

# Sustainability Report 2024



Cardinali Holding



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# Letter to Stakeholders

Dear Stakeholders,

We are happy and proud to share with you the second Sustainability Report of Cardinali Holding.

This milestone tells the story of our shared journey toward a more responsible future, through the joint commitment of CPC Inox, A.D. Tubi Inossidabili, and Podere Vito Cardinali. This Report represents much more than a collection of data: it is the living portrait of our values, our concrete actions, and the shared vision that guides every choice.

This year, we also celebrate a special debut: the first Sustainability Report of Podere Vito Cardinali.

This is an important step that strengthens the unified identity of our Holding and testifies to how much we believe in entrepreneurial development that places people, the land, and the future at its core.

The story of Podere Vito Cardinali has its roots in the 1970s.

My father, Vito, had a very clear idea: respect for the land and the environment as guiding principles.

This pioneering spirit not only shaped the identity of the farm, but also spread as a fundamental value across all the Group's businesses, translating into a concrete and constant commitment to social and environmental sustainability.

We are deeply convinced that the true strength of our Group lies in people: in their professional satisfaction and personal well-being. For this reason, over the years, we have built an environment that places our collaborators at the center, promoting welfare policies and encouraging careful and transparent internal communication, so that every voice may be heard and valued.

We live in an ever-evolving economic context, where sustainability is no longer just a choice, but a necessity. The market, increasingly sensitive to this issue, demands tangible commitments from partners and suppliers to reduce environmental impact.

We embrace this challenge with determination, aware that every action undertaken today can generate real value for the future.

The results we have achieved so far encourage us to continue along this path with even greater momentum, certain that the journey we have undertaken will bring satisfaction and benefits to all of us.

Thank you for being part of this journey.

Stefano Cardinali





A photograph of Vito Cardinali, an older man with white hair, wearing a light-colored fedora and a light green t-shirt. He is standing in a long, narrow hallway with arched doorways and a textured wall. His hands are in his pockets, and he is smiling slightly.

# The company belongs to the people who work in it.

Vito Cardinali

Founded by the Cardinali family in 2000 under the name H.D.M. and transformed into Cardinali Holding S.p.A. in 2023, today our Group represents a benchmark in the Italian and international industry, with an identity built on reliability, innovation, and social responsibility. Cardinali Holding safeguards an entrepreneurial vision that combines industrial performance with a commitment to the territory, the community, and future generations.



# Our Companies

Cardinali Holding controls three outstanding industrial entities:

## CPC Inox

Founded in 1976 by Vito Cardinali and now led by his son Stefano, CPC Inox is an Italian leader in the production of stainless steel strips, bars, sheets, and tubes on both national and international scales. The company boasts solid experience in the steel industry, complemented by a constant commitment to technological innovation through investments in cutting-edge

machinery. CPC Inox stands out for its strong focus on environmental sustainability, the enhancement of human capital, and the promotion of an inclusive work environment. The two production sites are located in Basiano and Gessate (Italy), supported by the Milan headquarters and the commercial branches CPC Inox France and CPC Inox Deutschland.



## A.D. Tubi Inossidabili

Founded in 1997 and incorporated into Cardinali Holding in 2023, A.D. Tubi Inossidabili specializes in the production of welded tubes in stainless steel, nickel alloys, and titanium for highly demanding markets, particularly in the energy and process industry sectors. Main application fields include: chemical, petrochemical, and nuclear plants, power stations, refineries,

desalination facilities, solar power plants, and water treatment systems. The production plant is located in Casnate con Bernate (CO). A.D. Tubi Inossidabili is a dynamic company focused on product quality, reliability, and excellent customer service, in line with principles of technical and relational sustainability.





## Podere Vito Cardinali

Founded in 1977 out of Vito Cardinali's desire to restore the ancient beauty of his native land, Morro d'Alba, in the heart of the Marche region, the farm was born as tangible proof of his attention to the environment, representing a synthesis of tradition and innovation. The family-run farm is dedicated to producing high-quality wines such as Verdicchio dei Castelli di Jesi Classico Superiore DOC and Costa Lisiano, a Marche Rosso IGT made from Lacrima grapes, two oenological excellences of the Marche region, alongside extra virgin olive oil

and orchards. In 2024, the estate inaugurated its underground winery, an avant-garde architectural project designed to integrate seamlessly with the surrounding environment. The company places human relationships, the land, and work, intended as an opportunity for personal fulfillment, at its center, with a strong commitment to environmental sustainability. With production expected to grow to 100,000 bottles per year, the estate continues to strengthen its identity by focusing on quality, innovation, and respect for the land.



Cardinali Holding supporta:

## Fondazione Vito Cardinali ETS

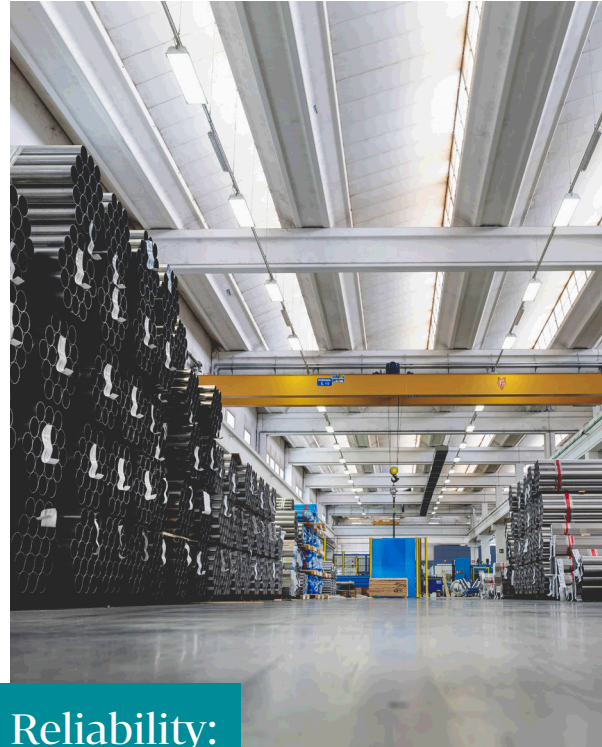
In 2024, as evidence of its consolidated path of corporate social responsibility and its commitment to local communities and the environment, Cardinali Holding established the **Fondazione Vito Cardinali ETS**, a non-profit organization dedicated to promoting the common good. This initiative, born from the will of Vito and Stefano Cardinali, represents a natural continuation of the Group's founding values: giving back value to society, supporting people in vulnerable conditions, enhancing local territories, and protecting the environment.

The establishment of the Foundation reflects the Group's integrated approach to sustainability and constitutes a virtuous example of how corporate governance can foster positive and lasting impacts. As stated by the Foundation's President, Vito Cardinali:

**"Giving back value to the society and the environment in which we operate is not just a desire, but a moral duty that each of us should have."**



## Values That Guide Us



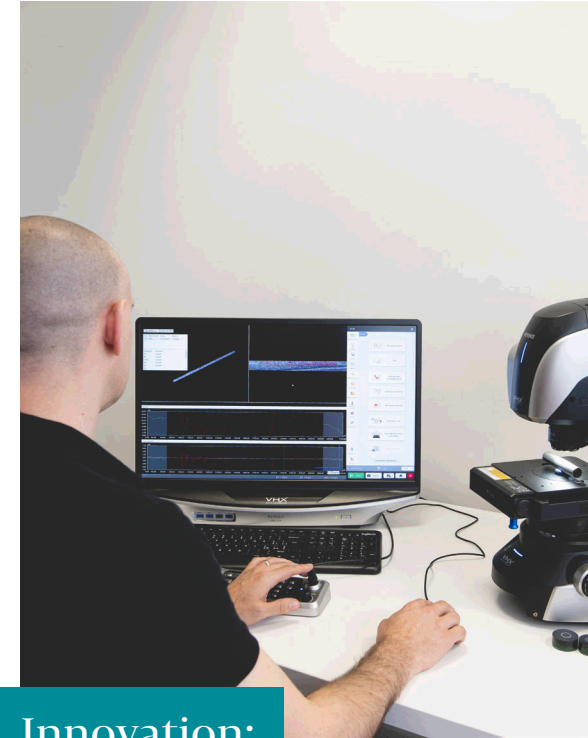
### Reliability:

Over the years, the Cardinali family has built its reputation as reliable entrepreneurs. The seriousness of the board is expressed through keeping promises, economic solidity, and transparency.



### Connection with People:

“The company belongs to the people who work in it.” With this philosophy, Vito Cardinali founded the family’s businesses, a vision aimed at valuing employees and making them part of the success. A stimulating work environment in which training and professional growth are integral to the daily experience of the Group’s 250 employees.



### Innovation:

The deep entrepreneurial experience of the founder, Vito Cardinali, and today his son Stefano, has always gone hand in hand with the desire to innovate and find new solutions for a successful business. Continuous investments in research and development move in this direction and today enable Cardinali Holding S.p.A. to be a solid entrepreneurial reality capable of generating not only economic but also social value.



### Sustainability:

The strong focus on sustainability led to the creation of the agricultural company Podere Vito Cardinali, an expression of the Group’s real commitment to supporting the environmental cause. A vision more relevant than ever, translated into several concrete activities to support and enhance the territory: from sponsoring green projects to implementing production processes that start with respect for the land.





# ESRS 2 GENERAL DISCLOSURES

In this Sustainability Report, disclosures have been structured in line with the requirements of the ESRS, the European sustainability reporting standards adopted under the new CSRD (Corporate Sustainability Reporting Directive). ESRS 2 defines the mandatory general information that every organization is required to disclose regarding governance, strategy, management of impacts, risks and opportunities, as well as the processes for defining sustainability policies and engaging stakeholders.



## BP-1 General Basis for Preparation of Sustainability Statements

This document represents the second Sustainability Report prepared by Cardinali Holding on a consolidated basis and produced voluntarily. This choice is not merely a formal exercise, but reflects our **genuine commitment to providing transparent and detailed reporting** that integrates both financial and non-financial information related to sustainability.

Our **goal** again this year, is to ensure that all **stakeholders** have a **comprehensive view of the organization's activities**. The decision to continue publishing this document is the natural consequence of our conviction that sustainability issues cannot be separated from the company's economic performance and operations.

Sustainability is not only a moral or regulatory obligation, but for Cardinali Holding it constitutes another pillar of our growth strategy, aimed at creating shared value for the entire community.

The introduction of the Corporate Sustainability Reporting Directive (CSRD) has represented a new moment of strategic reflection for us. Although the obligation for Cardinali Holding to prepare the sustainability report was suspended following the approval of the "Stop the Clock" proposal, part of the "Omnibus I"<sup>1</sup> simplification package, we decided to voluntarily draft the Sustainability Report using the new reporting standards.

The early **implementation** of the **European Sustainability Reporting Standards (ESRS)** for the 2024 fiscal year aims to consistently strengthen our commitment to sustainability and transparency toward our stakeholders. This choice demonstrates our determination to maintain high standards of corporate social responsibility and to position ourselves as an industry leader, anticipating regulatory developments and market expectations.

The reporting scope of this Sustainability Report covers the following sites:

- Milan via Senofonte 4  
Registered office of Cardinali Holding
- Basiano (MI) via Vittorio Alfieri 11  
Production plant and headquarters of CPC Inox
- Gessate (MI) via Monza 71  
Production plant of CPC Inox
- CPC Inox France (Lyon) Rue de Créqui 119  
CPC Inox commercial branch
- CPC Inox Deutschland (Heilbronn) Friedrich-Dürr-Straße 64A,  
CPC Inox commercial branch
- Casnate con Bernate (CO) Via Adige 2  
Production plant and headquarters of A.D. Tubi Inossidabili
- Morro d'Alba (AN) Via Sant'Amico 40  
Headquarters of Podere Vito Cardinali

<sup>1</sup> On April 14, 2025, Directive (EU) 2025/794, known as "Omnibus I", was approved, introducing significant amendments also to the CSRD. Among these is the increase in the size threshold for the sustainability reporting obligation, which rises from 250 to 1,000 employees. This update exempts Cardinali Holding from the obligation to prepare and publish the Sustainability Report.



The scope of consolidation used for sustainability reporting does not coincide with that adopted for the consolidated financial statements, as it excludes the production plant A.D. Tubi Advanced SRL which, although part of the Group's economic and financial perimeter, has not been included in this phase of reporting.

Furthermore, it should be noted that for Podere Vito Cardinali, the Group's agricultural business, certain quantitative data and ESG performance indicators are not yet fully and systematically available. This is mainly due to the fact that the company was not previously subject to a structured ESG data collection and monitoring system.

Cardinali Holding has already initiated a path toward the progressive extension of the reporting system to Podere Vito Cardinali, with the aim of ensuring broader data coverage for this entity as well. Consequently, in the sections of this document where aggregated data

refer to Cardinali Holding but do not include information relating to Podere Vito Cardinali, such exclusion will be explicitly indicated. In these cases, the data represent solely the scope of the industrial companies CPC Inox and A.D. Tubi Inossidabili.

This Sustainability Report also provides information on its value chain, including both its direct customers and its first-tier suppliers. The management of this topic is approached carefully by adopting criteria designed to ensure consistency with ethical and environmental commitments.

There has been no omission of specific information corresponding to intellectual property, know-how, or innovation results, nor any exemption from the disclosure of information regarding imminent developments or matters under negotiation.

## BP-2 Disclosures in Relation to Specific Circumstances

The time horizons adopted for the preparation of the information contained in this Sustainability Report are aligned with the recommendation described in section 6.4 of ESRS 1, ensuring consistency with the company's financial reporting practices. In particular:

- The short-term horizon coincides with the reference period of the statutory and consolidated financial statements, namely the fiscal year ending December 31.
- The medium-term horizon extends up to five years from the close of the reference fiscal year.
- The long-term horizon covers a time span of more than five years.

During the last period, **Cardinali Holding refined the sustainability reporting process, introducing more accurate and detailed data** compared to the previous edition of the Report. This revision stems from the desire to ensure greater transparency and representativeness of the Group's performance, providing increasingly

useful and relevant information for all stakeholders.

The changes concerned, in particular, the introduction of more precise metrics for measuring environmental impact. Moreover, the statement does not include information prescribed by other regulations, such as Article 8 of Regulation 2020/852 (EU Taxonomy Regulation), since Cardinali Holding is not subject to this requirement.

This approach reflects our determination to **consolidate reporting that is increasingly rigorous, clear, and aligned with ESRS principles.**

# Governance

## GOV-1 Role of the Administrative, Management and Control Bodies

The organizational structure of Cardinali Holding reflects the Group's strategic direction, with clearly defined roles and responsibilities to ensure operational efficiency and responsiveness to market needs. At the top, the Board of Directors leads governance, defines corporate strategies, and ensures effective management from an organizational and functional perspective.

### Board of Directors

The **Board of Directors of Cardinali Holding** is composed of **seven members**, all male. The age distribution shows a prevalence of members over 50 years of age, with only one member in the 30–50 age group. The members of the Board are:

- Vito Cardinali, Chairman
- Stefano Cardinali, Chief Executive Officer
- Giovanni Venerito, Director
- Pierluigi Vidari, Director
- Emilio Pedron, Director
- Alessandro Santini, Director
- Cristian Trevisan, Director

### Sustainability Committee

On December 18, 2024, Cardinali Holding strengthened its commitment to responsible and sustainable growth with the establishment of the **Sustainability Committee**. The Committee stands out for its **gender-balanced composition**, including four women and four men, as evidence of the company's attention to equality and inclusive representation in decision-making processes.

### Supervisory Body

CPC Inox, in reinforcing its commitment to management based on integrity, responsibility, and transparency, has adopted the Organization, Management and Control Model pursuant to Legislative Decree 231/2001. Consequently, the **Supervisory Body (OdV)** was established, composed of:

- Roberto Grisenti
- Massimiliano Radaelli
- Alfonso de Siati



## Organizational Chart of Cardinali Holding



## Supervision of Impacts, Risks and Opportunities: Roles and Responsibilities

At Cardinali Holding, we consider risk management a strategic element to ensure resilience and operational continuity in a complex global context. The Board of Directors and the Sustainability Committee play a key role in overseeing major risks, promoting a preventive and structured approach.

Our integrated vision of risk management includes operational threats, external economic, geopolitical, and technological changes, as well as sustainability-related risks. In 2024, we reinforced our response along the entire value chain, expanding strategic partnerships with national and European suppliers to reduce dependency on unstable markets. We also strengthened cybersecurity and data protection, in line with the development of a structured Business Continuity Management model. In the

long term, we aim to adopt a structured Business Continuity Management system based on the ISO 22301 standard.

At the same time, attention to ESG risks and opportunities has increased. In 2024, the role of the Sustainability Committee was formalized, with advisory and guidance functions, responsible for the continuous monitoring of ESG impacts. The Board of Directors validates the results of this analysis, ensuring alignment with the Group's strategic vision and long-term objectives.

## Roles and Responsibilities in Sustainability

The Group's mission is to generate lasting and shared value in the territories where it operates, protecting people and the environment, and promoting a business model that integrates economic growth, innovation, and social responsibility.

