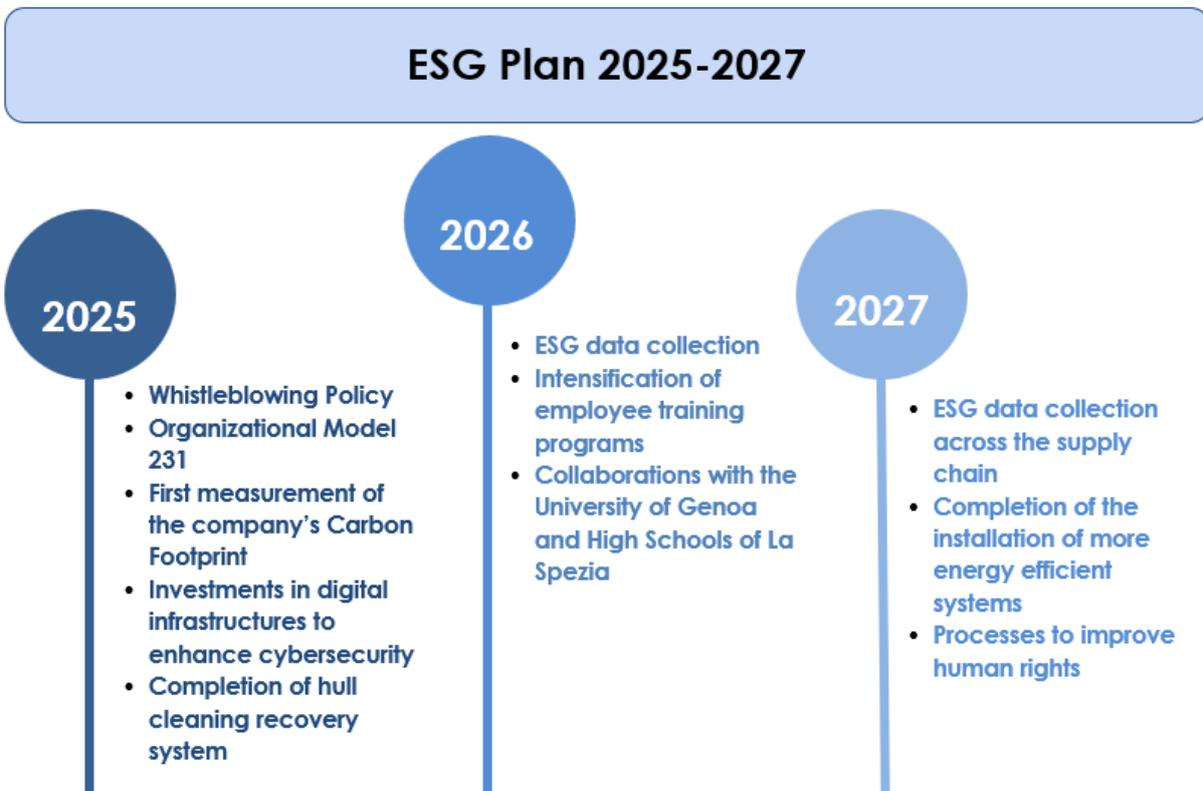
Environment	Social	Governance
Greenhouse gas emissions	Health and safety	Business ethics and compliance
Energy consumption	Human rights	Technology and innovation
Waste and Circular Economy	Local community	Responsible Supply Chain Management
Water and marine resources		Customer satisfaction

## 4. ESG INITIATIVES FOR GRUPPO ANTONINI

Before identifying sustainability initiatives and goals to be undertaken in the years 2025-2027, initiatives underway or already carried out in previous years by Gruppo Antonini were identified, including:

- Obtaining ISO 9001 Certification for the design/engineering, procurement, construction/manufacturing, installation and maintenance phases of offshore/onshore facilities;
- Obtaining ISO 14001 Certification in the field of *"Design and construction of metal structures and petrochemical plants for offshore and onshore, skids and pressure and non-pressure equipment, machining, sandblasting, painting, assembly. External site activities in the petrochemical, alternative energy and marine sectors, plant design, construction and maintenance"*;
- Obtaining 45001 certification;
- The installation of photovoltaic panels for the Arcola production site in the early 2000s, with subsequent upgrading and extraordinary maintenance of the Arcola photovoltaic plant.

