



CARRON GROUP
SUSTAINABILITY
REPORT

2023

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REPORT
2023

CARRON

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METHODOLOGICAL NOTE

This Sustainability Report of Carron S.p.A. and Carron Bau (hereinafter referred to as "Carron Group") is at its third edition. This document is one of the main tools for reporting on the Group's environmental, social and governance performance. The document aims to offer all the stakeholders a clear, comprehensive, and transparent representation of activities, projects, commitments, short-to-medium-term objectives, and achieved results, with a focus on long-term value creation.

The Carron Group has applied the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability, reporting in accordance with the Global Reporting Initiative Sustainability Reporting Standards (hereinafter also referred to as the 'GRI Standards') defined by the Global Reporting Initiative (GRI). As listed in the final 'GRI Content Index' table, all GRI indicators associated with each sustainability theme reported in this document are highlighted for ease of reading.

To provide an accurate representation of performance, the document provides directly detectable and measurable qualitative-quantitative indicators. This approach has allowed us to assess the environmental, social and economic impact of the Group.

The Key Performance Indicators (KPIs) used are those envisaged by the GRI Standards and were selected according to an assessment of the relevance of the material topics identified, which led to the inclusion in the Report of the most significant and relevant topics for the Group, allowing for a careful analysis of the impact of all the activities carried out by the companies. All the relevant topics complying with the GRI Standards are listed in the GRI Index table at the end of the document. Each topic is connected to its Report page, thus helping readers to look for the content they're interested in.

This document has not been subject to an external auditor's Assurance.

The reporting period of figures and information refers to the financial year from 1 January to 31 December 2023.

Whenever possible, 2023 data is compared with that in 2022 and 2021 Sustainability Reports. Comparison data that have been revised from previous Sustainability Reports are marked as such. Additionally, any changes in the reporting methodology compared to previous Sustainability Reports are the result of improved reporting practices, appropriately documented with notes.

The reporting scope of the data and information in this Group Consolidated Sustainability Report includes the environmental, social and governance performance of the Carron S.p.A. and Carron Bau office sites, as well as the environmental and social performance of the active construction sites of both sites in 2023.

The Carron Group's headquarters and branches are:

1. Carron S.p.A., 31020 San Zenone degli Ezzelini (TV), Via Bosco 14/1

2. Carron Bau, 39040 Varna(BZ), Via Forch, 3

The Group's current building sites in 2023 featured in this Report are as follows:

- Carron S.p.A: New "Cittadella della salute" – Stage 1 in Treviso (TV), New Hospital complex in Fermo (FM), Waste water treatment plant in Trento 3 – 1st lot in Trento (TN), New bus station in Montecchio Maggiore (VI), Spini site in Gardolo (TN), "Torri Zambon" in Bresso (MI), Property redevelopment in Viale Regina Giovanna in Milan (MI), Former Demanio - New YSL a Scandicci (FI), Bulgari complex extension in Valenza (AL), Complex Torri EUR Stage 1 in Roma, "Ca' del Chiostro" in Padua (PD), Via Durando "Building A" in Milan (MI), Via Durando "Edificio B" in Milan (MI) Building Bassi Business Park in Milan (MI), Property renovation in via Pirelli 35 in Milan (MI), Works for sewage diversion in Cavazza (VI), Residential Home Care in Varese (VA), Residential Home Care in Castelfiorentino (FI), Residential Home Care in Rapagnano (FM), Tourist residence Scacciapensieri in Siena (SI), Residential Home Care in Ponsacco (PI), Residential Home Care in Castelnuovo Garfagnana (LU), Residential Home Care in Bereguardo (PV), Residential Home Care in Lentate sul Seveso (MB), Completion of the Health Center in Via Servais in Torino (TO), Residential Home Care in San Genesio e Uniti (PV), Residential Home Care in Lodi Vecchio (LO), Residential Home Care in Quarrata (PT).
- Carron Bau: Care Home "St. Josef" in Merano (BZ); NOI Techpark - former speedline canteen - in Bolzano (BZ); Residential Home Care in Campo Tures (BZ) - mechanical plants; North-west ring road in Merano, 2nd lot - Municipalities of Merano and Tirolo (BZ); NOI Techpark in Brunico (BZ) – mechanical system lot; Casa delle Associazioni in Falzes (BZ); Underground garage under Monte Benedetto in Merano (BZ); Underground garage under Monte Benedetto in Merano (BZ) – systems; Chienes tunnel (BZ) – systems Middle school in Caldaro (BZ) - building works lot; system maintenance at Accademia "Card. Niccolò Cusano" in Bressanone (BZ); Kindergarten "Dante Alighieri" in Bolzano (BZ); Middle School in Caldaro (BZ) electrical system lot; Cantore barracks in San Candido (BZ); Residential Care home in Laives (BZ); Residential Care home in Laives (BZ) - Lot furnishing; Middle School in Caldaro (BZ) - mechanical systems; Headquarters ASM in Merano (BZ); NOI Techpark in Bolzano (BZ) - lots D2/ D3; Middle School "Ada Negri" in Bolzano (BZ); New primary school in Sarentino (BZ); Elderly Centre "Villaggio S. Elisabetta" in Varna (BZ); "San Maurizio" Hospital in Bolzano (BZ) - 2nd lot; Middle School "Archimede" in Bolzano (BZ).

This document was drafted thanks to the technical and methodological support of Greenwich S.r.l.

For further information about the above Report, please visit the website

(www.carron.it – www.carronbau.com)

or contact the Group via email a (info@carron.it - info@carronbau.com).

HIGHLIGHTS

60
Years of history

339
Million Euro
turnover

+11,8%
Women
employees

51
Current
building sites

66,7%
Women in the
Board of Directors

292
Employees

1,5
Million Euro
investments

94%
Renewable
energy
in the corporate
locations

4.348
Training hours

1. CARRON GROUP

"Growing together" has always been our distinctive vision of the company and of the Carron family.

Established in 1963 by Cav. Angelo Carron, the company has steadily grown in innovation and diversification, developing in terms of type of intervention, size, portfolio and production value.

In 2001, after the untimely death of the Founder, the baton was passed on to the second generation: today all five sons are involved in the front line of the Group, which continues to grow with the same forward-looking vision with which it was born. Today Carron Group is recognised as one of the most important Italian companies in the construction and renovation field.

It is among the top thirty leading companies in Italy for the construction of large civil and infrastructure works that it manages both as a builder and as a promoter of public-private partnership initiatives and real estate developer.

The Group's headquarters is in San Zenone degli Ezzelini (TV) and has a branch in Milan. Since 2014, it has a branch in Trentino-South Tyrol, where it operates with the company Carron Bau S.r.l, based in Varna (BZ).

In addition to efficiency, innovation and diversification, since 2018 the Group's development has incorporated environmental, social, economic and governance sustainability into its business model.

The first actions carried out, and which continue to this day, include attention to corporate welfare and a real commitment to defend and support the territorial communities in which the Group operates, with cultural, sporting and social actions that promote the social and economic development of the area.

Aware of the important role that the works carried out play in the daily lives of those who use its services, the Carron Group's objective is to continue working to actively contribute to the progress and development of local communities, progressively reducing the environmental impact of all its activities and committing itself to combating and mitigating climate change.

Particular attention is always paid to the Group's human resources, ensuring high standards with regard to health and safety, respecting human rights and promoting inclusion and training, especially in the digital field.

In our relentless commitment to reaching ambitious goals, the Group ensures that its customers, both in the private and public sector, obtain excellent results in terms of quality and timely delivery of the works.

1.1. OUR HISTORY

For 60 years, the Carron Group has been one of Italy's leading companies in the realisation of building projects and infrastructure restoration, confirming its leadership and reputation for excellence on the Italian scene.

Foundation - 1963

In 1963, Cavaliere Angelo Carron founded the Impresa Edile Angelo Carron in San Zenone degli Ezzelini, Treviso, beginning an entrepreneurial journey that would mark the future of the Italian construction industry.

Business Growth - 1985

In the 1980s, Angelo Carron, known as the 'Knight of the Challenges' for his entrepreneurial spirit, expanded and diversified his company's activities, becoming a benchmark in the field of large civil and infrastructure works in Italy. Since then, the Carron Group has established itself as one of the main leaders in the sector, operating both as a building company and as a promoter of concession and public-private partnership projects.

Generational shift - 2001

After the untimely death of Angelo Carron in 2001, his children took over the reins of the family business. Diego Carron became president of the group, while sisters Arianna, Paola, Marta and Barbara took over top roles in key areas of the company. With an innovative and forward-looking vision, the Carron Group has continued to grow, expanding its field of action in the North-East of Italy.

Setting up of Carron Bau - 2014

In 2014, CARRON GROUP strengthened its position in Italy and established Carron Bau in South Tirol. Carron Bau's development path is characterised by steady growth, with an annual turnover to 2023 of between 70-75 million Euro.

Acknowledgements - 2015

The Carron Group continued to grow and continued its expansion in the regions of central and northern Italy, such as Piedmont, Emilia-Romagna, Tuscany and Lazio, establishing itself as one of the leading companies in the sector.

Thanks to its ability to guarantee high performance and quality operating results, the Carron Group has established itself as one of the top players in the industry nationwide and is recognised as a model Italian company. This prestigious award was bestowed during the annual event promoted by Global Strategy at the Palazzo Borsa in Milan in June.

Activities diversification of the Group - 2017

In 2017, the Carron Group optimised its organisational structure by separating its real estate activities from its core construction business. This change led to an improvement in business performance, ensuring greater efficiency and effectiveness in the company's operations to fully meet stakeholders' expectations while strengthening the Group's position in the market.

Start of the sustainability path - 2018

In 2018, the Carron Group embarked on a development path in the area of social sustainability, with significant investments in corporate welfare and beneficial projects in the local area. Among its welfare initiatives, the Group introduced free check-ups and mammograms for female employees, thus showing a real commitment to the health and well-being of its employees. In addition, the Group has taken an active role in the oncology field, participating in projects aimed at the humanisation of care in collaboration with the 'Altre Parole Onlus' Foundation.

In August, together with other businesses in the Pedemontana Veneta area, the Carron Group founded Elios, a new non-profit association at the service of Ulss 7 to implement health-related projects. The first project, implemented in December 2018, was the donation of a digital operating theatre to the hospital in Bassano; this cutting technology makes the hospital the first in northern Italy to have technology for state-of-the-art minimally invasive surgery, thus improving the quality of treatment for cancer patients.

Business Growth 2019

The Carron Group continued its economic growth, reaching EUR 217 million and expanding its work portfolio. This growth, both in quantity and quality, has led the Group to re-affirm its natural ability to penetrate its target market, grasping changing needs and consequently expanding its reach.

Covid emergency - 2020

Despite the health emergency caused by the Covid-19 pandemic, the Carron Group closed its 2020 work portfolio at Euro 826 million, stating its solidity and ability to adapt to external challenges.

Business growth - 2021

The Carron Group has excelled in its strategic capacity for diversification, which has enabled it to operate very effectively in both the public sector - in large civil and infrastructure projects - and in the private sector. As a general contractor, developer and promoter, the Group has actively taken part to the most valuable real estate projects. Both in the residential and health facilities.

1.1. OUR HISTORY

Business, activity and sustainability growth – 2022, 2023

2022

Despite the cost increase of the raw materials, Carron S.p.A and Carron Bau have achieved excellent operating results thanks to the prompt reaction of the management and the entire organisation to changes in the market. The Carron Group proves to be dynamic and customer-oriented, investing in human resources and adapting to the principles of sustainability, equal opportunities, legality and transparency. In 2022, Carron Bau started some new initiatives in connection to sustainability, including the construction of a “Carbon-free” hotel in South Tyrol, with an innovative self-sustainable hospitality model that the company still runs today. In the meanwhile, Carron S.p.A. delivered the Bulgari Hotel in Rome and the hystorical Lingottino in Turin

2023

2023 marked a very fruitful year: in addition to proudly celebrating 60 years since its foundation, the Group saw the completion and start-up of important projects:

- In the Veneto region, the first lot of the Treviso health hub - Cittadella della salute - was inaugurated, while in the historical centre of Padua, work started on the 'Ca' del Chiostro' residential complex;
- Lombardy saw the completion of the Bresso towers for Zambon Farmaceutica and the renovation of several buildings in Milan for important investment funds. Important projects such as the 'Building A' student house in Via Durando and the building complex in Via Ugo Bassi, both in Milan, were also started.
- In Piedmont, the go-ahead was given for the two Lingottino residential care homes , with a total of more than 300 rooms, and the expansion of Bulgari Gioielli in Valenza began;
- In Trentino-South Tyrol, the following have been completed: the TRENTO 3 sewage treatment plant; the 'Dante Alighieri' kindergarten in Bolzano; the NOI Techpark in Brunico; and the NOI Techpark - general renovation of the former speedline canteen (A6 biomedicine) in Bolzano. On the other hand, important contracts were won, such as the 'Archimede' middle school in Bolzano, the extension and renovation of the 'San Maurizio' hospital in Bolzano and the new 'Villaggio S. Elisabetta' senior citizens' centre in Varna (BZ);
- In Lazio, particularly in Rome, Carron Spa delivered the new Bulgari Hotel & Resort, a building owned by Edizione Property, and secure the project for the redevelopment of the EUR towers, a building complex owned by Cassa Depositi e Prestiti and commissioned by Alfiere S.p.A. for a total of Euro 100 million.
- In the Marche region the Fermo civil hospital is under construction.



1.2. VISION, MISSION AND VALUES

VISION

"*Growing together*" has always been the distinctive vision of the company and of the Carron family. Over the years, the Group has constantly innovated and expanded its presence on the Italian market, developing and diversifying the type of works and services and constantly increasing the value of production. The working philosophy is based on a forward-looking, innovative and sustainability-oriented approach.

For more than a decade, Carron has held a prominent position in the Italian territory, especially in Northern Italy, and aims to further strengthen this position in order to foster its economic growth by increasing and differentiating the services it offers. The aim is to establish itself as a leading company in the building, restoration and infrastructure sector, while maintaining its reputation for excellence on the Italian scene.

Thanks to its multi-disciplinary skills, the Group can guarantee its public and private clients high quality results while respecting the completion deadlines. Aware of the role in improving the daily lives of those who use our services, our aim is to continue working to actively contribute to the progress and development of local communities, while at the same time progressively reducing the environmental impact of all our activities and committing ourselves to combating and mitigating climate change, always paying special attention to the Group's human resources, ensuring high standards of health and safety, respecting human rights and promoting inclusion.

MISSION

"Attention to people inside and outside the company is and always will be at the core of our management strategy for responsible development" (the Carron family).

In its business, the Carron Group has implemented a sustainable development plan with medium- to long-term environmental, social, economic and governance objectives in order to improve performance while respecting the environment and stakeholders' expectations. These activities, actively started in 2018, require a significant financial and organisational commitment. To this purpose, various corporate management systems on occupational health and safety, environment, quality, anti-corruption, gender equality and sustainable procurement have been implemented, all of which are certified.

In order to achieve the objectives set, policies and actions involving all employees and partners have been implemented, promoting responsible and correct behaviour.

The Group's main resource is its people; that is why welfare, equal opportunities, inclusion and occupational health and safety are still relevant topics for the company success. This modus operandi allows the company to gradually expand its field of operation, implementing the client portfolio thanks to the consolidation of its reputation also in terms of ethics.

Proud of the many goals already achieved, the Carron Group reaffirms its commitment to do even more and possibly improve along this path.

VALUES

The Carron Group focuses on several core values, which have been rooted since its founding and have been steadily maintained over the years.

The Group is steadily committed to innovation and to a cross-cutting approach, driven by rationalization and efficiency. Striving for continuous evolution, the Group promotes innovation in all areas of operation and ensures a cross-cutting approach to the challenges it faces.

Another fundamental element of the company philosophy is the territorial engagement. Deeply rooted in the North of Italy, Carron is actively committed to promoting the local development, thus helping the local communities to thrive.

Health, safety and environmental protection are essential pillars of company management. The Group ensures its employees high health and safety standards, as well as respect for the environment and the areas in which it operates, setting ambitious goals for protection and social responsibility.

In addition to these values, it actively promotes respect for human rights, the development and enhancement of its human capital, fostering inclusion, equal opportunities and combating anti-corruption. These principles are an integral part of the corporate culture and are behind every action and decision.

Finally, it stands out for the quality and timeliness of its interventions. Thanks to multidisciplinary skills and a constant commitment to operational excellence, it ensures high quality results and meets its deadlines, thus confirming its reputation for reliability and professionalism in the sector.

Furthermore, in the current market situation, it is essential for the Carron Group to adopt a business model that guarantees compliance with the principles of transparency and legality internally and aims at profit, while maintaining the ethical-legal consistency the company has always been known for.

1.3. MAIN SERVICES

Today Carron Group is recognised as one of the most important Italian companies in the construction, restoration and systems field. With activities in manufacturing, infrastructure, community, residential, commercial, office and hotel development, the Carron Group plays a significant role on the Italian landscape.

Ranking among the top thirty leading companies in Italy for the construction of large civil and infrastructure works, the Group manages projects both as a builder and as a promoter of public-private partnership initiatives and real estate developer; moreover, it is well-known for managing very complex and large operations.

WORKS

The group works in three general areas:

RESTORATION AND RENOVATION

Preserving architectural heritage requires accurate restoration interventions and mastery of materials and techniques that respect tradition. The Carron Group carries out high-prestige work in the field of industrial archaeology and conservation restoration, thanks to know-how consolidated by years of experience in the sector.

With consolidation operations to ensure durability, the recovery of materials subjected to accurate analysis and cataloguing, and the collaboration of carefully chosen craftsmen, Carron has restored the original appearance of important buildings such as Venetian villas and period palaces, restoring splendour to ancient buildings that now take on new, modern functions.

NEW BUILDINGS

The Carron Group has always been involved in the public, commercial, office and residential building sectors.

As far as public building is concerned, Carron is involved in the construction of school and sports facilities, providing modern structural solutions and roofing using state-of-the-art techniques and materials. Works in shopping and multipurpose centres are complex challenges on a large scale, requiring the company to meet tight deadlines. The Group pays special attention to the treatment of materials and finishes, interior decoration, and to the balance between architectural and structural solutions and customer requirements.

INFRASTRUCTURES

Working also in infrastructures, Carron carries out important projects to ensure basic projects for citizens and to protect the environment. The company undertakes a wide range of interventions, ranging from interregional and local roads to the redevelopment of urban spaces such as squares and boulevards, to entire urbanisation works. It also builds water purification plants and hospitals, and is involved in the construction and expansion of canals and weirs, as well as complex intake and hydraulic regulation works.

These projects are managed both as infrastructure builder and as promoter of public-private partnership initiatives.

REAL ESTATE

The Group is a leading figure in the real estate sector, thanks to its extensive structure and its ability to handle even highly complex and far-reaching operations.

Thanks to its extensive entrepreneurial experience and in-depth knowledge of the area, the Carron Group's real estate business offers a complete all-round service, including investment, planning and turnkey projects.

Every project complies with the Group's high standards, ensuring solidity, transparency and full customer satisfaction.

1.4. A GROUP COMMITTED TO EXCELLENCE

Since its foundation, the Carron Group has started a continuous process of evolution and improvement, focused on innovation and a cross-cutting approach. This commitment has resulted in the development of its operations, with a steady increase in the type of intervention, portfolio and production value, leading to excellent financial results over time.

For years, the Carron Group has proven to be a dynamic and customer-oriented company, committed not only to the expansion and diversification of its services, but also to investing in sustainability and the development of human rights and equal opportunities, constantly promoting and adapting to these values.

The Group has always set the priority to operate in accordance with its corporate values and to ensure high standards of sustainability, quality and excellence in all activities. This has led the Group to start the certification path, ensuring high quality working standards.

The same motivations prompted the organisation to join associations and obtain certificates and certifications regarding sustainability in the construction world and the dissemination of a corporate culture based on sustainability.

CERTIFICATIONS

The Carron Group began the certification journey in 2000, starting with Carron S.p.A. and, since 2014, also involving Carron Bau. This commitment continues to this day and has been strengthened in recent years through increased investment in sustainability and related certifications.

Certifications, management systems and associated policies are crucial, as they increase the credibility and trust of stakeholders, demonstrate compliance with high quality standards and regulations, and lead to an overall improvement in the quality of the services offered by the company. Sustainability certifications are particularly important since they witness the company's commitment to sustainable practices, social responsibility and the reduction of environmental impact.

This year, the Group focused a lot of energy on implementing corporate management systems to improve road safety, prevent corruption, promote corporate social responsibility, ensure gender equality and integrate sustainability during the procurement phase.

Thanks to Carron Group's ability to anticipate the changing needs of the market and to adapt to ESG (Environmental, Social and Governance) principle, it invested significantly in these crucial areas, obtaining the specific certifications and further strengthening its commitment to sustainability and business excellence.

This innovative and forward-looking perspective has led the Group to expand all over Italy, diversifying the portfolio of work and increasing turnover year after year.

Here are the certifications achieved by CARRON GROUP

UNI EN ISO 9001:2015 Certification

International standard for quality management (SGQ). It sets out the requirements for a Quality Management System that an organization can adopt to make sure that its products or services meet the clients' expectations and that it can increasingly improve its production process and service provision. This tool helps the companies to manage their product or service quality effectively and efficiently.

UNI EN ISO 14001:2015 Certification

International Standards for the environmental management systems (SGA). It sets out the requirements for an organization to define, implement, maintain and improve an effective environmental management system. The main aim of ISO 14001 is to help organizations to identify, manage, monitor and reduce their impact on the environment while promoting sustainability and environmental respect.

UNI ISO 20400:2017 certification

International standard in relation to Corporate Social responsibility (CSR) in the purchasing field. It provides guidelines to organizations on the social, environmental and ethical criteria in the sourcing and purchasing fields. ISO 20400 aims at promoting sustainable and responsible practices along the supply chain, encouraging organizations to consider the social and environmental impact of their purchase decisions.

ISO 37001:2016 Certification

International Standard for Anti-Bribery Management Systems (ABMS). This standard provides guidelines and requirements for organisations to establish, implement, maintain and improve an effective management system to prevent, detect and address corruption in any form, including bribery and corrupt practices. The main objective of ISO 37001 is to help organisations protect their reputation, fulfil legal and regulatory obligations and promote ethics and transparency in business.

ISO 39001:2012 Certification

International Standards for the road safety management systems (SMS). This standard provides guidelines and requirements for organisations, regardless of their size or type, to establish, implement, maintain and improve an effective road safety management system. The objective of ISO 39001 is to reduce the number of road accidents, their consequences and the risks associated with road traffic by promoting the safety of vehicles, drivers and road users in general.

UNI EN ISO 45001:2018 Certification

International standard for occupational health and safety (OSH) management. This standard provides guidelines for organisations to establish, implement and maintain an effective occupational health and safety management system. ISO 45001 is designed to protect the health and safety of workers and others who may be affected by the organisation's activities, reducing the risk of occupational accidents, occupational diseases and improving overall working conditions.

SA8000:2014 Certification

International standard developed by the non-governmental organization Social Accountability International (SAI). This standard defines the requirements for a corporate social responsibility (CSR) management system to ensure ethical, safe and decent working conditions throughout the supply chain. SA8000 prohibits child labour, discrimination and unfair treatment of workers. In addition, it promotes freedom of association and sets requirements concerning working hours, fair wages and respect for workers' rights.

This year, the Group also started the procedures for the drafting and implementation of a BIM certification system based on UNI/PdR 74:2019 and a management system for gender equality certification based on UNI/PdR 125:2022, for which it will obtain the certifications in 2024:

UNI PdR 125:2022 Certification

Italian technical specification certifying the company's commitment to promoting equal opportunities between men and women in the workplace, in compliance with the standards set by UNI (Italian Standardization Body). It aims at eradicating gender discrimination in selection, remuneration, career advancement and professional training practices. It also promotes the creation of an inclusive work environment that respects gender differences, thus contributing to greater diversity and equity within the organisation.

BIM - UNI/PdR 74:2019 Certification

The reference practice UNI/PdR 74:2019, developed by the Ente Italiano di Normazione (UNI), defines the requirements of a BIM Management System (BIMMS) that an organisation must implement to improve the efficiency of the process of planning, design, production, operation and eventual decommissioning of the work. This represents an important reference standard for all companies operating in the BIM sector, helping to raise the quality of skills and services offered in the field of information modelling.