The governance of sustainability is structured as follows:

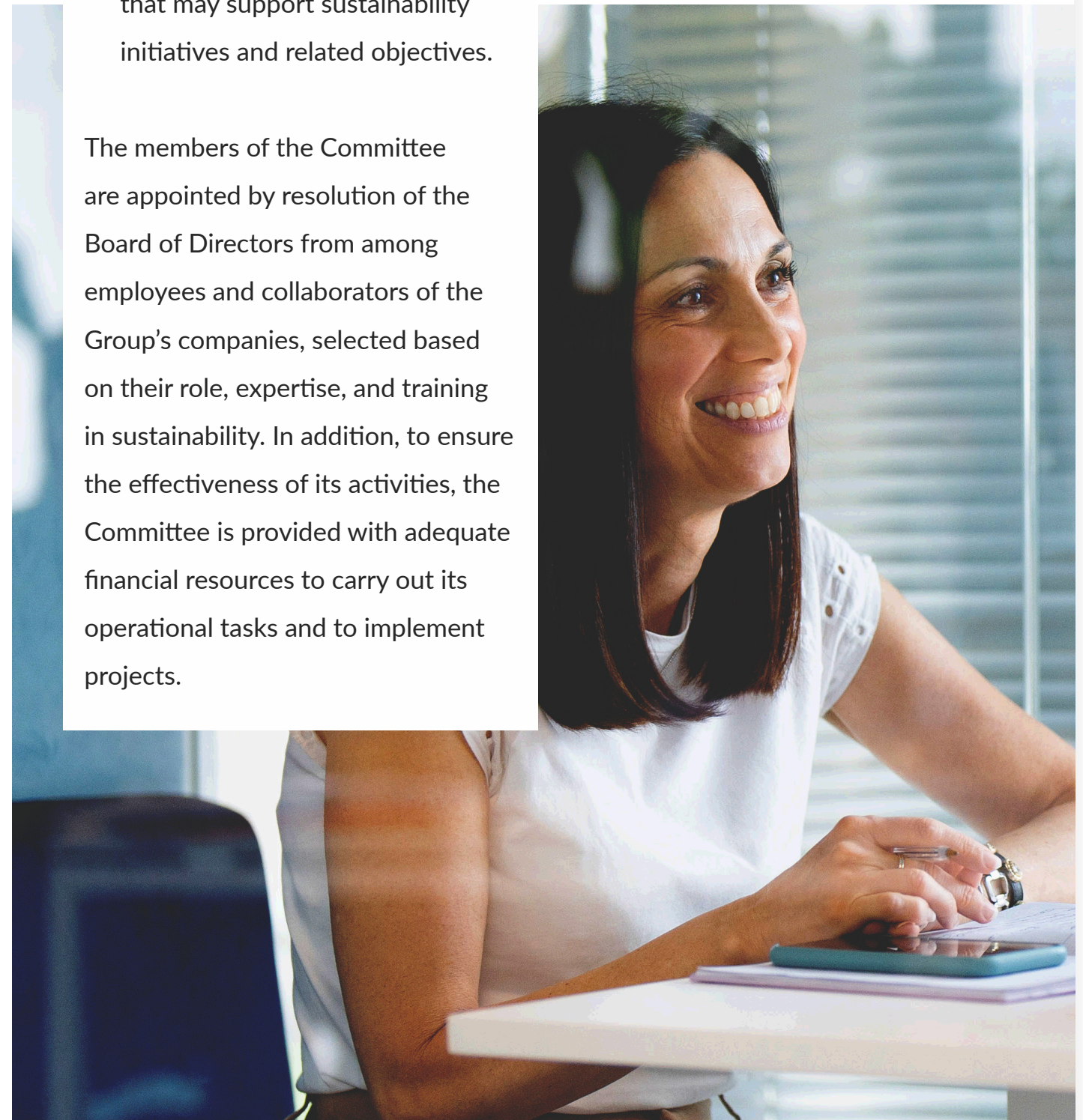
- **Board of Directors:** central role in ensuring that the Sustainability Committee operates in compliance with its founding regulations and in approving sustainability policies, actions, and the related budgets allocated to such activities. In addition, the Board oversees and approves sustainability reporting.

- **Sustainability Committee:** supports the Board of Directors in evaluations and decisions regarding the Holding's Sustainability Plan and collaborates with the Vito Cardinali Foundation. Specifically, the Committee:
  1. Oversees sustainability issues and objectives related to business activities and stakeholder relations;
  2. Promotes interaction dynamics with all stakeholders;
  3. Analyzes issues relevant to long-term value creation and the definition of the materiality matrix;
  4. Develops an action plan to address sustainability issues, identifying initiatives, required resources, and related benefits;
  5. Monitors the evolution of sustainability issues in light of international principles and standards, evaluating the Holding's positioning relative to the market;

6. Reviews the general structure of the Sustainability Report, external and internal communications, and the consolidated non-financial statement;
7. Supports the Holding in identifying technologies and capabilities that may support sustainability initiatives and related objectives.

The members of the Committee are appointed by resolution of the Board of Directors from among employees and collaborators of the Group's companies, selected based on their role, expertise, and training in sustainability. In addition, to ensure the effectiveness of its activities, the Committee is provided with adequate financial resources to carry out its operational tasks and to implement projects.

- **Chairman of the Sustainability Committee:** plays a central role in ensuring that the Sustainability Committee operates in compliance with the regulations governing its functioning.





Thanks to this investment in training, we have strengthened our ability to accurately collect and analyze ESG data, improving the quality of reporting and our capacity to plan targeted actions.

In addition, another training initiative was completed which focused on two key areas for the corporate sustainability strategy. First, the analysis of double materiality, a fundamental tool for identifying priority issues and developing long-term strategic planning, was studied in depth. Second, the course emphasized stakeholder mapping and engagement methodologies, examining selected operational approaches and tools tailored to the specific characteristics of our organization.



## Skills and Competences on Sustainability Issues

At Cardinali Holding, we recognize that sustainability represents a strategic lever to ensure solid, responsible, and long-term-oriented governance. Effectively addressing these challenges requires up-to-date, multidisciplinary technical expertise. For this reason, we rely on the support of highly qualified external consultants with specific experience in ESRS-based reporting and corporate sustainability management.

During 2024, we launched an **internal training program on ESG topics**, involving people from different business functions. Our goal is to **spread a strong and shared culture of sustainability** that supports the achievement of our strategic objectives in a structured and cross-functional way.

Among the most significant initiatives, Diego Zanellati and Matteo Cappelletti, members of the Sustainability Committee, participated in two specialized training courses, each lasting 8 hours, organized by AQM Srl and TÜV Italia Akademik. The courses delved into topics central to our ESG strategy, such as Life Cycle Assessment (LCA), Product and Organization Carbon Footprint, and sustainability reporting. Each session concluded with a skills assessment test, ensuring the acquisition of concrete tools for applying best practices.

## GOV-2 Information Provided to and Sustainability Matters Addressed by the Undertaking's Administrative, Management and Supervisory Bodies

### Information and Updates on Sustainability

The Board of Directors of Cardinali Holding is actively involved in the sustainability reporting process, approving its contents in line with corporate objectives and alongside financial reporting. The Sustainability Committee provides the Board with a detailed picture of ESG initiative performance, highlighting results achieved, emerging issues, and opportunities to be seized.

Furthermore, it is required that Committee meetings are documented through minutes, which are shared with the members of the Board of Directors of Cardinali and of the Foundation, thus ensuring regular communication. This approach enables structured and proactive governance, fostering responsible management oriented toward continuous improvement

### Integration of Impacts, Risks, and Opportunities into Strategy and Business Decisions

In 2024, we took an important step toward greater integration of ESG criteria into our decision-making processes. For the first time, the Sustainability Committee of Cardinali Holding **carried out a double materiality analysis**, in line with ESRS standards, actively **involving internal and external stakeholders**.

This work allowed us to **identify and prioritize the impacts, risks, and opportunities related to environmental, social, and governance issues most relevant to us and our operational context**. The results of this analysis represent an important reference for guiding our business decisions.

The findings will be taken into account both by the Sustainability Committee, within its advisory activities, and by the Board of Directors in strategic and management decisions. In this way, we aim to strengthen our sustainability approach, promoting an integrated vision that supports value creation.





### GOV-3

#### Integration of Sustainability-related Performance in Incentive Schemes

Currently, we have not yet formalized ESG metrics as reference criteria in executive incentive policies. However, in light of the sustainability path we have undertaken, we are evaluating the possibility of progressively integrating ESG indicators into our incentive schemes.

Any future adoption or update of such indicators will be decided exclusively by the Board of Directors of Cardinali Holding, in line with the evolution of our strategic and organizational priorities.

### GOV-4

#### Statement on Due Diligence

The due diligence process of Cardinali Holding in the area of sustainability, namely, the obligation to identify, prevent, and manage risks along the value chain, is integrated into corporate governance and follows the phases set out in ESRS 1: identification, prevention, mitigation, monitoring, and communication.

The mapping presented in this Report clearly illustrates how these phases have been applied in the Group's operating context. Below, a mapping is provided of how Cardinali Holding integrates the principles of the duty of care into its sustainability approach.

| Key Elements of Due Diligence                                               | Paragraphs of the Sustainability Report                                                                                                                                                                                                                                                                                             |
|-----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Integrating due diligence into governance, strategy, and the business model | General Information: ESRS 2 GOV-2, GOV-3, SBM-3                                                                                                                                                                                                                                                                                     |
| Engaging stakeholders in all key phases of due diligence                    | General Information: ESRS 2 GOV-2, SBM-2, IRO-1 These sections disclose information in accordance with the policies minimum disclosure requirements MDR-P (ESRS 2)                                                                                                                                                                  |
| Identification and assessment of impacts, risks, and opportunities          | General Information: ESRS 2 IRO-1, SBM-3<br>Environmental Information: ESRS E1, E5<br>Social Information: ESRS S1, S2, S3, S4<br>Governance Information: ESRS G1 Information on Innovation of products and services                                                                                                                 |
| Taking measures to address such impacts, risks, and opportunities           | Environmental Information: ESRS E1, E5<br>Social Information: ESRS S1, S2, S3, S4<br>Governance Information: ESRS G1 Information on Innovation of products and services<br>These sections disclose information in accordance with the actions minimum disclosure requirements MDR-A (ESRS 2)                                        |
| Monitoring the effectiveness of these efforts and communication             | Environmental Information: ESRS E1, E5<br>Social Information: ESRS S1, S2, S3, S4<br>Governance Information: ESRS G1<br>Information on Innovation of products and services<br>These sections disclose parameters and objectives in accordance with the metrics and targets minimum disclosure requirements MDR-M and MDR-T (ESRS 2) |

## GOV-5 Risk Management and Internal Controls over Sustainability Reporting

To strengthen the transparency and reliability of sustainability reporting, we have structured an internal control system that covers the entire reporting process, from data collection to the final approval by the Board of Directors. The Sustainability

Committee, in an advisory capacity, reviews the content and structure of the document, relying on the support of external consultants to ensure compliance with the European Sustainability Reporting Standards (ESRS).



# Strategy

## SMB-1 Strategy, Business Model and Value Chain

### The People Behind Each Site: The Map of Our Human Resources

In 2024, Cardinali Holding employs a total of 251 people, predominantly located in Italy, where both the registered office and all production

facilities are based. The foreign commercial branches in Lyon and Heilbronn confirm the Group's international presence, supporting sales activities and relationships with European markets.

| Location                 | Country | Type of Site      | Number of Employees |
|--------------------------|---------|-------------------|---------------------|
| Milan                    | Italy   | Registered Office | 6                   |
| Basiano (MI)             | Italy   | Production Plant  | 66                  |
| Gessate (MI)             | Italy   | Production Plant  | 91                  |
| Casrate con Bernate (CO) | Italy   | Production Plant  | 69                  |
| Morro d'Alba (AN)        | Italy   | Production Site   | 11                  |
| Lyon                     | France  | Commercial Branch | 6                   |
| Heilbronn                | Germany | Commercial Branch | 2                   |
| Total                    |         |                   | 251                 |



## Product Range: Steel Technology and Food & Wine Excellence

During 2024 we continued to strengthen and diversify our offering, enhancing the distinctiveness of our companies – CPC Inox, A.D. Tubi Inossidabili, and Podere Vito Cardinali – in their respective sectors: stainless steel and agri-food. The reporting period did not register the elimination of any product lines.

Through **CPC Inox**, we consolidated our leadership in steel processing, offering a highly diversified range of semi-finished products. For the production of flat products: strips, satin-finished and rounded-edge bars, and sheets, we make available to customers a know-how that has matured over years of experience, supported by the best technologies and a wide machinery fleet. This allows us to offer customized and optimal solutions for every need.

In the second production plant in Gessate, we produce laser-welded tubes, both standard length and cut-to-size. Thanks to advanced processing and control systems, we are able to guarantee the highest quality and meet even the most complex applications, both technically and in terms of service.

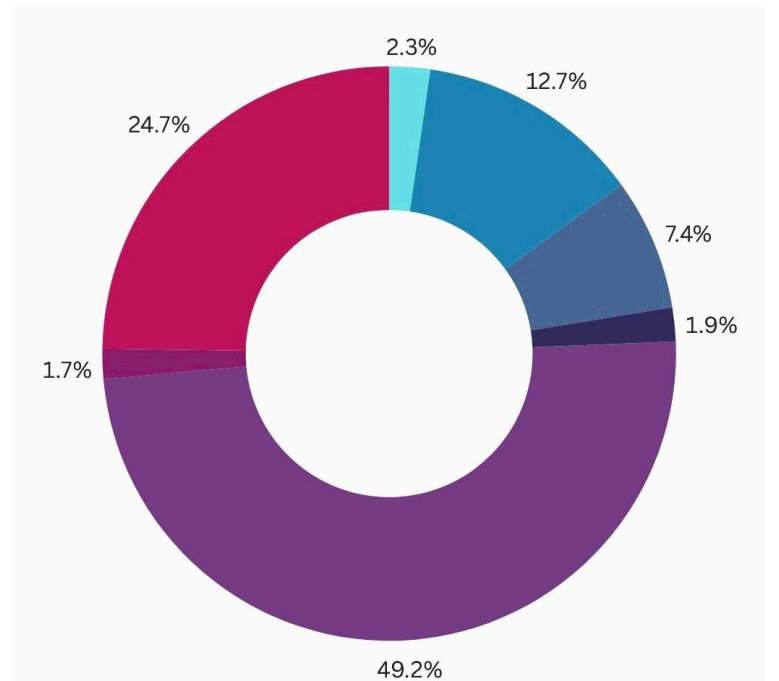
With more than 50,000 tons of raw material ready for delivery, including austenitic, austenitic-ferritic, and ferritic steels in various thicknesses and finishes, we ensure quick, reliable, and timely responses, always meeting our customers' expectations.

We have invested in innovative solutions such as the Hydra To Zero line. This technology is designed to reduce hydraulic head losses in water circulation systems through the use of a single foldable pipe that, with no additional joints, effectively eliminates water leakage and reduces the number of repairs in user outlets.

Breakdown of revenues by product shows the following contributions:

Strips 49,2%  
 Sheets 24,7%  
 Tubes 12,7%  
 Bars 7,4%  
 Edged Products 1,9%  
 Stamped Products 1,7%  
 Other 2,3%

**A.D. Tubi Inossidabili** has further consolidated its specialization in the production of welded stainless steel tubes, continuing along a path of technological innovation and application precision. The use of advanced technologies such as TIG and laser welding, combined with the ability to produce tailor-made solutions with a wide range of diameters, thicknesses, and lengths up to 30 meters, enables us to meet the most specific and demanding customer requirements.

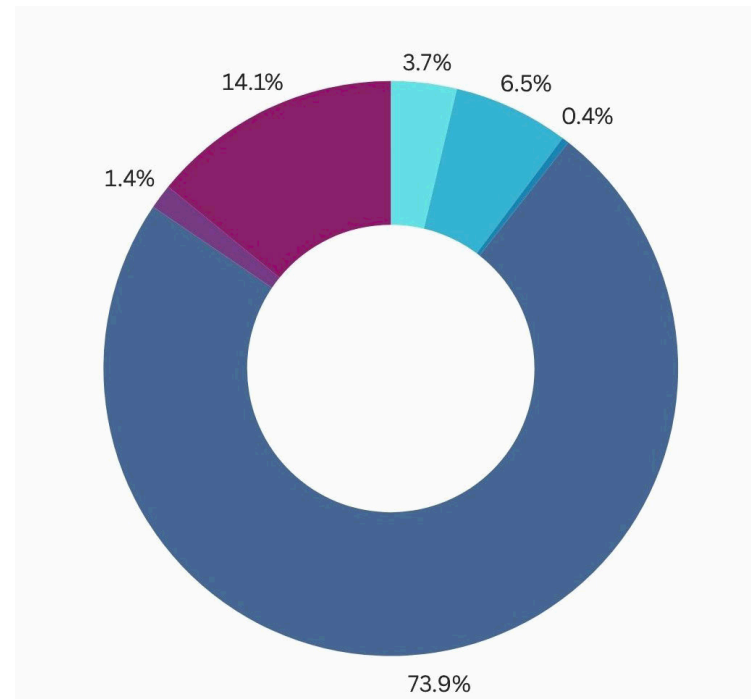


Our product offering includes high-performance materials such as duplex and superduplex steels, nickel alloys, and titanium, which are employed in the energy, chemical, oil and gas, and water treatment sectors; fields that require corrosion resistance, reliability, and high performance.



Breakdown of revenues by product shows:

Austenitic 73,9%  
 Duplex 14,1%  
 Nickel Alloys 6,5%  
 Titanium 3,7%  
 Superaustenitic 1,4%  
 Ferritic 0,4%



Through **Podere Vito Cardinali**, we have continued to enhance our bond with the land and the Marche territory, combining sustainable agricultural practices with excellent production.

The current 100 hectares include approximately 35 hectares dedicated to the cultivation of native vineyards: 77% Verdicchio and the remainder Lacrima di Morro d'Alba. The remaining surfaces host olive groves and arable land.

In recent years, we have launched

two wine labels that express our territorial identity. Both have received **prestigious national awards**, confirming the quality of our production processes and the value of the agricultural project.

**The Verdicchio "Vito" received:**

- The prestigious WineHunter Award (2023), a Red Award at the renowned Merano Wine Festival, celebrating Italian wine excellence in quality, territoriality, and sustainability.

- "2 Glasses" by Gambero Rosso (2023), a symbol of high-level oenological quality from one of the most authoritative guides in the sector.
- The Quality/Price Award in the BERE BENE 2025 guide, with a score of 92/100, highlighting the exceptional value-for-money of our label.

Alongside it, the **Costa Lisiano** has made a strong mark in the single-varietal wine scene, obtaining several awards:

- The title of "Best Wine from Lacrima Grapes" in 2023 from the Essential Guide to Italian Wines 2025, which recognized our label as the highest expression of the grape variety.
- A score of 95/100 from The Essential Guide to the Wines of Italy 2025 by DoctorWine, placing it among the best Italian wines in its category.



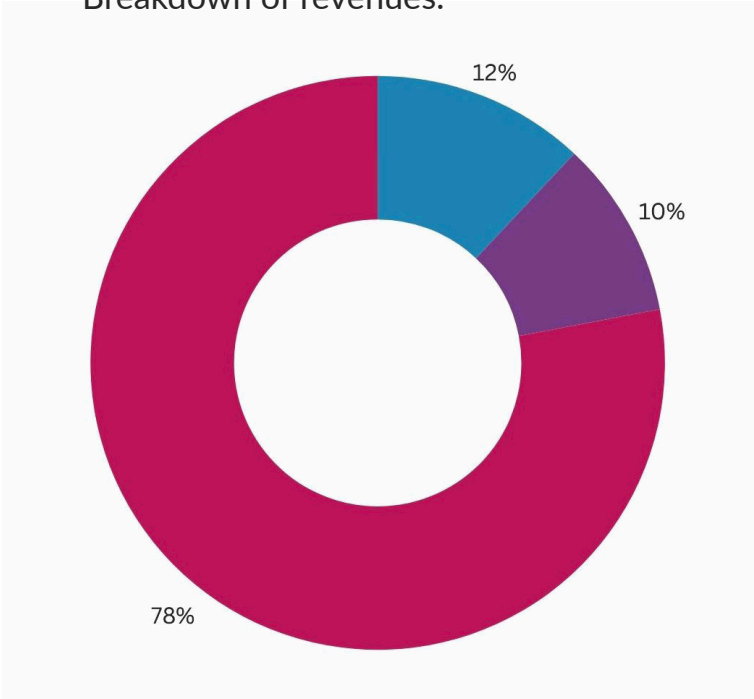


We have also promoted our **Morro** extra virgin olive oil, produced exclusively from olives from our groves and processed mechanically within hours of harvesting. This is a limited-quantity, high-quality product that represents a concrete example of enhancing the land and its natural resources.