Subsequently, future initiatives have been identified, some of which are also present in Gruppo Antonini 25-27 Industrial Plan. These initiatives are visually presented below, divided across the three years covered by this ESG Plan, and are further detailed in the following paragraphs.



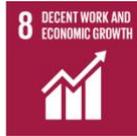
## 4.1 GOVERNANCE INITIATIVES



<b>Title</b>	<b>Whistleblowing Policy</b>
<b>Status Project</b>	Implemented in Q1 2025
<b>Brief description</b>	<p>Gruppo Antonini is implementing a <b>whistleblowing system</b>, i.e. a safe and anonymous channel for employees and collaborators to report any irregularities or behaviour that does not comply with company and legal regulations.</p> <p>Implementing a digital platform and internal procedures is essential to promoting a transparent and responsible work environment, aligned with the principles of legality.</p>
<b>Owner</b>	Privacy Officer
<b>KPI</b>	Hours of training during implementation / no. of reports once implementation is complete
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2025: under implementation 2026: full implementation



<b>Title</b>	<b>Organizational Model 231</b>
<b>Project Status</b>	Implemented in Q1 2025
<b>Short description</b>	Gruppo Antonini has set itself the objective of implementing <b>Model 231</b> within its management system. This model is part of the regulatory context of Italian Legislative Decree 231/2001, which introduces the administrative liability of companies for certain offences committed by their managers or employees, making it necessary to adopt effective organisational models to prevent such violations. The document will outline how the company structures and monitors its activities, particularly those most exposed to risk, in order to demonstrate its commitment to transparency and corporate integrity.
<b>Owner</b>	General Manager
<b>KPI</b>	Hours of training during implementation / no. of reports once implementation has been completed
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2025: under implementation 2026: full implementation



<b>Title</b>	<b>Enhancing cyber security and corporate security</b>
<b>Project Status</b>	Ongoing
<b>Short description</b>	Gruppo Antonini intends to enhance <b>cyber security</b> and corporate <b>IT systems</b> through the adoption of advanced measures aimed at protecting sensitive data and preventing possible cyber attacks. The improvements concern both the software and hardware aspects of the company, including updates to the management system and the installation of <b>video surveillance systems</b> at construction sites, with the aim of enhancing corporate security and preventing theft. Starting in 2024, a reorganisation of procedures has begun to ensure the protection of data not only of customers, but also of employees and other stakeholders. In this context, training courses for employees are planned in order to promote proper privacy management in line with international regulations, enhancing corporate security and reliability.
<b>Owner</b>	IT Manager
<b>KPI</b>	N° of violations detected in the areas of cybersecurity, IT access and video surveillance systems
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2026



<b>Title</b>	<b>Internal ESG data collection</b>
<b>Status Project</b>	Ongoing
<b>Short description</b>	In order to be able to set up an effective sustainability reporting system over time and measure the carbon footprint, Gruppo Antonini is committed to creating a <b>structured and organised internal data collection</b> on the main sustainability issues. In particular, the focus will be on collecting information on energy, material and water consumption, waste production, as well as data on employees (gender, age, education, home-work transport, training hours, etc.). This approach will allow the company to digitise and update the data it already has, overcoming the current fragmentation and ensuring a more efficient and integrated management of information within the company system.
<b>Owner</b>	Administration
<b>KPI</b>	Completion of data collection (energy consumption, emissions, training, employee accidents, etc.)
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2026



<b>Title</b>	<b>Mapping ESG data on the supply chain</b>
<b>Project Status</b>	To start
<b>Short description</b>	Gruppo Antonini intends to start gradually from 2027 a process of <b>data collection on the sustainability of its suppliers</b> , with the aim of obtaining a more complete view of their environmental and social impact. As also suggested by the CFO 2025 Report, since the purchasing category is the one that generates the greatest impact on total emissions, an effective strategy to gradually reduce greenhouse gas emissions could be a more careful selection of suppliers considering their production processes. In concrete terms, the supplier mapping initiative includes the integration of information on respect for human rights, material types, energy consumption and greenhouse gas emissions. In this way, the company aims to progressively incorporate ESG criteria into the company's procurement processes, so that in the long term this approach will guide supplier selection, favouring those that demonstrate greater commitment.
<b>Owner</b>	Administration
<b>KPI</b>	Completion of data collection
<b>Reference sector</b>	Oil & Gas, Energy Transition, Yachting
<b>Reference timeframe/deadlines</b>	2027