OUR GROWTH OVER THE YEARS

Year	Company	Certification	Logo
2000	Carron S.p.A.	UNI EN ISO 9001:2015 "Quality Management System"	
2010	Carron S.p.A.	UNI EN ISO 14001:2015 "Environmental Management System"	
		UNI EN ISO 45001:2018 "Occupational health and safety management system"	
2014	Carron Bau	UNI EN ISO 9001:2015 "Quality Management System"	
		UNI EN ISO 14001:2015 "Environmental Management System"	
2015	Carron Bau	UNI EN ISO 45001:2018 "Occupational health and safety management system"	
		UNI ISO 20400:2017 "Sustainability procurement"	
2023	Carron S.p.A. & Carron Bau	UNI ISO 37001:2016 "Anti-corruption Management System"	
		ISO 39001:2012 "Road safety management system (RTS)"	
		SA8000:2014 "Social responsibility management system"	

CERTIFICATIONS, MEMBERSHIPS AND ENROLLMENT

To participate in public tenders and guarantee high standards of sustainability on construction sites and in the building sector, the Group participates in projects and associations sharing the same values, in order to obtain certificates and certifications concerning sustainability in the building world and the dissemination of a corporate culture based on sustainability. This includes certifications and membership in various associations in different years for the two Group companies.

GBC ITALIA CERTIFICATION

2013 - Carron S.p.A. Joins Green Building Council Italia



Carron Spa joined the Green Building Council Italia, a non-profit association that is part of the international GBC network aiming to accelerate the dissemination of a culture of sustainable construction, guiding the market's transformation. Thanks to this certification, a global vision on sustainability (from the design to the actual construction of the buildings) has increased within the company, using every opportunity to reduce various environmental impacts and harmful emissions of the buildings under construction. In addition, this certificate has made it possible to establish a market value for green buildings, encouraging competition between companies on the subject of the environmental performance of buildings and promoting conscious consumption behaviour also among end users.

CQOP SOA CERTIFICATION

Carron S.p.A. certification / Carron Bau certification



The Carron Group holds the SOA qualification certificate (Certification of Professional Operator Qualification) issued by CQOP SOA S.p.A. Qualified Public Works Constructors. This certification certifies the Group's ability to participate in public tenders and to execute public works for amounts exceeding Euro 150,000, according to the categories and classifications specified in the certificate.

WHITE LIST

2014 - Carron S.p.A. registration / 2015 - Carron Bau registration



The Carron Group, in compliance with Article 1 paragraph 53 of Law 190/2012, having recognised its activity as exposed to the risk of mafia infiltration, is required to register on the White List. The Group is therefore on the list of executors of works not subject to mafia infiltration attempts (so-called White List) for the province of Treviso and Bolzano.

Although registration is voluntary, it fulfils the requirements for anti-mafia information, ensuring that the company operates in compliance with current regulations and the necessary standards to prevent mafia infiltration. Registration is valid for 12 months and requires constant updating by means of immediate communication in the event of company changes. This ensures a continuous and timely monitoring of mafia infiltrations, relevant criminal convictions and any changes involving the company's top management.

The Group's operating companies are included in the list of suppliers, service providers and performers not subject to mafia infiltration attempts, operating in the highest risk sectors.

SUSTAINABLE IMPACT BUILDING SITE - GOLD



In 2023, Carron started the process of joining the "SUSTAINABLE IMPACT SITE - C.I.S.' Manifesto with its own construction site in the heart of Milan. The Manifesto, a project promoted by ANCE Milan, is a sort of code of conduct. By signing this document, Carron Spa has undertaken to implement eight concrete and measurable commitments at its site with three increasing levels of responsibility, Silver, Gold and Platinum respectively. These commitments are: 1) sustainability; 2) decarbonization; 3) environmental protection; 4) lawfulness; 5) dignity of labour; 6) responsibility; 7) social; 8) towards the supply chain. At the end of the process, Carron was awarded the Gold Level logo for the "Building A" site in Via Durando in Milan in March 2024."

1.5. CURRENT BUILDING SITES

In recent years, Carron Group has introduced a process of digitisation and standardization of its business processes to optimise the organisation's information flows during all project phases, both for administration and building site. This involved the implementation of new tools and platforms, as well as the adoption of procedures and protocols, with the participation of all the company fields.

At the heart of this process is the management of structured and semi-structured data through the adoption of Building Information Modeling (BIM) procedures, compliant with the principles of UNI/PdR 74:2019, and the creation of an Integrated Management System. As for the BIM processes implementation, the aim is achieving the corporate BIM certification by January 2024. This is possible thanks to specific software and tools that automatically communicate with each other by linking the technical and administrative departments, thus enabling the collection of structured data and its subsequent processing. This flow allows to achieve useful information to control every single order to manage the corporate decision-making processes.

Carron Group now has Guidelines for Project Management that represent a collection of procedures and instructions for all company departments: General Managers' Offices, Site Operations Department, Purchasing Department, Multidisciplinary Department, Administrative Department, Logistics Department, and the Real Estate Department. The company rules and standards adopted made it possible to design a structured company database so that Business Intelligence (BI) procedures could also be implemented.

MANAGING A BIM CONSTRUCTION SITE

Since 2022, the Carron Group has organised BIM training courses for various company officers, including General Manager, Project Manager, Site Manager, Site Assistants, Multidisciplinary Technical Office, Purchasing Office, Studies and Projects Office, Real Estate Office and Quality Manager. The aim of these courses was to provide the basic information related to a BIM process, to analyse some practical cases and to start an internal debate on the subject, aiming to use this methodology on future construction sites.

Since 2018, the Carron Group has started to use Building Information Modelling (BIM) methods to optimise design, creation, renovation and restoration works, thus reducing mistakes, times and costs and improving data control and cooperation among all subjects involved. Several KPIs (Key Performance Indicators) related to project management and coordination and work progress were monitored on some of the active sites, including mapping of materials used, vehicles and equipment, fuel, electricity and water consumption, costs and accidents.

Among the projects managed General Contractor using BIM procedures are the Torri Zambon building sites in Bresso (MI), Pirelli 35 complex in Milan, Manifattura Bulgari extension in Valenza (AL), New YSL complex in Scandicci (FI), Torri EUR in Rome, and the Bulgari Hotel in Rome.

CERTIFICATION PROTOCOLS

As far as the buildings are concerned, energy efficiency, sustainable use of resources (water, materials), indoor air quality, accessibility, innovation and sustainability in general are increasingly important topics to the Carron Group.

For several years now, Carron S.p.A. has been working on high-performance, low environmental impact buildings, being able to lead the building to obtain various sustainability certifications, such as: LEED, BREEAM, WELL, Cradle to Cradle (C2C) and WiredScore.



BREEAM® is a volunteer certification system, promoted and managed by the London-based Building Research Establishment; its aim is to classify and certify the environmental and social sustainability of buildings. It assesses various aspects, including energy efficiency, sustainable use of resources, water management, indoor air quality, accessibility and innovation.



WELL is an innovative building classification and certification tool, on a voluntary basis, focusing on people's comfort, health and well-being. Managed by the International WELL Building Institute (IWBI) and issued by Green Business Certification Inc., WELL certification assesses parameters such as air quality, natural lighting, access to drinking water, promotion of physical activity and stress reduction, with the aim of ensuring a healthy and comfortable indoor environment for building occupants.



IL **LEED®** is a voluntary certification programme applicable to all types of buildings, both commercial and residential. It covers the entire life cycle of the building, from design to construction, and comprehensively assesses its sustainability. It was developed by the U.S. Green Building Council (USGBC) and evaluates several aspects, including choice of materials, energy efficiency, sustainable water use, indoor air quality and innovation.



CRADLE TO CRADLE (C2C): This certification assesses the sustainability of the materials used in the construction of the building. It focuses on the possibility of recycling and reusing materials, minimising their environmental impact.



WIREDSCORE: It focuses on the digital connectivity of the building, assessing the available technological infrastructure and the quality of the Internet connection.



AIS is an association that proposes the use of specific environmental and social issues to measure and increase the sustainability of construction sites and infrastructures, thus enabling all players in the sector to achieve ESG targets, including Carbon Neutrality and Reduce-Reuse-Recycle, at 2030 and 2050.

With these certifications, end users and stakeholders obtain an objective assessment of the degree of sustainability and environmental performance of a building. This demonstrates the Carron Group's commitment to reducing emissions and the total environmental impact of its operations. These certifications highlight the company's commitment to innovation and sustainability, offering high-quality solutions that meet stringent environmental and performance standards.

1.5.1. CARRON S.P.A. BUILDING SITES

In 2023, there are a total of 27 active construction sites, mainly located in Northern Italy, with a significant concentration in Veneto, Lombardy and Piedmont.

Out of these:

- 93% are private sites, while 7% are public activities;
- 59% of the sites are new buildings, while the remaining 41% concerns restructuring, restoration and renovation;

As far as the intended use is concerned, the sites are subdivided as follows:

- 52% hospitality sector, divided by hotel, school and health;
- 30% offices
- 11% commercial, industrial and residential;
- 7% hospitals

As for the certifications achievement:

- 44% of the sites is certified or will achieve the certification once the project is concluded.

CHARACTERISTICS AND CERTIFICATIONS

Site name	Work type		Certifications
	Public	Private	
New "Cittadella della salute" Stage 1 in Treviso (TV)	Public	New construction	LEED GOLD
New Hospital in Fermo (FM)	Public	New construction	LEED GOLD
Hotel Bvlgari in Rome	Private	Renovation, Restoration, Re-development	/
"Torri Zambon" in Bresso (MI)	Private	New construction	LEED GOLD achieved
Building in Viale Sarca, 336 in Milano (MI)	Private	New construction	LEED GOLD
Redevelopment of a building in via Pirelli 35 in Milano (MI)	Private	Renovation, Restoration, Re-development	LEED PLATINUM, WELL GOLD, WIRED SCORE, MATERIALI C2C
Former Demanio New YSL Building in Scandicci (FI)	Private	Renovation, Restoration, Re-development	LEED GOLD achieved
Redevelopment of the property in Via Regina Giovanna in Milano (MI)	Private	Renovation, Restoration, Re-development	LEED PLATINUM
Commercial, via Lancia Torino (TO)	Private	Renovation, Restoration, Re-development	/
Completion health center in Via Servais in Turin	Private	Renovation, Restoration, Re-development	/

Bvlgari Factory expansion in Valenza PO (AL)	Private	New construction	Industrial field	LEED GOLD
Torri dell'EUR building - Stage 1 ROMA	Private	Renovation, Restoration, Re-development	Offices	LEED GOLD WELL GOLD
Residential building "Ca' del Chiostro" in Padova (PD)	Private	Renovation, Restoration, Re-development	Residential sector	/
"Building A" in Via Durando in Milano (MI)	Private	New construction	School hospitality sector	LEED GOLD Gold sustainable impact building site
Bassi Business Park in Milan	Private	Renovation, Restoration, Re-development	Offices	/
New building in via Lorenzini 8 in Milano (MI)	Private	New construction	Offices	LEED PLATINUM, WELL GOLD, MATERIALI C2C, WIREDSCORE, TAXONOMY
"Building B" in Via Durando in Milano (MI)	Private	New construction	School hospitality sector	
Residential Home Care in Varese (VA)	Private	Renovation, Restoration, Re-development	Healthcare hospitality sector	/
Residential Home Care in Castelflorentino (FI)	Private	New construction	Healthcare hospitality sector	/
Residential Home Care in Rapagnano (FM)	Private	New construction	Healthcare hospitality sector	/
Tourist residence Scacciapensieri (SI)	Private	Renovation, Restoration, Re-development	Hospitality sector	/
Residential Home Care in Ponsacco (PI)	Private	New construction	Healthcare hospitality sector	/
Residential Home Care in Castelnuovo Garfagnana (LU)	Private	New construction	Healthcare hospitality sector	LEED SILVER achieved
Residential Home Care in Bereguardo (PV)	Private	New construction	Healthcare hospitality sector	/
Residential Care Home in San Genesio E Uniti (PV)	Private	New construction	Healthcare hospitality sector	/
Residential care home in Lodi Vecchio (LO)	Private	New construction	Healthcare hospitality sector	/
Residential care home in Lentate sul Seveso (MB)	Private	Renovation, Restoration, Re-development	Healthcare hospitality sector	/

1.5.2. CARRON BAU BUILDING SITES

In 2023, the active sites are 24, all in Trentino South Tirol.

Out of these:

- 67% are public sites, while 33% are private activities;
- 38% of the sites involves new constructions, 29% is systems, 25% renovation, restructuring and restoration and 8% maintenance.

As far as the intended use is concerned, the sites are subdivided as follows:

- 54% hospitality sector, divided by school and healthcare;
- 21% offices
- 17% tunnels
- 8% residential and hospital sector.

As for the certifications achievement, no site is certified.

CHARACTERISTICS AND CERTIFICATIONS

Site name	Work type		
	Public	Maintenance	Healthcare hospitality sector
Nursing home "St. Josef" Merano (BZ)	Public	Maintenance	Healthcare hospitality sector
NOI Techpark - Former canteen Speedline Bolzano	Public	New construction	Offices
Residential care home Campo Tures (BZ) - mechanical systems	Private	Systems	Healthcare hospitality sector
Road junction North west Merano - 2nd lot Municipality Merano and Tirolo (BZ)	Private	New construction	Tunnel sector
NOI Techpark Brunico (BZ) Mechanical system lot	Public	New construction	Offices
Casa delle Associazioni di Falzes (BZ)	Public	Systems	Offices
Underground garage under Monte Benedetto in Merano (BZ)	Private	New construction	Tunnel sector
Underground garage under Monte Benedetto in Merano (BZ)	Private	Systems	Tunnel sector
Tunnel in Chienes (BZ)	Public	Systems	Tunnel sector
Middle School in Caldaro (BZ) lot building works	Public	Renovation, Restoration, Re-development	School hospitality sector
Maintenance of the systems at the Academy "Card. Niccolò Cusano" - Bressanone (BZ)	Private	Maintenance	School hospitality sector

Nursery school "Dante Alighieri" Bolzano	Public	Renovation, Restoration, Re-development	School hospitality sector
Barracks Cantore - San Candido (BZ)	Public	New construction	Residential sector
Residential Care Home in Laives (BZ)	Private	New construction	Healthcare hospitality sector
Residential Care Home in Laives (BZ) Furnishing	Private	New construction	Healthcare hospitality sector
Middle School in Caldaro (BZ) Mechanical system lot	Public	Systems	School hospitality sector
Middle School in Caldaro (BZ) electrical system lot	Public	Systems	School hospitality sector
Headquarter ASM - Merano (BZ)	Private	Renovation, Restoration, Re-development	Offices
NOI Techpark - Bolzano Lots D2/D3, Mechanical systems	Public	Systems	Offices
Middle school "Ada Negri" - Bolzano	Public	Renovation, Restoration, Re-development	School hospitality sector
New Primary School in Sarentino (BZ)	Public	New construction	School hospitality sector
Elderly Care Centre "Villaggio S. Elisabetta" Varna (BZ)	Public	New construction	Healthcare hospitality sector
Hospital "San Maurizio" - Bolzano 2nr lot	Public	Renovation, Restoration, Re-development	Hospital field
Middle school "Archimede" - Bolzano	Public	Renovation, Restoration, Re-development	School hospitality sector

No specific certifications are currently foreseen as they are not explicitly requested by the clients. However, Carron Bau would like to emphasise that the company has all the competences and skills necessary to obtain such certifications (Leed, Well, Breeam, etc.) should they be required. Carron Bau is fully prepared to undertake the certification process and meet the highest standards of quality and compliance.

1.6. GROWING AND IMPROVING

The Carron Group is constantly striving to grow not only socially and environmentally, pursuing the path of innovation and transversality by developing in terms of type, size, portfolio, but also in terms of production value.

The Group strongly believes that sustainable, long-term growth implies a balance between profit, people and planet, thus seeking to maximise value not only for shareholders, but also for the planet and all stakeholders.

1.6.1. VALUE GENERATION AND SHARE

In 2023, the Group recorded significant economic growth, demonstrating that market knowledge, an in-depth diversification strategy and the constant quest for improved profitability enabled it to achieve significant results. This resulted in an increase in the value of the confirmed work portfolio.

These results are even more satisfying considering the international economic environment, characterised by a marked slowdown in economic growth, caused by the uncontrolled increase in energy prices, rising interest rates and geopolitical tensions, such as the war in Ukraine and Palestine. Further concerns and challenges relate to ongoing difficulties in the supply and purchase of certain raw materials and intermediate products globally. Despite these difficulties, the Carron Group confirmed its solidity and resilience, demonstrating its ability to adapt to a changing economic environment.

The 2023 corporate income statement aims to highlight the direct economic value generated by the Group and its distribution to internal and external stakeholders.

The economic value generated includes the company's net revenues, while the economic value distributed includes the costs divided by stakeholder categories and any dividends distributed. The economic value dealt with represents the difference between the value generated and distributed and includes depreciation of tangible and intangible assets, reserves and prepaid/deferred taxes.

In 2023, the Group recorded a total turnover of approximately Euro 339 million, showing an increase of 11.2% over the previous year. In terms of costs incurred, operating costs associated with suppliers increased by 7.6 per cent, while personnel costs rose by 7.8 per cent. This trend is consistent with the growth in the value of the portfolio of confirmed work, which led to an increase in newly hired personnel and raw material costs.

GRI 201-1 directly generated and distributed value by Carron Group

Economic value	U.M.	2021	2022	2023
Economic value generated	€	246,543,101	305,130,921	339,201,917
Suppliers Operating costs	€	207,119,751	256,259,634	275,601,269
Human resources Personnel costs	€	20,302,583	22,012,979	23,719,601
Banks and other lenders Financial expenses	€	1,935,416	3,023,880	2,678,810
Public administrations	€	4,715,356	6,720,392	7,835,796
Dividends distributed Shareholders ¹	€	700,000	6,000,000	2,300,000
Economic value distributed	€	234,773,106	294,016,886	312,135,478
Economic value retained	€	11,769,994	11,114,035	27,066,439

1.6.2. THE GROUP'S INVESTMENTS

Research and development activities, focused on increasing innovation and transversality, are key aspects for the Group. Investments in new 4.0, green technologies, digitisation and marketing allow the Group to improve operational efficiency, reducing costs, increasing market competitiveness and contributing to environmental sustainability, which is crucial in the fight against climate change. Investing in process digitisation allows to optimise the management and monitoring of construction project, thus leading to better planning, management and control of the projects and reducing mistakes, while improving resources.

The Group's investments were mainly aimed at implementing management systems and obtaining the relevant certifications to increase road safety, contrast corruption, promote gender equality and spread a sustainable corporate culture. In addition, efficiency-oriented investments are being made to reduce costs and environmental impact by replacing obsolete and polluting vehicles/machinery with more energy- and emission-efficient solutions.

In 2023, the overall investments of the Group amounted to €1,496,906. Future goals include an increase in all types of investments for both locations and construction sites.

Investments made ²	U.M.	2023
Investments 4.0 (Automation of production processes through the purchase of machinery high technology)	€	900,000
Non 4.0 investments (Investments related to the implementation of new machinery and plant for the production and update of the existing ones)	€	79,530
Digital investments (Investments in digitisation (new softwares, servers, etc.).)	€	499,688
Total Investments	€	1,496,906

[1] The 'Dividends paid - Shareholders' figures for 2021-2022 have been revised from those reported in the Group's Sustainability Report 2022.

[2] The investments listed correspond to those made by Carron S.p.A, as Carron Bau did not incur any.

2. STRATEGY AND SUSTAINABILITY GOALS

The Carron Group has set itself the goal of increasingly integrating sustainability into the company's core business in order to guarantee solid and lasting development, which is fundamental for the realisation of new works and the renovation or restoration of existing ones, while respecting the environment and people. These objectives are pursued through concrete initiatives and strategic actions in the short, medium and long term, aimed at promoting a positive impact on the environment, society and corporate governance.

Since 2018, the Carron Group has been on a sustainability path, aware of the high global impact of the construction industry. This commitment has been steadily strengthened over the years, with increasing efforts and goals set.

In 2023, the Sustainability Committee implemented a new short-, medium- and long-term strategy structured around five key pillars: measurement and reduction of emissions, sustainability in the supply chain, green building and circular economy, valorisation of human resources and creation of value for the region and local communities. For each of these ESG issues, ambitious but realistic goals have been defined, accompanied by concrete and feasible actions over time.

The Group's objective is to ensure maximum transparency with all stakeholders and to continue to grow while respecting the environment and people, respecting human rights and complying with current regulations. To achieve this goal, the company is committed to transparency and integrity in business management, promoting active stakeholder participation and open dialogue with all stakeholders.

2.1. SUSTAINABILITY COMMITTEE

Climate change, the Sustainable Development Goals (SDGs) and ESG (environmental, social and governance) issues are integrated topics in the Carron Group’s corporate business model. In addition to efficiency, innovation and transversality, the company takes a forward-looking and strategic view of future actions to be taken and goals to be set and achieved in the medium and long term. Considering the environmental impact of the building sector, which corresponds to about 35% of global emissions ³, it has become more urgent than ever to make existing buildings energy efficient and to construct new ones with a low environmental impact. It is also crucial to improve all aspects related to the social sphere: welfare, diversity and equal opportunities, workers’ health and safety, inclusion, data protection and privacy.

The Group’s commitment to sustainability began in 2018 with its first actions that focused on corporate welfare and its commitment to defend and support the local communities in which it operates, promoting the social and economic development of the territory and always putting the health and safety of its employees first.

Since 2020, their commitment increasingly grew year by year. In 2022, the Group set up a dedicated Sustainability Committee consisting of members representing the ownership and middle management from different business areas. Before then, decisions in this field were only made by the Board of Directors, with no involvement from all business areas.

The Committee will guide the company towards the integration of good sustainability practices in all of the Group’s activities, thus enabling to engage transparently and responsibly in ensuring that the business activities will respect the environment and the community, without affecting the economic growth, work quality and portfolio.

Setting up the Sustainability Committee is intended to further formalise the Group’s determination to make an active contribution to sustainable development, combining the various company positions with their diverse skills, thus achieving a better overview of any problem in each area, of opportunities and how to solve them, bearing in mind that the the workforce does not include a sustainability.

To date, the members of the committee are not formally appointed and the meetings are not entered in the minutes. The Committee meet regularly to take stock of all the activities carried out, debate on any specific subject in the agenda and any critical issue. A member of the Board is always expected to attend the meetings.

Among the future goals of the committee is to draw up a formal appointment of members, take minutes at each meeting and set a number of annual meetings, as well as to include the Sustainability Committee and its members in the corporate organisation chart.

In 2023, the Committee set its social, environmental and governance goals for the two-year period 2024- 2026 and longer-term objectives for 2035.

[3] United Nations Environment Programme (2022). 2022 Global Status Report for Buildings and Construction: Towards a Zero-emission, Efficient and Resilient Buildings and Construction Sector

MEMBERS OF THE SUSTAINABILITY COMMITTEE

Company area
Board of Directors
Administration
Legal department
BIM Manager
Health and Safety - Management System Management
Human resources
IT department
Purchasing Office
Design and development
Production
General Manager Assistant – General Project Control
Sales department
Tenders office

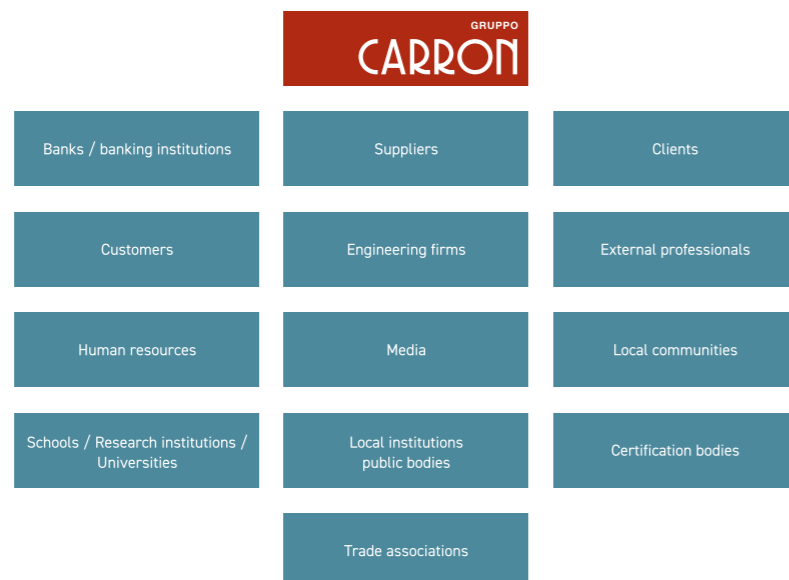
2.2. THE GROUP'S STAKEHOLDERS

This year, the Carron Group drew up its third Sustainability Report to inform its stakeholders about its commitment to sustainability in a transparent and effective manner. This Report allows Carron to provide detailed information about all of its ESG impact, its future objectives and the results achieved so far.