Wine 78%  
Agricultural products 12%  
Oil 10%

Completing our agricultural activity are arable crops—sunflowers, barley, and wheat—which reflect our commitment to sustainable and diversified land management.

Breakdown of revenues:



Suppliers and Value Chain: A Commitment to Quality

Within our Group, composed of industrial and agricultural businesses active in highly specialized supply chains, we recognize the strategic importance of building a solid, traceable, and responsible value chain, capable of generating shared value.

Operating at the center of these chains—on one side in the transformation of raw materials into semi-finished and high-value-added products, and on the other in supplying markets that demand quality, reliability, and sustainability—we are aware of the impact we can generate across the entire production system.

For this reason, we believe that the solidity and reputation of a company are also measured by the quality of relationships built within its supply chain.

We have chosen to integrate environmental, social, and governance

(ESG) criteria into supplier selection and evaluation processes, with the goal of promoting a more resilient and sustainable supply chain.

CPC Inox

Raw material comes from European and non-European steel mills. We select austenitic, ferritic, duplex, superduplex steels, and nickel alloys based on the specific needs of our products. Supplier relationships are managed through multi-year contracts, with volumes and technical specifications agreed in advance.

A.D. Tubi Inossidabili

Procures special steels—duplex, superduplex, nickel alloys, and titanium—destined for critical sectors such as energy, petrochemicals, and water treatment. Supplier selection is oriented toward certified providers, with international quality control systems (DNV GL, RINA, Lloyd's) and technical capabilities aligned with our production needs.

**Podere Vito Cardinali**

We rely on specialized partners in key categories for agricultural and viticultural management, including suppliers of agricultural inputs (fertilizers, crop protection products, seeds, and vineyard systems), agricultural equipment and machinery, and fuels for field operations.

We also collaborate with specialized service providers for specific agricultural tasks and earthmoving works. For winemaking and commercialization phases, we rely on partners for oenological products and equipment, packaging materials (bottles, corks, labels, boxes), bottling and transport services, as well as maintenance providers for winery equipment.

All relationships are managed with a focus on quality, traceability, and sustainability.

**Downstream Value Chain: Industry Solutions, Local Identity****CPC Inox**

Distributes stainless steel semi-finished products to a client base made up mainly of B2B operators in the industrial sector. Key recipients include companies in the mechanical, plant engineering, chemical, food, automotive, HVAC, and renewable energy sectors in Italy and Europe. With more than 1,000 active customers across over 23 different sectors, CPC Inox is able to meet very different technical and production needs.

This plurality of sectors, each with specific standards, represents a strategic value: it allows us to develop high professionalism, in-depth application knowledge, and operational flexibility that distinguish us in the stainless steel processing industry. The commercial branches in France and Germany further strengthen relationships with foreign markets,

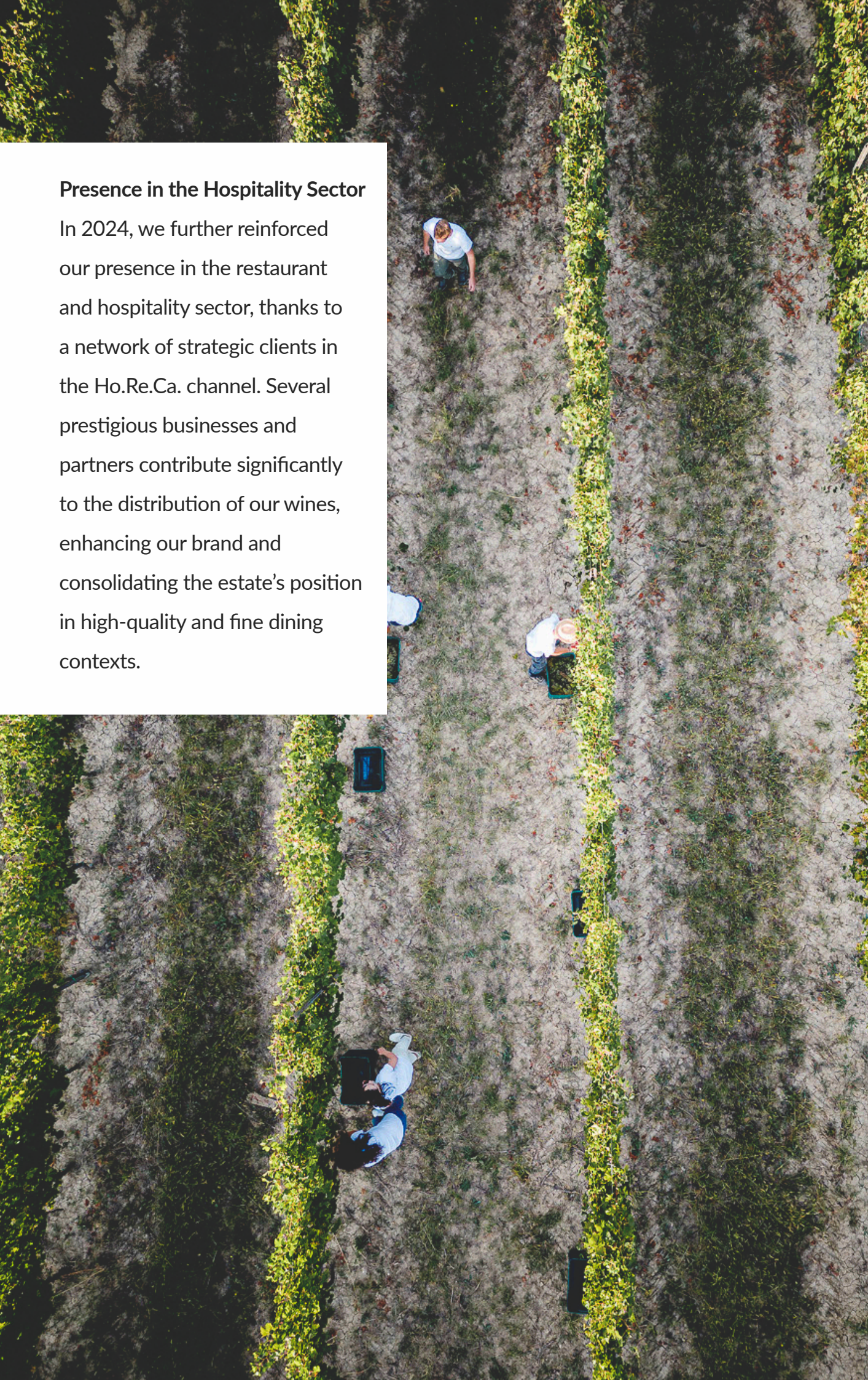
ensuring greater customer proximity and more effective after-sales service.

**A.D. Tubi Inossidabili**

Acts as a key player in a highly technical value chain, serving customers with high-performance requirements, including companies in the energy, oil and gas, water treatment, chemical, and nuclear sectors. Our welded stainless steel, nickel alloy, and titanium tubes are used in critical contexts, such as power plants, desalination facilities, and refineries, where material integrity is essential.

We operate mainly through direct relationships with national and international customers, leveraging production flexibility, customization, and continuity of supply. Distribution takes place mainly through B2B channels or distributors.





### Presence in the Hospitality Sector

In 2024, we further reinforced our presence in the restaurant and hospitality sector, thanks to a network of strategic clients in the Ho.Re.Ca. channel. Several prestigious businesses and partners contribute significantly to the distribution of our wines, enhancing our brand and consolidating the estate's position in high-quality and fine dining contexts.

Alongside distribution, a key element in enhancing corporate identity is wine tourism. The opening of the wine shop on June 29, 2024, marked the start of a new phase dedicated to hospitality and direct public engagement: tastings, retail sales, and meeting spaces make the estate an open and welcoming place.

For extra virgin olive oil, we adopt a similar strategy, with particular attention to the Ho.Re.Ca. channel and direct sales to selected customers, with whom we cultivate relationships based on quality, trust, and personalized service.

Products obtained from our arable land are delivered to the Provincial Agricultural Consortium, thereby strengthening our connection with the territory and contributing to the local agricultural supply system.

### Podere Vito Cardinali

Operates within a well-structured downstream value chain that allows us to effectively distribute our products through diversified channels.

- For wine, we manage a direct customer network without intermediaries—the so-called direct clients—which represents a significant component of our wine revenues.
- We also rely on sales agents, essential for facilitating entry into target markets.
- The direct sales point at the estate constitutes another channel of contact with the public, actively contributing to sales.
- Exports are still marginal but considered a promising area with interesting growth prospects.



## SMB-2 Interests and views of stakeholders

At Cardinali Holding, we recognize stakeholder engagement as an essential element to ensure consistency between corporate strategy and the expectations of our counterparts. With this in mind, we initiated a structured process of stakeholder mapping, distinguishing between internal stakeholders (e.g., employees, majority and minority shareholders) and external stakeholders (e.g., public administration, suppliers, customers, financial partners, certification bodies, trade associations, labor unions, local communities, media, and NGOs/charities).

The most relevant stakeholders were identified based on three criteria:

- **Power:** the ability of the stakeholder to directly influence business decisions and activities through resources, authorizations, or strategic relationships.

- **Influence:** the formal or informal recognition of the stakeholder's role, which can shape business decisions even in the absence of direct decision-making power.
- **Urgency:** the degree of priority that stakeholder needs require in terms of timeliness and attention from the organization.

We engage with the different categories of stakeholders through targeted listening methods, aware that **only by tailoring dialogue to the context can we gather truly useful contributions.**

- **Internal engagement:** for example, we dialogue with employees through surveys, useful for monitoring the work climate and activating improvement processes. Labor unions are involved in annual meetings with governance to share objectives and vision.

- **Shareholders:** both majority and minority shareholders are engaged through open and transparent dialogue, supported by the periodic sharing of the sustainability report and moments of strategic discussion.
- **Financial partners:** receive regular updates via reports, newsletters, and direct meetings—a constant effort to ensure alignment between performance and ESG expectations.
- **Public authorities, regulatory bodies, and local communities:** we share a summarized version of the sustainability report on our website, with tools for collecting feedback or suggestions. This same channel is used to inform **media, NGOs, and charities**, with which we also develop collaborations on specific projects.
- **Customers, commercial partners, traders, and suppliers:** we establish ongoing and structured relationships through newsletters, annual surveys, thematic questionnaires, and periodic meetings to gather opinions, measure satisfaction, and jointly define improvement paths along the value chain.

We also participate in initiatives promoted by **trade associations, certification bodies, universities, schools, research institutions, and even competitors**, as we believe in knowledge sharing and the development of a more sustainable and innovative ecosystem.

All contributions gathered through these engagement activities are systematically analyzed and integrated into our decision-making processes. This approach not only allows us to update the double materiality analysis, but also to identify new areas of intervention, strengthen mutual trust, and make our commitment to sustainable and shared growth even more transparent.

**In the double materiality analysis, we adopted a serious and inclusive approach, actively involving customers, suppliers, financial partners, and employees from the three companies across all operational sites.**





The outcome: 180 responses collected from stakeholders, which testify not only to the widespread attention to sustainability issues, but also to the solid relationships the organization has built with its partners. Thanks to this level of participation, **the resulting matrix is not the outcome of self-referential assessments, but is instead based on authentic and structured listening.** The inclusiveness of the process gives the analysis a high quality and genuine representativeness, transforming a methodological exercise into a shared picture of environmental, social, and governance priorities, as perceived by those who interact daily with the company.



# SBM-3

## Material impacts, risks and opportunities and their interaction with strategy and business model

### The Business Model

#### The Double Materiality Matrix

The double materiality matrix is a tool used to identify and visually represent the most relevant sustainability topics for a company, taking into account two distinct yet complementary perspectives:

- 1. Impact materiality:** assesses how **the company's activities affect** the environment, society, and human rights (outward impact).
- 2. Financial materiality:** evaluates how **environmental, social, and governance issues influence** the company's performance and financial position (inward impact).

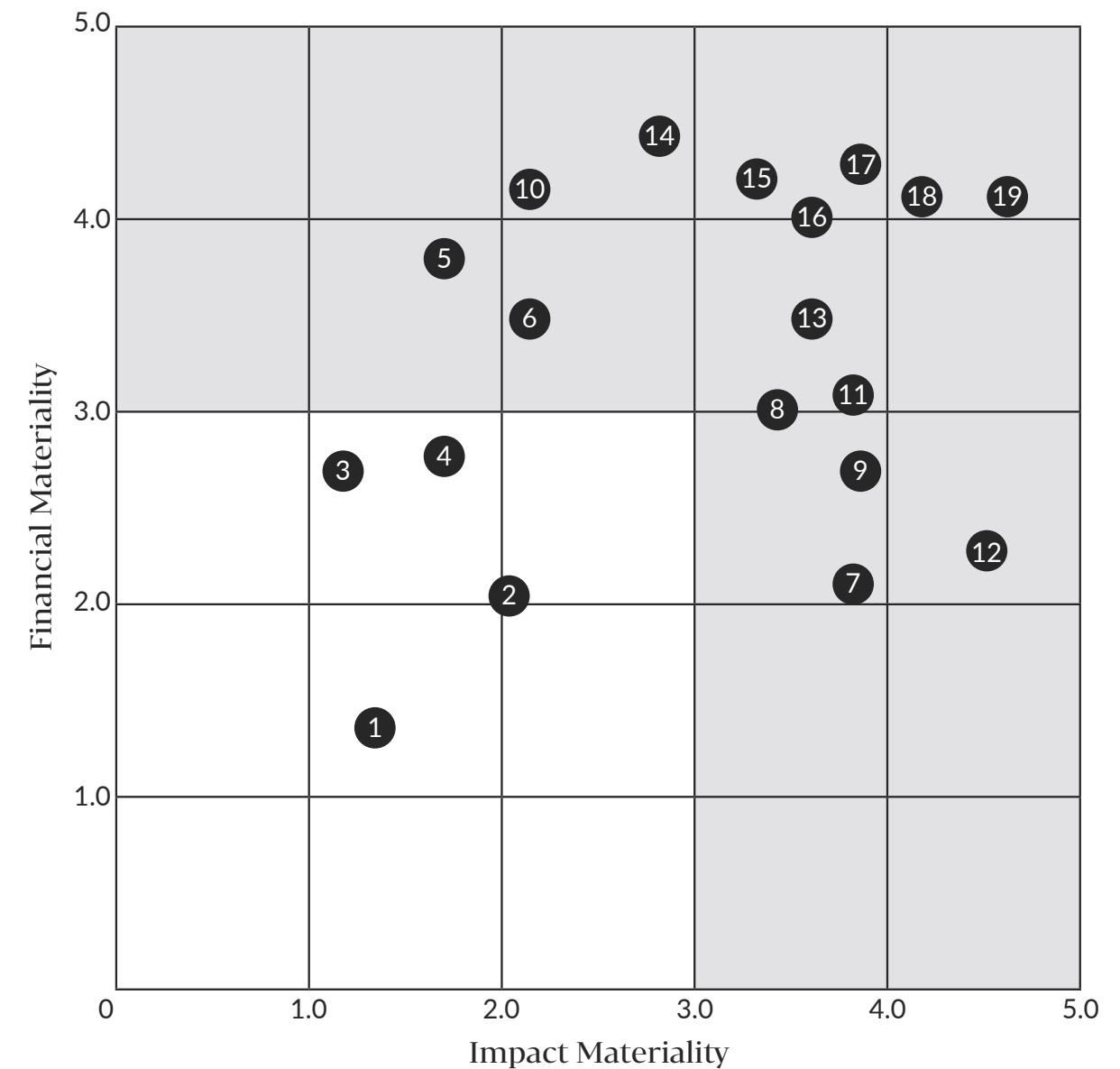
The combination of these two dimensions enables the identification of "double material" topics—those that are significant both in terms of external impact and economic-financial risk or opportunity.

In this report we present the double materiality matrix, developed in 2024 with stakeholder involvement, which guides our sustainability strategy.

The relevant topics identified define strategic priorities, the content of the report, and our sustainability objectives.

Topics considered material are those that obtained a score in impact materiality and/or financial materiality equal to or greater than 3:

Double Materiality Matrix – Cardinali Holding



1. Microplastics, Animal welfare, Political engagement and participation in trade associations
2. Pollution of air, water, soil, living organisms and food resources; Substances of concern; Water consumption, withdrawals and discharges
3. Biodiversity and impacts on species and ecosystems
4. Resource outflows, related to products and services
5. Resource inflows, including resource use
6. Climate change adaptation and mitigation
7. Other work-related rights (workers in the value chain)
8. Social inclusion of consumers and end-users
9. Working conditions of workers in the value chain
10. Waste
11. Equal treatment and opportunities for all workers in the value chain
12. Other work-related rights of own workforce
13. Information-related impacts for consumers and/or end-users
14. Energy
15. Protection of whistleblowers
16. Equal treatment and opportunities for all workers of own workforce
17. Communities' economic, social and cultural rights– Management of relationships with suppliers including payment practices
18. Corruption and bribery – Communities' civil and political rights– Personal safety of consumers and/or end-users
19. Working conditions of own workforce



# Impact, risk and opportunity management

## IRO-1 Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities

In 2024, we conducted a double materiality analysis, a structured process to assess the main sustainability topics. The analysis allowed us to identify the impacts—positive or negative, actual or potential—generated by the company on the environment and society, and to examine the risks and opportunities affecting economic and financial performance.

Both the **impact materiality** analysis and the **financial materiality** analysis involved an assessment of each sustainability topic required by the ESRS and were carried out through a **validation process involving both internal stakeholders** (employees) and **external stakeholders** (customers, suppliers, and investors).

The direct involvement of certain stakeholders made it possible to improve the quality of information,

reduce self-referentiality, and integrate the perspectives of those directly affected by business activities and related commercial relationships.

For **impact materiality**, a 0-to-5 rating scale was used, based on the following criteria:

- Severity: seriousness of the effects generated
- Scope: breadth and extent of the impact
- Irremediability (only when the impact is negative)
- Likelihood of occurrence (only when the impact is potential)

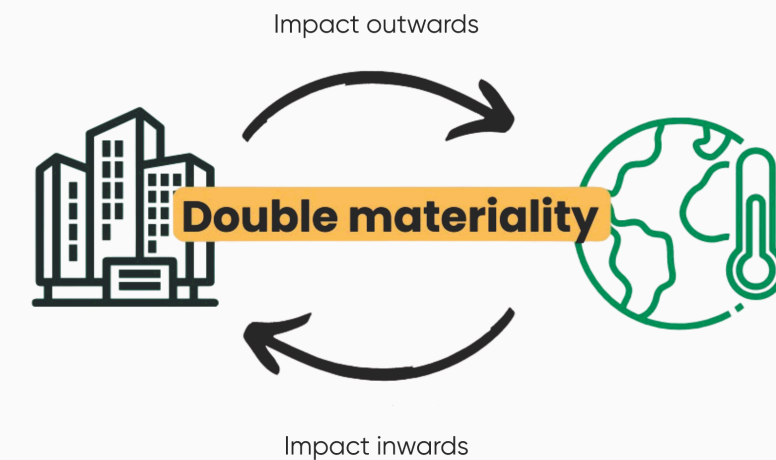
For **financial materiality**, a 0-to-5 rating scale was used, based on the following criteria:

- Severity: seriousness of the risk and relevance of the opportunity
- Likelihood of occurrence

Topics were considered **relevant**—i.e., **priorities in the company's sustainability pathway**—both in terms of impact materiality and financial materiality when **the score exceeded the established threshold of 3 out of 5**.