<b>Title</b>	<b>Compliance with customer requirements</b>
<b>Project Status</b>	To start
<b>Short description</b>	<p>With regard to the Oil &amp; Gas sector, Gruppo Antonini continues to <b>respond to customer requests</b> on sustainability issues, in particular ENI requires its suppliers to implement a monitoring and improvement path of their environmental and social performance on the <i>Open-es</i> platform.</p> <p>In addition to this, in the nautical sector the company seeks to align itself with customer requirements through participation in the 'Miglio Blu'.</p>
<b>Owner</b>	Administration and General Manager
<b>KPI</b>	Top score on <i>Open-es</i>
<b>Reference sector</b>	Oil & Gas and Energy Transition
<b>Reference Timeframe/deadlines</b>	2027



## 4.2 ENVIRONMENT INITIATIVES



<b>Title</b>	<b>Carbon Footprint Measurement</b>
<b>Status Project</b>	Ongoing
<b>Short description</b>	<p>In 2025, Gruppo Antonini intends to carry out the first <b>measurement of the Carbon Footprint of Organisation (CFO)</b> for the year 2024, by calculating both direct emissions (Scope 1) and indirect emissions (Scopes 2 and 3). This assessment aims to identify the most emission-intensive company activities, as a starting point for defining a strategic roadmap of priority initiatives to be implemented over time in order to reduce the Gruppo's overall emissions.</p> <p>Due to the project-based and non-repetitive nature of its activity, it is not possible for the company to set specific absolute targets for its future carbon footprint. However, Gruppo Antonini is committed to the progressive reduction of Scope 1 and 2 emissions, thanks to the use of self-production of energy and gradually replacing production machinery with more energy-efficient alternatives.</p>
<b>Owner</b>	Administration
<b>KPI</b>	% emission sources identified and quantified (for Scope 1, 2 and 3)
<b>Reference sector</b>	All business units
<b>Target/deadline</b>	2025



<b>Title</b>	<b>Installation of more efficient plants</b>
<b>Status Project</b>	Ongoing
<b>Short description</b>	<p>In the coming years, the company plans to initiate a <b>process of upgrading its plants and machinery with more energy-efficient equipment</b>, with the goal of modernising the work environment while enhancing both efficiency and safety.</p> <p>Specifically, the industrial plan includes investments for the renovation of buildings in the nautical area and warehouses in the industrial area of the Pertusola headquarters, as well as extraordinary maintenance work, such as the re-roofing and upgrading of the electrical system, at the Arcola site.</p> <p>The machinery upgrades also include the purchase of an electric forklift for the Pertusola site and an automatic grinder for the Arcola site, aimed at increasing production capacity and improving energy efficiency in the production process.</p>
<b>Owner</b>	General Manager and Administration
<b>KPI</b>	Savings % in terms of energy consumption
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2027



<b>Title</b>	<b>Energy purchase through Guarantees of Origin (GO)</b>
<b>Project Status</b>	To start
<b>Short description</b>	<p>As also suggested by the CFO 2025 Report, a useful action to reduce Scope 2 emissions, i.e. indirect greenhouse gas emissions from purchased energy, could be <b>the purchase of Guarantees of Origin (GO)</b>, an official document certifying the origin and production of electricity from renewable sources.</p> <p>Although the contribution of Scope 2 emissions to the total is not particularly significant, sourcing certified renewable energy would significantly reduce the reliance on fossil fuels, bringing Scope 2 CO<sub>2e</sub> emissions closer to zero.</p>
<b>Owner</b>	General Manager and Administration
<b>KPI</b>	% energy covered by Guarantees of Origin
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2026-2027