Carron Group has involved all of the stakeholders in its ESG reporting process to identify the relevant and priority issues, plan future activities, strategies and investments. A key first step was to update the mapping of its stakeholders, compared to what was presented in previous years. For the Group it is crucial to accurately and consciously identify its stakeholders, since they play a fundamental role in the company's success, the implementation of future strategies and goals, and the organisational evolution.

Involving the stakeholders in its business and interacting with them is really crucial to Carron. This commitment clearly proves the Group's desire to create value for all stakeholders, synergically combining the economic, social and environmental dimensions. For this very reason, the Group attaches particular importance to building and maintaining strong and lasting relationships with its stakeholders, and is committed to maintaining active communication throughout the year, using different types of engagement, mainly through business meetings, company visits, seminars/workshops and setting standards.

All of the selected stakeholders underwent an in-depth analysis to prioritise and rank them according to a relevance index. This analysis was carried out based on their strategic importance and their level of interaction with the company, both directly and indirectly. All members of the sustainability committee were involved during the prioritization process. The members' opinion was taken into account to select the stakeholders according to their strategic importance to the company.



STAKEHOLDERS ENGAGEMENT

Business category	Engagement activities
Banks/ Credit institutions	Shareholders' meeting Board of directors Meetings at regular events Press releases
Suppliers	Defining and sharing standards Business meetings Company tours
Clients	Defining and sharing standards Business meetings Company tours Networking events
Customers	Business meetings Company tours In-depth technical meetings Customer service Social media Newsletter Institutional website Networking events and co-marketing activities
Human resources	Communication with human resources Training meetings Corporate welfare initiatives Corporate Intranet Sharing the code of conduct
Engineering firms	Defining and sharing standards Business meetings Company tours Training meetings/workshop Networking and trade events
External professionals	Defining and sharing standards Business meetings Company tours
Local institutions/ public bodies	Defining and sharing standards Business meetings and company tours
Certification bodies	Company tours Defining and sharing standards
Local communities	Meeting the local community Sponsorships and donations
Trade associations	Meeting and talks
Media	Meetings and regular events Press releases Interviews
Schools / Research institutions / Universities	Defining and sharing standards Business meetings and company tours Technical meetings Training meetings /workshop Student placement for company traineeships

2.3. MATERIALITY ASSESSMENT

In the Sustainability Report, 'materiality' is the principle that determines the importance of environmental, social and governance issues for an organisation and its stakeholders. These issues are identified by assessing the economic, environmental, social and governance impact of each issue, together with the interest of stakeholders.

The determination of materiality is essential for the preparation of the Sustainability Report. Once the relevant issues have been identified, it is possible to define short- and medium-term objectives, strategies and actions to achieve them, as well as to define the contents of the Sustainability Report in accordance with GRI reporting standards.

This process helps to ensure transparent, targeted and effective reporting on the sustainability commitment to stakeholders, as well as on the Group's performance and key impacts.

The materiality assessment was divided into five project phases:

1. Context assessment

To identify the crucial aspects of sustainability for the Group and the sector in which it operates, various sources of information were examined:

- Assessment of global and European macro-trends in the area of sustainability;
- Assessment of the main sustainability trends in the sector and the main initiatives;
- Reference standards and international sustainability protocols: GRI, LEED, BREEAM, WELL, CAM, GRESB, EFRAG and AIS (Association of sustainable infrastructures);
- Benchmarking analysis of the major competitors and comparable companies in the same industry as Carron to identify common and major material topics;
- Previous internal company documentation and Group Sustainability Reports -(year 2021- 2022);
- Specific requests by the stakeholders about the Group's commitment to sustainability.

2. Impact identification

An in-depth analysis of the context helped to identify the current and potential positive and negative impacts of the organisation's production and business activities.

This process involved a detailed assessment of risks and opportunities related to environmental, social and governance (ESG) aspects. Impacts were identified by considering the company's influence along its value chain on the economy, the environment and people, including impacts on human rights.

3. Involvement of the Sustainability Committee in assessing impacts

Through the Materiality Workshop, the Sustainability Committee, representing all internal stakeholders, was involved in assessing and determining the relevance and prioritisation of the 22 ESG topics deemed as significant.

To conduct this analysis, participants filled out an online questionnaire evaluating the different topics and their related impacts, scoring them on a scale from 1 (marginal and non-strategic topic) to 10 (relevant and strategic topic).

This initiative raised the Group's awareness about the potential impacts of its production and sales activities on the economy, the environment and the people.

4. Involving the stakeholders to assess the impact

To identify the most relevant material topics for the Group and for all the stakeholders, the Sustainability Committee had to first select the major and strategic ones, to then engage them in an online specific assessment survey.

The relevant external stakeholders belong to the following categories:

Customers, clients, suppliers, engineering /consulting firms, banks / banking institutions. As with internal stakeholders, in the online questionnaire they were asked to rate the individual relevant ESG issues and their related impacts, assigning a grade on a scale from 1 (marginal and non-strategic issue) to 10 (strategic relevant issue).

This engagement activity was strongly encouraged by the Group in order to make the process of defining material topics more meaningful and in line with best practices and key sustainability frameworks.

This participatory and inclusive approach ensured a comprehensive and accurate assessment of ESG issues significant to the Group, thus contributing to a better understanding of the business priorities and needs of all stakeholders.

Definition and approval of the sustainability matrix

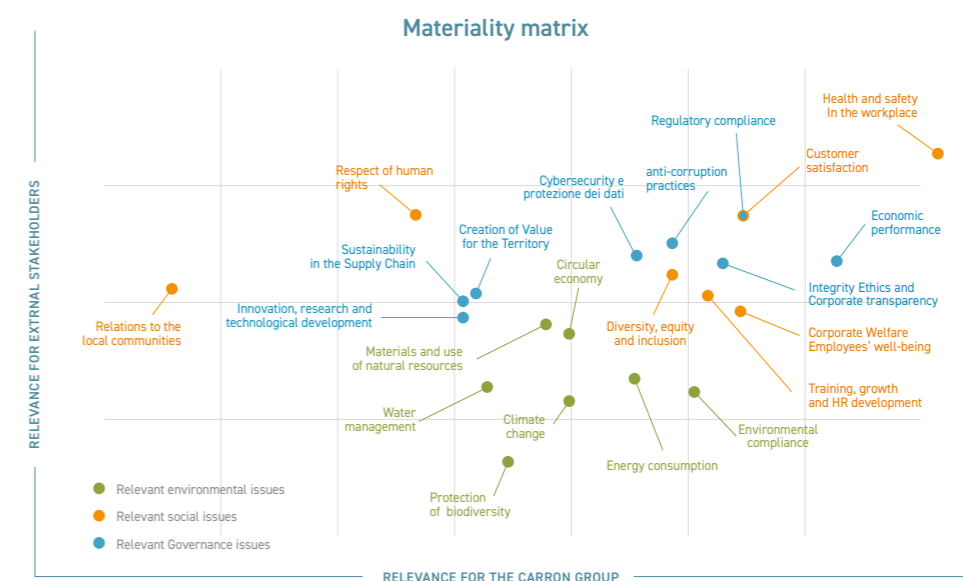
5. As the final step of the materiality assessment, Carron processed the results of the assessments obtained from internal and external stakeholders, as to the importance at the strategic and intervention level for each of the relevant ESG issues.

This activity made it possible to assign a specific level of relevance and priority to each issue, representing the results of the analysis in the Materiality Matrix.

These topics have been addressed with particular care in the Report in order to provide stakeholders with an accurate representation of current developments.

This approach aims to ensure consistent and transparent communication, but above all to provide clear indications of the Group's development horizon, including projects, objectives, responsibilities, metrics and activities to achieve them.

The Group has also set itself the goal of periodically updating its materiality assessment, ensuring that it is always representative of any methodological updates, changes in the industry environment, megatrends and emerging issues.



2.4. SUSTAINABILITY GOALS

Climate change is our century's big challenge. The construction sector is responsible for 35% of global GHG emissions, so it is crucial to consider the increasingly frequent and intense negative effects of climate change on ecosystems, human activities and economies. This is why it is urgent to implement adaptation, mitigation and emission reduction strategies in order to achieve the global Sustainable Development Goals (SDGs) and stay within the +2°C global average temperature increase, as defined by the Paris Agreement.

The sustainability path defined by the Carron Group aims to achieve these goals. This path was implemented taking into consideration the results obtained from the materiality assessment, which includes the various requests related to ESG (environmental, social and governance) issues from internal and external stakeholders. Furthermore, it is based on the objectives defined at European level of the Green Deal and the SDGs, also taking into account economic feasibility for the Group. It was developed with an all-encompassing view of the environmental, social and economic criteria applicable to the macro-categories that make up the business structure.

The sustainability path has been structured through five guidelines, to which short-, medium- and long-term strategies and objectives are linked.

The Carron Group's strategies include:

1. MEASURING AND REDUCING ENVIRONMENTAL IMPACT

The Carron Group is committed to delve into the assessment of its environmental impact, including - in the future - the reporting of indirect impacts that are not under the Group's direct control (Scope 3 GHG emissions), in order to develop a comprehensive and effective strategy for reducing emissions and mitigating its environmental impacts. With regard to GHG emissions in Scope 1 and 2, the Group is committed to increasing the supply of electricity from renewable sources for both locations and construction sites, as well as increasing self-generated energy production in the locations. In addition, the Group aims to progressively replace and improve the efficiency of the vehicles and equipment used in the sites and yards.

2. SUSTAINABILITY IN THE SUPPLY CHAIN

The Carron Group will implement an audit system, with the preparation of a formalised checklist, to assess both new and existing suppliers according to clearly defined environmental and social criteria. The goal is to reach 100 per cent of new suppliers assessed through these criteria, in order to provide more certainty and transparency to its stakeholders and to be able to concretely assess the pursuit of GHG emission reduction targets related to its supply chain.

3. BIOBUILDING- CIRCULAR ECONOMY

The Carron Group is committed to constructing and renovating certified buildings in order to provide the end customer with security and certainty regarding compliance with environmental and social aspects. This commitment includes a preference for the use of certified, recycled and recyclable raw materials to improve performance not only during the building's end use, but also throughout its entire life cycle.

4. HUMAN RESOURCE ENHANCEMENT

The Carron Group is committed to investing more and more in creating a fair, safe and equal opportunity working environment. This commitment includes the promotion of work-family balance and the maximum inclusion of women in the work environment. It also aims to promote both mandatory and voluntary training for all employees, with a particular focus on training on environmental, social and governance (ESG) issues. This investment aims at continuously improving working conditions and promoting a corporate culture based on social responsibility and business ethics.

5. CREATION OF VALUE FOR THE TERRITORY AND THE LOCAL COMMUNITIES

The Carron Group is committed to joining and promoting various associations and initiatives in the local area in order to contribute to the economic development of the community. In particular, it aims to increase the involvement of schools in school-to-work alternation and apprenticeships. This commitment is aimed at fostering the economic growth of the area and promoting youth employment by offering concrete training and job placement opportunities to young students.

CARRON GROUP OBJECTIVES

ESG AREA	OBJECTIVE	DEADLINE	STATUS
Environment	Achieve 100% of new suppliers assessed by environmental criteria.	2026	On-going
	Implement a data collection and consumption monitoring system for the organisation's SCOPE 3 reporting.	2026	On-going
	CARRON BAU: change to electricity supplier with guarantee of origin, resulting in lower total CO2 emissions.	2023	Achieved
	CARRON SPA: reduce natural gas consumption in favour of self-produced renewable electricity, resulting lower total CO2e emissions.	2026	Achieved
	The goal is to convert 100% of the company fleet (owned and leased) to electric and low carbon fuel (biodiesel, hydrogen) vehicles by 2035.	2035	On-going
	The Group is committed to maximising the installation of renewable plants at its headquarters and operations.	2035	Partially achieved/ On-going
	The company has set itself the goal of selecting suppliers with an emissions reduction target of 25%.	2030	On-going
Social	Greater balance of gender equality among the various work categories, starting at managerial level.	2026	Raggiunto
	Application and implementation of gender equality guidelines to monitor pay gap.	2024	On-going
	Prepare a strategy with significant social impact + Implement a long-term strategy of positive social impact.	2026	Partially achieved/ On-going
	Specific training for designers, purchasing staff and technical office, Quality control, etc. intended for the assessment of impacts throughout the life cycle of the building/infrastructure with a view to their minimisation.	2023	Achieved

Governance	Revision of current code of ethics.	2024	Achieved (Annual objective)
	Preparation of code of conduct for the supply chain.	2024	On-going
	Learn more about Sustainable Impact Site Certification	2024	Partially achieved/ On-going

The actions implemented by the Carron Group to achieve its ESG objectives are described in detail in the following paragraphs. In particular, the governance strategies adopted to ensure transparency and accountability, environmental initiatives aimed at reducing impact through energy efficiency and sustainable resource management, and social policies that promote the wellbeing of employees and local communities will be outlined. Each paragraph will provide an in-depth overview of how these measures have been implemented and the results achieved, highlighting the Carron Group's commitment to sustainability.



3

3. GOVERNANCE AND ETHICAL MANAGEMENT

The Carron Group thinks of governance as the frame of a house: it provides the structure on which all other components rest. Effective governance allows the Group to promote transparency, ensuring that crucial information is accessible to all stakeholders, thereby fostering trust and consistency in relations with customers, employees and other interested parties.

The company ensures that all legitimate interests are considered and respected, taking into account the needs of shareholders, employees, local communities and the environment. This approach fosters and contributes to the long-term sustainability of the Group by promoting responsible business practices and careful management of financial and environmental resources.

Furthermore, the Carron Group is committed to clearly establishing responsibilities and decision-making procedures within the organisation. This process ensures that decisions are made in a timely manner and based on well-defined criteria, thus promoting an efficient and goal-oriented operating environment.

3.1. CORPORATE GOVERNANCE

As a family-run company, Carron Group adopts a distinctive approach in the appointment of its Board of Directors. The Board of Directors are appointed according to the criteria defined in the Articles of Association, which reflect the core values and objectives of the Carron family. The Committee members are carefully selected with regard to the representation level in relation to their functions and responsibilities within the company.

This section shows the organisational structures of the Board of Directors of the two Group companies. The board of directors, also known as the BoD, plays a fundamentally important role within the company. It is responsible for the economic and strategic management of the business, as well as the development and supervision of the strategic guidelines that drive the future course of the entire Group.

The BoD is the beating heart of the company leadership in both companies. It consists of a team of experts and visionary leaders who drive the mission and values of the Carron Group. These members are selected in order to ensure an appropriate diversity of skills and perspectives, promoting a balanced governance oriented towards the long-term sustainable growth of the Group.

Shareholders meet regularly, usually once a year, in a shareholders' meeting that is a key moment in the life of the Group company. The main tasks of the shareholders' meeting include the approval of budgets, the appointment of board members and the approval of key strategic issues affecting the future of the Group companies.

Both companies have a Supervisory Board, which plays a key role by closely monitoring compliance with the law and the articles of association. The Group's Board of Statutory Auditors is responsible for monitoring various aspects of the company's operations. This includes the supervision of financial reporting to ensure accuracy, transparency and regulatory compliance. In addition, it assesses the adequacy of the organisational structure and the effectiveness of the internal control and administrative-accounting systems, which are fundamental to the soundness of the company's operations. Finally, it is committed to verifying the reliability of the accounting system for a correct management, through a critical evaluation of accounting and administrative practices.

ORGANISATIONAL ARRANGEMENT, CARRON S.P.A.

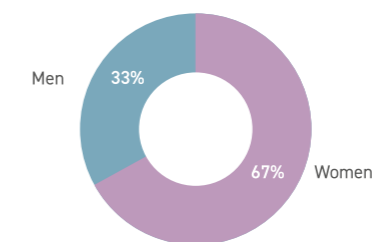
GRI 2-9 Governance structure and composition

Board Members	Role
Diego Carron	Chairman of the Board of Directors
Marta Carron	Deputy Chairperson
Paola Carron	Managing director
Barbara Carron	Managing director
Arianna Carron	Managing director
Andrea Maraschin	Managing director

Board of Directors broken down by gender and age

Age	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
< 30	0	0	0	0	0	0	0	0	0
30 - 50	0	1	1	0	1	1	0	0	0
> 50	1	3	4	1	3	4	2	4	6
TOTAL	1	4	5	1	4	5	2	4	6

CARRON S.P.A.
MEMBERS OF THE BOARD OF DIRECTORS
BY GENDER - YEAR 2023



Board of Statutory Auditors

Auditors	Role
Marco Contessotto	Chairman of the Board of Statutory Auditors
Alberto Da Dalto	Statutory Auditor
Primo Ceppellini	Statutory Auditor
Alessandra Poloniato	Alternate Auditor
Paolo Girotto	Alternate Auditor

ORGANISATIONAL ARRANGEMENT, CARRON BAU

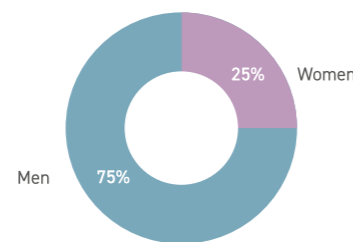
GRI 2-9 Governance structure and composition

Membri del Consiglio di Amministrazione	Role
Diego Carron	President
Marta Carron	Vicepresident
Christian Lechner	Managing Director
Christof Untergasser	Managing Director
Aldo Gobbato	Managing Director
Andrea Nardi	Managing Director
Paola Carron	Director
Franco Barina	Director

Board of Directors broken down by gender and age

Age	2022			2023		
	Men	Women	Total	Men	Women	Total
< 30	0	0	0	0	0	0
30 - 50	2	0	2	2	0	2
> 50	4	2	6	4	2	6
TOTALE	6	2	8	6	2	8

CARRON BAU
MEMBERS OF THE BOARD OF DIRECTORS
BY GENDER – YEAR 2023



Board of Statutory Auditors

Auditors	Role
Richard Moser	Sole Auditor

3.2. INTEGRITY AND BUSINESS ETHICS

For the Carron Group, integrity and ethics are the fundamental pillars on which responsible and sustainable behaviour is based.

The Group is committed to embedding moral principles and values in its daily actions and decisions, ensuring respect for human rights, fairness, integrity and ethical behaviour in all its activities.

Integrity is essential and relates to consistency between the principles declared and the actions actually performed. The Group is constantly striving to maintain high standards of integrity, always acting honestly and transparently in its operations, and ensuring open and clear disclosure of relevant information.

Thanks to this approach, the Carron Group has succeeded in creating an environment of trust and responsibility both within the company and towards external stakeholders.

ORGANISATION, MANAGEMENT AND CONTROL MODEL AS PER LEGISLATIVE DECREE 231/2001

Model 231 is an organisation, management and control system provided for by Italian law that companies must adopt to prevent the commission of certain offences by their employees or collaborators in the interest or to the advantage of the company.

Carron S.p.A. and Carron Bau have adopted an Organisational Model in accordance with Legislative Decree 231/2001 ('MOG 231/2001'). At the same time, the companies have set up a Supervisory Board with autonomous powers of initiative and control with the task of supervising the correct and effective implementation of the MOG 231/2001 and ensuring that it is updated.

The MOG 231/2001 has been implemented on the basis of structural and organisational characteristics and is periodically updated.

The Group structured the process of studying, developing and drafting its Model in three phases:

1. Identification of sensitive activities:

Through the analysis of company documentation and a series of interviews with the managers of the various sectors, the company activities at risk of commission of the offences provided for in the Decree were identified;

2. Analysis and risk assessment

Once the sensitive areas and the risks associated with the offences under the Decree had been identified, a qualitative analysis of these risks was conducted with respect to the preventive measures and protocols adopted by the Company;

3. Identification of improvement measures:

Based on the analysis of the identified risks, improvement actions were identified to reduce the risks to an acceptable level. The results of this process are documented and stored at the company.

The Company firmly reaffirms its strict approach to unlawful conduct, affirming its commitment to scrupulously comply with applicable laws and the highest ethical principles that guide it. Through constant monitoring of risk activities, the company aims to minimise the possibility of committing significant offences. Furthermore, it is actively committed to making all those who work in its name and on behalf of the company aware of the serious consequences that the commission of offences may entail. It is important to understand that such behaviour not only exposes the perpetrators to heavy criminal penalties, but can also impose significant administrative sanctions on the company itself. For the Group, this commitment is not only a priority, but an indispensable foundation for responsible and ethical business management.

The MOG 231/2001 is subject to constant monitoring by the Group Supervisory Board. Through the verification of violations and the analysis of its effectiveness, the Supervisory Board identifies any gaps in the system, highlights them, and points out opportunities for changes. This activity not only ensures the proper functioning of the MOG, but also encourages its continuous improvement, thus guaranteeing effective risk management and adequate regulatory compliance.

The Carron Group Supervisory Board shall:

- **Implement a prevention and control system:** the Carron Group Supervisory Board is committed to implementing a comprehensive prevention and control system aimed at reducing the risk of offences related to its operations. This system is designed to promote behaviour in compliance with regulations and ethical standards within the company, thus contributing to a corporate culture of integrity and legality;
- **Informing, raising awareness:** A fundamental task of the Supervisory Board is to inform and make everyone working on behalf of the company, especially in high-risk areas, aware of the possible legal and administrative consequences of violating the provisions of the Model. This educational process is essential to raise the employee awareness and promote a mindset of compliance and individual and collective responsibility;
- **Submitting reports to the Board of Directors:** the Supervisory Board regularly submits a report to the Board of Directors on the state of implementation and effectiveness of the Model, highlighting the progress made and indicating any areas for improvement. This report provides a strong basis to assess the Model's performance and to adopt informed decisions by the Board of Directors;
- **Ensuring the updating of the system for identifying and mapping sensitive activities:** another fundamental task of the Supervisory Board is to ensure the constant updating of the system for identifying, mapping and classifying sensitive and instrumental activities. This process ensures that the Model is always aligned with changes in the business and regulatory environment, enabling effective risk management and better protection of corporate integrity.

CONFLICTS OF INTEREST

To ensure transparency, independence and effective management of conflicts of interest, the Carron Group has implemented specific procedures and regulations to be followed. If a member of the Supervisory Board is in a situation of potential or actual conflict, he/she must immediately inform the Board of Directors. Should such a conflict occur, the Supervisory Board must take appropriate measures, such as:

- Asking to appoint another member to replace the one involved in his or her supervisory functions relating to the transaction or category of transactions in question;
- If a Supervisory Board is composed of several persons and only one of them has a conflict of interest, the body may delegate the supervision of the transaction or category of transactions in question to the other members of the Supervisory Board.

CODE OF ETHICS

The Code of Ethics adopted by the Board of Directors plays a key role in defining the rights, duties and responsibilities of the Carron Group towards employees, customers, suppliers and other stakeholders. This tool mainly aims to provide guidelines and recommendations to promote ethical and responsible behaviour, which go beyond the requirements set out in current legislation.

Fully complying with the principles and values promoted by the association system it is part of, the Carron Group recognises its role and responsibility in contributing to the progress of the Italian economy and the civil growth of the country. The company firmly embraces the intrinsic value of work and considers legality, fairness and transparency as fundamental pillars for the achievement of its economic, production and social goals.

Aware of its position in the socio-economic context, the Group is actively committed to operating with moral integrity and responsibility, thus contributing to the social fabric and well-being of the community. Belief in the importance of work and respect for standards and ethical principles guide every action and decision of the company, reflecting an ongoing commitment to conscious and ethical action.

Through a corporate culture based on the values of legality and transparency, the Carron Group aims to be a model of excellence on the national economic scenario, promoting lasting and mutually beneficial relations with its stakeholders and contributing significantly to Italy's growth and progress.