**IMPACT MATERIALITY**  
Company impact  
on people and planet

**FINANCIAL MATERIALITY**  
Sustainability and climate impact  
on your company



## IRO-2 Disclosure Requirements in ESRS Covered by the Undertaking's Sustainability Statement

Cardinali Holding presents below the list of disclosure obligations fulfilled in drafting this Sustainability Statement, based on the results of the materiality assessment described in detail in section IRO-1. The disclosure obligations included refer exclusively to topics deemed material under the double materiality analysis.

As already explained in the thematic sections of this document, the following topics emerged as **material**:

- **Environmental topics: Climate Change** (ESRS E1) and **Resource Use and Circular Economy** (ESRS E5)
- **Social topics: Own Workforce** (ESRS S1), **Workers in the Value Chain** (ESRS S2), **Affected Communities** (ESRS S3), and **Consumers and End-Users** (ESRS S4)
- **Governance topics: Business Conduct** (ESRS G1)

The following topics—**Pollution** (ESRS E2), **Water and Marine Resources** (ESRS E3), and **Biodiversity and Ecosystems** (ESRS E4)—obtained a score below 3 out of 5 in the materiality assessment process and were therefore classified as “not relevant” for sustainability reporting purposes.

It is important to note that the definition of “not relevant” does not imply a lack of interest on the part of Cardinali Holding, but rather reflects the decision to focus reporting on the topics identified as priorities for stakeholders and for the company itself.

Although not among the priority topics, **Pollution** and **Biodiversity and Ecosystems** were nevertheless addressed in this Report, as they represent areas in which Cardinali Holding has implemented concrete actions and achieved significant results. The decision to include qualitative insights on these aspects reflects the Group's commitment to providing a transparent and comprehensive view of its efforts toward responsible environmental impact management, even beyond reporting obligations.

The **Index** at the beginning of this Report provides details of the disclosure obligations addressed and references to the corresponding page numbers in the statement.





# ENVIRONMENTAL TOPICS (ESG)

Through our environmental initiatives, we contribute to the achievement of the following 2030 Agenda goals:

|                                          |                                                      |                                                  |                                                      |                              |                            |                                          |
|------------------------------------------|------------------------------------------------------|--------------------------------------------------|------------------------------------------------------|------------------------------|----------------------------|------------------------------------------|
| <b>7</b> AFFORDABLE AND CLEAN ENERGY<br> | <b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE<br> | <b>11</b> SUSTAINABLE CITIES AND COMMUNITIES<br> | <b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION<br> | <b>13</b> CLIMATE ACTION<br> | <b>15</b> LIFE ON LAND<br> | <b>17</b> PARTNERSHIPS FOR THE GOALS<br> |
|------------------------------------------|------------------------------------------------------|--------------------------------------------------|------------------------------------------------------|------------------------------|----------------------------|------------------------------------------|



# E1 Climate Change

## E1-1 Transition Plan for Climate Change Mitigation

We are aware of our responsibility with respect to climate change and are committed to integrating concrete objectives on this issue into our corporate strategies, in view of adopting a formal climate transition plan. As Cardinali Holding, we have begun a process of analysis and assessment of our environmental impacts, both direct and indirect, as a first step toward more conscious and responsible management of environmental issues. This process allows us to prepare to respond

consistently to the evolution of the European regulatory framework and to actively contribute to the ecological transition in the sectors in which we operate, reinforcing our commitment to a sustainable and long-term development model.



## E1-2 Policies on Climate Change Mitigation and Adaptation

We consider climate change one of the main challenges of our time and adopt a responsible approach to managing greenhouse gas emissions, in line with the goals of the Paris Agreement and the European decarbonization strategy for 2050. We have therefore incorporated both climate adaptation and mitigation activities into our corporate strategy as a structured and holistic commitment, not limited to individual projects.

Currently, Cardinali Holding does not yet have a formally dedicated climate change policy. However, A.D. Tubi Inossidabili and CPC Inox have adopted practices that include aspects related to climate impact management. These approaches are based on principles of continuous improvement, environmental responsibility, and regulatory compliance, promoting resource efficiency, emission reductions, and more sustainable production processes. A relevant example is the ISO 14001 certified environmental management system, active at A.D. Tubi Inossidabili since 2014, which serves as an operational tool for monitoring and reducing environmental and climate impacts of industrial activities.



## E1-3 Actions and Resources Related to Climate Change Policies

### Installation of Photovoltaic Systems

In 2024, CPC Inox expanded its photovoltaic system by adding to the 1,328 panels (575W each) in Gessate and the 1,540 panels (410W each) in Basiano, with 2,502 new panels (455W each) covering an area of 5,880 m<sup>2</sup>, intended primarily for self-consumption. The surplus energy is fed into the grid during periods of production downtime. The plant, connected on April 17, 2024, represents a significant step in the Group's decarbonization strategy, contributing to greenhouse gas emission reductions and increased energy self-sufficiency.

A feasibility study was also conducted for integrating storage batteries at both Italian sites, aimed at optimizing the use of self-produced energy and further reducing dependence on external sources. Purchase and integration into

production sites is planned for 2025. This investment will maximize self-consumption and further reduce Scope 2 emissions, increasing the efficiency of the entire system.

### Environmental Redevelopment Project

At the Gessate site, a major landscaping and environmental redevelopment project was completed with the goal of improving air quality and contributing to climate change mitigation. The initiative included planting 80 new trees and over 1,500 ornamental plants, with particular focus on species with high pollutant absorption capacity, such as Ginkgo biloba and Quercus robur (oak), whose number increased from 5 to 52 specimens.

Based on an agronomic report, the project ensures a significant environmental contribution through its carbon offsetting capacity. **The new**

**plantation allows for the sequestration of over 9 tons of CO<sub>2</sub> per year, with a projection of 282 tons of CO<sub>2</sub> removed over 30 years.** This result is achieved thanks to the plants' ability to sequester and store atmospheric carbon in their tissues, helping reduce greenhouse gas emissions and improve the local microclimate. The project also includes continuous tree management and maintenance, as only proper care guarantees longevity and avoids the release of stored carbon in the event of decline or death.

### Smart Building Systems

At the Basiano site, and in the future also at the Gessate site, an advanced smart automation system was implemented to improve energy efficiency and reduce the

environmental impact of production facilities. The automated supervision system optimizes lighting, heating, and compressed air usage, with activation/deactivation based on production shifts, thus avoiding unnecessary consumption. This approach has already led to reduced energy peaks and greater operational efficiency, with a positive impact on emissions.





## New Winery Structure in Line with CasaClima Wine Certification Guidelines

At Podere, a new winery was inaugurated in June 2024. From the very beginning, the structure was designed in compliance with the CasaClima Wine certification protocol, which promotes energy efficiency and reduced environmental impact in the wine sector. The winery was built to ensure low energy consumption, optimized water resources, and improved environmental comfort, in line with sustainability principles. Podere Vito Cardinali is currently working toward obtaining CasaClima Wine certification, finalizing the structural elements still required. Some interventions must still be completed and undergo technical inspections to ensure compliance with certification standards.

## Climate Adaptation and Agricultural Resilience Practices at Podere Vito Cardinali

The progressive alteration of water regimes, rising average temperatures, intensification of extreme events, and declining soil fertility represent daily challenges in vineyard management. The main actions implemented in 2024 to increase resilience to climate change include:

- **Grass cover and green manure:** permanent grass cover between vine rows was reinforced, enriched with selected herbaceous species. This practice **improves soil structure, increases organic matter, fosters microbial biodiversity, and mitigates erosion.** Green manure—incorporation of herbaceous crops into the soil—naturally enriches the soil with nitrogen and carbon, **reducing the need for external fertilizers.**

- **Yield management:** in response to climate anomalies (e.g., heat peaks during flowering or prolonged droughts), targeted yield management is applied by thinning grape clusters during critical periods to protect quality and preserve plant health. This ensures balanced ripening and limits water stress.
- **Rationalized emergency irrigation:** targeted irrigation is applied when necessary to support vines in times of stress. Additionally, the construction of an irrigation well is being planned, which will serve an agricultural area of between 5 and 10 hectares. This will ensure greater water autonomy, limiting environmental impact and guaranteeing production continuity even in years of severe drought.

- **Late pruning:** to counteract the effects of early springs and out-of-season frosts, delayed pruning techniques have been adopted, postponing bud break and better synchronizing the vine's phenological cycles with new climate conditions.





Monitoring Energy Consumption and CO<sub>2</sub>e Emissions

Cardinali Holding has strengthened its commitment to measuring energy consumption and greenhouse gas emissions by implementing the Green Future Project technology platform. This advanced tool allows for monitoring energy consumption across all sites every 30 minutes. It also enables the measurement, monitoring, and reduction of greenhouse gas emissions, in line with international ISO and GHG Protocol standards, for Scope 1 (direct

emissions), Scope 2 (indirect emissions related to energy consumption), and Scope 3 (indirect emissions related to the value chain, including those from suppliers, transportation, product use, and waste disposal).

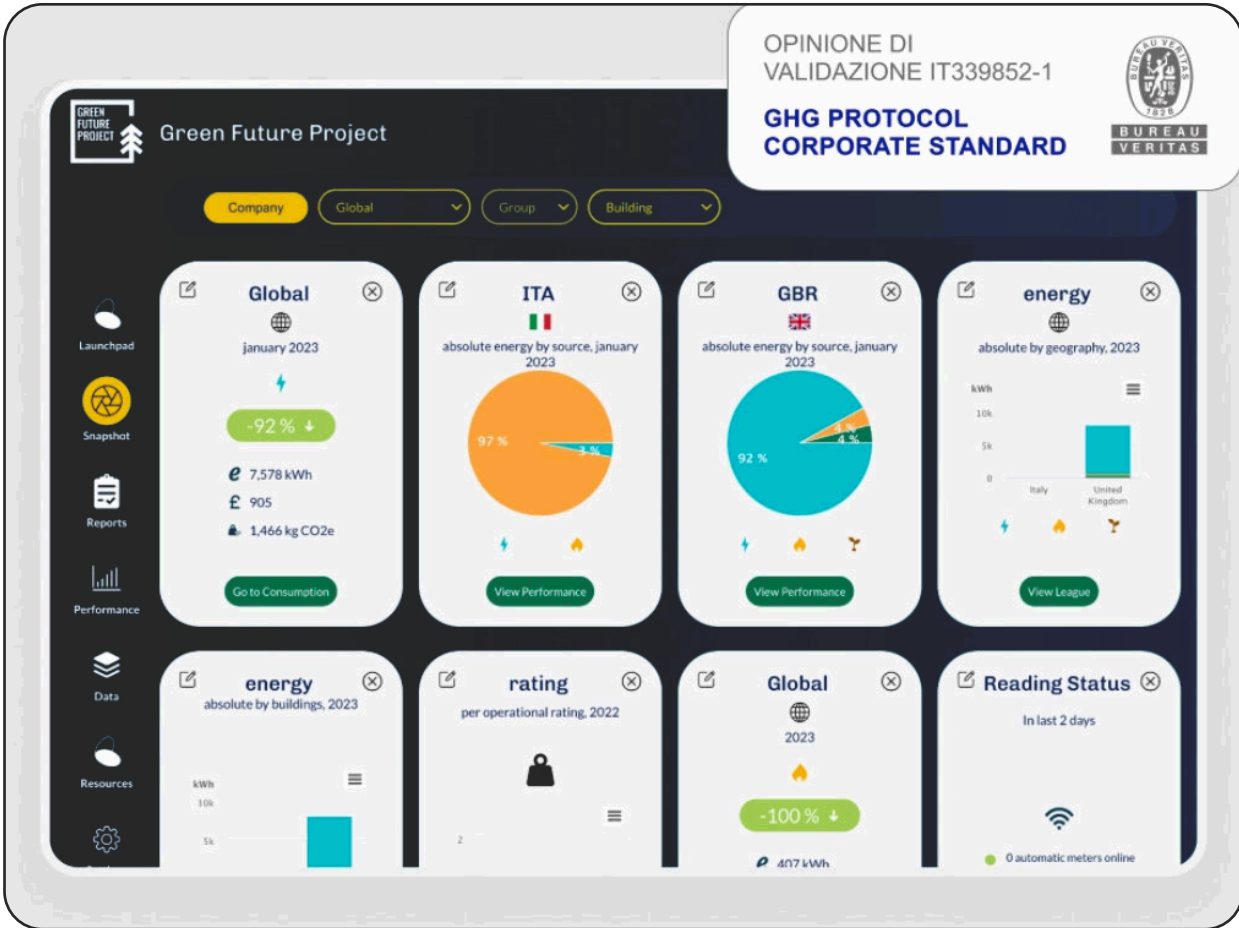
This system not only identifies critical areas but also defines targeted actions to improve energy efficiency and reduce environmental impact. It allows us to analyze environmental data at the Group level and across the entire value chain, supporting our strategic decisions in decarbonization.

E1-4  
Targets related to Climate Change Mitigation and Adaptation

The Group acknowledges the European Green Deal’s strategic targets of climate neutrality by 2050 and a 55% reduction in greenhouse gas emissions by 2030 compared to the 2022 baseline year. Aware of the increasing importance of these issues for our stakeholders and for the planet’s future, we are committed to continuously monitoring and evaluating

our processes, adopting a continuous improvement approach.

At Cardinali Holding, the goal is to perform better each year than the last, progressively consolidating practices and solutions that reduce the environmental impact of our activities.



## E1-5 Energy Consumption and Mix

In 2024, we recorded a total energy consumption of 8,750,945 kWh, a figure essentially stable compared to 2023. Of this energy, a significant share—3,053,686 kWh, equal to 35%—comes from renewable sources, and more than half of this is self-produced through the numerous photovoltaic systems installed. This result confirms the solidity of our energy pathway, marked by growing autonomy, and highlights a conscious approach to energy management, aimed at reducing the carbon footprint and strengthening operational resilience.

Among Group companies:

- In 2024, CPC Inox confirmed its position as the most advanced in renewable energy self-production, thanks to the efficiency of its photovoltaic plants. During the year, the systems generated a total of 1,854,035 kWh of clean energy, of which 190,414 kWh were fed into the grid and 1,663,621 kWh were directly consumed. Self-produced and consumed energy covered 36% of CPC Inox’s total energy demand and 19% of Cardinali Holding’s total energy demand. These results were made possible thanks to the expansion of the photovoltaic plant in 2024, which led to a 61% increase in renewable energy self-production and consumption compared to the previous year.

- A.D. Tubi Inossidabili, while recording the highest purchased energy consumption (4,086,537 kWh), significantly increased its use of renewable energy, purchasing 1,390,065 kWh from green sources with certified guarantees of origin, marking an important step toward decarbonization.
- Podere Vito Cardinali, included in the environmental reporting perimeter for the first time in 2024, has a modest energy profile, with consumption totaling 43,362 kWh.

|                                               | 2023      | 2024      |
|-----------------------------------------------|-----------|-----------|
| Electricity consumed                          | 8.658.060 | 8.750.945 |
| Electricity purchased                         | 7.608.363 | 7.072.259 |
| of which purchased from non-renewable sources | 0         | 5.697.259 |
| of which purchased from renewable sources     | 0         | 1.375.000 |
| Self-produced and consumed electricity        | 1.049.697 | 1.678.686 |
| of which from non-renewable sources           | 0         | 0         |
| of which from renewable sources               | 1.049.697 | 1.678.686 |



## E1-6 Gross Scopes 1, 2, 3 and Total GHG Emissions

As anticipated, we have strengthened our commitment to measuring and managing greenhouse gas emissions by implementing the Green Future Project technology platform. This advanced tool enables the detailed calculation and monitoring of Scope 1 emissions (direct),

Scope 2 emissions (indirect, related to energy consumption), and Scope 3 emissions (indirect, along the value chain, including those from suppliers, transport, product use, and waste disposal).

|                        | 2023                   | 2024                   |
|------------------------|------------------------|------------------------|
|                        | ton CO <sub>2</sub> eq | ton CO <sub>2</sub> eq |
| Scope 1                | 442                    | 596                    |
| Scope 2 Location based | 2.082                  | 1.845                  |
| Scope 3                | ND                     | 174.935                |
| Total                  | 2.524                  | 177.376                |

Between 2023 and 2024, a different emission factor was identified for the calculation of Scope 2 Location-based emissions. The AIB emission factor used for 2024 was considered more consistent and up-to-date than the ISPRA factor used for 2023. For the sake of continuity and transparency, it was decided to also recalculate 2024 Scope 2 Location-based emissions using the previous source's factor, obtaining the following values:

- 2024 (ISPRA emission factor): 1,527 tons CO<sub>2</sub>eq
- 2023 (ISPRA emission factor): 1,950 tons CO<sub>2</sub>eq

In 2024, Cardinali Holding's total emissions—including Scope 1, Scope 2, and Scope 3—amounted to 177.376 tons of CO<sub>2</sub>eq. Limiting the analysis to Scope 1 and Scope 2 only, total emissions were 2,441 tons of CO<sub>2</sub>eq, down from 2023, when they were 2,524 tons of CO<sub>2</sub>eq. This reduction was achieved despite the inclusion of Podere Vito Cardinali in the reporting perimeter for the first time in 2024.

The improvement is mainly attributable to a decrease in energy consumption by the Group's companies and the update of the national energy mix emission factor, whose 2024 value was lower than that of the previous year.

- Scope 1 (direct emissions): increased from 442 to 596 tons.
- Scope 2 (location-based emissions): decreased from 2,082 to 1,845 tons, following the adoption of the new emission factor.

Scope 3 emissions, amounting to 174.935 tons of CO<sub>2</sub>eq, represent 98% of Cardinali Holding’s total emissions. Their inclusion in the reporting perimeter reflects the Group’s intention to take responsibility for greenhouse gas emissions generated along the entire value chain, both

upstream and downstream, even though these are not directly under the Group’s operational control. The largest share of Scope 3 emissions is attributable to Procurement (purchase of goods and services) and Transport.

Emission Intensity

|                                                                             | 2023     |                        | 2024     |                        |
|-----------------------------------------------------------------------------|----------|------------------------|----------|------------------------|
|                                                                             | CPC Inox | A.D. Tubi Inossidabili | CPC Inox | A.D. Tubi Inossidabili |
| Emission Intensity (kg of CO <sub>2</sub> equivalent per ton of product)    | 11,45    | 312,72                 | 10,00    | 312,57                 |
| Tons of steel cut (CPC Inox)<br>Tons of strip used (A.D. Tubi Inossidabili) | 109.610  | 4.056                  | 109.693  | 3.941                  |
| Scope 1 and Scope 2 LB Emissions (tCO <sub>2</sub> eq)                      | 1.255,27 | 1.268,38               | 1.096,63 | 1.231,85               |

For CPC Inox, the reference unit adopted to calculate emission intensity is the tons of steel cut. For A.D. Tubi Inossidabili, the reference parameter is the tons of strip used, which does not fully coincide with the amount purchased, as part of it is stored in inventory.