<b>Title</b>	<b>New water purification plant</b>
<b>Status Project</b>	In progress
<b>Short description</b>	Gruppo Antonini plans to install a new wastewater treatment plant in 2025. Wastewater treatment aims to reuse water within production processes, reduce liquid waste and the hazardousness of the sludge generated. In particular, the new plant will allow for <b>increased purification capacity</b> in smaller volumes and greater flexibility in the implementation of the machines in case of greater future loads or more restrictive legislation.
<b>Owner</b>	General Manager and Nautical Sector Manager
<b>KPI</b>	Quantity of purified water/ Less wastewater production
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2025



## 4.3 SOCIAL INITIATIVES



<b>Title</b>	<b>Intensification of employees training</b>
<b>Status Project</b>	Ongoing
<b>Short description</b>	Gruppo Antonini intends to intensify <b>the training of its employees</b> in the long term, adopting a targeted approach to the development of individual skills. In addition to mandatory workplace health and safety training, the company is committed to addressing the specific needs of its employees. Training programs will span a wide range of areas, including the development of technical, language, and economic/financial skills, as well as comprehensive instruction in information security and privacy management. The objective is to promote continuous growth by equipping individuals with practical tools to enhance their competencies and contribute more effectively to the company's operations.
<b>Owner</b>	HR Department
<b>KPI</b>	Hours of training provided to employees
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2025-2027



<b>Title</b>	<b>Processes for improving human rights</b>
<b>Status Project</b>	Ongoing
<b>Short description</b>	<p>Working in a long value chain, especially with regard to the Oil &amp; Gas sector, the company intends to develop a process aimed at <b>monitoring and protecting human rights</b>, both of its employees and people throughout the supply chain. Gruppo Antonini intends to manage this issue through the application of new Governance policies and procedures such as, the Code of Ethics and Model 231. In particular, the control system includes a Supervisory Body responsible, among other duties, for verifying the effectiveness of the preventive measures implemented by the Company to safeguard workers' rights. Furthermore, the Company has begun to assess its position on Human Rights through the <i>Open-es</i> platform, in order to verify the impact of its operations on people and to identify potential areas for improvement so as to ensure compliance with international standards. The ultimate goal of this human rights improvement process may lead to obtaining SA8000 Certification, focused on workers' conditions and workplace management.</p>
<b>Owner</b>	HR Department
<b>KPI</b>	Number of non-compliances detected for human rights violations along the supply chain
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2027



<b>Title</b>	<b>Collaborations with local schools and universities</b>
<b>Project Status</b>	Ongoing
<b>Short description</b>	Starting from 2025, <b>collaboration agreements</b> will be signed with the High Schools of La Spezia and the University of Genoa, in order to involve young students in structured company internships. These initiatives will allow not only to offer young people a concrete and qualifying training experience, but also to foster a constant generational turnover, creating a pool of talents that can join the company in the future. The aim is to develop training programmes that combine company needs with students' expectations, optimising time and resources and making a tangible contribution to the growth of the organisation and the professional development of the new generations.
<b>Owner</b>	Personnel Department
<b>KPI</b>	Hours of training provided/ no. of internship agreements
<b>Reference sector</b>	All business units
<b>Reference timeframe/deadlines</b>	2025-2026



## CARBON FOOTPRINT 2024

Among the most important initiatives of the first half of the year 2025, Gruppo Antonini carried out the calculation of the Carbon Footprint of Organisation (CFO) referring to the reporting year 2024, with the aim of defining an initial baseline for monitoring and reducing greenhouse gas (GHG) emissions over time.

The analysis was conducted according to the international standards of the GHG Protocol, integrating primary data (energy consumption, purchased materials, logistics activities, transport) with secondary data from technical sources.

Emissions were divided into the three areas under the protocol as follows:

Scope	Category	GWP (tCO <sub>2</sub> e)	Relevance	% of total	Owner	Impact of ESG Plan Measures
1	Scope 1 Totale	384	Medium	4,6	GA	Stable
1	1.1 - Stationary combustion emissions	120	Low	1,4	GA	Stable
1	1.3 - Mobile combustion sources	264	Low	3,2	GA	Stable
2	Scope 2 - Electricity consumption (market based)	703	Medium	8,5	GA	Reduction/Elimination
3	Scope 3 Total	7.193	High	86,9		Expected decrease
3	3.1 - Purchased goods and services	5.372	High	64,9	Clients+GA	Expected decrease (depending on clients' policies))
3	3.3 - Fuel and energy related activities (not included 1 e 2)	227	Low	2,7	GA	Stable
3	3.4 - Upstream transport and distribution	329	Medium	4	Clients+GA	Volume-dependent
3	3.5 - Waste generated in operations	18	Low	0,2	GA	Stable
3	3.7 - Employee commuting	64	Low	0,8	Workforce+GA	Volume-dependent
3	3.9 - Downstream transport and distribution	1.108	High	13,4	Clients	Volume-dependent
3	3.15 - Investments	71	Low	0,9	GA	Expected increase
<b>TOTAL</b>		<b>8.280</b>		<b>100</b>		

Gruppo Antonini conducted an in-depth analysis of its carbon footprint, identifying:

- the most relevant emission categories (see table above)
- the role played by Gruppo Antonini in managing the determinants of the category,
- the expected effects of implementing the ESG Plan actions.

This categorisation has made it possible to identify initiatives and priorities useful for planning a progressive reduction in Gruppo Antonini emissions.

The two categories with a **high relevance** in terms of CO<sub>2</sub> emissions are the purchase of goods and services (stainless steel, carbon steel, and aluminium, referable to over 90% of category 3.1) and downstream transport (related to the delivery of finished products over long international distances).

In both cases, the Gruppo Antonini's business model entails a limited margin of intervention, since the choices relative to the purchase of materials and the selection of carriers depend largely on customers and on a market characterised by a limited number of logistics operators and specialised maritime installers.

The increasing commitment of customers to sustainability issues and the willingness to enter into partnerships supports the forecast of a progressive reduction in Scope 3 procurement-related emissions. It is possible, however, that an increase in production volumes will lead to an increase in emissions in absolute terms, even in the context of a reduction in overall carbon intensity.



The main category of **medium relevance** is electricity consumption, on which the Plan's initiatives focus. In fact, Gruppo Antonini is committed to reduce the volumes of energy consumed, through recourse to self-production, and to eliminate the related *market-based* emissions, thanks to the use of Guarantees of Origin (GO) for the residual energy purchased. The expected reduction will affect both absolute and intensity values, even in the event of volume growth.

A further category of **medium relevance** is upstream logistics, on which Gruppo Antonini will work towards more efficient solutions, compatible with the specific needs of customers.

The continuation of carbon footprint surveys over the next few years will allow estimates and forecasts on future trends to be progressively refined.

The monitoring of emissions will continue through the use of KPIs, such as kg of CO<sub>2</sub> on turnover or tonnes of CO<sub>2</sub> on production capacity, with the aim of highlighting the evolution of relative emissions in relation to business trends, which are strongly influenced by the nature and variability of customer orders.