ANCE CODE OF ETHICS

The Ance (National Association of Building Contractors) Code of Ethics is a set of guidelines and principles that sets out the rights, duties and responsibilities of the Carron Group, in accordance with the ethical standards promoted by the National Association of Building Contractors. This code provides a clear framework for the expected behaviour of the Group towards employees, customers, suppliers and other stakeholders.

The code aims to promote a corporate culture based on integrity, transparency and respect for ethical principles, going beyond just legal provisions. Through compliance and enforcement of these standards, the Group aims to create an ethical, responsible and inclusive working environment that fosters trust and collaboration with all stakeholders.

The ANCE Code of Ethics is the Group's real commitment to the promotion of ethical and sustainable behaviour, fundamental to its role in the construction sector and its contribution to society as a whole.

WHISTLEBLOWING

The Carron Group's Operating Procedure governs the handling of reports of alleged violations of national or European Union law, in accordance with Legislative Decree No. 24/2023. These reports may concern situations that could harm the public interest, the image of the company or its subsidiaries.

This procedure applies to all employees of the Carron Group, as well as to those who have a temporary or permanent relationship with the company, such as self-employed workers, consultants, and others. Anyone is required to report violations of national or European regulations, either verbally or in writing, within their area of responsibility. Personal questions or complaints concerning exclusively individual work relations or relations with one's boss do not fall within the definition of reporting.

The whistleblowing procedure ensures that all reports of legal violations involving the Group are handled appropriately and confidentially, guaranteeing transparency and regulatory compliance.

LEGALITY RATING

The Italian Competition Authority (AGCM) has recently awarded Carron Spa and Carron Bau with the legality rating, giving the highest point equal to three-stars.

This rating is an essential tool to promote and consolidate principles of ethical behaviour within the company. By assessing the compliance with legality by applicant companies, and more generally the level of attention devoted to the proper management of business, the legality rating aims to ensure that operations comply with current regulations.

Carron Spa and Carron Bau were awarded this recognition thanks to their ongoing commitment to ethical principles and to managing their business in a transparent and legally compliant manner. This achievement reflects the company's focus and dedication to ensuring high standards of legality and integrity in its operations.

The legality rating not only confers a solid and reliable reputation in the market, but also testifies to a commitment to operate within the rules and to contribute positively to the promotion of ethical and sustainable business practices.

3.3. CORPORATE GOVERNANCE

Enterprise risk management is a crucial aspect for the Carron Group and certifications play a significant role in mitigating these risks. In the construction sector, the Carron Group faces various risks ranging from occupational safety to material quality and environmental sustainability.

The ISO certifications achieved by the Group provide a solid basis for managing risks effectively. They provide a clear organisational structure and guidelines that help the Carron Group to proactively identify, assess and address risks. These certifications allow the companies to develop and implement policies and procedures aimed at safeguarding company operations. In addition, ISO certifications allow the Group to demonstrate its commitment to responsible business management.

Risk assessment and risk management activities are meant to identify the operational areas potentially exposed to risks and the most sensitive business profiles are identified. The Carron Group is committed to constant and extensive monitoring for these issues in order to direct activities to the right growth prospects and create efficiency. Moreover, to ensure consistency with the evolving operating environment, risk analyses evolve on the basis of changes with which the Group must align, such as, for example, the introduction of new technologies, the incorporation of new equipment into work processes, the launch of new services and the recording of incidents or accidents.

Specifically, the analyses consider the following types of risk:

- **Operational risks:** concern the daily operations of the Group and may include human errors, technical failures, supply chain disruptions and regulatory changes;
- **Financial risks:** concern the financial management of the Carron Group and may include fluctuations in exchange rates, interest rates, commodity prices, lack of liquidity, customer insolvency and bankruptcy investments;
- **Strategic risks:** concern strategic decisions made by the company and can include market changes, new competitors, loss of key clients, technological innovation and regulatory changes;
- **Environmental risks:** concern the management of environmental impacts, both natural and man-made, can have a negative influence on the Carron Group's business operations, reputation, regulatory compliance and long-term sustainability;
- **Cybersecurity risks:** concern the security of the company's data and information systems and may include cyber attacks, data privacy violations, data loss and interruptions to online services.

In the construction sector, risk management encompasses several aspects, ranging from site safety to supplier management and regulatory compliance. Through the implementation of certifications such as ISO 9001 and ISO 45001, the Carron Group adopts standardised procedures and protocols to systematically and efficiently address these risks. These certifications provide a solid framework that allows the Group to manage safety on construction sites, guarantee the health and safety of workers and ensure compliance with applicable regulations.

In addition, ISO 14001 certification plays a crucial role in supporting the Carron Group in managing the environmental impact of its activities. This certification allows the Group to identify and mitigate pollution risks, adopt sustainable practices and promote the long-term sustainability of its business operations. In addition to contributing to the environment protection, this also reinforces the Group's reputation as a responsible and ecosystem-oriented company.

4

4. RESPONSIBLE SOURCING

Procurement increasingly plays a strategic role in corporate management, which is particularly relevant for the Carron Group, where the processes of supplier selection and procurement of raw materials and services are the subject of continuous development and growth within the corporate structure.

The Group has set the goal of increasing the focus and improving the management of its supply chain, with a particular focus on the implementation of a sustainable supply chain over time and on leadership both within and outside the company. It also aims to pursue efficiencies in order to achieve significant competitive advantages in the market.

The negative socio-environmental impacts of a company are not only produced by direct activities, but are also related to the supply chain. In the case of Carron Group, this is a wide supply chain, ranging from general construction to infrastructure. The company operates with suppliers and subcontractors in various fields, including excavation, demolition, special foundations, deconstruction, reinforced concrete and metal carpentry structures, prefabrication, electrical and special systems, mechanical installations, and more. The Group's supplies also encompass logistics, design services, and site safety assistance.

For all of these reasons, in 2023 the Group embarked on a path of increased focus on ESG issues in the supply chain, implementing the Sustainability Procurement Management System, the related policy and obtaining certification for compliance with the ISO 20400:2017 standard.

Currently, suppliers are selected taking into account distance, preferring local ones, and considering possible certifications, but above all economic feasibility. The aim is to further characterise the selection, in addition to economic viability, by their commitment to ESG aspects.

For this reason, the Group has defined social and environmental assessment criteria for new suppliers, and has set itself the goal of creating an in-house Supplier Register. In this Register, all required environmental and social criteria will be included for each supplier in order to assess them as accurately as possible. In addition, the objective was set to draw up a code of conduct to be shared with all the Group's suppliers, in order to disseminate and promote respect for the ethical and social principles that distinguish Carron.

4.1. THE VALUE CHAIN

The Group's primary objective is to raise awareness among internal and external stakeholders about sustainability issues and its impact on the Group.

The Carron Group has embarked on a path towards sustainability by implementing a Sustainable Procurement Management System, compliant with ISO 20400:2017. This system is supported by a policy aimed at all stakeholders, with the objective of aligning with the Agenda 2030 sustainable development goals and activating a system of communication and dialogue with all stakeholders.

The aim is to ensure easy access to information on the products and services provided, guaranteeing the correctness and moral quality of the offer, in order to meet the sustainability expectations of customers and consumers. It also aims to gain a competitive advantage in markets by offering goods or services considering a sustainable value proposition supported by supply chains.

The Group pays special attention to sustainability issues, including promoting decent work in the supply chain and improving ethical behaviour, aligning with the organisation's culture and values.

Ongoing training, information and awareness-raising on sustainable sourcing are foreseen, as well as the imposition of compliance with national and supranational labour standards, ILO conventions, and principles of social responsibility.

The Group intends to select suppliers so that they also ensure compliance with ethical principles for their own suppliers and subcontractors, guaranteeing the protection of workers' rights, health and safety and ensuring a commitment to social responsibility through the application and dissemination of ethical principles and the continuous improvement of staff working conditions.

The organisation adopts all the available tools to ensure that the policy is actively implemented and bears witness to the management's commitment to all stakeholders.

4.2. SUPPLIER ASSESSMENT AND CLASSIFICATION

The selection of ESG (Environmental, Social and Governance) conscious suppliers has become crucial for the Carron Group, as it aims to ensure a sustainable and responsible supply chain. To this purpose, the Group decided to implement a formal supplier evaluation procedure based on social and environmental criteria defined in a formal checklist.

Currently, there is no formal procedure or checklist for the selection of suppliers. However, in view of the wide range of areas and the large number of suppliers, the Carron Group decided to implement a checklist for evaluating current and future suppliers based on ESG issues. This initial selection evaluation will be carried out by the Purchase Department Manager, while monitoring will be carried out on site by the RSPP (Prevention and Protection service manager) and Site Manager.

In order to ensure maximum transparency and effective supply chain management, the Carron Group has decided to establish a supplier register on a dedicated platform by 2024. This will make it possible to monitor the activities of suppliers and keep information on ESG evaluation criteria up-to-date. The suppliers shall be selected according to both the environmental and social criteria achieved and to economic feasibility.

The suppliers shall be identified on the market and selected according to social and environmental criteria; the information required for the selection shall be collected through questionnaires and market surveys.

The Group requires its suppliers to provide several requirements and information, such as:

1. **Qualifying documents**, such as the statement replacing the certificate of registration with the Chamber of Commerce, White list or declaration pursuant to Art. 89 of Leg. Decree 159/2011 for the tender protocol.
2. **Social criteria**, such as health and safety requirement control, compliance with the labour's rights and occupational regulations, the absence of links to criminal organisations;
3. **Environmental criteria**, such as ISO 14001:2015 certification and waste management.

If negative environmental impacts emerge, the Carron Group will agree on improvements with suppliers to ensure long-term collaboration at high performance levels. In addition, the Group is working at a code of conduct for suppliers, which is essential to disseminate and demand ethical, responsible and compliant commitment to laws and regulations, thus helping to protect the company's reputation and sustainability.

In 2023, the Carron Group assessed 385 suppliers, 99.48% of which were qualified according to the above social criteria and a limited number through the environmental criteria. In particular:

- **98.45%** of the suppliers were assessed according to social criteria;
- **5.85%** of the suppliers were assessed according to social and environmental criteria;
- **Only 4** suppliers were not assessed.

Company	Total number of suppliers assessed	2023 Supplier Assessment and selection	
		Social criteria	Environmental criteria
Carron S.p.A.	281	279 99.3%	20 7.1%
Carron Bau	106	102 96.2%	4 3.8%
Gruppo Carron ⁴	385	381 98.4%	24 5.8%

As compared to the previous year, the number of assessed suppliers has increased by 44%. Selection based on social criteria remained practically unchanged, while selection based on environmental criteria decreased by 18.8 per cent as different ways of assessing environmental issues were applied, which were more accurate than in the previous two reporting years.

Carron Group	Suppliers	Assessed Suppliers	Supplier Assessment and selection	
			Social criteria	Environmental criteria
2021	900	130 14.4%	130 100%	70 53.8%
2022	700	80 11.4%	80 100%	20 25%
2023	700	385 55%	381 98.4%	24 6.2%

To date, the Carron Group does not yet have a formal procedure for selecting suppliers on the basis of ESG criteria. However, it decided to implement an evaluation checklist for current and future suppliers based on ESG (Environmental, Social, and Governance) issues, including the presence of certain certifications.

[4] The total number of suppliers indicated is representative of approximately 75% of the value distributed by the Group to its supply chain.

Although certifications have not yet influenced the Group's supplier selection and evaluation process, in 2023, among all suppliers:

- 62.8% have UNI EN ISO 9001 (Quality Management Systems) certification;
- 27.6% have UNI EN ISO 14001 (Environmental Management System) certification;
- 27.4% have UNI EN ISO 45001 (Occupational health and safety Management Systems) certification;
- 33.1% hold SOA certification (Certificate of qualification for participation in tenders for the execution of public works contracts);
- 3.1% have SA8000 (Social Accountability) certification;
- 18.6% also hold other certifications, of which the most present are:
 - UNI ISO 37001 (Management systems for the prevention of corruption),
 - UNI ISO 39001 (Road Traffic Safety Management Systems),
 - UNI EN ISO 3834 (Quality requirements for fusion welding of metallic materials),
 - UNI EN 1090 (Execution of steel and aluminium structures),
 - ISO 13845 (Medical devices - Quality Management System),
 - UNI CEI EN ISO 50001 (Energy management systems),
 - ISO 56002 (Innovation Management - Innovation management System),
 - ISO/IEC 24745 (safety management for biometric technology),
 - EPD (environmental product declarations),
 - ISO 22301 (Management systems for business continuity),
 - ISO/IEC 27017 (Code of Conduct for Cloud-Based Information Security Controls).

Although they do not have a formalised procedure, many suppliers in the group are already virtuous with regard to ESG issues. The future goal is to finalise the ESG checklist and increase the evaluation according to these issues.

Company	Total number of suppliers	2023 suppliers' certifications					
		ISO 9001	ISO 14001	ISO 45001	SA8000	SOA	ALTRE
Carron S.p.A.	281	181 64.41%	80 28.47%	74 26.33%	9 3.20%	101 35.94%	48 17.08%
Carron Bau	106	62 58.49%	27 25.47%	32 30.19%	3 2.83%	27 25.47%	24 22.64%
Gruppo Carron	387	243 62.79%	107 27.65%	106 27.39%	12 3.10%	128 33.07%	72 18.60%

4.3. VALUE SHARED WITH THE SUPPLY CHAIN

The Carron Group works with suppliers and subcontractors in various fields, including excavation, demolition, special foundations, deconstruction, reinforced concrete structures and metal carpentry, prefabrication, electrical and special installations and mechanical installations. Group supplies also include logistics, design services, site safety assistance, and all services and raw materials used in the offices (mainly stationery and hygiene products).

Currently, suppliers are selected taking into account the distance from the site in question, preferring local ones, considering possible certifications, but above all economic feasibility.

In 2023, the analysis carried out on suppliers with whom the Group worked showed that:

- **23.2%** of the suppliers are local, coming from Veneto and Trentino-Alto Adige;
- **76.7%** of the suppliers come from other Italian regions, while 3 suppliers come from abroad, namely Ireland, Germany and Austria.
- **99.2%** of the suppliers are Italian.

In particular, Carron Bau has a higher percentage of local suppliers than Carron S.p.A., with about 72.03% from local suppliers, while Carron S.p.A. sources 17.26% from suppliers in the Veneto region.

GRI 204-1 Proportion of spending on local suppliers

Company	Proportion of spending on suppliers ⁵	U.M.	2023
Carron S.p.A.	Local Suppliers – Veneto	N°	55
		€	32,093,188
		%	17.26
	Suppliers from other Italian regions Italiane	N°	225
		€	153,788,291
		%	82.7
	Foreign suppliers (Ireland)	N°	1
		€	81,144
		%	0.04
Total spending on suppliers Carron S.p.A		€	185,962,624
Carron Bau	Local suppliers – Trentino Alto Adige	N°	64
		€	16,226,956
		%	72.0
	Suppliers from other Italian regions	N°	40
		€	6,105,402
		%	27.1
	Foreign Suppliers (Austria, Germany)	N°	2
		€	195,963
		%	0.87
Total spending on suppliers Carron BAU		€	22,528,322
Carron Group	Local suppliers – Veneto – Trentino Alto Adige	N°	119
		€	48,320,145
		%	23.2
	Suppliers from other Italian regions	N°	265
		€	159,893,693
		%	76.7
	Foreign Suppliers (Austria, Germany)	N°	3
		€	277,107
		%	0.14
Group's Total spending on suppliers		€	208,490,946

[5] In this reporting, the most significant suppliers were taken into account, covering approximately 75% of the 2023 expenditure for the provision of services and materials.

5

5. THE HUMAN VALUE

People have a central position in the Carron Group's approach. This vision is deeply rooted in the company's philosophy and is one of the key elements in achieving the company's goals. At the heart of the company, a working environment is cultivated that values and supports the individual contribution of each employee, nurturing a positive working climate and fostering a sense of belonging and motivation that is reflected in the quality of work and the proactive attitude of the team.

The strong loyalty and sense of belonging between the Carron Group and its employees is based on relationships founded on trust and direct involvement. This approach does not only generate value, but it also encourages a participation dialogue involving suppliers, employees and the local community.

Carron Spa and Carron Bau nurture this bond with their employees on a daily basis and with dedicated days such as, for example, the Team Building that was organised for all women in the Group in 2023. On this occasion, especially those whose working exclusively at the administrative headquarters had the opportunity to visit the Group's most important construction sites, both in progress and completed, located in Milan.

It was an opportunity to share the results achieved and better understand the importance of everyone's job for a site to work properly.

Staff training and continuous innovation of processes and services are fundamental pillars for the sustainable development of the Carron Group. Thanks to various training opportunities, employees can develop and strengthen their skills, while new generations have the opportunity to learn the company's distinctive working method.

The promotion of employee well-being is a priority objective for the Group, which is committed to creating a working environment conducive to people's well-being. By offering a range of benefits and welfare packages, the Group facilitates access to health care, leisure and sports activities, thus helping to promote a work-life balance.

5.1. THE PEOPLE OF CARRON GROUP

In its code of ethics, the Carron Group emphasises the fundamental importance of human resources for business success. It is committed to fostering a working environment based on fairness and mutual trust between employer and employee. Human resources management is based on respecting the personality and professionalism of each individual, providing equal opportunities for all employees based on their professional qualifications and individual capabilities. At the Carron Group, there is no discrimination on the basis of age, religion, sexual orientation, political or trade union affiliation, and favouritism is avoided in both recruitment practices and professional development opportunities.

The Group's human resources team is committed to developing policies and programmes dedicated to the personal empowerment of employees, recognising it as a key element for business success. This translates into the adoption of customised career plans, in line with individual and Group objectives, and the guarantee of fair remuneration in accordance with the 'Construction and Industry' CCNL (National Labour Collective Agreement) and the 'Metal working and Industry' CCNL. In addition, there are additional economic incentives linked to the achievement of company objectives.

As far as working hours are concerned, the Carron Group ensures compliance with the regulatory limits and those laid down in current collective bargaining agreements. For those working at the headquarters, working hours have been restructured, reducing the one-hour break to allow flexible working hours and the work-life balance. Furthermore, the Group has implemented work from home as an integral part of its policy, guaranteed for women after maternity leave and for all permanent employees.

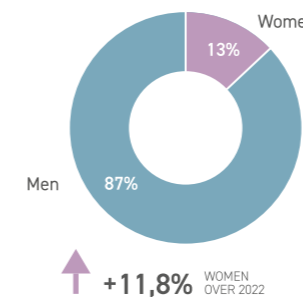
On 31st December 2023, the Carron Group:

- had 292 employees, an increase by 5.1% compared to the previous year. At the same time, the number of non-employees amounted to 7, about 2.4 per cent of the total workforce. This increase highlights the ongoing growth and expansion of the Group throughout the year.
- 13% of the employees are women, while 87% were men. The Group is actively recruiting female staff, as evidenced by the continuous growth in their presence from 2021 to 2023;
- It increased the recruitment of women by 11.8% as part of its commitment to gender equality;
- 97.9% of employees had a permanent contract. Of all employees, 4.8% work part-time, representing a total of 14 employees employed in this mode, while the majority, 95.2%, work full-time. This flexibility in working hours allows the Carron Group to adapt to the needs of its employees, while ensuring effective business operations;
- It had 19 employees (2 women and 17 men) who took parental leave, representing 6.5% of the workforce.

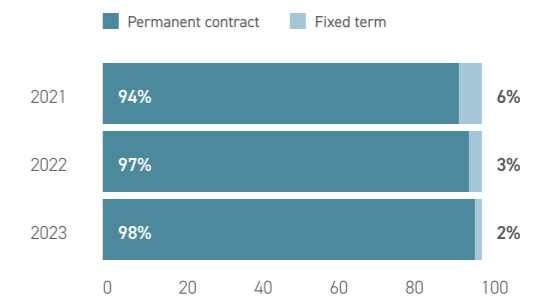
GRI 2-7 Group employees by contract type and gender as of 31st December

Type of Contract	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent contract	30	219	249	32	236	268	35	251	286
Fixed term	3	14	17	2	7	9	3	3	6
Non guaranteed hours	0	0	0	0	0	0	0	0	0
TOTAL	33	233	266	34	243	277	38	254	292

EMPLOYEES' BREAKDOWN IN 2023



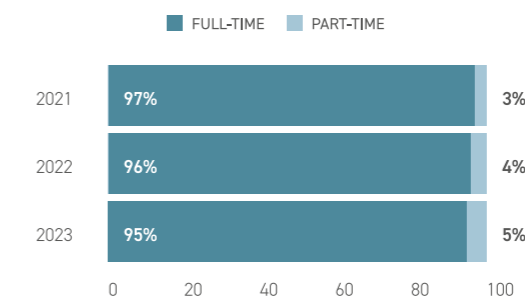
GROUP'S EMPLOYEES BY CONTRACT TYPE



GRI 2-7 Group employees by contract type and gender as at 31 December

Type Contract	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full-time	26	231	257	25	239	264	29	249	278
Part-time	7	2	9	9	3	12	9	5	14
TOTAL	33	233	266	34	242	276	38	254	292

GROUP'S EMPLOYEES BY EMPLOYMENT TYPE



GRI 2-8 Group non-employees by contract type and gender as at 31 December

Type Contract	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Interns and apprentices	0	0	0	0	0	0	0	0	0
Temporary workers	0	0	0	0	0	0	0	0	0
Self-employed	0	6	6	0	6	6	0	2	2
Other	0	2	2	0	4	4	0	5	5
TOTAL	0	8	8	0	10	10	0	7	7

In 2023, the Carron Group recorded a general downward trend in the total number of non-employee workers, with a small change in the 'Other' categories (collaborations and partnerships) compared to previous years.

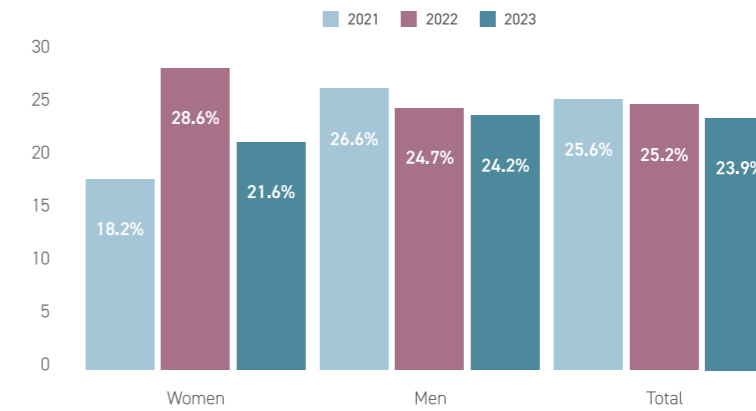
GRI 401-1 Number and rate of Group hires by gender and age group

Recruitments	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Up to 30 years	3%	5.6%	5.3%	14.3%	4.1%	5.4%	8.1%	5.2%	5.6%
30 - 50	6.1%	6.9%	6.8%	0%	7.4%	6.5%	8.1%	6.9%	7%
> 50 years	0%	3.4%	3%	0%	1.2%	1.1%	0%	2.4%	2.1%
TOTAL	9.1%	15.9%	15.0%	14.3%	12.8%	12.2%	16.2%	14.5%	14.7%

Terminations	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Up to 30 years	0%	0.4%	0.4%	8.6%	3.3%	4%	2.7%	2.4%	2.5%
30 - 50	9.1%	4.7%	5.3%	0%	5.8%	6.8%	2.7%	3.6%	3.5%
> 50 years	0%	5.6%	4.9%	5.7%	2.9%	3.2%	0%	3.6%	3.2%
TOTAL	9.1%	10.7%	10.5%	14.3%	11.9%	12.2%	5.4%	9.7%	9.1%

Turnover Overall	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Up to 30 years	3%	6%	5.6%	22.9%	7.4%	9.4%	10.8%	7.7%	8.1%
30 - 50	15.2%	11.6%	12%	0%	13.2%	11.5%	10.8%	10.5%	10.5%
> 50 years	0%	9%	7.9%	5.7%	4.1%	4.3%	0%	6%	5.3%
TOTAL	18.2%	26.6%	25.6%	28.6%	24.7%	25.2%	21.6%	24.2%	23.9%

TURNOVER OVERALL 2021-2022-2023



To foster talent retention, policies focusing on educational, professional and salary growth are implemented on an individual basis. These policies aim to meet the needs of employees identified as potential candidates for resignation by the HR team, management and production managers. Thanks to its reputation, the company attracts a number of qualified candidates, relying on strong relationships with universities, professional schools and industry associations.