Between 2023 and 2024, we recorded a **significant reduction in emission intensity**, i.e., CO<sub>2</sub> equivalent emissions per ton of product. CPC Inox **achieved a 14.5% improvement** in emission intensity, decreasing from 11.45 kg CO<sub>2</sub>eq/ton in 2023 to 10.00 kg CO<sub>2</sub>eq/ton in 2024. **A.D. Tubi Inossidabili** confirmed its environmental commitment by maintaining its emission intensity unchanged compared to the previous year, at 312.57 kg CO<sub>2</sub>eq/ton.

These results stem from careful management of internal processes, energy efficiency improvements, and constant investments in more efficient and sustainable technologies. They reflect our determination to innovate responsibly, combining industrial competitiveness with environmental respect. We believe that the ability to improve our environmental indicators year after year is concrete evidence of our founding values:

- Innovation, to push beyond the technical limits of production;
- Reliability, to keep commitments to our stakeholders;
- Sustainability, as a duty toward future generations.



# E2 Pollution

Although pollution did not emerge as a material topic from the double materiality analysis, we consider it important to highlight actions and results that demonstrate our commitment to responsible management of environmental impacts. For this reason, we decided to include in this report a focus on the practices adopted by Podere Vito Cardinali, which in 2024 obtained **SQNPI certification** (National Quality System for Integrated Production).

This certification represents an important recognition of the commitment to low-environmental-impact agricultural practices and is part of a broader strategy of enhancing production, protecting the environment, and aligning with the goals of the 2030 Agenda.

Obtaining this certification is both a strategic and value-based choice: it means adhering to an agricultural model that actively reduces soil, air, and water pollution by minimizing the use of synthetic chemicals, fertilizers, and plant protection products. All field interventions are regulated by regional technical standards,

based on intervention thresholds, preventive agronomic techniques, and accurate monitoring of environmental conditions.

Thanks to these practices, the Podere contributes concretely to mitigating environmental pressures typical of the agricultural sector, such as water body contamination, atmospheric ammonia emissions, heavy metal accumulation, or soil residues. In addition, certification requires periodic audits by third-party bodies, which verify the traceability of operations and compliance with the technical thresholds provided.

The decision to obtain SQNPI certification was driven by the desire not only to guarantee consumers high standards of quality and safety for agricultural products and reduce the use of chemicals through an integrated plant protection model, but also to reinforce consistency between the agricultural model adopted and the environmental sustainability values promoted by the Group.

Obtaining certification demonstrates how even a small entity can generate positive environmental impacts, contributing to a

long-term positioning that is increasingly responsible and aligned with the expectations of our stakeholders.

## Focus: What is SQNPI Certification?

The SQNPI – National Quality System for Integrated Production is an official certification system promoted by the Ministry of Agriculture, Food Sovereignty and Forests (MASAF), which certifies compliance of agricultural production with regional technical standards based on environmental sustainability criteria.

Products certified under SQNPI can bear the “tricolor bee” logo, a symbol of quality and low environmental impact.

To obtain certification, farms must meet strict technical requirements at every stage of production, such as:

- **Adoption of sustainable agronomic practices**, including crop rotation, minimal soil tillage, and use of disease-resistant varieties.

- **Integrated plant protection**, with limited and targeted use of chemicals, based on the principle of “minimum effective use,” with priority given to biological, mechanical, or physical methods.
- **Continuous monitoring of crop conditions and threats**, using field surveys, predictive models, and technical intervention thresholds.
- **Full traceability and documentation**, with updated field logs recording every intervention carried out (fertilization, treatments, irrigation, etc.).
- **Sustainable management of water** and fertilizers, with dosages optimized based on soil analysis and actual crop needs.
- **Periodic checks** and annual audits by accredited, independent control bodies, to ensure compliance with standards.

## E4 Biodiversity and Ecosystems

On our journey toward genuine sustainability, we chose not to limit ourselves to what is formally required. Although “Biodiversity” did not emerge as a material topic under ESRS E4, our Group decided to proudly share the concrete actions undertaken by its subsidiaries to protect and regenerate ecosystems. These initiatives represent not only good environmental practices but true acts of collective responsibility toward the territory, the landscape, and future generations.



### CPC Inox and the Forest to Come: 320 Trees for the Future

In March 2024, CPC Inox renewed its collaboration with ForestaMi, a project aimed at increasing natural capital and planting 3 million trees by 2030 in the Metropolitan City of Milan to combat pollution, reduce heat islands, and return greenery to the city.

At CPC Inox, we strongly believe in this initiative, supporting it with enthusiasm through the financing of a new planting area within the Parco Rio del Vallone, in Basiano, along the western perimeter of the Basiano-Masate Union of Municipalities.

The intervention covered an area of about 20,295 m<sup>2</sup>, enriched with 1,332 new plants thanks to the active participation of families, citizens, and volunteers. A special contribution also

came from 20 of our employees, who planted 320 native trees and shrubs: a concrete gesture toward the fight against climate change, biodiversity protection, and improving quality of life for the local community.

This activity represented not only an environmental offsetting action but also an investment in the natural and relational capital of the territory. It is our intention to continue supporting ForestaMi in the future, integrating urban forestry into our ESG programs.



### A.D. Tubi Inossidabili: Guardians of Biodiversity with 120,000 Worker Bees

In summer 2024, A.D. Tubi Inossidabili installed an apiary at its production site with two hives hosting Italian *Apis mellifera ligustica* bees, a species symbolic of European agricultural biodiversity and among the most threatened by climate change and pesticide use.

In collaboration with Apicoltura Urbana, a protected and monitored space was created, where each hive houses about 60,000 bees. Early estimates indicate potential annual honey production of 20 kg, but the true value lies not in the honey, but in the ecological contribution: bees pollinate up to 80 food crops and are essential for ecosystem health.



Podere Vito Cardinali:  
Biodiversity as Our Root

Podere Vito Cardinali represents the agricultural and identity heart of the Group. Located in the Marche hills, it covers 100 hectares, mainly dedicated to the organic cultivation of native grape varieties such as Verdicchio and Lacrima.

In 2024, in collaboration with ISVEA, we carried out a soil micro-zoning analysis to better understand soil structure and improve soil health, product quality, and the biodiversity of the estate’s ecosystems.

Alongside this technical intervention, we pursued an important program of environmental and productive enhancement:

- Completion of estate greenery, with the planting of about 3,000 new native trees and shrubs, to increase soil resilience, improve air quality, and boost local biodiversity.

- Creation of a new olive grove, with 200 new olive trees planted, bringing the total to 1,500 olive trees.
- Expansion of the vineyard with 3 additional hectares cultivated exclusively with Lacrima, in line with our project of quality, territorial winemaking.

Balancing Industry,  
Agriculture, and Nature:  
The Soil Strategy of  
Cardinali

Overall, Cardinali Holding manages a total land area of 111.81 hectares distributed among the industrial sites of CPC Inox, A.D. Tubi Inossidabili, and the Podere Vito Cardinali farm. The latter, with its 100 hectares, represents the predominant agricultural component of the Group’s landholdings, accounting for about 88% of the total surface. Of this, 99 hectares are dedicated to agriculture, with 35 hectares of vineyards (Verdicchio and Lacrima di Morro d’Alba), while the rest is used

for olive groves and arable crops. Overall, the Group’s agricultural area represents 89% of the total, underscoring a strategic orientation toward enhancing land as both a productive and environmental resource.

- The area occupied by company buildings: 7.29 hectares
- Impermeabilized surface: 0.3 hectares (asphalted/cemented areas reducing water absorption)
- Area occupied by rural buildings and infrastructures: only 0.000 m<sup>2</sup>, equal to just 1% of the Podere’s

total area, reflecting a management model respectful of the landscape and the primary function of soil.

- CPC Inox and A.D. Tubi Inossidabili: 1.11 hectares of renaturalized company areas, now transformed into company gardens and usable green spaces—a tangible sign of the Group’s commitment to environmental regeneration, even in industrial contexts.

|                                                                                          | Hectares |
|------------------------------------------------------------------------------------------|----------|
| Total land use                                                                           | 111,81   |
| Occupied surface – Land used for buildings, infrastructure, and production activities    | 7,29     |
| Impermeabilized surface – Asphalted or cemented areas reducing water absorption          | 0,3      |
| Agricultural surface – Land intended for cultivation                                     | 99,0     |
| Restored surface – Areas recovered and converted to green or environmental redevelopment | 1,11     |





# E5 Resource Use and Circular Economy

## E5-1 Policies related to Resource Use and Circular Economy

The efficient and responsible use of natural resources, together with the progressive adoption of circular economy principles, are critical factors for the resilience of our business model, as well as for managing environmental impacts and systemic sustainability-related risks.

This focus translates into practices already in place, which reflect the principles of circularity, particularly in the steel sector. Steel is, by its very nature, a fully recyclable material that retains its properties even after multiple reuse cycles. In this context, Cardinali Holding recognizes the opportunity to contribute to a more circular economy through the predominant use of recycled materials in production processes, the recovery of processing residues for

reintegration into industrial cycles, and the adoption of practices aimed at reducing waste and maximizing the share sent for recycling or recovery.

Podere Vito Cardinali is also part of an advanced business management paradigm that promotes efficient and responsible use of natural resources, consistent with a regenerative economic vision. We recognize the intrinsic value of the resources employed—soil, water, and agricultural biomass—and aim to preserve their functionality and availability over the long term.



## E5-2 Actions and Resources Related to Resource Use and Circular Economy

At Cardinali Holding, we have embarked on a concrete journey to improve efficiency in resource use. Although we currently lack a formal, unified Group-wide policy, the actions already implemented demonstrate a growing commitment to translating circular economy principles into operational initiatives, with the goal of minimizing waste, maximizing resource regeneration, and promoting the adoption of more sustainable production and agricultural models.



## Eco-Pack 2024: National Recognition for Sustainable Commitment in Packaging

In 2023, **CPC Inox** launched a project to revise its packaging systems, representing a virtuous example of circular economy applied to the steel sector. The project was developed by listening to customer needs and analyzing the most suitable technical solutions.

The results achieved led, in 2024, to a reduction in virgin plastic consumption of over 5 tons per year (approximately -20% compared to 2022) and a significant increase in the use of recycled plastic, which rose from an average share of 20% to 80%, depending on the type of packaging. This not only produced environmental benefits but also direct economic savings thanks to the adoption of “second-life” materials.

A particularly significant recognition came when CPC Inox was selected among the winners of Eco-Pack 2024, the prestigious national award promoted by CONAI that highlights Italian excellence in eco-design of industrial packaging. Being one of the winners, among more than 400 submitted projects, represents authoritative recognition of CPC Inox’s strategic and innovative approach.

## Waste Prevention and Optimized Residue Management

In the agricultural sector, **Podere Vito Cardinali** adopts an integrated model for managing crop residues, treating organic waste not as disposal but as a circular resource. Pruning, mowing, grape pomace, olive pomace, and plant residues are collected, sorted, and valorized through composting and green manuring, reintegrating organic matter into the soil and closing the nutrient cycle. This reduces reliance on external fertilizers and naturally sustains soil fertility.

In the industrial sector, both **CPC Inox** and **A.D. Tubi Inossidabili** increasingly focus on waste separation, recovery of secondary raw materials, and traceability of production residues, in compliance with current environmental regulations and in accordance with waste management hierarchy principles.



## Podere Vito Cardinali: Focus on Packaging

Packaging has also been redesigned with a circular approach. Glass bottles and cardboard packaging now partly come from recycled materials, while plastic capsules have

been eliminated and replaced with adhesive paper bands, reducing the overall environmental footprint of the finished product.

## Adoption of Circular Corporate Practices

One of the most significant cross-cutting initiatives is the introduction of digital business cards at **CPC Inox** and **A.D. Tubi Inossidabili**. Traditional paper cards were replaced with single PVC cards made from recycled and recyclable material, composed of 60% salt (SICOECO material). This initiative reduced paper use and actively contributed to reforestation projects.

For each user registered on the platform, a tree is planted through the association Tree-Nation, promoting indirect environmental value and regenerative economy. Results show that **through this initiative, CPC Inox contributed to planting 30 trees in Madagascar, offsetting 1,500 kg of CO<sub>2</sub>e, while A.D. Tubi Inossidabili contributed 14 trees, offsetting 700 kg of CO<sub>2</sub>e.**



### E5-3 Targets on Resource Use and Circular Economy

During the reporting period, Cardinali Holding did not define formalized quantitative targets regarding resource use and circular economy. However, the Group’s approach is based on a

principle of continuous improvement, oriented toward the progressive adoption of more sustainable, effective, and environmentally consistent solutions.

### E5-4 Resource Inflows

The Cardinali Group operates in sectors that, although different in production nature, share a growing commitment to responsible resource management and the adoption of practices aligned with circular

economy principles. The main resources used include metals (mainly steel at CPC Inox and A.D. Tubi Inossidabili), glass, and paper for bottling at Podere Vito Cardinali.

### The Circularity of Steel: An Upstream and Downstream Process

In the industrial activities of **CPC Inox and A.D. Tubi Inossidabili**, steel represents the primary raw material. However, the steel purchased is not “virgin” in the strict sense: it is produced by steel mills through a process that includes, in varying proportions, scrap metal (secondary raw material) from previous recycling cycles. The recycled component of the material depends on the production mix adopted by supplier steel mills.

To estimate the recycled share of purchased steel, the Group conducted an analysis based on industry estimates

and data declared by supplier steel mills, cross-referenced with actual purchase volumes. This approach allowed us to reliably predict the amount of secondary raw material incorporated in steel.

In 2024, the Group purchased 57,101 tons of steel, of which it is estimated that over 42,254 tons came from secondary raw material, equal to about 74% of the total. This reflects a slight decrease compared to 2023, when the estimated percentage of secondary raw material was 84%, due to a different supplier mix composition.

| Year | Virgin raw material (t) | Secondary raw material (t) | Percentage of secondary raw material relative to virgin raw material purchased |
|------|-------------------------|----------------------------|--------------------------------------------------------------------------------|
| 2023 | 59.495                  | 49.929                     | 83,9%                                                                          |
| 2024 | 57.101                  | 42.254                     | 74,0%                                                                          |

Secondary Raw Materials in the Wine Sector

Podere Vito Cardinali has also embarked on a path of progressive improvement in terms of material circularity. In 2024, the company used approximately 22.8 tons of packaging materials, including 18.5 tons of recycled glass and 1.2 tons of recycled cardboard. This corresponds to a

share of 86% recycled glass and 60% recycled cardboard, confirming a responsible approach to the selection of packaging materials. The use of recycled glass, in particular, allows for a significant reduction in the energy required during the melting phase compared to virgin glass.



In addition to scrap, other auxiliary materials are also recovered, such as packaging paper and strapping, which are likewise sent to qualified recycling operators. In 2024, 141.2 tons of paper and 141.5 tons of strapping were recycled, helping to reduce unrecovered waste and enhance materials downstream of the production process.

Overall, in 2024, the Group reintroduced over 3,800 tons of materials into the circular economy, confirming its commitment to reducing the environmental impact of its industrial activities through integrated and circular waste management.

At the same time, the Group's industrial activity generates production residues, which are managed according to environmental responsibility and circularity principles. In particular, metal scraps generated by CPC Inox and A.D. Tubi Inossidabili's production processes are entirely collected, sorted, and delivered to specialized scrap management operators. Once processed, these materials re-enter steel mills' production cycles, directly contributing to the industrial recycling process of steel.

In 2024, the Group reintroduced 3,518 tons of scrap into the system, a figure consistent with the previous year (3,652 tons in 2023), confirming the organization's active role in closing the material cycle.

|           | 2023 (t) | 2024 (t) |
|-----------|----------|----------|
| Scrap     | 3.652,76 | 3.518,93 |
| Paper     | 141,65   | 141,26   |
| Strapping | 115,46   | 141,50   |
| Total     | 3.909,88 | 3.801,69 |



## E5-5 Resource Outflows

The following table summarizes the waste flows generated, differentiated by type, hazard level, and final destination.

|                                             | 2023 (t) | 2024 (t) |
|---------------------------------------------|----------|----------|
| Total waste produced                        | 555,04   | 700,74   |
| Recyclable waste produced                   | 478,99   | 591,56   |
| Non-recyclable waste produced               | 76,06    | 109,18   |
| Total hazardous waste                       | 85,79    | 125,84   |
| of which sent for disposal                  | 75,94    | 109,18   |
| of which sent for preliminary storage       | 9,86     | 16,66    |
| Total non-hazardous waste                   | 469,25   | 574,90   |
| of which sent for disposal                  | 0,12     | 0,00     |
| of which sent for recovery                  | 59,13    | 574,90   |
| of which sent for preparation for reuse     | 338,00   | 0,00     |
| of which sent for other recovery operations | 72,00    | 0,00     |

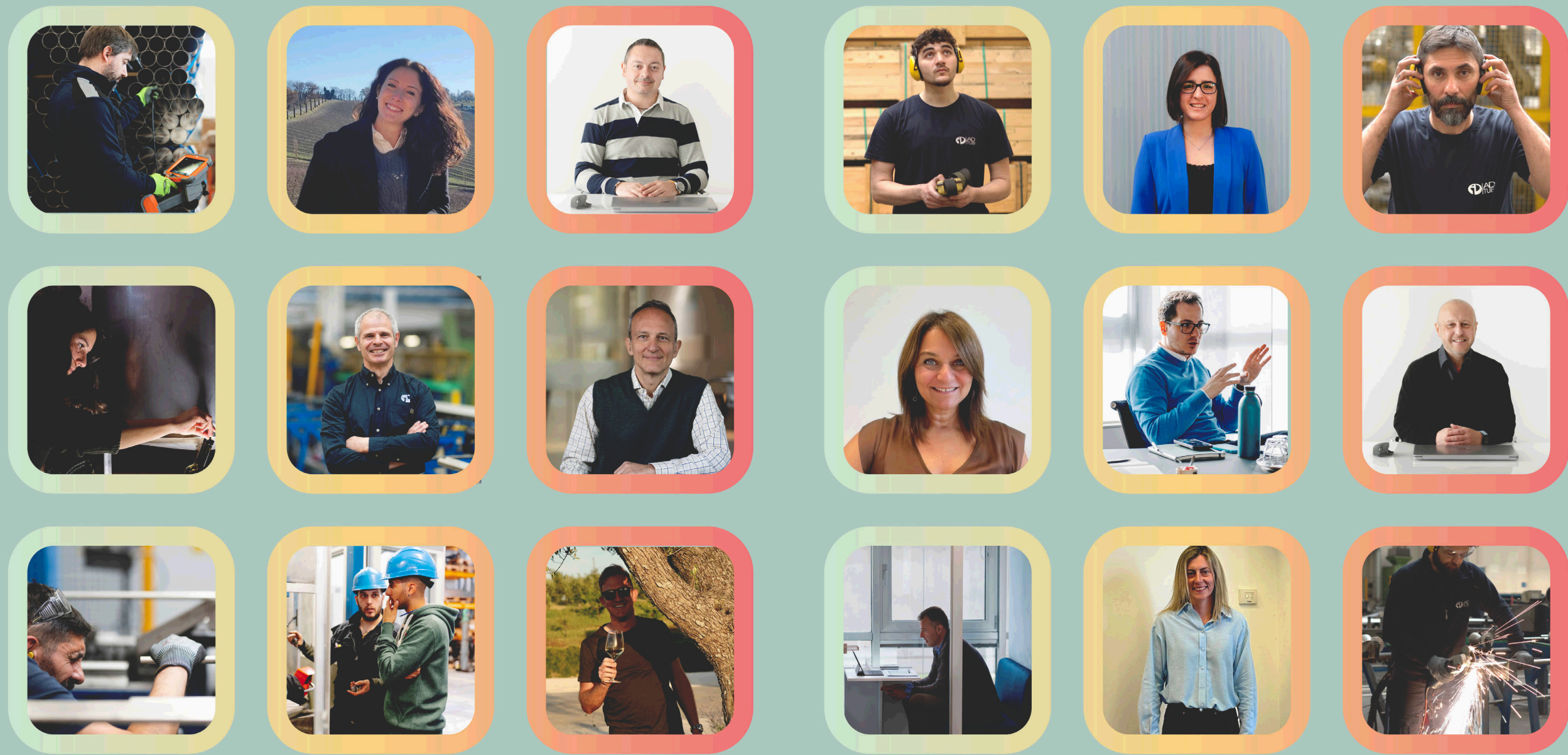
Between 2023 and 2024, the Cardinali Group recorded an increase in the total amount of waste generated, rising from approximately 555 tons in 2023 to about 701 tons in 2024. This increase, although limited, partly reflects the rise in production volumes. However, it does not undermine our commitment to the responsible management of associated environmental impacts.