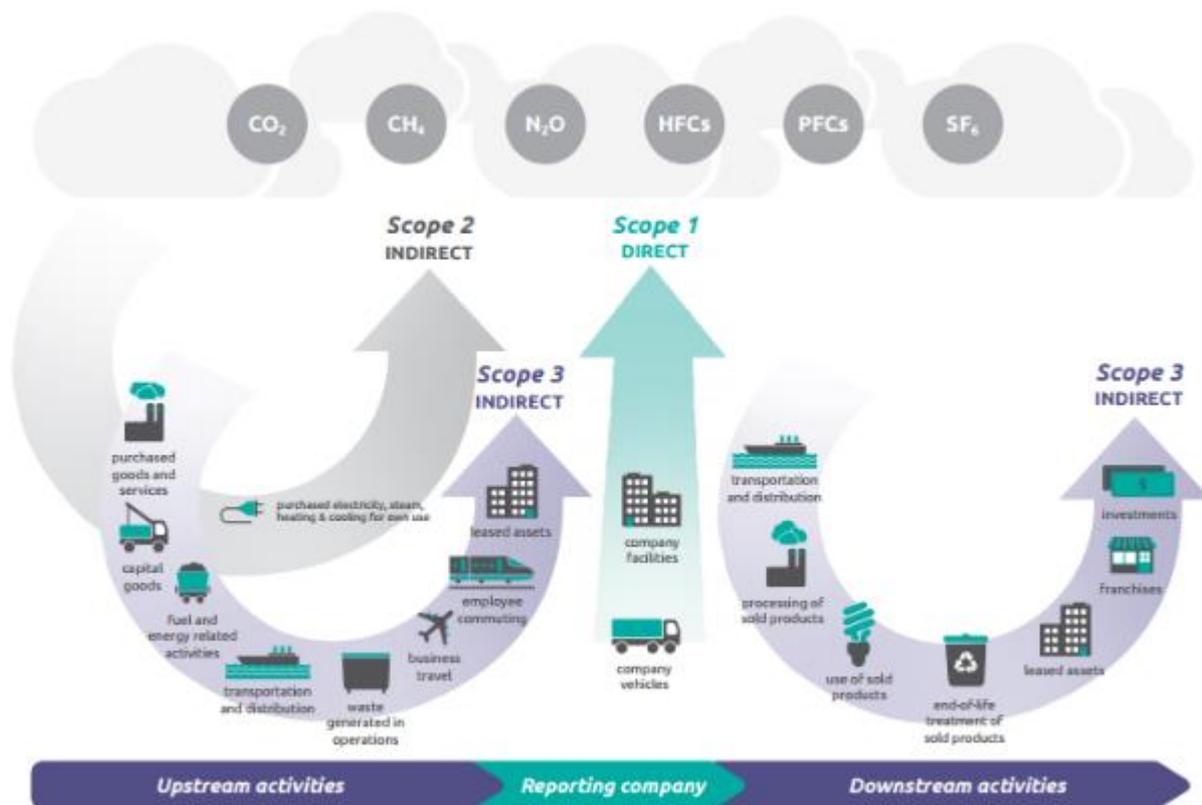


Figure4 - Overview of areas and emissions along the value chain (Source: GHG Protocol)



## SUMMARY OF ESG OBJECTIVES

Topic Material	Target	Quantitative KPIs	Activity status 2025	Year Target	SDGs
<b>Business ethics and compliance</b>	Implement internal processes and policies aimed at business ethics compliance	% publication of Policies in Plan	80%	2025	
<b>Technology and innovation</b>	Enhancing information security	% of employees trained on information security	20%	2027	
<b>Responsible supply chain management</b>	Collect and monitor supply chain data	% of suppliers mapped on ESG criteria	0%	2027	
<b>Customer satisfaction</b>	Compliance with customer requirements and consolidation on Open-es platform	Score on Open-es	20%	2026	
<b>Health and safety</b>	Increased employee training	% of employees trained annually	30%	2027	
<b>Human Rights</b>	Developing a human rights improvement process towards SA8000	% of suppliers assessed according to human rights criteria	0%	2027	
<b>Community support and development</b>	Implementing partnerships with the local community	% completion of planned activities towards the community	20%	2026	
<b>GHG emissions</b>	Measurement of Scope 1, 2 and 3 emissions	kg CO2/€ e t CO2/ capacity	100%	2025	
<b>Energy consumption</b>	Reducing energy consumption through machine renewal	Number of efficient systems installed	30%	2027	
<b>Waste and Circular Economy</b>	Measurement and monitoring of consumption	% development of data collection on waste produced	30%	2026	

<b>Water and marine resources</b>	Metering and monitoring of consumption	% development of data collection on water consumed	30%	2025	
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## CONCLUSION

The Sustainability Plan 2025-2027 of Gruppo Antonini represents the first strategic step to define objectives and priority areas of intervention, with the aim of improving and monitoring its environmental and social impact over time.

Through this Plan, the Company intends to start a continuous and structured path, based on concrete initiatives involving the three ESG pillars of sustainability: *environment, social* and *governance*.

The actions envisaged are fully consistent with the current management vision, which combines time-tested experience with a strong orientation towards innovation and sustainability. In particular, the objectives related to the development of new good governance policies, the enhancement of human capital and the implementation of solutions for greater energy efficiency reflect the company's commitment to sustainable and responsible growth.

In short, the 2025-2027 Plan defines an ambitious but concrete vision, capable of generating new opportunities, fostering long-term sustainability and corporate resilience.

**'FORGING THE FUTURE'**