As the chart illustrates, in 2023 97.9% of the Group's employment contracts are permanent contracts. Behind this preference for permanent contracts there is the desire to ensure company stability, preserve know-how and maintain a competitive advantage over competitors. This reflects the Carron Group's commitment to ensuring a stable working environment conducive to the professional development of employees, thus contributing to the long-term success of the company.

5.2. EQUAL OPPORTUNITIES, FAIRNESS AND INCLUSION

The Carron Group recognises the importance of maintaining and enhancing the current inclusive practices. Creating a diverse working environment, embracing various perspectives, cultures, backgrounds, genders and ages, not only fosters innovativeness, but is also a key pillar for business success.

In addition, in 2023, the Carron Group began the process of obtaining gender equality certification, an award that testifies to the company's commitment to promoting equality between men and women in the workplace. This certification, which was achieved in early 2024, assesses and attests to effective company policies aimed at ensuring equal opportunities, pay equity and an inclusive and respectful environment for all employees. Achieving this certification is a significant milestone for the Carron Group, confirming its role as a leader in promoting diversity and inclusion in the industry.

This vision is not only aimed at enhancing the long-term success of the Carron Group, but also at fostering a corporate culture of inclusion, respect and diversity, which is fundamental to building a sustainable and prosperous working environment.

In 2023, the most representative age group within the Carron Group is the 30-50 age group, which represents 61.3% of the total workforce. This reflects a strong stability and a close bond with the company, as it is during this period that many employees reach a high level of professional and personal maturity.

The slight increase in personnel in the 18-29 age group from 2022 suggests an active engagement of the Carron Group in promoting local youth employment. At the same time, the 0.3 per cent decrease in the 30-50 age group can be seen as a sign of a dynamic and changing economy, which may require diversification of skills and adaptation to new market demands.

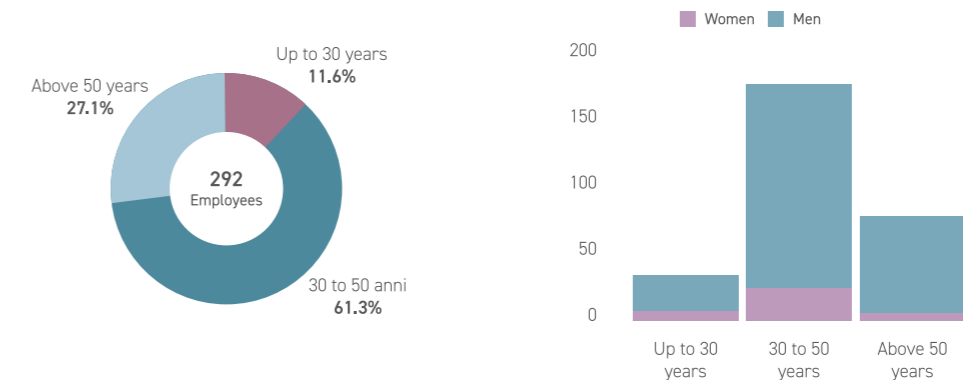
The 0.6% increase in the over-50s range may reflect the company's focus on maintaining and utilising the valuable experience and skills gained over time.

These figures highlight a human resources management strategy of the Carron Group that seeks to balance experience with young age and innovation in order to support the long-term growth and success of the company.

GRI 405-1 The Group's staff distribution by gender and age group

Recruitments	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Up to 30 years	6	28	34	9	24	33	7	27	34
Percentage %	12.8%			11.9%			11.6%		
30 - 50	22	141	163	20	149	170	25	154	179
Percentage %	61.3%			61.6%			61.3%		
> 50 years	5	64	69	5	69	74	6	73	79
Percentage %	25.9%			26.5%			27.1%		
TOTALE	33	233	266	34	242	276	38	254	292

EMPLOYEES' AGE RANGE IN 2023



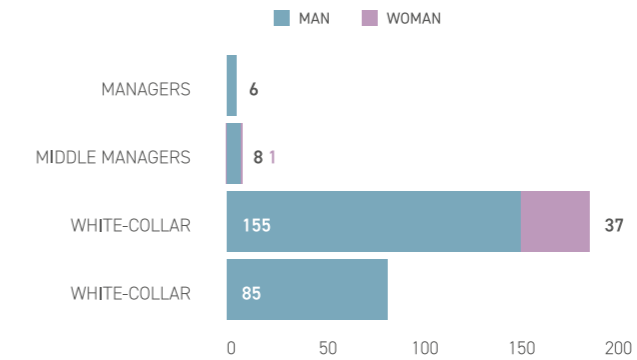
Moreover, in 2023:

- The number of female employees increased to 38, an increase by 11.8% compared to the previous year. The increase in the number of female workers was particularly significant in clerical positions, with an increase of 12.1 per cent;
- The number of workers has increased from 81 to 85, with a percent rate that slightly increased by 4.9%. Due to the constant increase in operational activities, the Group needs more manpower;
- 11.7 per cent of the workforce come from other countries. Out of this group, only 5.4% are women, while the remaining 94.6% are men. Among the foreign employees of the Carron Group, a significant majority, 78.4%, are blue collar workers, while 16.2% are white collar workers. A small but important percentage, corresponding to 2.7 per cent, hold managerial and executive positions, contributing to the diversification and richness of the organisation.

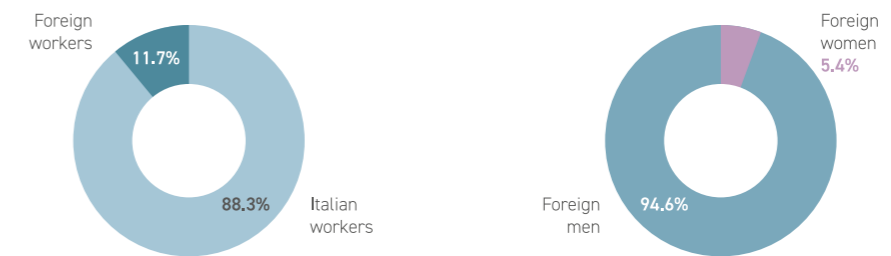
GRI 405-1 The Group's staff distribution by gender and professional role

Staff distribution	U.M.	2021	2022	2023
Management	n.	5	7	6
	%	1.9	2.5	2.1
Of whom women	n.	0	0	0
Of whom men	n.	5	7	6
Middle managers	n.	9	9	9
	%	3.2	3.2	3.1
Of whom women	n.	1	1	1
Of whom men	n.	8	8	8
White-collar workers	n.	178	179	192
	%	66.9	64.9	65.8
Of whom women	n.	32	33	37
Of whom men	n.	146	147	155
Blue-collar workers	n.	79	81	85
	%	29.7	29.2	29.1
Of whom women	n.	0	0	0
Of whom men	n.	79	81	85
Number of women	%	12.4	12.3	13
Number of men	%	87.6	87.7	87
TOTAL EMPLOYEES	n.	266	276	292

STAFF DISTRIBUTION BY POSITION AND GENDER YEAR 2023



STAFF DISTRIBUTION BY ORIGIN AND GENDER - YEAR 2023



WELFARE AND BENEFITS

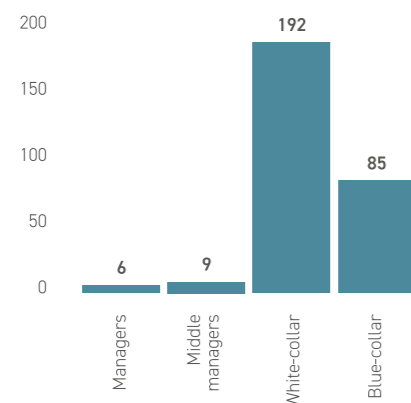
In 2023, the Carron Group has demonstrated an ongoing commitment to improving the well-being and quality of life of its employees. Carron Bau offered a free check-up for all employees, ensuring a proactive focus on the health of its workforce. At the same time, Carron S.p.A. implemented a free canteen and provided check-up services as of May 2023, further strengthening the company's commitment to employee well-being.

The restructuring of working hours involved 80 people at headquarters and the rest on the sites, with the intention of shortening the lunch break from two to one hour. This change has not only optimised working time, but also promoted a better balance between professional and personal life for those who live further away.

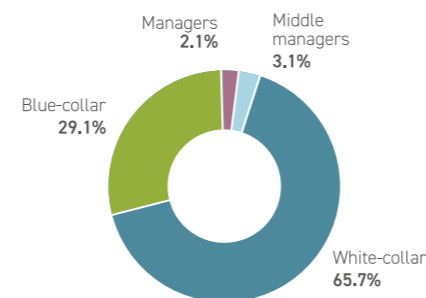
In addition, Carron Bau has set aside a fund of €206 to provide massages or therapeutic sessions for all employees, with special attention to those with physical problems, thus confirming the company's focus on the physical and mental well-being of its employees.

Through these initiatives, the Carron Group confirms itself as an employer attentive to the many needs and well-being of its employees, promoting a healthy, inclusive and rewarding working environment.

STAFF DISTRIBUTION BY POSITION IN 2023



STAFF PERCENTAGE BY POSITION IN 2023



5.3. TRAINING, GROWTH AND DEVELOPMENT

For the Group, people are the primary strategic resource to achieve the goals of corporate excellence and safety on the workplace. Investing in staff training is an investment in effectiveness, efficiency and long-term success of the company, all crucial values for the Carron Group.

This approach not only maintains a high standard of market alignment, but is also an effective response to the rapid changes in today's business environment. Ongoing employee training ensures that the Carron Group is able to readily adapt to new challenges, technologies and market trends, thus ensuring a competitive position and established leadership in the industry.

The comprehensive range of courses offered by the Carron Group not only includes essential and compulsory occupational health and safety training, but also extends to a wide range of courses, workshops and seminars aimed at addressing in detail the different tasks and skills required within the company.

Through careful and targeted planning, the Carron Group offers customised courses to meet the specific needs of employees according to their responsibilities and roles within the organisation. These non-compulsory courses are designed to enhance knowledge and improve skills in key areas such as project management, technological innovation, personal development and change management.

The Carron Group offers optional courses to enhance the stadd competences, such as:

- **Basic BIM - In-house training:** Basic course on Building Information Modelling provided in-house to improve skills in the field;
- **Cybersecurity:** Information security training essential to protect company data and prevent external threats;
- **Languages:** German language training courses at basic and advanced/technical level;
- **Gamma management software**
 - **Excel Experts:** Courses on using Gamma management software to export data to Excel;
 - **Administration module:** Specific training on the administrative module of the Gamma management software;
 - **Print management:** Courses to learn how to manage printouts through the Gamma management software;
 - **Balance Sheet Module:** Course focused on the accounting and balance sheet module of the Gamma management software;
 - **Assets module:** Training on the management of capital goods in Gamma management software.
- **Project Management – Negotiation (Edition 1 and 2):** Courses on project management focussed on negotiation, available in two editions;
- **CPM Software** Courses dedicated to a particular project management software (CPM - Critical Path Method), aimed at improving planning and time management skills;
- **Power BI (basic and advanced)** Courses on Power BI (business intelligence tool), providing analysis competences and data visualisation;
- **Carriage of hazardous waste – ADR:** Course on the carriage of hazardous waste in accordance with ADR regulations;

- **Sustainable environmental restoration and remediation of contaminated sites:** Training in environmental remediation and contaminated site remediation practices, with a focus on sustainability;
- **R.E.N.T.Ri. regulatory updates:** Courses on regulatory updates in the waste sector, in accordance with European Regulation R.E.N.T.Ri.
- **The new features of the ADR adviser exemption:** Training on new features and exemptions for ADR (European Agreement concerning the International Carriage of Dangerous Goods by Road) advisers.

In 2023, the Carron Group invested significantly in non-compulsory training, providing a total of 4,347.5 hours of courses. Of these, 14.2 per cent of the hours were devoted to training female employees, while the remaining 85.8 per cent went to male employees.

As far as the breakdown by task is concerned, the total training hours were divided according to the different tasks within the company organisation:

- 1.8 % Executives;
- 1.9 % Middle management;
- 92.2 % White collars;
- 4 % Blue Collars.

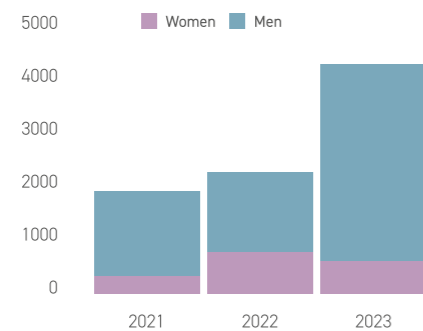
Looking at the total number of employees who participated in training, it emerges that women benefited from a slightly lower average of 17.6 hours of total training, while men received an average of 21.4 hours during the year. This difference in training hours may reflect variations in individual training needs, but it remains a clear indication of the Carron Group's commitment to ensuring fair and inclusive access to training for all its employees, regardless of gender.

Analysing the breakdown by job, it emerges that blue collar workers benefited from the highest average number of training hours, with a total of 35.1 hours. This was followed by White collars, who received an average of 20.9 hours of training, while managers received an average of 15.7 hours of courses. Finally, executives recorded the lowest average number of training hours, with a total of 11.9 hours.

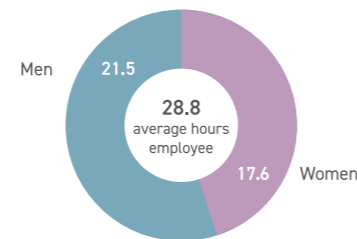
GRI 404-1 The Group's staff distribution by gender and professional role, non-compulsory training

Staff distribution	2021	2022	2023 ⁶		
	Total training hours	Total training hours	Nr. Employees	Total training hours	Average training hours
Total employees	1,919	2,303	209	4,347.5	20.8
Management	0	92	5	78,6	15.7
Of whom women	0	0	0	0	0
Of whom men	0	92	5	78,6	15.7
Middle managers	64	115	7	83,6	11.9
Of whom women	24	18	1	1,4	1.4
Of whom men	40	97	6	82,2	13.7
White-collar workers	1,776	1,984	192	4,009.8	20.9
Of whom women	302	781	34	613,8	18.1
Of whom men	1,474	1,203	158	3,396	21.5
Blue-collar workers	79	112	5	175,5	35.1
Of whom women	0	0	0	0	0
Of whom men	79	112	5	175,5	35.1
Total of whom women	326	799	35	615,2	17.6
Total of whom men	1,593	1,504	174	3,732.3	21.5

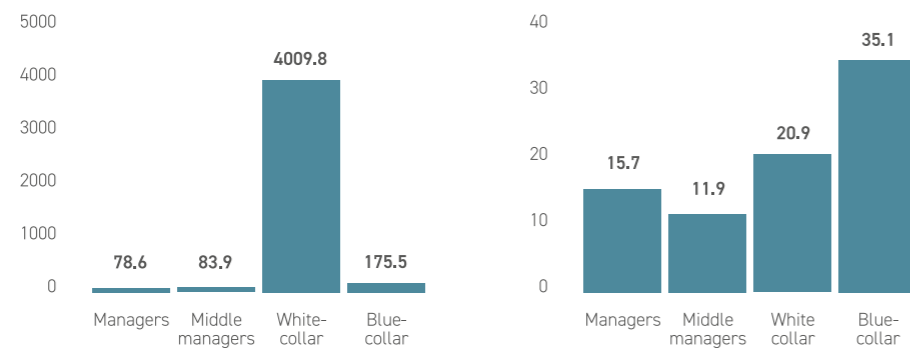
TOTAL TRAINING HOURS BY GENDER 2021-2022-2023



AVERAGE TRAINING HOURS BY GENDER IN 2023



TOTAL AVERAGE TRAINING HOURS BY POSITION IN 2023



5.4. OCCUPATIONAL HEALTH AND SAFETY

For the Carron Group, the protection of the occupational health and safety of its staff is a fundamental pillar for the company's economic and organisational success. The achievement of ISO 45001 certification for both Carron S.p.A. and Carron Bau clearly demonstrates the Group's commitment to protect its employees from occupational accidents and illnesses by continuously improving all occupational health and safety aspects of its operations.

The Carron Group implements and adopts all the preventive measures required by the legislation in force both in its factories and on the sites where it operates, carefully following the evolution of regulations and technologies and ensuring continuous adaptation to the best available practices.

For the Carron Group, the creation of a team of highly qualified experts in the management of all aspects of health and safety is a key principle and the essential starting point for implementing an effective risk prevention and protection strategy. The Group has appointed:

- **External Prevention and Protection Service Manager (RSPP)**, who ensures an almost daily presence in the company;
- **Workers' Safety Representatives (RLS)**;
- **Company doctor**;
- **Supervisor and emergency management teams**, consisting of fire-fighting and first aid officers;
- **Prevention and Protection Service Managers (ASPPs)** for the operational management of safety at construction sites.

The Prevention and Protection Service (RSPP) and the Competent Doctor carry out regular inspections of workplaces in order to check their healthiness and compliance with safety standards and operating procedures.

Hazard identification and risk assessment are key to determining the company's safety level and planning all necessary actions to create a safe working environment. For this reason, the Carron Group has drawn up and keeps up-to-date all risk assessment documents, such as noise, vibration, manual handling of loads, chemicals and more.

The risk assessment includes a detailed programme of measures to be taken to continuously improve safety levels, an indication of the personal protective equipment (PPE) required for each task, and the identification of work positions that expose workers to specific risks. These positions require appropriate professional competence, experience, education and training. The Group constantly provides workers with appropriate personal protective equipment, taking into account ergonomic aspects to ensure maximum comfort and protection.

The Group has an in-house emergency management team and has drawn up emergency plans, posted emergency plans in the workplace and organised practical evacuation drills. First aid kits and medication packs are available in case of need. Fire prevention and firefighting safety equipment is checked periodically to ensure its functionality over time and is made easily available and usable by the workers in charge.

The company doctor receives the updated risk assessment document in order to draw up the health protocol, defining the times and examinations required for the judgement of suitability for the job. All workers undergo regular health surveillance according to the protocol, and new employees undergo a pre-employment medical examination. Medical examinations, carried out during working hours, confirm fitness for work in accordance with the scheduled deadlines. The company doctor provides a health report with the anonymous results of surveillance to the employer, the RSPP and the RLS at periodic meetings. No critical issues emerge from the health surveillance activity, thus showing the effectiveness of the measures taken by the Group to minimise health risks for workers.

The company's fleet of machinery and work equipment is newly built and complies with current legislation (Machinery Directive 2006/42/EC), thus ensuring that all essential safety requirements are met and allow for safe use by operators. The companies have equipped themselves with advanced software that serves as a database for all equipment and for monitoring their maintenance schedules. In this way, machines and equipment are constantly kept in an excellent state of maintenance, preventing possible risks from the deterioration of parts and/or components. In addition, workers are trained and instructed in the use of machines and equipment, particularly those requiring specific professional skills.

HEALTH AND SAFETY TRAINING

The Group invests in continuous training in health, safety and accident prevention at work, with the aim of reducing risks and maintaining a high level of attention and awareness of hazards and good practices in the workplace. This commitment not only contributes to improved efficiency and productivity, but also increases employee satisfaction.

In order to ensure that training is always complete and up-to-date, the Carron Group uses dedicated software for recording and managing training needs and monitoring related deadlines. The courses provided cover all legislative and operational needs, including:

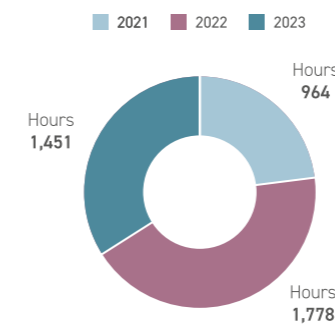
- General and specific training on safety;
- Fire and first aid training;
- Supervisor training;
- Training in the use of cranes;
- Training in the use of mobile elevating work platforms;
- Training in the assembly and dismantling of scaffolding;
- Training in the use of third category PPE.

In 2023, the Carron Group provided a total of 1,451 hours of occupational health and safety training, involving a total of 139 employees. This commitment ensures that staff are well trained and aware at all times, further reinforcing the Carron Group's dedication to maintaining a safe and productive working environment.

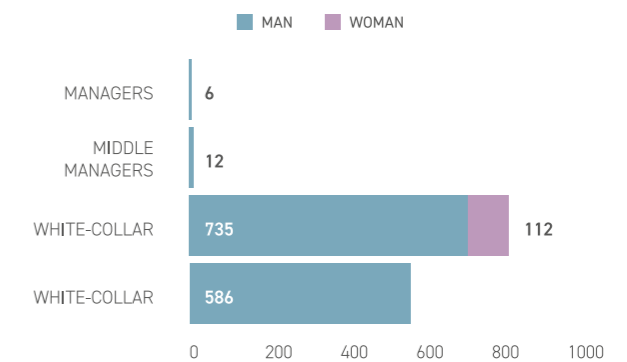
GRI 404-1 The Group's staff distribution by gender and professional role, compulsory training

Staff distribution	2021	2022	2023 ⁷		
	Total training hours	Total training hours	Nr. Employees	Total training hours	Average training hours
Total employees	964	1,778	139	1,451	10.44
Management	0	30	1	6	6.00
Of whom women	0	0	0	0	0
Of whom men	0	30	1	6	6.00
Middle managers	32	24	2	12	6.00
Of whom women	0	6	0	0	0
Of whom men	32	18	2	12	6.00
White-collar workers	356	1,156	81	847	10.46
Of whom women	32	128	12	112	9.33
Of whom men	324	1,028	69	735	10.65
Blue-collar workers	507	718	55	586	10.65
Of whom women	0	0	0	0	0
Of whom men	507	718	55	586	10.65
Total of whom women	32	134	12	112	9.33
Total of whom men	932	1,644	127	1,339	10.54

HEALTH AND SAFETY TRAINING HOURS 2021-2022-2023



HEALTH AND SAFETY TRAINING HOURS BY GENDER AND POSITION



[7] Due to the lack of data, it is not possible to compare the number and classification of employees for the years 2021 and 2022 with 2023, nor the average hours of training provided by type of contractual classification.

ACCIDENTS - CARRON GROUP OFFICES

The accident trend in the Carron Group has been declining in recent years, with accidents generally being minor. The companies constantly monitor accidents and near misses, organising site meetings in the most significant cases to raise awareness among all parties involved. Subcontractors and contractors are given an information form with the rules of conduct to be followed on site, which must be signed by their supervisor for acknowledgement and acceptance. This approach helps prevent potential accidents at work, reinforcing the Carron Group's commitment to safety.

Comparing the accident data and the total number of days of absence in 2023, it was observed that:

- A total of nine accidents were recorded, seven of which occurred during work and two during the home-work commute, all involving male employees;
- Altogether, these accidents caused a total of 157 days of absence, with a single event resulting in a period of work absence of 65 days.

Comparing the accident data between 2022 and 2023, in 2023 it was found:

- A significant reduction by 43.4% in total absence hours due to accidents;

A 46.2% reduction in the number of accidents at work.

GRI 403-9 Occupational accidents at Group sites by gender

Accidents by type – Carron Group sites	U.M.	2021	Absence hours	2022	Absence hours	2023	Absence hours
Accidents during working hours	n.	5	1,232	13	2,104	7	1,192
Of whom women	n.	0	0	0	0	0	0
Of whom men	n.	5	1,232	13	2,104	7	1,192
Fatal accidents	n.	0	0	0	0	0	0
Of whom women	n.	0	0	0	0	0	0
Of whom men	n.	0	0	0	0	0	0
Serious accidents	n.	0	0	0	0	0	0
Of whom women	n.	0	0	0	0	0	0
Of whom men	n.	0	0	0	0	0	0
Commuting accidents	n.	0	0	0	0	2	64
Of whom women	n.	0	0	0	0	0	0
Of whom men	n.	0	0	0	0	2	64
Cases of occupational diseases	n.	0	0	0	0	0	0
Of whom women	n.	0	0	0	0	0	0
Of whom men	n.	0	0	0	0	0	0

Workplace Accident Frequency Index and Accident Severity Index	U.M.	2021	2022	2023
Worked hours	h.	484,201.2	500,567.5	511,537.0
Frequency rate	%	10,3	26,00	17,6
Frequency rate Women	%	0	0	0
Frequency rate Men	%	10.3	26.00	17.6
Severity Index	%	0.32	0.53	0.31
Severity index Women	%	0	0	0
Severity index Men	%	0.32	0.53	0.31

In 2023, the Carron Group's company doctor did not detect any occupational diseases among the employees. This result highlights the effectiveness of the preventive measures and safety protocols adopted by the Group to ensure the well-being and health of its workers.