Circular economy performance remains solid, with 85% of waste recyclable in both years, confirming the effectiveness of the recovery and valorization processes adopted within the Group.

As for hazardous waste, there was an increase from 85.8 tons in 2023 to 125.8 tons in 2024, mainly attributable to higher production activity. Most of this waste was sent for disposal (from 75.9 to 109.2 tons), while the remainder was sent for preliminary storage (from 9.9 to 16.7 tons).

Regarding non-hazardous waste, the increase was modest (from 469.2 to 574.9 tons), and in both 2023 and 2024, 100% of this waste was sent for recovery or reuse, demonstrating a concrete commitment to an increasingly circular economy. It is worth noting that in 2023, a significant portion of non-hazardous waste was destined for preparation for reuse and other recovery operations, while in 2024 these operations were consolidated directly into standardized recovery activities.

Finally, it should be noted that the above figures do not include metal scrap, a strategic material largely generated by production processes. This is fully collected, sorted, and sold to specialized operators, who reintegrate it into the steel production cycles.



# SOCIAL TOPICS (ESG)

Through our environmental initiatives, we contribute to the achievement of the following 2030 Agenda goals:

|                                |                              |                                              |                                                  |                                                      |                                          |
|--------------------------------|------------------------------|----------------------------------------------|--------------------------------------------------|------------------------------------------------------|------------------------------------------|
| <b>4</b> QUALITY EDUCATION<br> | <b>5</b> GENDER EQUALITY<br> | <b>8</b> DECENT WORK AND ECONOMIC GROWTH<br> | <b>11</b> SUSTAINABLE CITIES AND COMMUNITIES<br> | <b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION<br> | <b>17</b> PARTNERSHIPS FOR THE GOALS<br> |
|--------------------------------|------------------------------|----------------------------------------------|--------------------------------------------------|------------------------------------------------------|------------------------------------------|



# S1 Own Workforce

## S1-1 Policies Related to Own Workforce

At Cardinali Holding, we are committed to promoting the responsible and sustainable management of our workforce, adopting integrated and consistent policies aimed at ensuring fair, safe, and inclusive working conditions.

Our approach is based on a unified vision, applied across the three operating companies, while taking into account the production and organizational specificities of each entity. The policies we have adopted are designed to prevent and mitigate negative impacts on workers, enhance their contribution, and seize opportunities related to human capital development.

Respect for fundamental workers' rights represents a central pillar of our labor governance. We recognize and

integrate into our internal regulatory framework the main international standards in the field, including the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

In line with these principles, the policies adopted ensure that every employment relationship is governed by fair and transparent contracts, fully compliant with national legislation. We explicitly prohibit all forms of child labor, forced or compulsory labor, as well as any activities linked to human trafficking. We also guarantee freedom of association and the right to collective bargaining in all our companies.

## Focus on the Safety of Our People

We pay particular attention to the protection of health and safety at work. For this reason, we are constantly committed to maintaining and improving working conditions, as well as exceeding the standards required by current legislation, promoting a safe and healthy work environment as an integral part of our mission.

Our vision is based on the belief that a safe working environment is the result of shared commitment and active collaboration at all levels of the organization. Every day, we strive to maintain an open and constructive dialogue with our workers, encouraging the reporting of potential risks and the proposal of innovative solutions for accident prevention.

At Cardinali Holding, safety is indeed a collective responsibility that translates into concrete actions to protect each individual. Safety is understood not only as a series of protocols to be

followed, but as a corporate value that every member of staff is called to embody on a daily basis.

**A.D. Tubi Inossidabili** has voluntarily adopted an occupational health and safety management system, which has proven to be a fundamental tool to ensure compliance with the relevant legislation explicitly outlined in Legislative Decree 81/08. Our management system obtained the first BS OHSAS 18001 certification in 2014 and subsequently maintained compliance with the international standard ISO 45001. It covers all company personnel without any exceptions.

The Risk Assessment Document (DVR) defines safety procedures associated with the various homogeneous risk profiles that employees must comply with. Employees are responsible for reporting anomalies, issues, suggestions, near misses, accidents,

response to production changes or the introduction of new equipment. This ensures that every change is evaluated and managed with the utmost attention to the safety of our workers.

and resolve the identified issues.

Among internal communication practices, we also include the minutes of the annual periodic safety meeting. We strictly adhere to the DVR, which is regularly updated in



**CPC Inox**, although not yet certified, applies a management system compliant with the obligations set out in Legislative Decree 81/08, including the DVR and the organizational model 231. These tools define general behavioral principles and establish specific prevention protocols tailored to our operating context, such as the Vibration Risk Assessment Document and the Noise Exposure Risk Assessment Document.

As part of this system, all hazardous events reported by our employees are constantly monitored, including those that did not result in accidents. Our workers are indeed encouraged to communicate with their supervisors any inconsistencies or non-conformities observed in machinery, workplaces, or procedures. These reports are then reviewed by the production manager and the Prevention and Protection Service Manager (RSPP), who assess the situation and, if necessary, organize training courses to address

or emergencies to their supervisors through various methods established under the “Internal and External Communication Management” procedure. These include the internal messaging platform or dedicated paper forms.

The specific safety reference points are the RLS (Workers’ Safety Representative), the RSI (Integrated System Manager), and the immediate supervisor. The obligation to report to one’s supervisor is also included in the procedure “Management of Non-Conformities, Hazardous Events, Corrective and Preventive Actions,” which also requires the activation of emergency management procedures as outlined in related company instructions.

The RSI is responsible for assessing the incident, identifying the causes, and defining measures to prevent recurrence. When completing the reporting forms, collaboration is required between RSI, RLS, and the individuals involved in the event.



## Diversity, Inclusion and Equal Opportunities

The promotion of diversity, equity, and inclusion (DEI) is another key area of our social strategy. The policies we adopt prohibit all forms of discrimination based on race, ethnicity, gender, sexual orientation, gender identity, disability, age, religion, political opinions, social background, or any other condition protected by European or national legislation.

We are committed to fostering the inclusion of people belonging to potentially vulnerable groups, through impartial selection practices, work-life balance measures, and fair

career development paths. These commitments are supported by operational procedures for the prevention, management, and counteraction of discrimination, also through internal listening and reporting channels.

Through this approach, we aim not only to protect our employees but also to create a work environment that fosters well-being, safety, dignity, and personal fulfillment, in line with the highest standards of corporate social responsibility.

## S1-2 Processes for Engaging with Own Workforce and Workers' Representatives about Impacts

In our journey towards the responsible management of workforce impacts, we place great importance on the active involvement of employees and their representatives, as an integral part of our due diligence duty in sustainability.

In all our companies, we promote structured forms of dialogue and participation, which include regular meetings, consultations with workers' representatives, internal surveys, and shared training sessions. This approach helps strengthen an inclusive and collaborative corporate culture, based on trust, accountability, and the appreciation of individual contributions.

Starting in 2024, this activity has been coordinated by the Sustainability Committee, which holds the operational responsibility for ensuring a structured and consistent stakeholder engagement process, making sure that workers' perspectives guide the Group's strategic decisions.

During the double materiality analysis carried out in 2024, employees were directly involved through a questionnaire that collected their perceptions, priorities, and viewpoints, with the aim of identifying the ESG issues considered most relevant by staff, assessing potential sustainability-related risks or opportunities impacting their daily work, and feeding a more informed and participatory decision-making process.

At CPC Inox, in 2023 an internal survey dedicated to workers' well-being was also conducted, with a participation rate of 78%. The results provided useful insights to improve the corporate climate and strengthen internal welfare policies. The follow-up to the survey is scheduled for 2025, with the goal of monitoring the effectiveness of the measures adopted and ensuring continuous improvement based on employee feedback. In 2025, an organizational climate survey is

also planned at A.D. Tubi Inossidabili, to identify and prioritize potential areas for improving the work environment.

### S1-3 Processes to Remediate Negative Impacts and Channels for Workers to Raise Concerns

In compliance with regulatory obligations and with the aim of consolidating a corporate culture based on transparency, ethics, and responsibility, Cardinali Holding and its subsidiaries actively promote formal tools through which workers can report concerns, misconduct, or situations potentially harmful to their integrity or recognized rights.

In particular, CPC Inox and A.D. Tubi Inossidabili have each adopted, for their respective organizations, an internal whistleblowing channel fully compliant with Legislative Decree 24/2023, which transposes Directive (EU) 2019/1937 on the protection of persons reporting violations.

The reporting channel allows for written or oral submissions, guarantees the confidentiality of the whistleblower's identity, the reported party, and the content of the report, and ensures ongoing contact between the whistleblower and the channel manager, thanks to a dedicated digital system compliant with regulations. It is accessible to all staff and promoted through internal communications and informational sessions.

Both companies have also adopted measures to prevent any form of retaliation against whistleblowers, in full compliance with current legislation, extending such protections also to workers' representatives who may be involved in reporting processes or supporting colleagues.

During 2024, no reports were received through the whistleblowing channels activated by CPC Inox and A.D. Tubi Inossidabili. This figure has been verified by those responsible for managing the channels as part of regular monitoring and reporting activities and will remain under constant review in the coming years, in order to promptly detect any signs of distress or non-compliance.





## S1-6 Characteristics of the Company’s Employees

### Workforce Composition

Starting in 2024, we extended the reporting scope of Cardinali Holding to also include Podere Vito Cardinali, an entity operating in the winegrowing and agritourism sector, which contributed 11 employees – 2 of whom are women – to the Group’s total workforce.

Thanks to this integration, the total number of our employees increased from 240 in 2023 to 251 in 2024, highlighting a net increase mainly attributable to the expanded consolidation perimeter. This growth is accompanied by a further strengthening of the female workforce, which rose to 37 female employees in 2024 (compared to 26 in 2023), an increase of 42% in absolute value over the previous year.

This result reflects our ongoing commitment to promoting greater gender equity, even in contexts historically less balanced in terms of female representation. It is important to note that the values reported for the Podere refer exclusively to permanent staff. The seasonal nature of agricultural activities indeed requires the use of temporary labor: during harvest, the Podere employs additional occasional workers, while between April and June it sporadically relies on support from employees of an agricultural cooperative.

|                 | 2023 | 2024 |
|-----------------|------|------|
| Total employees | 242  | 251  |
| Women           | 26   | 37   |
| Men             | 216  | 214  |

### Breakdown by Contract Type

The Group’s contractual structure continues to be strongly oriented toward employment stability. Permanent contracts account for 96.41% of the total workforce, an increase compared to 93.39% in 2023. In particular, CPC Inox reaches a share of 99.42%, and A.D. Tubi Inossidabili confirms 100% permanent contracts.

By contrast, at the Podere the percentage of fixed-term contracts is higher (72.73%), reflecting the seasonality typical of the agricultural sector, with temporary jobs linked to production cycles, particularly in the April–June period and during harvest.

Gender distribution shows an overall improvement in female representation, rising from 26 women in 2023 to 37 in 2024, including the presence of women at the Podere (2 women out of 11 employees). The figure for fixed-term contracts remains unchanged, involving only male staff, consistent with the type of tasks and the seasonality of the

assigned activities.

Overall, these data confirm our commitment to stable and inclusive employment, while considering the operational specificities of the different companies within the Group.

|                      | 2023   | 2024   |
|----------------------|--------|--------|
| Total employees      | 242    | 251    |
| Permanent contracts  | 226    | 242    |
| Women                | 26     | 37     |
| Men                  | 200    | 205    |
| % of total employees | 93,39% | 96,41% |
| Fixed-term contracts | 16     | 9      |
| Women                | 0      | 0      |
| Men                  | 16     | 9      |
| % of total employees | 6,61%  | 3,59%  |



Breakdown of Full-Time and Part-Time Employees by Gender

The analysis of our workforce distribution by contract type and gender confirms the prevalence of full-time contracts, which in 2024 represent over 96% of active employment relationships within the Group.

In particular, CPC Inox and A.D. Tubi Inossidabili maintain an almost unchanged configuration compared to 2023, with a very limited number of part-time contracts.

The inclusion of Podere Vito Cardinali in the reporting perimeter introduced a new variable: out of its 11 employees, 10 work under full-time contracts, while 1 woman is employed part-time.

At the gender level, part-time work continues to affect women more: in 2024, 7 out of 37 women work part-time, while among men only 3 out of 205 hold part-time contracts.

Although this figure reflects a typical labor market trend, it drives us to carefully monitor the balance between organizational needs and work-life balance opportunities for all employees.

| Tipo di Dipendente | Gender | 2023 | 2024 |
|--------------------|--------|------|------|
| Full time          | Women  | 22   | 29   |
|                    | Men    | 213  | 212  |
|                    | Total  | 235  | 241  |
| Part time          | Women  | 6    | 7    |
|                    | Men    | 3    | 3    |
|                    | Total  | 9    | 10   |





Recruitment, Terminations, and Overall Turnover Rate

In the 2023–2024 biennium, we recorded a positive balance between hires and terminations, particularly in 2024, a year in which our commitment to workforce growth and renewal was consolidated.

The Group’s total hires increased from 19 in 2023 to 23 in 2024, while terminations dropped significantly from 25 to just 7, reflecting greater employment stability and lower turnover.

The female component still represents a smaller share of new hires, with 4 women hired in 2024 (compared to 2 in 2023), but the trend is growing and reflects our efforts for greater inclusion and gender balance, also through recruitment policies more attentive to diversity.

The age breakdown shows an important sign of workforce rejuvenation: in 2024 we hired 15 workers under 30 years

old (13 men and 2 women), with no terminations recorded in this age group.

As for Podere Vito Cardinali, included in the reporting perimeter in 2024, no hires or terminations of permanent staff were recorded during the year. However, as already highlighted, the Podere regularly employs temporary and seasonal labor during peak periods, which is not included in the data reported here but constitutes an essential contribution to operations.

The Group’s overall turnover rate decreased from 18.2% in 2023 to 11.95% in 2024, a tangible sign of greater employee retention and the effectiveness of internal policies on well-being, appreciation, and employee engagement, which we will continue to promote across all the Group’s companies.

| Hirings     | 2023 | 2024 |
|-------------|------|------|
| Women       | 2    | 4    |
| < 30 years  | 1    | 2    |
| 30–50 years | 1    | 2    |
| > 50 years  | 0    | 0    |
| Men         | 17   | 19   |
| < 30 years  | 3    | 13   |
| 30–50 years | 14   | 6    |
| > 50 years  | 0    | 0    |
| Total       | 19   | 23   |

| Terminations | 2023 | 2024 |
|--------------|------|------|
| Women        | 1    | 0    |
| < 30 years   | 0    | 0    |
| 30–50 years  | 0    | 0    |
| > 50 years   | 1    | 0    |
| Men          | 24   | 7    |
| < 30 years   | 3    | 1    |
| 30–50 years  | 15   | 3    |
| > 50 years   | 6    | 3    |
| Total        | 25   | 7    |

|                       | 2023   | 2024   |
|-----------------------|--------|--------|
| Overall Turnover Rate | 18,20% | 11,95% |





## S1-8 Collective Bargaining Coverage and Social Dialogue

At Cardinali Holding, the entire workforce is covered by national collective agreements, in particular the Metalworking Contract for the steel and industrial sector and the CCNL (National Collective Labor Agreement) for agricultural and horticultural workers.

This ensures uniform working conditions, including wages, hours, safety, and trade union rights.



## S1-9 Diversity Metrics

When comparing 2023 and 2024, the demographic profile of our employees shows substantial stability, with an improved gender balance and a significant presence of workers in the central age group (30–50 years), confirming the solidity and continuity of our workforce.

In 2024, the total number of women employed at CPC Inox and A.D. Tubi Inossidabili increased from 26 to 35, with visible growth particularly in the 30–50 age group, which also represents

|               | 2023 | 2024 |
|---------------|------|------|
| Women         | 26   | 35   |
| < 30 years    | 2    | 2    |
| 30 - 50 years | 17   | 23   |
| > 50 years    | 7    | 10   |
| Men           | 226  | 205  |
| < 30 years    | 29   | 28   |
| 30 - 50 years | 127  | 116  |
| > 50 years    | 60   | 61   |

the predominant share among men. This development reflects our efforts to strengthen female participation, especially in production contexts where male presence has historically been predominant.

**It is important to note that the 2024 data reported here does not yet include the workforce of Podere Vito Cardinali.** As already highlighted in other sections of this report, the inclusion of the Podere within the reporting perimeter has been effective since 2024, but some detailed data — including the distribution by gender and age group — are still being consolidated and will be integrated in future editions.

The analysis of contractual classifications of our employees in 2024 confirms the consolidated structure of our workforce, with a significant prevalence of male workers and an almost total concentration of women in clerical roles. Compared to 2023, the proportion of women in these roles increased from 96% to 97%.

Men remain the majority, with 205 units in 2024, of which the predominant share — 79% — are classified as workers, confirming the operational nature of our industrial plants. Within the male component, a slight increase can also be seen in higher-responsibility roles: middle managers increased from 7 to 12, while the number of executives (2) remained unchanged, all of whom are at CPC Inox.

Again, the data reported for 2024 does not yet include the workforce of Podere Vito Cardinali.

| Employees and contractual classification | 2023 | 2024 |
|------------------------------------------|------|------|
| Total women                              | 26   | 35   |
| Middle managers                          | 0    | 0    |
| % of women                               | 0%   | 0%   |
| Clerical staff                           | 25   | 34   |
| % of women                               | 96%  | 97%  |
| Workers                                  | 1    | 1    |
| % of women                               | 4%   | 3%   |
| Total men                                | 213  | 205  |
| Managers                                 | 2    | 2    |
| % of men                                 | 1%   | 1%   |
| Middle managers                          | 7    | 12   |
| % of men                                 | 3%   | 6%   |
| Clerical staff                           | 33   | 29   |
| % of men                                 | 15%  | 14%  |
| Workers                                  | 171  | 162  |
| % of men                                 | 80%  | 79%  |

## S1-10 Adequate Wages

All employees of Cardinali Holding receive an adequate wage in line with the applicable benchmark parameters defined by the Italian regulatory and contractual framework. Remuneration conditions are established in compliance with the relevant National Collective Labor Agreements (CCNL), specifically those for the metalworking industry and the agricultural sector, which represent legally recognized standards to ensure dignified economic treatment. Based on our internal assessments, no Group employee earns a wage below the threshold defined as adequate by the CCNL or by national and sectoral guidelines. We therefore consider the requirement of guaranteeing a dignified wage for the entire workforce to be fully met.

With regard to non-direct employees, such as temporary workers employed by the Podere during the harvest season or workers hired through agricultural cooperatives between April and June, we ensure — through specific contractual agreements with suppliers — that they too receive compensation in line with the statutory minimum thresholds. Although these workers are not formally part of the Group's direct workforce, we intend to recognize their contribution and strengthen the monitoring of their pay conditions in future editions of our report.

## S1-11 Social Protection

All employees of Cardinali Holding are fully covered by forms of social protection against income loss in accordance with the current Italian regulatory framework. Coverage is primarily guaranteed through the national public social security and welfare system, complemented by additional benefits provided under the applicable collective agreements. Specifically, our employees benefit from protection related to:

- Illness, through INPS allowances and contractual supplements under the CCNL;
- Unemployment, via national insurance schemes such as NASpl;
- Workplace accidents and acquired disability, through INAIL coverage and collective contract measures;
- Parental leave, provided for under Italian legislation and supplemented by CCNL provisions for both mothers and fathers;

- Retirement, through mandatory public schemes (INPS) and, for certain categories, the option to join industry-specific complementary pension funds (e.g. Cometa for metalworkers).

Both CPC Inox and A.D. Tubi Inossidabili apply the Metalworkers' CCNL and participate in the Metasalute Supplementary Health Assistance Fund, which can also be extended to family members with a modest employee contribution. Regarding non-direct employees — such as seasonal workers at Podere Vito Cardinali engaged through cooperatives or agencies — we commit to selecting partners that guarantee full application of Italian social security and insurance regulations, with particular attention to income protection, safety, and health in case of critical life events. In the coming years, we will continue to strengthen monitoring of these categories with the aim of promoting a fair and inclusive protection system for all.



## S1-13 Training and Skills Development Metrics

At Cardinali Holding, we consider professional development and employee well-being to be fundamental pillars of our success. Personal and professional growth is at the core of our corporate policies, as we firmly believe that investing in people means investing in the future of our company.

The cornerstone of our commitment to our people is continuous training, through which our employees can refine their skills. For this reason, we offer a wide range of educational resources and development opportunities, aimed at enhancing individual abilities and promoting growth aligned with corporate objectives.

We proudly record a high level of average training hours for clerical staff, peaking at 39 hours in 2024 for men, underlining the centrality of this professional category within our operating structure. Female clerical staff benefited from steady investment across both years, reaffirming our

commitment to equal access to training opportunities.

The managerial segment shows consistent investment in strategic skills, with a stable and high-quality level of training, averaging 42 hours in 2024. Among workers – historically the category with fewer training opportunities – we recorded an improvement in 2024, with an increase in average hours for men: an encouraging sign of inclusive growth. Comparing the two years highlights a progressive rebalancing of training between genders: while in 2023 women received on average more than four times the hours compared to men, in 2024 men closed part of the training gap, surpassing the threshold of 6 average hours per capita, with an upward trend.

It should be noted that the designation N.A. (not applicable) indicates the absence of

staff classified under the corresponding gender and role.

|                 | 2023  |      | 2024  |      |
|-----------------|-------|------|-------|------|
|                 | Women | Men  | Women | Men  |
| Executives      | N.A.  | 45,0 | N.A.  | 42,0 |
| Middle managers | N.A.  | 41,0 | N.A.  | 15,7 |
| Clerical staff  | 23,0  | 19,6 | 15,6  | 39,0 |
| Workers         | 0     | 4,4  | 0     | 5,8  |
| Average         | 22,1  | 5,1  | 15,2  | 6,3  |

At CPC Inox, we placed significant emphasis on training and continuous upskilling of our workers, adopting a systematic approach to ensure that all employees are consistently prepared to handle daily challenges safely and effectively. Training programs were also organized in collaboration with our Health and Safety Manager (RSPP), with the goal of ensuring continuous updates on safety, supplemented when necessary after the introduction of new equipment or revisions to operating procedures.

Training was provided in an accessible, free, and paid format, supported by written tests and practical exercises to ensure effective acquisition of skills. Throughout the year, we expanded our training program, covering a wide range of technical and cross-cutting topics to develop skills that are always up to date and aligned with the evolving industrial and regulatory context. Courses covered both mandatory safety requirements and specialized areas such as sustainability, language skills, soft skills, industry-specific regulations, and human resources and managerial training.

| Course topics                                                                                                 | Duration (h) |
|---------------------------------------------------------------------------------------------------------------|--------------|
| Mandatory courses for overhead crane operators, forklift operators, aerial work platforms (AWPs), and updates | 4 – 12       |
| Foreign language courses (English, German, Spanish)                                                           | 50           |
| Training and refresher courses on sustainability (LCA, CFP, reporting)                                        | 8            |
| Soft skills (effective communication, time management)                                                        | 16           |
| Technical and regulatory courses (PED regulation, advanced technical courses, steel quality training)         | 4 – 88       |
| Human resources management (HR management, evaluation interviews)                                             | 16           |
| Managerial courses (management and AI, asset management, purchasing director)                                 | 1 – 24       |
| RLS refresher course                                                                                          | 8            |
| ISO 9001 auditor                                                                                              | 24           |

A.D. Tubi Inossidabili confirmed its commitment to enhancing human capital through training activities focused on skills development, safety, and professional growth. The area that benefited from the highest number of training hours was Quality, with a total of 588 hours, highlighting the company’s strategic focus on continuous process improvement and compliance with product standards. Cross-functional skills also represented a key pillar of corporate

training, with 242 hours delivered, demonstrating the importance attributed to the development of relational, communication, and organizational abilities across all functions. Particular attention was also dedicated to Safety, with 221 total hours aimed at strengthening the culture of prevention and protection in the workplace. Other relevant topics such as Marketing, Logistics, and Sustainability received 224, 24, and 16 hours of training respectively.





S1-14  
Health and Safety Metrics

In 2023, we recorded 4 workplace accidents, resulting in a total of 66 lost workdays. In 2024, the number of accidents rose to 7, with an increase in lost workdays, totaling 215. This trend led to a rise in the frequency index, from 9.71 in 2023 to 16.3 in 2024, and in the severity index, from 0.16 to 0.5. Despite these increases, it is significant to note that in the 2023–2024 period, no fatalities occurred, nor were any cases of occupational diseases reported. This outcome confirms the effectiveness of the preventive measures adopted and our constant commitment to protecting the health and safety of our employees.

Aware of the need to further strengthen safety measures, in 2024 joint initiatives were planned between A.D. Tubi Inossidabili and CPC Inox, aimed at the continuous improvement of health and safety conditions for employees. Among the main actions planned for 2025 are the structured sharing of best practices between the two production sites and the organization of a company-wide Safety Day, entirely dedicated to safety, including specific activities and awareness initiatives for all staff. These actions are part of a pathway to spread an increasingly shared culture of prevention, with the goal of progressively reducing accidents and promoting safe and responsible working environments.

|                                                                             | 2023 | 2024 |
|-----------------------------------------------------------------------------|------|------|
| Number of deaths due to work-related injuries or illnesses                  | 0    | 0    |
| Number of workplace accidents                                               | 4    | 7    |
| Accident frequency index                                                    | 9,71 | 16,3 |
| Accident severity index                                                     | 0,16 | 0,5  |
| Number of lost workdays due to injuries and deaths from workplace accidents | 66   | 215  |
| Number of recorded cases of work-related illnesses                          | 0    | 0    |



## S1-15 Work–life Balance Metrics

In 2024, we continued to closely monitor indicators relating to organizational well-being and the balance between work and personal life in our operating companies, even though corporate welfare remains limited to the mandatory measures established by current regulations.

The use of flexible work policies, specifically remote work, showed variability between CPC Inox and A.D. Tubi Inossidabili: CPC Inox recorded an adoption rate of 11.25% of employees, while A.D. Tubi Inossidabili reached 25%, showing a greater spread of flexible scheduling and management practices.

Regarding parenthood, the percentage of employees who took parental leave remained limited in both companies: 1.87%at CPC Inox and 1.49% at A.D. Tubi Inossidabili. We are pleased to highlight that the return-to-work rate post-leave was 100% in both cases, confirming a favorable environment for parents' reintegration.

The absenteeism rate, calculated as a percentage of workable hours, showed different dynamics across the companies. At CPC Inox, absenteeism was zero among executives and middle managers, while among clerical staff it remained low (0.63%) and reached a higher level among workers (3.34%). At A.D. Tubi Inossidabili, where no executives are employed, the absenteeism rate among middle managers was also zero. Clerical staff recorded a very low rate (0.35%), while workers showed a higher rate (5.93%).

## S1-16 Compensation Metrics (Gender Pay Gap)

We continued to carefully monitor pay dynamics in our subsidiaries, CPC Inox and A.D. Tubi Inossidabili, with particular focus on the gender pay gap. Overall, the gender pay gap stood at -9.67% at CPC Inox and -5.73% at A.D. Tubi Inossidabili. These figures indicate that, on average, women earned higher wages than men.

This discrepancy is not attributable to unequal pay for equal roles, but rather to the different gender distribution across professional categories. Women are heavily concentrated in clerical roles, which generally carry higher average wages compared to typical worker positions. By contrast, the male workforce is predominantly employed in operational roles, with only marginal representation in clerical and higher-responsibility positions.

The gap is most pronounced within the clerical category: 19.43% at CPC Inox and 1.19% at A.D. Tubi Inossidabili. In the first case, the figure reflects the gender distribution in roles with increasing responsibility or technical/managerial functions associated with higher pay. In A.D. Tubi Inossidabili, however, the gap among clerical staff is very small, confirming greater homogeneity in the pay structure between genders.

We are aware that overcoming gender inequalities, including in pay, requires a medium- to long-term structural commitment. For this reason, we will continue to promote equity policies and inclusive career paths, valuing skills and merit regardless of gender.



## S1-17 Incidents, Complaints, and Severe Human Rights Impacts

Cardinali Holding reaffirms its commitment to ensuring a safe, inclusive, and respectful working environment that upholds fundamental human rights. In 2024, no cases of discrimination or harassment in the workplace were reported, nor were there any significant incidents concerning human rights related to our workforce. No sanctions, fines, or compensations were imposed

in relation to such issues. These results demonstrate an inclusive work environment that values and respects diversity, the effectiveness of corporate policies in preventing discriminatory practices or violations of fundamental rights, and the proper functioning of internal reporting mechanisms (whistleblowing or similar), which to date have not revealed any critical situations.

## S2 Workers in the Value Chain

In the context of this sustainability report, we have identified as material — within the double materiality analysis — the sub-topics related to workers in the value chain, highlighting the relevance of impacts, risks, and opportunities connected to working conditions at suppliers and subcontractors.

For the first time, the ESRS (European Sustainability Reporting Standards) and the CSRD (Corporate Sustainability Reporting Directive) require companies to report information also regarding workers in the value chain. However, at this initial stage of the reporting process, the company does not yet have a structured information system in place to fully collect and disclose this information.

# S3 Affected Communities

## S3-1 Policies Related to Affected Communities

Although not set out in a standalone policy document, our approach toward communities is integrated into a broader framework of ethics, transparency, and sustainability, aligned with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. To date, no cases of non-compliance with the aforementioned international standards have been identified either in our direct operations, our supply chain, or downstream activities.

### The Birth of the Vito Cardinali ETS Foundation

In 2024, we took a step that felt necessary, almost natural: the establishment of the Vito Cardinali ETS Foundation, strongly supported by Vito and Stefano Cardinali. More than a formal initiative, it is the coherent evolution of a business approach that has always placed social responsibility, solidarity, and respect for the territories at its core.

With the Foundation, we chose to give structure, continuity, and perspective to our commitment to the community, creating an independent area of action that is nevertheless deeply integrated into the vision of the Cardinali Group. The Foundation was created to be a driver of positive change, a tool capable

of turning our values into concrete, measurable, and lasting interventions. The beating heart of this project is the will to create shared value.

We pursue this through three main directions:

- Civic and solidarity purposes, supporting people and families in situations of fragility, with particular attention to emerging needs in the territories where we operate.
- Protection and enhancement of cultural, landscape, and agricultural heritage, with the awareness that the identity of a place is also what makes it fertile for the future.
- Environmental sustainability, by supporting projects of environmental protection and regeneration in collaboration with established organizations.

The Vito Cardinali ETS Foundation was not created to be an isolated or temporary initiative. Rather, it is the natural continuation of the sustainability journey we have been carrying out for years, both inside and outside our companies, and it

represents our intention to renew and expand this journey, opening it up to new challenges.

Through the Foundation, we aim to strengthen long-standing relationships with partners such as AIRC, WWF, ForestaMi, and ASD Briantea 84, bringing them to a more systematic and strategic level. At the same time, we intend to expand our scope of action, particularly in the crucial areas of health and education, recognizing them as pillars of social cohesion and sustainable development. Our ambition is to contribute to building a fairer, more inclusive, and sustainable future, starting with local actions but always keeping the common good in mind. As



our President Vito Cardinali  
reminds us:

“Giving back value to the society and environment in which we operate is not just a wish, but a moral duty that each of us should uphold.”

With the Foundation, this moral duty becomes a tangible, daily, and shared commitment. A commitment that speaks of respect, care, and future. A commitment that concerns us all.

## S3-2 & S3-3

### Engagement of Affected Communities Regarding Impacts and Processes to Remedy Negative Impacts and Channels for Communities to Raise Concerns

At Cardinali Holding, we consider the active and informed engagement of the communities we interact with to be an essential part of our sustainability strategy. This principle underpins a process of social due diligence, which takes shape in different forms and tools, with the goal of preventing, assessing, managing, and, when necessary, mitigating or compensating actual or potential impacts on affected communities.

#### Whistleblowing and Formal Listening Channels

At CPC Inox and A.D. Tubi Inossidabili, accessible and secure whistleblowing channels are in place, allowing the reporting of potential negative impacts or improper practices, including by external parties such as the affected communities. These tools represent a fundamental safeguard within our internal control system and in upholding human rights.

S3-4

Taking action on Material Impacts on Affected Communities, and Approaches to Manage Material Risks and Pursuing Material Opportunities related to Affected Communities, and Effectiveness of those Actions

Our Commitment to Supporting Youth Development

For our Group, training young people is not only a social duty but also a strategic investment in the future. In 2023, we launched the first edition of the CPC Academy, a project created in collaboration with Adecco to establish a privileged channel of access to the labor market in the mechanical engineering sector, reflecting our commitment to investing concretely in young people.

The project combines classroom-based theoretical lessons with hands-on training alongside production shift supervisors, offering a more complete view of the tasks carried out by production staff. In spring 2024, we enthusiastically announced the second edition of the CPC Academy, a moment of growth shared by our entire corporate community.

A total of 45 young people — recent high school graduates, university graduates, and early-career professionals — took part in an intensive training program of around 120 hours. More than just a course, it was a comprehensive experience: classroom lessons, operational internships in our production units, and mentoring sessions with experienced tutors, all with the goal of providing participants with a solid and lasting growth path.

This vision also includes the collaboration between **A.D. Tubi Inossidabili** and **ITS Lombardia Meccatronica**, one of Italy's leading post-secondary institutions for technical training. For years, A.D. Tubi Inossidabili has welcomed ITS students into its facilities, offering highly professional internship programs within its production departments. Young people are mentored by experienced tutors and exposed directly to cutting-

edge technologies and processes, enjoying an immersive experience that goes far beyond a traditional school-to-work placement.

Enhancing the Territory: The Podere Experience

Podere Vito Cardinali strongly expresses its deep connection with the local territory, contributing to the cultural, productive, and environmental value of the area in which it operates. This rootedness is reflected in its participation in the Lacrima Wine Festival in Morro d'Alba and Monte San Vito, an initiative promoted by local institutions and stakeholders. The Podere's participation in the event takes place with a spirit of collaboration and genuine engagement, as a tangible sign of its commitment to sharing and promoting local excellence and traditions that form an integral part of the community.

Giving Back to Society

Giving back value to the society in which we operate is one of the deepest convictions shared by all the companies of the Cardinali Group. Our vision of business goes beyond economic performance: it is founded on the awareness that long-term success is also built through the positive impact generated for collective well-being.

In 2024, we supported social, cultural, and environmental projects that reflect our core values: responsibility, inclusion, sustainability, and culture. Among the most significant collaborations is the one with **ASD Briantea84**, a Como-based organization that for over 40 years has promoted sports among young people with physical and intellectual-relational disabilities. With over 150 athletes involved and an educational network that includes families and schools, Briantea84 is nationally recognized as a model for spreading a culture of inclusion through sport.



In the social sphere, we support **Associazione Incontri Onlus in Cantù**, which provides a hot meal every day to people in need, thanks to the commitment of more than 150 active volunteers throughout the year.

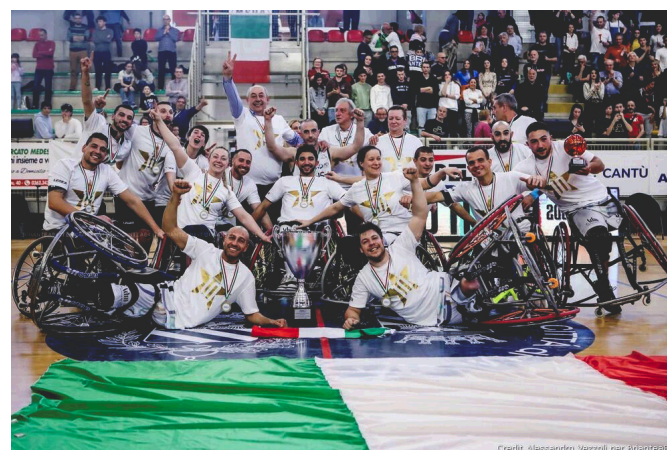
In the cultural field, we collaborate with Charturium, an association that promotes the historical and artistic heritage of Cantù through exhibitions, cultural walks, and community initiatives.