SAFETY AND MANAGEMENT OF CARRON SITES

The Carron Group pays special attention to the safe management of the construction sites on which it operates. In most cases, the Group is the contractor company, i.e. the company that holds the contract with the client, which may use subcontractors or self-employed workers in the execution of the contracted work. This role entails great responsibility, and the Carron Group is scrupulously attentive to compliance with regulatory obligations and good practices to ensure the safety and well-being of all workers involved. In particular, the Group:

- Constantly monitors the conditions under which work is carried out on the construction site, ensuring that all the necessary safety conditions are in place to carry out construction activities correctly. This includes the regular monitoring of operations and the prompt resolution of any safety issues that may arise;
- Ensures compliance with and implementation of the provisions and requirements set out in the Safety and Coordination Plan (PSC). This fundamental document drives all site activities and ensures that safety measures are properly planned and implemented;
- Assesses the technical and professional suitability of the contractors or self-employed workers involved in the project. This verification is essential to ensure that all individuals have the necessary skills and qualifications to operate safely and effectively;
- Examines the compliance of the Operational Safety Plans (OSPs) of the contractors with its own operational plan, ensuring that there is consistency and coordination between the different safety plans. It then transmits the Operational Safety Plans to the Safety Coordinator for Execution (CSE), ensuring that all relevant information is shared and understood by all parties involved.

In cases where Carron acts directly as the client, the company takes additional measures to ensure effective and safe site management. In particular, the Group:

- **Issues the preliminary notification of commencement of activities to the competent bodies.** This notification is essential to inform the relevant authorities about the start of site operations, ensuring that all activities are monitored and comply with the regulations;

- **Appoints the safety coordinator for design (CSP) and the safety coordinator for execution (CSE) of the works.** These professionals are key to ensuring that all phases of the project, from planning to implementation, are carried out safely. The design coordinator is responsible for integrating safety measures early on in the project, while the execution coordinator ensures that these measures are effectively implemented and adhered to during the works;
- **Draw up the Safety and Coordination Plan (SCP).** This detailed document identifies all potential risks present on the site and defines the preventive and protective measures necessary to mitigate them. The SCP is drafted with great care, involving all stakeholders and ensuring that every aspect of safety is properly considered and managed.

Teams of workers working on construction sites strictly follow the instructions in the site documentation and deal with several aspects that are crucial for a safe and organised working environment. These include:

- Maintain the site in an orderly and satisfactorily healthy condition, ensuring that the working areas are clean and free of hygiene risks;
- Mark out and set up the storage areas for the various materials, ensuring that they are securely stored and accessible;
- Manage material handling conditions, ensuring that materials are transported and handled safely to avoid accidents;
- Ensure clearly visible and identifiable site access and fencing to prevent unauthorised entry and protect workers and the public;
- Manage interactions with activities taking place at, on or near the work site to avoid interference and accidents;
- Promote cooperation and coordination with other companies and self-employed workers on the site, ensuring that everyone follows the same safety rules and works in harmony.

The table below provides a detailed analysis of accidents and near misses that occurred during the Carron Group's operations in 2023. The data are broken down between in-house employees and employees of subcontractors, providing a clear overview of the occupational safety performance in the two corporate entities.

Accidents and near misses in the Carron site

Accidents and near misses - Carron Group sites	2023 ⁸			
	U.M.	Carron S.p.A.	Carron Bau	TOTALE
Employees accidents	n.	4	3	7
Accidents of Subcontractors' employees	n.	15	14	29
Total accidents	n.	19	17	36
Absence days	n.	429	601	1,030
Safety near misses	n.	17	4	21
Environmental near misses	n.	1	0	1

[8] Due to the following information, the data necessary to make a comparison with the years 2021 and 2022 cannot be achieved.

Through constant monitoring of the health status of workers, the Group is able to identify potential critical issues and risks inherent in their work. In addition, there is a comprehensive assessment and continuous updating of all risks, detailed analysis and recording of accidents and near-misses, and careful management of site activities and coordination of contract activities. The ongoing training of workers, the provision of all personal protective equipment (PPE) necessary to perform work safely, the implementation of the ISO 45001 system and emergency management are further key elements. All of these measures contribute to the company's goal of zero accidents and constantly improving prevention and protection measures.

5.5. COMMITMENT TO THE COMMUNITY

The Carron Group, with its long history of commitment and social responsibility, continues to demonstrate a deep connection with the local community thanks to several significant initiatives. Through charitable donations and advertising services, the Group has consistently supported a wide range of organisations and projects that aim to improve the quality of life in its region. In 2023, the Group supported many initiatives and activities organised by the local community:

- Onlus Cavanis for a charity concert
- NOI association for 'noi in Festa' at the Ca' Rainati parish centre
- San Rocco Association for their annual celebration
- San Francesco town festival
- MAREA Cultura, a cultural association
- Associazione il Ciclamino for socio-recreational activities and social aggregation
- A.S.D. Sile Rowing Club

Charitable donations are a key pillar of Carron Spa's support for many charitable activities. The Group supports the following Associations:

- Kiriku Società Cooperativa sociale Onlus, helping families and minors
- ELIOS Onlus, dealing with the development of medical and scientific projects to improve People's health quality and the services provided by local health facilities;
- Vallorgana Hub Project: committed to assisting people with disabilities and their families
- Associazione Oncologica Onlus: association providing care to the sick
- 6 INSUPERABILE: association promoting integration through sport

Other contributions went to associations actively working to promote sustainable development and community welfare such as:

- AIS - (Association of sustainable infrastructures) suggests the use of specific environmental and social issues to measure and increase the sustainability of construction sites and infrastructures, thus enabling all players in the sector to achieve ESG targets, including Carbon Neutrality and Reduce-Reuse-Recycle, at 2030 and 2050.

The Group's commitment, however, is not limited to charitable donations. Through advertising services and the purchase of advertising material, Carron Spa contributes to promoting events and initiatives that enhance the social fabric of the Veneto region and show the Carron Spa's focus on diversity as well as on the cultural and sporting variety of the community, such as:

- Traveller's Festival in Asolo
- Art exhibition such as "Art Inclusive" at Villa Rubelli in San Zenone degli Ezzelini (TV)

The Group stands out for its commitment to the future generations, through its support of educational and recreational initiatives for young people such as:

- "I Bambini delle Fate" foundation: provides financial support for social inclusion projects and paths for families with autism and other disabilities.

Carron Spa is also committed in the sports' arena, providing support to:

- SBK championship Misano and Imola.

Finally, in 2023 Carron Spa promoted a contest to award

Two Grants in memory of Angelo Carron (1st edition): the aim is to support merit, to recognise bright young people and to award prizes for the best dissertation projects on topics related to the digitisation of building construction processes. The award was supported by the Friends of the University of Padua ETS Association, of which Carron Spa is a supporting member, and the Alumni Association of the University of Padua, as well as the patronage of the Department of Civil, Building and Environmental Engineering of Padua (DICEA).

Carron Bau, on the other hand, hosted a number of community involvement events in the area at its most significant construction site, the 'North-West Ring Road' in Merano, such as:

- Open Day: The programme included a tour of the tunnel and a presentation of the Garage Cavern project to the population;
- Santa Barbara celebration: Holy Mass in the tunnel in honour of Santa Barbara, Patron Saint of miners, accompanied by the Merano choir, followed by refreshments and a collective lunch;
- Guided tunnel tour for 10 classes of the Tappeiner primary school in Merano: The children were able to experience first-hand the exceptional work being created a few metres above their school.

Carron Bau also participates in the annual 'open day' initiative organised by Assoimprenditori, which is aimed at middle and high school students, with the aim of familiarising them with the realities of business and the professional opportunities offered by companies. In this context, a student from the Land survey school in Bolzano was given the opportunity to carry out a three-week internship at Carron Bau's Ada Negri construction site. This initiative will take place in 2024 too.

Carron Bau is also involved in sponsoring numerous projects and local teams such as:

- "Year-end Ball event" - year end ball of the land survey high school "Peter Anich". The Year-end Ball event is a traditional event organised by high school seniors during their last year of high school;
- "Children's Football Tournament" - international football tournament in Teodone (BZ) for U8 and U10 children;
- "FoxesAcademy-youth" - Hockey Foxes Val Pusteria's U10 youth team;
- "SciClub-ValSarentino" - amateur sports club Sarentino, youth ski section;
- "STSVolley-Bolzano" - amateur volleyball club ASD sport team Südtirol. Series C and minivolley;
- "Project-vehicle-MiS" - project MiS (Mobility in South Tyrol) - specially equipped vehicle for the transport of people with disabilities for free use by the organisation.

In conclusion, the Carron Group continues to demonstrate a strong and tangible commitment to the local community through initiatives spanning different areas, from social assistance to cultural and sports promotion. Thanks to its steady support and generosity, the Carron Group represents a fundamental pillar for the community prosperity and well-being.

5.6. BENEFIT COMPANY

In view of its focus on the local community and all the activities it has carried out in recent years in favour of organisations and associations involved in the community and territory, Carron Spa has decided to embark on a new evolutionary path, setting itself the goal of becoming a Benefit Company by the year 2024.

In the corporate social purpose, profit goals will be complemented with common benefit, aiming at having a positive impact on society and the region.

To this end, the corporate purpose will be amended to include the pursuit of these goals and a commitment to report year by year on the activities carried out and the setting of new goals.

6. COMMITTED TO THE ENVIRONMENT

The Carron Group's production activities are managed in strict compliance with current environmental regulations, with preliminary investigations to identify and prevent environmental risks in the construction sector. To actively contribute to the reduction of emissions and improve internal sustainability, the Group has been committed for years to monitoring and optimising energy consumption, adopting LED lighting, increasing the installation of photovoltaic systems for self-consumption at Carron Spa's headquarters and purchasing renewable electricity. Furthermore, it has set itself the goal of gradually replacing the company fleet with less polluting and electric vehicles. Finally, the active monitoring of materials, waste and water on construction sites through the certified BIM management system is an integral part of this strategy.

The aim is to keep improving and increasing the construction of certified buildings, using certified suppliers and raw materials, and expanding the monitoring of water and waste consumption at all active construction sites.

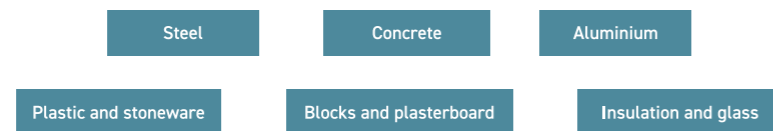
This will enable the Group to remain competitive in the market, adapt to climate change and differentiate its service offering while maintaining high standards of quality and sustainability.

6.1. SELECTION OF THE RAW MATERIAL

The Carron Group pays particular attention to the selection of materials for the construction, renovation and restoration of sites, favouring the efficiency of prefabricated materials and maximising their utilisation. In addition to the quality of the material and the economic aspect, the environmental impact component has been part of the material selection criteria for some time now. As for materials used on construction sites, preference is given, where possible, to materials from local suppliers, mainly located in the same or neighbouring regions. These suppliers are evaluated and, where possible, chosen on the basis of environmental certifications (e.g. FSC, EPD, C2C), which guarantee the use of significant recycled materials and reduced environmental impact at all stages of the life cycle.

On LEED, BREEAM, WELL and similar certified construction sites, most of the raw materials used are certified. The accuracy of the information is ensured by the documentary request of any product certifications from suppliers. The future goal is to increase the use of certified, recyclable and environmentally friendly raw materials by actively monitoring the quantities of materials used on construction sites, their origin and circularity.

According to these principles, the design, construction and management of a building, through an integrated approach, aim at preserving the environment by reducing the negative impact. The aim is to build, renovate or redevelop buildings in a sustainable manner, integrating systems that use clean energy and materials and construction techniques that foster integration between the building, its inhabitants and the surrounding environment. The main materials used in building sites, renovation and redevelopement include:



In comparison, the raw materials used in the Group's headquarters (paper, cardboard, plastic) are in negligible quantities compared to the materials used on the construction sites.

The Carron Group is committed to increasing the use of sustainable materials and environmentally friendly construction techniques, aiming to create a balanced interaction between the building, its occupants and the environment.

GRI 301-1 Materials used in the Carron S.p.A. building sites broken down by wight and type – year 2023

COMPANY	MATERIALS IN THE BUILDING SITES WITH REPORTING AVAILABLE IN 2023 ⁹	U.M.	2023
CARRON S.P.A.	Concrete	t	126,000
	Steel	t	6,231
	TOTAL	t	132,231

The Group aims to continuously expand and improve the reporting of the quantities of materials used at its sites. Therefore, the 2024 training will include an accurate registration and control system of the materials used, to make reporting of these data more accurate in the next Sustainability Report.

6.2. ENERGY CONSUMPTION AND EMISSIONS

To ensure smart and conscious energy management, the construction of high-performance buildings, the energy upgrading of existing buildings and the use of efficient heating and cooling technologies have become key elements in the policies of all companies in the industry. The Carron Group is committed to complying with these guidelines, to continuously improve for the whole cycle of the buildings.

Currently, the Carron Group actively monitors energy consumption and has taken several actions to increase the use of renewable energy. Over the years, it has progressively increased its purchase of electricity certified 100% from renewable sources and installed two photovoltaic systems at the Carron S.p.A. headquarters in 2021 and 2023, with a total capacity of 396 kWp. These facilities have helped to increase renewable energy production, reducing both energy expenditure and emissions. While one of the facilities feeds all the energy produced into the grid, the other provides the energy needed to operate the electrical equipment on site.

For Carron Bau, whose premises are in a rented building, the electricity comes from a distributor with whom an agreement has been made to supply a percentage of renewable energy. For the future, the goal is to purchase all electricity from 100% renewable certified providers.

In addition, the Group invested in the replacement of lighting systems by replacing halogen technologies with LED systems, thus improving energy efficiency. This has made it possible to keep electricity consumption consistent despite economic expansion and an increase in personnel.

Since 2018, Carron Group has started to use Building Information Modelling (BIM) methods to optimise design, creation, renovation and restoration works, thus reducing mistakes, times and costs and improving data control and cooperation among all subjects involved. Several KPIs related to work management and coordination and work progress were monitored on some of the active sites, including mapping of materials used, vehicles and equipment, fuel, electricity and water consumption.

In 2023, the Carron Group had a total energy consumption of 14,737.6 GJ, of which 13,798.4 GJ came from direct consumption from non-renewable sources and 938.2 GJ from indirect consumption. Compared to 2022, total energy consumption was reduced by 24.7%, with both direct and indirect consumption decreasing, with 75% of total energy consumption coming from Carron S.p.A.

In Carron S.p.A., 100% of electricity comes from renewable sources. Compared to 2022, the purchase of 100 per cent renewable electricity decreased by 16.7 per cent, while the share of self-produced and consumed energy increased by 40.1 per cent, although the amount of energy self-produced decreased by 6 per cent and the amount of energy fed into the grid remained unchanged. In Carron Bau, on the other end, 48.9% of electricity comes from renewable sources.

^[9] Data include 93% of Carron Spa current building sites. Data concerning other materials used in the building sites is not currently available. Data relating to concrete and steel does not include the amount purchased and used by subcontractors, but only that purchased and used by the Group. The following sites are not included: Hotel Bvlgari, Viale Sarca, 336 (MI) Data concerning the materials used in Carron Bau building sites is not currently available. The materials used at the headquarters are not currently available but are considered to be in insignificant quantities

On active construction sites, Carron S.p.A. obtains 98.3 per cent of its energy consumption from renewable sources, while on Carron Bau sites, 50.1 per cent of the energy used comes from non-renewable sources.

Future goals of the Carron Group include increasing the supply of electricity from certified 100% renewable sources for both the Carron Bau site and all sites, as well as increasing self-generated energy production at the headquarters and offices. In addition, the Group aims to progressively improve the efficiency of the vehicles and equipment used at its offices and building sites, with the aim of further reducing energy consumption and CO2 emissions.

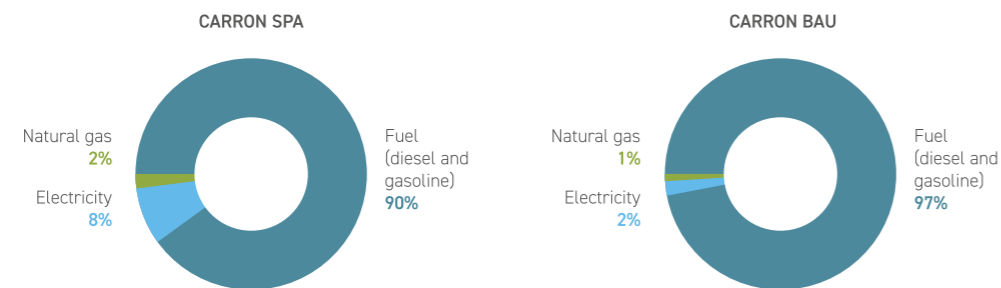
GRI 302-1 Energy consumption in the organisation of the Carron Group - Offices

DIRECT AND INDIRECT ENERGY CONSUMPTION		U.M.	2021	2022	2023
CARRON SPA	DIRECT CONSUMPTION				
	Fuel (diesel and gasoline)	GJ	11,472.7	12,878.5	10,027.1
	Natural gas	GJ	577.1	216.4	186.5
	TOTAL DIRECT CONSUMPTION	GJ	12,049.8	13,094.9	10,213.6
	INDIRECT CONSUMPTION				
	Electricity purchased from non-renewable sources	GJ	0	0	0
	Electricity purchased from renewable sources.	GJ	1,004.2	924.0	516.9
	Energy produced and used by renewable sources	GJ	382.5	384.5	361.7
	Total electricity purchased	GJ	1,004.2	924	516.9
	TOTAL INDIRECT ENERGY CONSUMPTION	GJ	1,386.9	1,308.5	878.6
TOTAL DIRECT AND INDIRECT ENERGY CONSUMPTION	GJ	13,436.7	14,403.4	11,092.2	

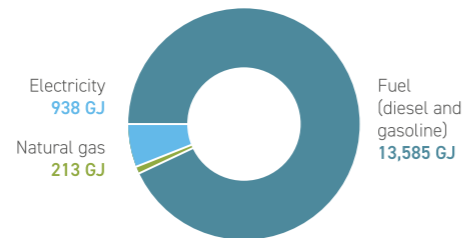
DIRECT AND INDIRECT ENERGY CONSUMPTION		U.M.	2021	2022	2023
CARRON BAU	DIRECT CONSUMPTION				
	Fuel (diesel and gasoline)	GJ	4,172.8	5,065.1	3,557.9
	Natural gas	GJ	0	0	26.9 ¹⁰
	TOTAL DIRECT CONSUMPTION	GJ	4,172.8	5,065.1	3,584.8
	INDIRECT CONSUMPTION				
	Electricity purchased from non-renewable sources	GJ	86.6	86.5	30.4
	Electricity purchased from renewable sources.	GJ	0	0	29.1
	Energy produced and used by renewable sources	GJ	0	0	0
	Total electricity purchased	GJ	86.6	86.5	59.5
	TOTAL INDIRECT ENERGY CONSUMPTION	GJ	86.6	86.5	59.5
TOTAL DIRECT AND INDIRECT ENERGY CONSUMPTION	GJ	4,259.4	5,151.6	3,644.3	
CARRON GROUP	DIRECT CONSUMPTION				
	Fuel (diesel and gasoline)	GJ	15,645.4	17,943.6	13,585
	Natural gas	GJ	577	216.4	213.4
	TOTAL DIRECT CONSUMPTION	GJ	16,222.4	18,160	13,798.4
	INDIRECT CONSUMPTION				
	Electricity purchased from non-renewable sources	GJ	1,090.8	86.5	30.4
	Electricity purchased from renewable sources.	GJ	0	924	546
	Energy produced and used by renewable sources	GJ	382.5	384.5	361.7
	Total electricity purchased	GJ	1,090.8	1,010.5	576.4
	TOTAL INDIRECT ENERGY CONSUMPTION	GJ	1,473.3	1,395	938.1
TOTAL DIRECT AND INDIRECT ENERGY CONSUMPTION	GJ	17,695.7	19,555	14,736.5	

[10] Carron Bau's premises in Varna are rented, and consequently the landlord does not issue a breakdown of gas consumption, but sends a generic all-inclusive invoice for various items.

ENERGY CONSUMPTION (%) CARRON SPA AND CARRON BAU OFFICES IN 2023



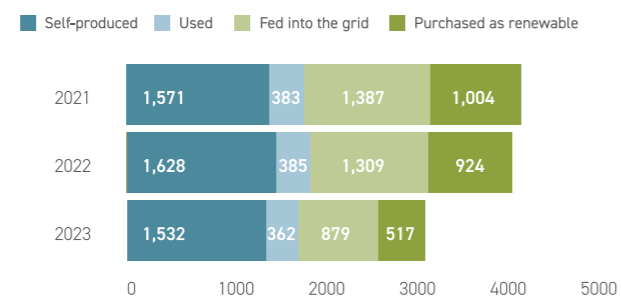
ENERGY CONSUMPTION (GJ) - CARRON GROUP OFFICES, 2023



GRI 302-1 Internal energy consumption of Carron S.p.A. Headquarters

HEADQUARTERS	RENEWABLE ENERGY CONSUMPTION	U.M.	2021	2022	2023
CARRON SPA	ENERGY PURCHASED	GJ	1,004.2	924	516.9
		%	72.4	70.6	58.8
	SELF-PRODUCED ENERGY	GJ	1,570.7	1,628.2	1531.8
	SELF-PRODUCED ENERGY USED	GJ	382.5	384.5	361.7
		%	27.6	29.4	41.2
	TOTAL ENERGY CONSUMPTION	GJ	1,386.7	1,308.5	878.6
	SELF-PRODUCED ENERGY AND FED INTO THE GRID	GJ	1,188.2	1,243.7	1,167.4
		%	75.6	76.4	76.2

RENEWABLE ENERGY (GJ) OVER THE YEARS – CARRON SPA HEADQUARTERS



GRI 302-2 Energy used outside the organisation - active construction sites of Carron Spa, Carron Bau, Carron Group

BUILDING SITES ¹¹	YEAR	U.M.	ENERGY CONSUMPTION	GAS CONSUMPTION	FUEL CONSUMPTION
CARRON SPA	2023	GJ	6,696.6	32.3	1,299.1
CARRON BAU	2023	GJ	848.6	0	-
CARRON GROUP	2023	GJ	7,545.2	32.3	1,299.1

Energy consumption intensity is a measure expressing the amount of energy used per unit of output, production or specific activity. The Group's energy intensity refers to the amount of energy produced in GJ per million.

GRI 302-3 Energy intensity – year 2023

HEADQUARTERS	U.M.	CARRON SPA	CARRON BAU	CARRON GROUP
YEARLY TURNOVER	Milioni di €	266.8	72.8	339.2
ENERGY CONSUMPTION	GJ	11,092.2	3,644.3	14,736.5
INTENSITY INDEX	GJ/M€	0.024	0.020	0.023

BUILDING SITES	U.M.	CARRON SPA	CARRON BAU	CARRON GROUP
YEARLY TURNOVER	Milioni di €	266.8	72.8	339.2
ENERGY CONSUMPTION	GJ	6,696.6	848.6	7,545.2
INTENSITY INDEX	GJ/M€	0.040	0.086	0.045

[11] Carron Bau 2023: For the energy consumption data, the following building sites were excluded, as the data collection and monitoring of this consumption is not managed directly by the company, but by the client: St. Josef - Merano - Maintenance, Noi Techpark - former Speedline Canteen - Bolzano, Residential home Campotures mechanical installation, Kuchelberg Tunnel Merano, Noi Tech Park Brunico, Casa Delle Associazioni Falzes, Garage Caverne Di Merano, Garage Caverne Di Merano - Systems, Galleria Di Chienes - systems.
Carron Bau: The fuel consumption of construction vehicles and cars was not monitored and there was no use of gas.
Carron S.p.A.: energy consumption data refer to 89% of the active sites, while gas consumption refers only to the Residential Home in Bereguardo (PV) site as the only user. The data on the fuel consumption of construction vehicles and cars is reported on 70% of the active construction sites. Vehicles and car reporting was not carried out in the following sites: Residential home Varese, Residential home Rapagnano (FM), tourist facility Scacciapensieri, Viale Sarca, 336 (MI), Completion health centre in Torino Via Servais, Ca' del Chiostro (PD), Via Lorenzini, 8 (MI), Via Durando Building B (MI). Energy consumption reporting was not carried out in the following sites: Residential home Castelnuovo Garfagnana (LU), Viale Sarca, 336 (MI), Completion health centre in Torino Via Servais, Via Durando Building B (MI).