Our commitment also extends to local communities, through support to the **Pro Loco of Figino Serenza**, promoter of cultural, environmental, and solidarity events such as the “Pro Albero” project, which has already collected over 4 tons of recycled cork and involved hundreds of citizens in environmental awareness activities.

In the environmental and scientific field, we continue to support leading organizations such as **AIRC** for cancer research, **FAI - Fondo Ambiente Italiano**, **WWF**, and

the **ForestaMi** project. These are not mere donations: they are strategic social impact actions, consistent with our sustainability approach and capable of generating shared value.

Every euro invested is a building block in the broader framework of our Corporate Social Responsibility, aimed at building stronger, more inclusive, and more resilient communities. In an era where the role of business is increasingly central to shaping a fair and sustainable future, our philanthropic commitment demonstrates Cardinali Group’s determination to be an active part of change, alongside people and territories.



Credit Alessandro Vezzoli per Bright999

## S4 Consumers and End Users

### S4-1 Policies Related to Consumers and End Users

Within the Cardinali Group, respect, transparency, and customer protection are core values of our corporate strategy. The management of impacts, risks, and opportunities related to consumers and end users is governed by structured policies, aimed at ensuring quality, fairness, the protection of human rights, and the building of long-lasting and sustainable relationships.

#### Guiding Principles and Ethical Conduc

At Cardinali Holding S.p.A. and the Group companies, we are inspired by the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO fundamental rights, adopting a set of codes of conduct that ensure:

- Equality and impartiality, avoiding all forms of discrimination and ensuring compliance with contractual obligations;
- Contracts and communications drafted clearly, simply, and comprehensively, in compliance with current regulations and free of unfair terms;
- Direct and collaborative interaction, based on availability, courtesy, and mutual respect;
- Confidentiality protection, through adequate technical and organizational measures for safeguarding sensitive data;
- Effective complaint management, with an approach focused on listening and promptly resolving issues.

These principles apply to all our customers, regardless of category, size, or market, with the goal of promoting an ethical, transparent, and shared-value-oriented relationship model.

In our daily commitment to customer satisfaction, product quality is not only a technical objective but a true act of responsibility toward those who choose our solutions. Ensuring the safety of end users, compliance with regulatory standards, and reliability of performance is an integral part of our policy of respect, transparency, and consumer protection.

For this reason, quality is a cross-cutting principle guiding all Group companies. It is the common thread connecting commercial relationships to trust, innovation to safety, and technical expertise to ethics. Our commitment to excellence is demonstrated through ISO 9001-certified quality management systems, in place at both CPC Inox and A.D. Tubi Inossidabili, which are continuously optimized to provide our customers with impeccable, customized, and timely services.

Our commitment to producing quality products is also formalized in the respective Quality Policies.

Even in the agri-food sector, with Podere Vito Cardinali, we pursue the same vision of quality and consumer focus. Our organic wines, produced in a fully traceable and environmentally responsible context, are the result of ethical and rigorous viticulture. The recognition obtained in 2024 — including the 2 Bicchieri from Gambero Rosso and the WineHunter Award for the “Vito” Verdicchio — demonstrates the excellence of our quality standards, directly benefiting those who choose our products.

Through this widespread and consistent commitment, we pursue a goal that goes beyond simple technical quality: we aim to build lasting relationships of trust with our customers, based on safety, reliability, and shared value.

## S4-2 Processes for Engaging Consumers and End Users about Impacts

Dialogue with customers and end users is an integral part of our sustainability strategy and a key element of our commitment to transparency, continuous improvement, and responsible impact management. We believe that actively listening to those who choose our products is fundamental to understanding the risks, opportunities, and actual or potential impacts of our activities.

In this regard, we directly involved customers and consumers from our three entities in the stakeholder engagement phase conducted for the double materiality assessment. Through structured questionnaires, we gathered their views on environmental, social, and governance issues, so as to integrate their priorities into our decision-making processes.

Engagement, however, is not limited to one-off activities. We maintain constant contact with our customers through tools such as:

- Periodic satisfaction surveys, helping us assess perceived quality and unmet expectations;
- Newsletters with calls to action and listening spaces, designed to encourage dialogue and active participation;
- Post-sales feedback and direct commercial meetings, valuable opportunities to refine our products and services based on user experience.



### S4-3 Processes to Remediate Negative Impacts and Channels for Consumers and End Users to Raise Concerns

For us, caring for the customer first and foremost means ensuring product quality. It is the most concrete gesture of attention and respect toward those who choose us every day.

The quality and safety of our products are not simply technical requirements: they represent the very essence of our way of doing business. In every activity – from production to customer relations – we pursue a high standard of excellence and reliability.

Safety focus is central. Both CPC Inox and A.D. Tubi Inossidabili carry out rigorous assessments to identify and mitigate any potential health and safety impacts. This proactive approach enables us to anticipate needs and act responsibly, ensuring that the trust placed in us by our customers is always well-founded.

Furthermore, for all product categories, an in-depth health and safety impact assessment is conducted. For each

product, all necessary information is collected to evaluate risks from different perspectives, including integrity, compliance, safety, and health.

At CPC Inox, we have implemented an integrated management system covering the entire production cycle: from the selection of raw materials to the delivery of the finished product. The pillars of this system are based on:

- **Selecting reliable and qualified suppliers**, to ensure maximum quality and continuity of supply;
- **Applying advanced defect analysis and prevention methodologies**, to monitor and optimize internal processes;
- **Using cutting-edge technologies and automated systems**, to ensure precision, efficiency, and traceability;
- **Providing continuous staff training**, with a specific focus on safety and product quality;

- **Developing an in-depth knowledge of clients' final applications**, treatments, and transformations of materials, in order to deliver tailored solutions;
- **Conducting periodic technical visits to clients' production sites**, planned together with the sales office, to better understand their needs and provide personalized responses.

During the reporting period, no non-conformities were identified that compromised the safety characteristics of final products. The non-conformities recorded concerned non-critical aspects, and the main performance indicators showed a downward trend both in terms of quantity and costs related to non-quality.

At Cardinali Holding, we monitor and evaluate customer satisfaction using structured criteria that include:

- Fulfillment of contractual commitments (timeliness, quality, speed);
- Effective communication and technical support;
- Continuous improvement of organizational processes and corporate image;
- Compliance with environmental and occupational safety regulations;
- Attention to the well-being of staff involved in processes.

## Innovation at the Service of Quality

We are convinced that there can be no quality without innovation. For this reason, we constantly invest in new technologies and solutions that allow us to improve products, processes, and performance.

In 2024, CPC Inox allocated 1.24% of corporate revenues to innovation investments, focusing on two strategic directions: technological automation and energy efficiency. We introduced robots for blade assembly and an innovative fiber laser for tube production—tools that increase production precision, safety, and traceability. At the same time, we launched targeted investments in energy storage, supporting the transition toward more sustainable and resilient production models.

This approach allows us not only to respond to market demands but also to anticipate them, offering increasingly high-performing, reliable, and

environmentally friendly solutions. For us, innovation is an ally of quality and a tangible lever for creating long-term value for our customers.

At the same time, A.D. Tubi Inossidabili confirms its innovative spirit by participating in the Tube & Wire international fair in Düsseldorf (April 15–19, 2024), a key platform to test and showcase advanced welding solutions. Here we presented our TIG and laser welding technologies, offering global clients the opportunity to explore high-performance, customized, and precision products. This participation is not merely an exhibition event: it represents a moment of direct dialogue with customers and partners, a stimulus to gather immediate feedback, and a way to consolidate our global reputation based on quality, expertise, and flexibility.

Continuous investment in innovation not only improves product quality but also has a positive impact on the operational efficiency of Group companies. Resource utilization rates,

for example, are a concrete indicator of our ability to innovate internal processes. CPC Inox maintained a stable and solid level of production resource utilization over the two-year period (78.5% in 2023 and 77% in 2024), demonstrating optimal plant management and responsiveness to market dynamics.

A.D. Tubi Inossidabili, while recording a slight decrease from 75.1% in 2023 to 64.3% in 2024, is undergoing a

transformation phase with strategic investments underway aimed at strengthening production capacity in the medium term. Although partial, this figure reflects the Group companies' determination to integrate innovation and sustainability into processes, pursuing continuous improvement without compromising the balance of resources employed.







# GOVERNANCE TOPICS (ESG)

Through our environmental initiatives, we contribute to achieving the following UN 2030 Agenda goals:

|                                 |                                                 |                                                         |                                                     |                                             |
|---------------------------------|-------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------|---------------------------------------------|
| <b>5</b> GENDER<br>EQUALITY<br> | <b>8</b> DECENT WORK AND<br>ECONOMIC GROWTH<br> | <b>9</b> INDUSTRY, INNOVATION<br>AND INFRASTRUCTURE<br> | <b>11</b> SUSTAINABLE CITIES<br>AND COMMUNITIES<br> | <b>17</b> PARTNERSHIPS<br>FOR THE GOALS<br> |
|---------------------------------|-------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------|---------------------------------------------|



# G1 Business Conduct

## G1-1 Corporate Culture and Business Conduct Policies

Our corporate culture is based on essential values that represent the foundation of every action, strategic decision, and relationship with stakeholders. These values — Reliability, People, Innovation, and Sustainability — are our identity and the driving force of our success.

- **Reliability:** Our family has built strong entrepreneurial credibility over time, grounded in keeping promises, transparency, and economic solidity. This allows us to be a reliable partner, capable of honoring commitments and operating with seriousness and consistency.
- **People:** We firmly believe that the company is made of the people who work within it. This is the vision with which Vito Cardinali founded our businesses, fostering a stimulating

environment where training and professional growth are integral to the daily lives of over 200 employees. We constantly invest in nurturing talent and creating a positive, participatory workplace climate.

- **Innovation:** The ability to innovate has always been part of our DNA. The entrepreneurial vision of Vito Cardinali, and today his son Stefano, translates into continuous investments in research and development, to discover new solutions and maintain our competitiveness. This innovative drive allows us to create not only economic but also social value.
- **Sustainability:** Our commitment to the environment is real and tangible, as demonstrated by the creation of the Podere Vito

Cardinali farm, which expresses a philosophy centered on respect for the land. We support green projects and adopt sustainable production processes, convinced that our future depends on responsible management of resources and territory.

### Ethical Commitment

In line with our values, CPC Inox has adopted the Organization, Management, and Control Model pursuant to Legislative Decree 231/2001, accompanied by a Code of Ethics and Conduct that guides the behavior of all employees and managers. This system is designed to prevent the risk of unlawful conduct and to promote a corporate culture based on transparency, fairness, and legality. The Supervisory Body ensures independence and objectivity in handling reports, guaranteeing that every case is addressed with the utmost seriousness and timeliness.

### Promoting Corporate Culture

We actively promote the dissemination of our values through ongoing training and awareness-raising initiatives for all staff, with particular attention to roles at greater ethical risk. We believe that an ethical and responsible work environment is essential for building lasting and trusting relationships with all stakeholders. In recent years, no significant violations have been reported, demonstrating a strong and well-established corporate culture centered on compliance, integrity, and both individual and collective responsibility.



## G1-2 Management of relationships with suppliers

At Cardinali Group, we believe that the strength of a company is also measured by the quality and fairness of its supply chain relationships. Our relations with suppliers are based on principles of transparency, integrity, and mutual respect, consistent with the values guiding all our activities: reliability, people-centricity, responsible innovation, and sustainability.

We are placing increasing importance on environmental, social, and governance (ESG) criteria in partner selection. We have launched a supplier classification system based on ESG indicators, prioritizing those who demonstrate sustainable and transparent practices, such as publishing a sustainability report and a carbon footprint (product or organizational).

Consistent with our commitment to balanced and responsible growth, we also focus on fairness in contractual relations, aiming to foster long-term, collaborative partnerships. We communicate payment conditions clearly and promptly, respect agreements, and provide particular support to smaller suppliers, who represent an important resource in our production ecosystem.

We constantly monitor supplier performance and adherence to ethical principles. Any deviations from our standards are addressed through the safeguards of the 231 Model adopted by CPC Inox, ensuring legality and transparency. Through this approach, we aim not only to safeguard the quality of our supply but also to generate a positive impact across the entire supply chain, in line with our vision of solid, innovative, and sustainable entrepreneurship.

## G1-3 Prevention and Detection of Corruption and Bribery

At Cardinali Group, integrity is not just a principle but a cornerstone of our entrepreneurial identity. In line with our core value of reliability, we believe that every corporate action must be grounded in ethical behavior, respect for the law, and transparency in relations with all stakeholders, internal and external.

CPC Inox has adopted an Organization, Management, and Control Model pursuant to Legislative Decree 231/2001, which includes a specific anti-corruption section applied across all organizational levels. The system includes preventive measures, reporting procedures, and control mechanisms designed to prevent, detect, and manage potential cases of active and passive corruption. Oversight of the Model's effective application is entrusted to an independent Supervisory Body (OdV), separate from the operational management chain, ensuring autonomy in control processes.

# The Sustainable Journey of Cardinali Holding

Our journey is not a simple corporate trajectory: it is an intertwining of conscious choices and everyday gestures that speak of respect, fairness, and the future. Sustainability has never been an occasional decision, but a seed planted long ago, nurtured with patience, and today blossoming into a concrete and shared vision.

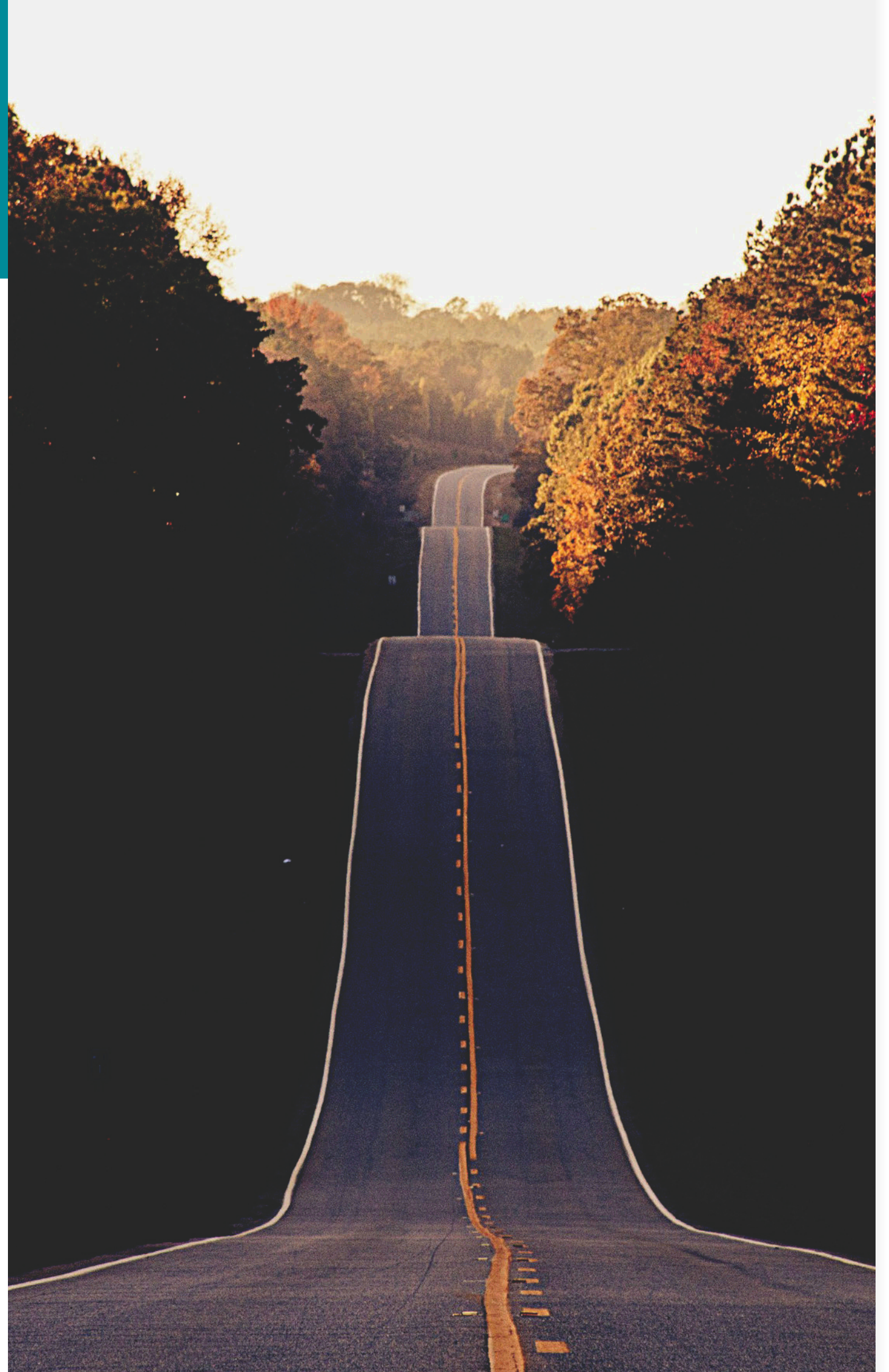
It is the same spirit that guides the hands working the fields of the Podere, cultivated with dedication and care, where every furrow tells a story of responsibility and love for the land. It lives in the skilled hands of our industrial operators, in the curious eyes of the young people we train and welcome.

Every investment, every project, every action is the tangible reflection of a deeper thought: to grow without forgetting what makes us human.

This report does not simply close a year, but opens a perspective. It shows a Group that knows how to listen, evolve, and give back. A Group that believes in the power of relationships, in the beauty of the territory, and in the idea that value is built together, step by step.

A Group that does not run alone, but walks alongside its people, its clients, its planet. And it is precisely in this shared vision, made of concreteness and passion, that the roots of our value lie.

A value that is not measured only in numbers, but in impact, consistency, and trust. Because, as our founder Vito Cardinali says:  
“The company belongs to the people who work in it.”





# Acknowledgments

The drafting of this Sustainability Report is the result of a collective effort that reflects our organization's concrete commitment to building a more responsible, aware, and forward-looking future.

With vision, consistency, and determination, over the years we have made sustainability a guiding principle of corporate action, continuously promoting ideas, projects, and choices aimed at creating long-lasting value for people, the environment, and the territory.

Our sincere thanks go to all the members of the Sustainability Committee, recently established, who carefully oversaw the collection of data, the review of content, and the preparation of this report—contributing to making the document a transparent and accessible tool, aligned with our ESG objectives.

We thank our external partners, in particular **Green Future Project**, for their technical and methodological support in structuring the reporting process and their professional collaboration in drafting the report.

A special thank you goes to all the **people of the Group**, whose daily commitment represents the solid foundation on which our sustainability ambitions rest. It is thanks to their contribution that we can translate our values into tangible actions and continue to improve along the path we have undertaken.

Finally, we extend our gratitude to all our external **stakeholders—clients, suppliers, institutional and territorial partners, local communities**—whose dialogue and trust fuel our commitment and encourage us to generate a positive and shared impact.

To all of you, our most sincere thanks.