GHG EMISSIONS

Greenhouse gas (GHG) emissions are a critical aspect of environmental sustainability, resulting from a variety of human activities such as industrial processes, transport and energy production. Their measurement and management are key to understanding and reducing the ecological footprint, thus contributing to the fight against climate change.

To calculate greenhouse gas emissions, direct and indirect energy consumption was converted into tonnes of carbon dioxide equivalent (tCO₂e), using specific conversion factors. This calculation was made using SimaPro software, which enabled detailed modelling and analysis of production processes and supply chains, thus providing a clear view of direct and indirect emissions.

Accurate measurement of GHG emissions is crucial to adopt short- and long-term strategies and actions to reduce environmental impact and promote sustainability.

Scope 1 and Scope 2 GHG emissions were calculated, dividing it into Market-Based and Location-Based. In particular:

- **Scope 1:** emissions coming directly from the organisation's activities. They include all GHG emissions from sources that are owned or controlled by the organisation, such as emissions from fuel combustion in company vehicles or boilers, and emissions from industrial processes.
- **Scope 2:** Indirect emissions associated with the consumption of purchased energy and third-party heating and cooling. Even if these emissions occur at the energy generation plant, they are attributable to the organisation using that energy. Scope 2 emissions can be divided into market-based and location-based:
 - Market-Based: method based on the electricity providers and energy supply contracts decided by the company. It takes into account contract tariffs and market instruments, such as green certificates, which may influence the carbon intensity of the energy purchased. This approach allows companies to report on emissions based on their energy procurement decisions and their efforts to support clean energy.
 - Location-Based: this approach takes into account the average mix of electricity produced in the area where the company is located. It provides an estimate of emissions based on the average emissions associated with energy production in the specific geographical area. This approach provides a more standardised picture of Scope 2 emissions, useful for comparisons between different companies or between different branches in the same company.

In 2023, compared to 2022, the following emission reductions were reported for the branches of the two companies and the Carron Group:

- **Carron S.p.A. - Headquarters**
 - Total emissions (Scope 1 and 2) with Location-Based approach decreased by 7.79%.
 - Total emissions (Scope 1 and 2) with Market-Based approach decreased by 13.5%. This value is more a reflection of the company's commitment to sourcing certified 100% renewable energy and increasing self-production through the installation of two photovoltaic systems.
- **Carron Bau - Headquarters**
 - Total emissions (Scope 1 and 2) with Location-Based and Market-Based approach decreased by 207.1%.
This result underlines the company's huge commitment to sourcing from renewable sources and lower consumption for Scope 1, attributable to lower use/purchase of car fuel and gas.
- **Carron Group - Headquarters**
 - Scope 1 and 2 total emissions decreased by approx. 37%.
This shows the group's commitment to the goals of replacing the company fleet with more efficient hybrid and electric vehicles and using more self-generated renewable energy purchased from certified suppliers.
 - Location-based Scope 1 emissions account for 64% of total emissions, while Scope 2 emissions account for 36%. On the other hand, Scope 1 emissions calculated using the market-based method make up 92% of total emissions, while Scope 2 accounts for only 8%. This shows the extensive use of renewable energy both in the Group's offices and building sites.

In 2023, the Group took a significant step forward in the reporting of its environmental impacts by also calculating GHG emissions with reference to construction sites active during the reporting year. In detail:

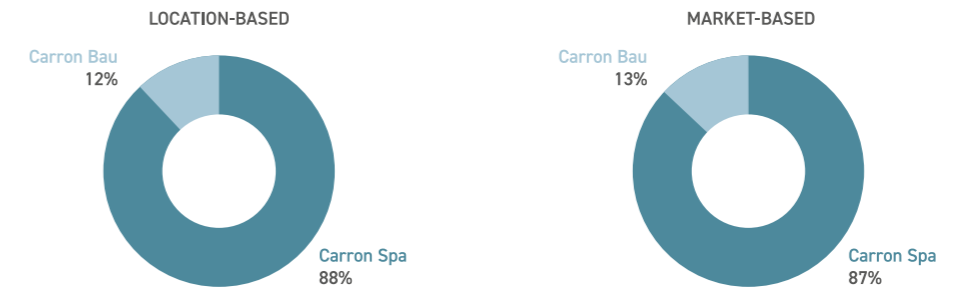
- **At the Carron Spa sites**, the calculation of emissions was more accurate due to available data on fuel, gas and electricity consumption. Furthermore, it is important to note that on almost all construction sites, energy is supplied by certified 100% renewable suppliers.
- **As for the Carron Bau sites**, only emissions from purchased electricity were taken into account.

This different approach to data collection helped to provide a more detailed assessment of emissions for the two companies' sites.

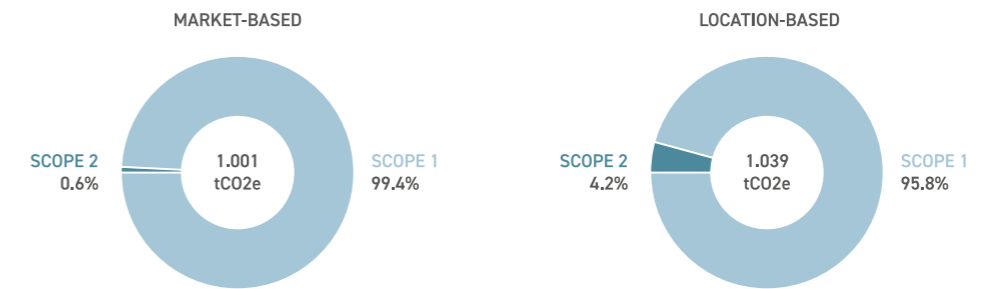
GRI 305-1, GRI 305-2 -direct GHG emissions (Scope 1), indirect (Scope 2) - OFFICES

HEADQUARTERS AND OFFICES	SOURCE TYPE	2021	2022 ¹²	2023
CARRON SPA	SCOPE 1 - tCO2e			
	Natural gas	29	11	10
	Fuel (diesel and gasoline)	865	971	862
	SCOPE 2 - tCO2e			
	Location-Based			39
	Market-Based	0	0	2
	Located-Based total emissions			911
	Market-Based total emissions	894	982	865
CARRON BAU	SCOPE 1 - tCO2e			
	Natural gas			2
	Fuel (diesel and gasoline)	316	383	121
	SCOPE 2 - tCO2e			
	Location-Based			5
	Market-Based	7	7	4
	Located-Based total emissions			127
	Market-Based total emissions	323	390	126
CARRON GROUP	SCOPE 1 - tCO2e			
	Natural gas			12
	Fuel (diesel and gasoline)	1,210	1,365	983
	TOTALE SCOPO 1	1,210	1,365	995
	SCOPE 2 - tCO2e			
	Location-Based			44
	Market-Based	7	7	6
	Located-Based total emissions			1,039
Market-Based total emissions	1,217	1,372	1,001	

TOTAL EMISSIONS - CARRON GROUP OFFICES, 2023



SCOPE 1 AND 2 EMISSIONS— CARRON GROUP OFFICES, 2023

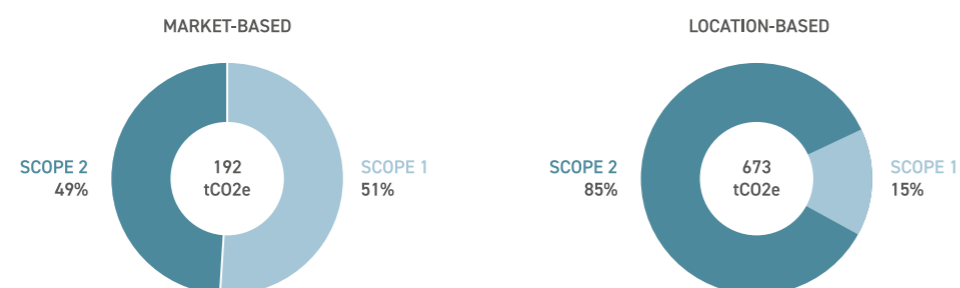


[12] The figures for the years 2021 and 2022 have been rounded. To calculate scope 1 emissions, coefficients from the table of national standard parameters for fuels, updated as of 31 December 2022, have been used. For the calculation of scope 2, the coefficients published in 2020 by ISPRA were used.
 Scope 2 data were not be divided into market-based and location-based approach.
 Carron Spa: Scope 2 values were assumed to be zero as the electricity used came from 100% renewable sources, and emissions were assumed to be zero.

GRI 305-2 -direct GHG emissions (Scope 1), indirect (Scope 2) - BUILDING SITES

BUILDING SITES	SOURCE TYPE	2023
CARRON SPA	SCOPE 1 - tCO2e	
	Natural gas	2
	Fuel (diesel)	96
	SCOPE 2 - tCO2e	
	Location-Based	508
	Market-Based	43
	Located-Based total emissions	606
	Market-Based total emissions	141
CARRON BAU	SCOPE 1 - tCO2e	
	Natural gas	-
	Fuel (diesel)	-
	SCOPE 2 - tCO2e	
	Location-Based	67
	Market-Based	51
	Located-Based total emissions	67
	Market-Based total emissions	51
CARRON GROUP	SCOPE 1 - tCO2e	
	Natural gas	2
	Fuel (diesel and gasoline)	96
	SCOPE 2 - tCO2e	
	Location-Based	575
	Market-Based	94
	Located-Based total emissions	673
	Market-Based total emissions	192

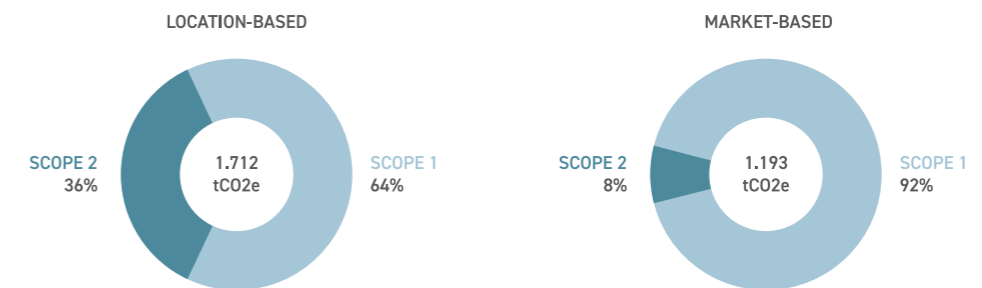
TOTAL SITE EMISSIONS - CARRON GROUP 2023



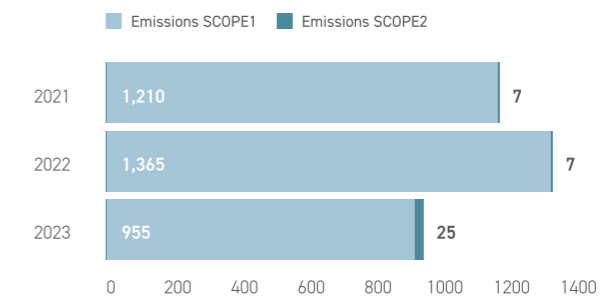
GRI 305-1, GRI 305-2 - Direct GHG emissions (Scope 1), indirect (Scope 2) - OFFICES AND SITES - Year 2023

BRANCHES AND SITES	CARRON GROUP - GHG EMISSIONS (tCO2e)	
SCOPE 1		1,093
SCOPE 2	Location-Based	619
	Market-Based	100
TOTAL	Scope 1 + Scope 2 Location-Based	1,712
	Scope 1 + Scope 2 Market-Based	1,193

TOTAL OFFICES AND SITES EMISSIONS - CARRON GROUP 2023



TOTAL OFFICES AND SITES (TCO2EQ) EMISSIONS - CARRON GROUP 2023



[13] Carron Spa and Carron Bau in 2021 and 2022: the total values of Scope 1 and Scope 2, both location-based and market-based, were not distinguished between these two methods. Therefore, intensities were calculated without this distinction, taking the annual turnover divided by company and consolidated from the Sustainability Report 2022.

EMISSION INTENSITY

Greenhouse gas (GHG) emission intensity represents the amount of GHG emitted relative to a specific unit of production, income or other relevant parameter and provides an indication of the relative environmental efficiency of an activity or process.

For the Carron Group, the calculation of GHG emission intensity involved the total greenhouse gas emissions produced in 2023, compared to the annual turnover expressed in millions of Euro. This allowed to achieve a relative measure of emissions in relation to the activity carried out.

Measuring and monitoring the intensity of GHG emissions is essential to assess the effectiveness of emission reduction strategies and to identify areas for improvement.

In 2023, the Group's emissions intensity, assessed using the location-based approach, was 5 tCO₂e/million, while using the market-based approach, it was 3.5 tCO₂e/million per year.

In 2023, compared to 2022, there were significant reductions in emission intensity in relation to annual turnover for the two companies' locations:

- Carron Spa reported a 31% reduction;
- Carron BAU achieved a 76% reduction;
- The Carron Group thus recorded an overall 33% reduction.

These data show a strong commitment to the ecological transition, which is producing significant results.

GRI 305-4 GHG emission intensity - BRANCHES

HEADQUARTERS AND OFFICES	EMISSION INTENSITY	U.M.	2021	2022 ¹⁴	2023
CARRON SPA	Scope 1 + Scope 2 (Location-based)	tCO ₂ e			1,038
	Scope 1 + Scope 2 (Market-based)	tCO ₂ e	1,217	1,372	1,000
	Yearly turnover	Milioni di €	202.2	251.5	266.8
	Intensity index (Location Based)	tCO ₂ e/M€	6.0	5.5	3.9
	Intensity index (Market-Based)	tCO ₂ e/M€			3.7
CARRON BAU	Scope 1 + Scope 2 (Location-based)	tCO ₂ e			127
	Scope 1 + Scope 2 (Market-based)	tCO ₂ e	323	390	126
	Yearly turnover	Milioni di €	44.2	53.2	72.5
	Intensity index (Location Based)	tCO ₂ e/M€	7.3	7.3	1.8
	Intensity index (Market-Based)	tCO ₂ e/M€			1.7
CARRON GROUP	Scope 1 + Scope 2 (Location-based)	tCO ₂ e			1,038
	Scope 1 + Scope 2 (Market-based)	tCO ₂ e	1,217	1,372	1,000
	Yearly turnover	Milioni di €	246.5	305.1	339.2
	Intensity index (Location Based)	tCO ₂ e/M€	4.9	4.5	3.1
	Intensity index (Market-Based)	tCO ₂ e/M€			2.9

[14] Carron Spa and Carron Bau in 2021 and 2022: the total values of Scope 1 and Scope 2, both location-based and market-based, were not distinguished between these two methods. Therefore, intensities were calculated without this distinction, taking the annual turnover divided by company and consolidated from the Sustainability Report 2022

GRI 305-4 GHG emission intensity - BUILDING SITES year 2023

BUILDING SITES	EMISSION INTENSITY	U.M.	2023
CARRON SPA	Scope 1 + Scope 2 (Location-based)	tCO2e	606
	Scope 1 + Scope 2 (Market-based)	tCO2e	141
	Yearly turnover	Milioni di €	266.8
	Intensity index (Location Based)	tCO2e/M€	2.3
	Intensity index (Market-Based)	tCO2e/M€	0.5
CARRON BAU	Scope 1 + Scope 2 (Location-based)	tCO2e	67
	Scope 1 + Scope 2 (Market-based)	tCO2e	51
	Yearly turnover	Milioni di €	72.5
	Intensity index (Location Based)	tCO2e/M€	0.9
	Intensity index (Market-Based)	tCO2e/M€	0.7
CARRON GROUP	Scope 1 + Scope 2 (Location-based)	tCO2e	673
	Scope 1 + Scope 2 (Market-based)	tCO2e	191
	Yearly turnover	Milioni di €	339.2
	Intensity index (Location Based)	tCO2e/M€	2.0
	Intensity index (Market-Based)	tCO2e/M€	0.6

GRI 305-4 GHG emission intensity - BRANCHES AND BUILDING SITES year 2023

CARRON GROUP – EMISSION INTENSITY (tCO2e/Million €)	
Scope 1 + Scope 2 (Location-based)	1,711
Scope 1 + Scope 2 (Market-based)	1,191
Yearly turnover	339.2
Intensity index (Location Based)	5.0
Intensity index (Market-Based)	3.5

6.3. WATER, A PRECIOUS RESOURCE

One of the main problems related to climate change is the increasing frequency of drought emergencies globally, a phenomenon that will worsen over time. For this reason, the Carron Group is firmly committed to promoting the responsible use of water resources.

The amount of water used by the Group, both in the offices and on the construction sites, does not represent a significant impact in terms of consumption and resources spent.

In the offices, water is mainly used for sanitary purposes, supplied exclusively by the waterworks. To a limited extent, water is also used for production process and fire-fighting purposes. At Carron S.p.A., well water is also used for the irrigation of green areas and for the condensation of the cooling unit of the air conditioning system on sultry days.

On construction sites, water comes entirely from the aqueduct and is mainly used for various essential operations, some of which are:

- **Dilution of raw materials:** essential for preparing mortars and adhesives;
- **Cutting walls:** used to cool tools and reduce dust during cutting;
- **Wash:** used for cleaning vehicles, equipment and work surfaces;
- **Construction processes:** used in site work that requires the use of water to maintain the optimum condition of materials and equipment.

The company does not produce industrial waste water, while domestic waste water goes into the sewage system. All water withdrawals come from the aqueduct and the discharge destination is also public.

In 2023, the Group's total water consumption was 2,585.3 cubic metres at headquarters and 37,542.5 cubic metres at building sites, totalling 40,127.8 cubic metres. Compared to the previous year, the decrease in offices consumption was 48.5%.

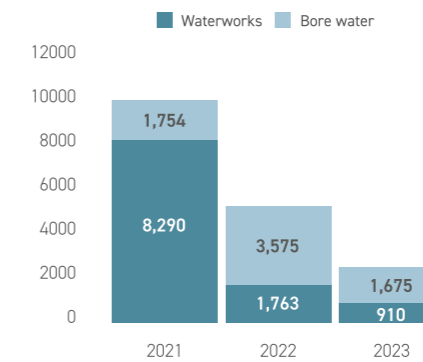
As far as water consumption at construction sites is concerned, the data tracked and available to date represent 59% of Carron S.p.A.'s active construction sites and 12% of Carron Bau's active construction sites. Overall, 93.6% of total water used in 2023 comes from the building sites.

Against these figures, the Carron Group aims at increasing water consumption monitoring at all active building sites. Should consumption increase or prove to be significant, actions to improve efficiency and reduce water consumption and waste are planned.

GRI 303-3 - Water taken by source type

HEADQUARTERS	WATER CONSUMPTION	U.M.	2021	2022	2023
CARRON SPA	WATERWORKS	mc	8.276	1.748	910,3
	BORE WATER	mc	1.854	3.575	1.675
	TOTAL	mc	10.130	5.323	2.585,3
CARRON BAU	WATERWORKS	mc	14	14,5	0 ¹⁵
	BORE WATER	mc	0	0	0
	TOTAL	mc	14	14,5	0
CARRON GROUP HEADQUARTERS	BORE WATER	mc	8.290	1.762,5	910,3
		%	81,7	33	35,2
	ACQUE DA POZZO	mc	1.854	3.575	1.675
		%	18,3	67	65
	TOTAL	mc	10.144	5.337,5	2.585,3

OFFICES WATER CONSUMPTION (MC) - CARRON GROUP, 2023



[15] The figures in the table show a consumption estimate based on some meter readings taken over the years. Carron Bau's branch in Varna is rented, and consequently the landlord does not issue a breakdown of consumption, but sends a generic all-inclusive invoice for various items. In 2023 the headquarters' data was not provided.

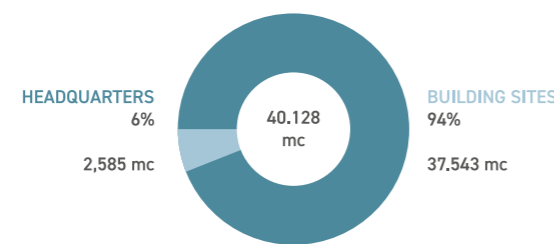
GRI 303-3 - Water collected by type of source

COMPANY/ ACTIVE BUILDING SITES	WATER CONSUMPTION ¹⁶	U.M.	2023
CARRON SPA	WATERWORKS	mc	34,981.5
CARRON BAU	WATERWORKS	mc	2,561
CARRON GROUP BUILDING SITES	WATERWORKS	mc	37,542.5

GRI 303-3 - Water collected by type of source

CONSOLIDATED WATER CONSUMPTION	YEAR	HEADQUARTERS		CURRENT BUILDING SITES	
		U.M.		U.M.	
		mc	%	mc	%
CARRON GROUP	2023	2,585.3	6.4	37,542.5	93.6
		TOTAL 40.127,8			

TOTAL WATER CONSUMPTION (%) OFFICES AND SITES - CARRON GROUP, 2023



[16] Data concerns 59% of Carron S.P.A current building sites. The following sites are not included: Hotel Bvlgari, Torri Bresso (MI), Property renovation Via Regina Giovanna - Milano, Viale Sarca, 336 (MI), Residential home Lentate sul Seveso (MB), Extension Bulgari manufacturing plant in Valenza, Residential home Lodi Vecchio (LO), Ca' del Chiostro (PD), Via Bassi Business Park, Via Lorenzini, 8 (MI), Via Durando Building B (MI) Data concerns 12% of Carron BAU current building sites. The following sites are not included: NOI Techpark - Former Speedline canteen in Bolzano, Residential home Campo Tures mechanical installations, North West Road ring Merano, NOI Techpark in Brunico, Casa delle Associazioni in Falzes, Cavern garage in Merano, Cavern garage in Merano - systems, Chienes tunnel - systems, Middle school in Caldaro - mechanical installations, system maintenance at the Academy "Card. Niccolò Cusano" in Bressanone. Impianti dell'Accademia "Card. Niccolò Cusano" a Bressanone.

6.4. WASTE AND CIRCULAR ECONOMY

The Carron Group is actively committed to reducing the production of waste from its activities and to adopting a circular approach to promote the recovery and reuse of material resources.

As an integral part of its environmental management system, the Group has drawn up a specific procedure to ensure the proper handling of waste, training its personnel to be able to sort, handle and move waste properly and safely.

At its offices and worksites, the Group ensures that waste is managed in compliance with all applicable laws, identifying specific areas for storage, suitably delimited by signs and placards indicating the type of waste (with the CER code) and, where necessary, any hazardous characteristics. Besides general office waste classified as municipal waste, the Group's waste also includes construction site waste.

Waste disposal is carried out through specialised companies and authorised transporters and recipients. On most construction sites, the Carron Group has no direct responsibility for the management of the waste produced, which is directly handled by contractors and subcontractors. They ensure compliance with environmental regulations and proper waste management during construction, renovation and restoration operations. The Group limits the production of waste strictly necessary for production, management and logistics activities by temporarily depositing it in special containers that are then handled by the specialised company. At construction sites, the Carron Group ensures adequate and effective waste collection by installing small collection points in various areas of the construction site and a centralised ecological island for the final collection of waste for disposal. The Group also makes sure to find a disposal site as close as possible to the construction site area to reduce the likelihood of loss or dispersion of waste and to limit the CO2 emissions from vehicles.

Currently, as the Group has no direct control, it cannot accurately identify the final destination of its waste, whether it is recycled, recovered, disposed of or sent to landfill.

The future objective is therefore to actively monitor the waste for which it is directly and indirectly responsible, to know its destination and to be able to plan actions to reduce total production. This translates into promoting circular economy, reducing the amount produced and fostering recycle and purchase of recycled materials.

To further improve its environmental commitment, the Carron Group aims to implement a stricter and more transparent monitoring system, working with specialised companies and authorised transporters to ensure that waste is managed in a more sustainable way. This system will make it possible to trace the path of waste, ensuring that it goes to recycling or recovery processes, thus reducing the overall environmental impact.

In 2023, the Carron Group produced a total of 100.38 tonnes of waste at its offices, of which 3.43% was hazardous waste and 96.58% non-hazardous waste. Most of the waste comes from paper, cardboard and mixed materials packaging, as well as expired, opened and no longer usable materials, discarded equipment and materials transferred from the sites to headquarters because they are still usable but can no longer be used for other sites. Additionally, some materials come from internal maintenance works.

Compared to the previous year, waste generation at the offices was higher, mainly due to the higher amount of waste reported, materials and equipment that were no longer usable and therefore disposed of, as well as some internal maintenance work carried out.

GRI 306-3 Wastes by composition in tonnes (t)

HEADQUARTERS CARRON SPA ¹⁷				
WASTE DESCRIPTION	U.M.	2021 Hazardous*/ Non- hazardous	2022 Hazardous*/ Non- hazardous	2023 Hazardous*/ Non- hazardous
Non-hazardous out-of-ink printer toners	t		0.02	0.02
Packaging waste	t	25.9	29.49	14.54
Non-hazardous end-of-life equipment	t	3.60		0.30
Gases in pressure vessels containing hazardous substances	t		1.84	
Lead and alkaline batteries	t			0.82
Waste from construction operations and demolition	t	17.20		84.70
Urban, household and similar waste produced by Commercial activities, separate waste collection	t	14.20	11.92	
Other	t	8.80		
TOTAL WASTE	t	69.70	43.27	100.38
TOTAL HAZARDOUS* WASTE	t	0.00	1.84	3.43
	%	0.00	4.25	3.42
TOTAL NON-HAZARDOUS WASTE	t	69.70	41.43	96.95
	%	100.00	95.75	96.58

GRI 306-3 Wastes by composition in tonnes (t)

CARRON BAU HEADQUARTERS ¹⁸				
WASTE DESCRIPTION	U.M.	2021	2022	2023
General office waste	t	0.13	0.27	0.88

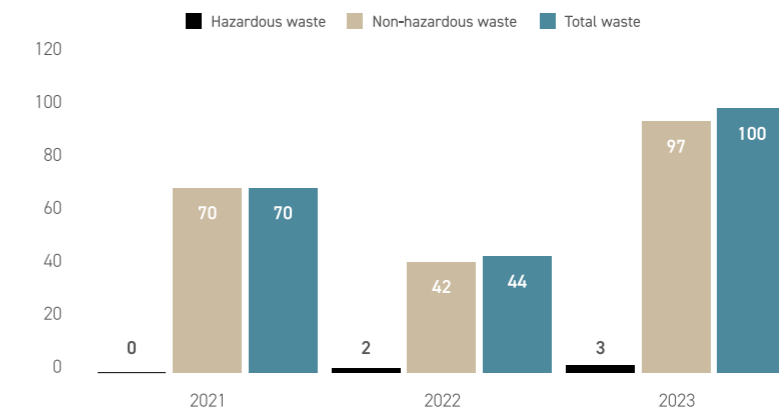
[17] The waste produced in the Carron S.p.A. offices also includes waste from construction sites, as there is a storage area on the premises for these materials.

[18] Carron Bau's premises in Varna are rented, and consequently the landlord does not issue a breakdown of consumption, but sends a generic all-inclusive invoice for various items.

GRI 306-3 Wastes by composition in tonnes (t)

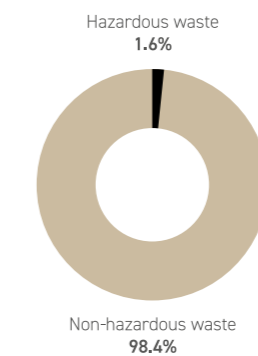
OFFICES	WASTE DESCRIPTION	U.M.	2021	2022	2023
CARRON GROU	HAZARDOUS	t	0.00	1.84	3.43
		%	0.00	4.23	3.39
	NON-HAZARDOUS	t	69.73	41.70	97.83
		%	100.00	95.77	96.61
	TOTAL	t	69.83	43.54	101.26

TOTAL WASTE (TON) OFFICES - CARRON GROUP, 2023



In 2023, the Carron Group produced a total of 6,689.15 tonnes of waste at its building sites, of which 1.61% was hazardous waste and 98.39% non-hazardous waste. This waste comes from 65.38% of the Groups active building sites.

TOTAL WASTE (TON) - CARRON GROUP, 2023



GRI 306-3 Wastes by composition in tonnes (t)

BUILDING SITES CARRON SPA ¹⁹		
WASTE DESCRIPTION	U.M.	2023 Hazardous* / Non-hazardous
Waste from production, formulation, supply and use of adhesives, sealants	t	0.11
Packaging waste	t	613.60
Waste from electrical and electronic equipment	t	0.39
Alkaline batteries not containing mercury	t	1.50
Concrete, bricks, tiles and ceramics	t	2,837.53
Wood	t	578.86
Glass	t	4.46
Bituminous mixtures, coal tar and tar-containing products	t	52.43
Iron and steel	t	441.53
Plaster-based insulation and construction materials	t	382.58
Other construction and demolition waste and municipal waste	t	594.46
TOTAL WASTE	t	5,507.45
	t	56.40
TOTAL HAZARDOUS* WASTE	%	1.02
	t	5,451.05
TOTAL NON-HAZARDOUS WASTE	%	98.98

[19] 2023 data include waste produced by 89% of Carron's active sites. Data for the following construction sites were excluded as they were not monitored/not received: Via Bassi Business Park, Via Lorenzini, 8 (MI), Via Durando building B (MI)

[20] The data for 2023 include waste generated by 40% of the active Carron Bau sites. Data for the following sites were excluded as they were not monitored/not received: NOI Techpark- Former Speedline canteen - in Bolzano, Residential home Campo Tures mechanical installations, North West Road ring Merano, Casa delle Associazioni in Falzes, Cavern garage in Merano, Cavern garage in Merano, Chienes tunnel - systems, Middle school in Caldaro - systems, Maintenance of the systems at the Academy "Card. Niccolò Cusano" in Bressanone, Residential Home Laives - Furniture, Middle school in Caldaro Electrical systems, ASM - Merano, Middle school "Ada Negri" in Bolzano, San Maurizio Hospital in Bolzano (BZ).

GRI 306-3 Wastes by composition in tonnes (t)

BUILDING SITES CARRON BAU ²⁰		
WASTE DESCRIPTION	U.M.	2023 Hazardous* / Non-hazardous
Waste paints and varnishes containing organic solvents or other hazardous substances	t	0.14
Wastes from production, formulation, supply and use of adhesives, sealants	t	2.13
Packaging waste	t	1.62
Concrete, bricks, tiles and ceramics	t	569.09
Wood	t	235.09
Bituminous mixtures, coal tar and tar-containing products	t	43.03
Iron and steel	t	80.02
Earth and rocks	t	45.25
Other construction and demolition waste and municipal waste	t	148.70
Paper and cardboard	t	36.70
TOTAL WASTE	t	1,181.70
	t	53.40
TOTAL HAZARDOUS* WASTE	%	4.5
	t	1,128.30
TOTAL NON-HAZARDOUS WASTE	%	98.98

BUILDING SITES	WASTE TYPE	U.M.	2023
CARRON GROUP	HAZARDOUS	t	107.74
		%	1.61
	NON-HAZARDOUS	t	6,581.45
		%	98.39
	TOTAL	t	6,689.15

CLOSER EXAMINATIONS



Scope	Material	Description
Governance responsibility	Regulatory compliance	It means compliance with certain norms, rules or standards. In companies, regulatory compliance means compliance with specific provisions issued by legislators, industry authorities, certification bodies as well as internal regulations within the companies themselves. At company level, compliance is usually associated with the concept of honesty and ethical behaviour, often in relation to real codes of ethics or deontological principles of relevant businesses.
	Integrity, Ethics and Corporate transparency	Ethical and transparent conduct of business activities through the adoption of practices and procedures aimed at compliance with socio-economic and environmental laws and regulations. Promotion of an appropriate governance and organisational structure, and of a corporate culture based on virtuous behaviour, in compliance with the laws and regulations in force in the countries where the company operates. Adoption of sustainability plans and strategies and introduction of ESG (Environmental, Social, Governance) elements into corporate strategy.
	Cybersecurity and data protection	Practices and policies to safeguard sensitive data and information provided by various stakeholders (e.g. suppliers, employees, customers), aimed at compliance with privacy and cybersecurity laws and regulations.
	Economic performance	Economic performance refers to measuring the effectiveness and efficiency through which an entity, such as a company, an investment or a portfolio, achieves its financial objectives.
	Anti corruption practices	Promotion of practices and policies to fight active and passive corruption; adoption of conduct in compliance with antitrust laws, promotion of appropriate mechanisms and procedures for reporting irregularities and unlawful conduct, both to the company's stakeholders and to external partners (i.e. whistleblowing).
	Sustainability in the Supply Chain	Responsible management of procurement processes along the company's supply chain: integration of Corporate Social Responsibility (CSR) principles into procurement decisions and processes, while ensuring that they meet the requirements of the company and its stakeholders. Implementation of programmes and actions aimed at offering sustainable products with a limited impact on the environment, including research and development activities to identify alternative materials with a lower environmental impact. Responsible procurement integrates requirements and criteria complying with the protection of the environment and society as a whole.

Scope	Material	Description
Governance responsibility	Innovation, research and technological innovation	Implementation of research and development programmes and activities to identify processes, alternative solutions and less impactful materials to reduce the overall environmental and social impact. The innovation, research and development process integrates requirements and criteria that are compatible with the protection of the environment and society as a whole and increases the company' national and international competitiveness.
	Creation of Value for the Territory	Designing, restoring, renovating and building new infrastructures and works brings economic and social value to the local area, as it creates jobs, enhances the area itself and ensures that mainly local suppliers are selected. When the work is completed, the entire area will have more sustainable, environmentally friendly and durable buildings and infrastructures, thus increasing the economic value of the area itself and becoming a pole of social attraction.
Environmental responsibility	Climate change and emissions	Assessment of the impact of climate change on company operations and consequent adaptation and mitigation policies implemented by the company. Development of a corporate strategic plan for measuring and reducing GHG (Green House Gas) emissions related to its activities and achievement of the Net-Zero target (reduction of greenhouse gas emissions as close to zero as possible). GHG ("Green House Gas") emissions, significantly responsible for climate changes, can be divided into 3 types based on their origin: Scope 1 (direct emissions from sources owned or controlled by the Company), Scope 2 (indirect emissions from purchased or acquired energy) and Scope 3 (indirect emissions related to the value chain).
	Energy consumption - energy efficiency	Promotion of policies and initiatives aimed at managing and reducing energy consumption. Performing diagnoses on energy consumption sources and implementing improvement measures geared towards the decarbonisation of business processes.
	Water management	Promotion of policies and initiatives to implement measures to reduce water waste. Water efficiency solutions focus on reducing the amount of drinkable and non-drinkable water used in buildings. A crucial element of water efficiency implementation is based on the influence occupants can have on water savings through behavioural changes and the adoption of innovative water-saving products at the design stage.

Scope	Material	Description
Environmental responsibility	Materials and use of natural resources	Choosing "green", ethically sourced materials with a low environmental impact. Selecting recycled and recyclable materials, minimising waste and regenerating resources.
	Waste and circular economy	The circular economy is a production and consumption model that aims to extend the life cycle of products and helps to reduce waste generation. The aim is that, once the products have completed their function, it will be possible to reintroduce the materials from which they are made into the economic cycle, which will then be able to generate new value.
	Environmental compliance	The term refers to the compliance to environmental laws, regulations, standards and practices (e.g. a standard, best practice or business policy) by companies, organizations and individuals; this means to comply with environmental laws and standards set out by the relevant authorities, to protect the environment and prevent damage or negative impacts on nature and human health.
	Protection of biodiversity	Protecting biodiversity means contributing to making cities resilient, mitigating the microclimate, air quality and generally improving the quality of life in cities. Human impact on the planet, including climate change, is the greatest threat to biodiversity. Reducing pollution and emissions, limiting overdevelopment and rebuilding the natural habitat of plants, animals and insects (where possible) help to protect and preserve biodiversity.
Social responsibility	Diversity, equity and inclusion	Promoting a safe and welcoming working environment that fosters the personal and professional growth of each individual and promotes values such as mutual respect, trust and a sense of belonging to the Company; respect for the principles of diversity and equal opportunities, combating all forms of discrimination and moral or psychological violence linked to gender, age, ethnicity, religion and sexual orientation.
	Company welfare – Employees well-being	Promotion of welfare initiatives aimed at ensuring a good working environment and work-life balance through benefits (economic and non-economic) and policies in favour of employees (e.g. Work from home, flexible working hours, professional reintegration policies following parental leave).

Scope	Material	Description
Social responsibility	Training, growth and HR development	Employment practices and personnel management, including recruitment, remuneration, pension policies, turnover. Development of training initiatives and courses aimed at enhancing the skills of employees and collaborators, including through the provision of training courses aimed at enhancing the technical, managerial and organisational skills of employees and consolidating the professionalism required by the role held and in continuous enhancement of human capital.
	Respect of human rights	Human rights are inalienable rights to which every individual is entitled, without distinction, by reason of his or her human condition. They are universal and fundamental, i.e. essential to human dignity, survival and development. Key principles of national legislation that the company must comply with to protect the health and rights of its employees, suppliers and subcontractors.
	Occupational health and safety	Occupational health and safety management practices and systems, accident monitoring and prevention measures, health and safety education and training.
	Relationships to the local communities	It refers to the set of relationships and collaborations that the company establishes with local communities by establishing medium to long-term relationships based on continuous dialogue and mutual support. The spirit that unites these relationships is the creation of social welfare, the increase in culture, local awareness of environmental sustainability issues and the increase in awareness of the added value that corporate projects bring to both the local economy and the wider environment.
	Customer satisfaction	It refers to the set of techniques and strategies aimed at maximising customer satisfaction. Activities aimed at placing customers at the centre of the company's strategic and operational decisions in order to understand and anticipate their needs, present and future, and to respond promptly. It also includes customer communication management, order management, complaint analysis, internal non-conformity analysis, customer delivery time analysis and customer satisfaction verification.

MATERIAL TOPICS AND MAIN RELATED IMPACTS

Materials	GRI Standards	Scope of the impact	Role of Carron
Integrity, Ethics and Corporate transparency	GRI 2	Carron Group	Direct - Caused by Carron Group
Cybersecurity and data protection	GRI 2	Carron Group	Direct - Caused by Carron Group
Anti corruption practices	GRI 2	Carron Group	Direct - Caused by Carron Group
Regulatory compliance	GRI 2	Carron Group	Direct - Caused by Carron Group
Economic performance	GRI 200	Carron Group	Direct - Caused by Carron Group
Innovation, research and technological development	GRI 200	Carron Group	Direct - Caused by Carron Group
Climate change and emissions	GRI 300	Carron Group Partners and Suppliers	Direct - Caused by Carron Group Indirect - connected to the Group's corporate activities through a business relation.
Energy consumption - Energy efficiency	GRI 300	Carron Group Provider of electrical energy	Direct - Caused by Carron Group Indirect - connected to the Group's corporate activities through a business relation.
Water management	GRI 300	Carron Group	Direct - Caused by Carron Group
Materials and use of natural resources	GRI 300	Carron Group Partners and Suppliers	Direct - Caused by Carron Group Indirect - connected to the Group's corporate activities through a business relation.
Waste and Circular Economy	GRI 300	Carron Group Partners and Suppliers	Direct - Caused by Carron Group Indirect - connected to the Group's corporate activities through a business relation.
Environmental compliance	GRI 300	Carron Group	Direct - Caused by Carron Group

Materials	GRI Standards	Scope of the impact	Role of Carron
Protection of biodiversity	GRI 300	Carron Group Partners and Suppliers	Direct - Caused by Carron Group Indirect - connected to the Group's corporate activities through a business relation.
Diversity, equity and inclusion	GRI 400	Carron Group	Direct - Caused by Carron Group
Corporate Welfare – Employees' well-being	GRI 400	Carron Group	Direct - Caused by Carron Group
Training, growth and HR development	GRI 400	Carron Group	Direct - Caused by Carron Group
Respect of human rights	GRI 400	Carron Group	Direct - Caused by Carron Group
Workplace health and safety	GRI 400	Carron Group	Direct - Caused by Carron Group
Relations to the local communities	GRI 400	Carron Group	Direct - Caused by Carron Group
Customer satisfaction	GRI 400	Carron Group	Direct - Caused by Carron Group
Sustainability in the Supply Chain Creation of Value for the Territory	GRI 400	Carron Group Partners and Suppliers	Direct - Caused by Carron Group Indirect - connected to the Group's corporate activities through a business relation.
Creation of Value for the Territory	GRI 400	Carron Group	Direct - Caused by Carron Group

GRI CONTENT INDEX

The table showing the GRI performance indicators is presented below. Each indicator is provided with a reference to the section of the Non-Financial Statement where the indicator can be found or to other publicly available sources to which reference can be made.

Statement of use: The Carron Group has prepared this non-financial disclosure with the GRI Standards for the period 1 January 2023 - 31 December 2023.

GRI 1: Foundation 2021

GRI Sector Standard(s) applicable: N/A

GRI Standards	Information	Pages/Reference chapters	Omission
GENERAL INFORMATION			
GRI 2: General Information	The organisation and its reporting practices		
	2-1 Organisational details	6-7, 11-19	
	2-2 Entities included in the organisation's sustainability reporting	6-7, 11-19	
	2-3 Reporting period, frequency and reference person	6-7	
	2-4 Restatement of information	6-7	There has been a review and update of the information contained in the previous 2022 Report
	2-5 External assurance	6-7	This Sustainability Report is not subject to external assurance.
	Activities and employees		
	2-6 Activities, value chain and other commercial relationships	11-19, 24-25, 58	
	2-7 Employees	66-67	
	2-8 Workers who are not employees	68	
	Governance		
	2-9 Governance structure and composition	47-50	
	2-10 Appointment and selection of the highest governance body	47-48	
	2-11 Chair of the highest governance body	47-48	
	2-14 Role of the highest governance body in impact management control	35-37, 47-48, 56-57	

GRI 2: General Information	2-13 Delegation of responsibility for managing impacts	35-37, 47-48	
	2-14 Role of the highest governance body in sustainability reporting	35-37, 47-48, 87	
	2-15 Conflicts of interest	52-53	
	2-16 Communication of critical concerns	51-54	
	2-17 Collective knowledge of the highest governance body		Informazioni non disponibili/incomplete
	2-18 Performance assessment of the highest governance body		Informazioni non disponibili/incomplete
	2-19 Rules on remuneration		Vincolo di riservatezza
	2-20 Process to determine remuneration		Vincolo di riservatezza
	2-21 Annual total compensation ratio		Vincolo di riservatezza
	Strategies, policies and practices		
	2-22 Statement on sustainable development strategy	4-5, 35, 42-45	
	2-23 Policy commitments	20-23, 51-55	
	2-24 Integration of policy commitments	20-23, 51-55, 87	
	2-25 Processes aimed at mitigating negative impacts	35-45	
	2-26 Mechanisms to Require clarifications and Raise concerns	54	
	2-27 Law and regulations compliance	51-55	
	2-28 Belonging to associations	25-27	
	Involvement of the stakeholders		
	2-29 Approach to Involvement of stakeholders	38-39, 41	
	2-30 Collective contracts	66	
	MATERIAL TOPICS		
GRI 3: Material topics	3-1 Material topics determination process	40-41	
	3-2 List of material topics	41, 114-117	

Topic – Specific Standards		
GRI 200: ECONOMIC		
Economic performance		
GRI 3: Material topics	3-3 Material topics management	1.6 Growing and improving
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	33
Sourcing practices		
GRI 3: Material topics	3-3 Material topics management	4.3 Value shared with the supply chain
GRI 204: Sourcing practices	204-1 Proportion of spending on local suppliers	62-63
Anti-corruption		
GRI 3: Material topics	3-3 Material topics management	3.2 Integrity and business ethics
GRI 205: Anti-corruption	205-1 Operations assessed for corruption risks	51-55
	205-2 Communication and training on anti-corruption policies and procedures	51-55
	205-3 Established incidents of corruption and actions taken	51-55
GRI 300: ENVIRONMENTAL		
Materials		
GRI 3: Material topics	3-3 Material topics management	6.1 Material selection
GRI 301: Material	301-1 Materials used by weight or volume	88
Energy		
GRI 3: Material topics	3-3 Material topics management	6.2 Energy consumption and emissions
GRI 302: Energy	302-1 Energy used in the organisation	89-92
	302-2 Energy used outside the organisation	92
	302-3 Energy intensity	92
	302-4 Reduction of energy consumption	91
Water and waste water		
GRI 3: Material topics	3-3 Material topics management	6.3 Water - a precious resource

GRI 303: Water and waste water	303-1 Interaction with water as a shared resource	104-105
	303-3 Water extraction	106
GRI 3: Material topics	3-3 Material topics management	6.2 Energy consumption and emissions
GRI 305: Emissions	305-1 GHG direct emissions (Scope 1)	96-99
	305-2 GHG direct emissions (Scope 2)	96-99
	305-4 GHG emission intensity	100-101
	305-5 GHG emission reduction	94-99
Waste		
GRI 3: Material topics	3-3 Material topics management	6.4 Waste and circular economy
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	107
	306-2 Waste management and significant waste-related impacts	107
	306-3 Waste generated	108-111
	306-5 Waste for disposal	107
	Environmental compliance	
GRI 3: Material topics	3-3 Material topics management	6. Commitment for the environment
GRI 307: Environmental compliance	307-1 Non-compliance with environmental rules and standards	87
Environmental assessment of suppliers		
GRI 3: Material topics	3-3 Material topics management	4.2 Suppliers' assessment and screening
GRI 308: Environmental assessment of suppliers	308-1 New suppliers that were screened using environmental criteria	59-61
	308-2 Negative environmental impacts in the supply chain and actions taken	59-61

GRI 400: SOCIAL		
	Employment	
GRI 3: Material topics	3-3 Material topics management	5.1 The people of Carron Group
GRI 401: Employment	401-1 New recruits and turnover	68-69
	401-2 Benefits provided for full-time employees, but not for part-time or fixed-term employees	65, 73
	401-3 Parental leave	66
	Occupational health and safety	
GRI 3: Material topics	3-3 Material topics management	5.4 Occupational health and safety
GRI 403: Health and safety	403-1 Occupational health and safety management system	77-83
	403-2 Hazard identification, risk assessment, and incident investigation	77-83
	403-3 Occupational health services	77-83
	403-4 Worker participation and consultation and communication on occupational health and safety	77-83
	403-5 Worker training on occupational health and safety	78-79
	403-6 Promotion of worker health	77-83
	403-7 Prevention and mitigation of occupational health and safety impacts in the business relationships	77-83
	403-8 Workers covered by an occupational health and safety management system	77-83
	403-9 Work-related injuries	80-82
	403-10 Occupational disease	80
	Training and Education	
GRI 3: Material topics	3-3 Material topics management	5.3 Training, growth and development
GRI 405: Diversity and Equal Opportunity	404-1 Average hours of training per employee per year	76

	Diversity and Equal Opportunity	
GRI 3: Material topics	3-3 Material topics management	5.2 Equal opportunities, fairness and inclusion
GRI 405: Diversity and Equal Opportunity	405-1 Diversity in the governance body	70-73
	Non discrimination	
GRI 3: Material topics	3-3 Material topics management	5.2 Equal opportunities, fairness and inclusion
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective measures	70
	Local communities	
GRI 3: Material topics	3-3 Material topics management	5.5 Commitment to the community
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programmes	83-85
	Social assessment of suppliers	
GRI 3: Material topics	3-3 Material topics management	4.2 Suppliers' assessment and screening
GRI 414:	414-1 New suppliers that were selected using social criteria	59-61
	Customer privacy	
GRI 3: Material topics	3-3 Material topics management	3.3 Risk management
GRI 418: Customer privacy	418-1 Proven complaints regarding breaches of customer privacy and loss of customer data	53-54



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With the technical collaboration of **Greenwich srl**



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