



# MESSAGE FROM THE CEO

Enrico Frizzera, CEO Manni Group SpA

“Continuous efforts in the development of ESG practices led the group to achieve a further rating improvement. The report details the actions and results achieved.

We focussed on integrating technological and product innovations with respect to the environmental context. During 2023, we invested in energy efficiency and digitisation, including through acquisition of specialist companies. R&D is strongly geared towards solutions that use the most natural and recyclable materials, and we have involved our suppliers and customer partners on this issue.

We have complemented our ESG path with a strong commitment to education as well, starting the Manni School for Off-site Technologies for Architecture (OTA), with an emphasis on the ESG strategy that not only covers CO<sub>2</sub> emissions but also the life cycle of buildings, reusing materials, maintenance, renovation, reuse, use conversion, and the different lifetimes of the layers of which a building is composed. Partner companies, associations, universities and qualified research centres were involved in this initiative.

A prevailing focus on ESG values within processes in all companies was promoted, which is crucial to aligning ESG strategies with business strategies.

Over the past year, aided by the confusion created by geo-political conflicts and short-term political visions, some negative trends regarding the green transition have emerged. Undoubtedly, the uncertain situation regarding the socio-economic stability of many geographical areas leads to the closure of potential investments in this direction, also due to the continually evolving regulatory framework and a certain difficulty in measuring ESG impacts. However, the lack of a long-term vision typical of politics in these situations and the pressure of certain interest groups do not seem to diminish the prevailing and growing awareness that ESG practices are considered a positive and sometimes inevitable trend for the future of business and social improvement. We believe that the ongoing change is structural, and that the commitment to influence a more sustainable future allows those who have begun the journey to seize the opportunity for qualitative differentiation that generates development and openness to long-term partnerships.”

# THE FOUR DRIVERS OF DEVELOPMENT



▶ Visit to EURAC, Manni Group Partner Master Off-site Technologies for Architecture by Manni Group

**THE CONCEPT OF SUSTAINABLE DEVELOPMENT HAS BEEN INTEGRATED INTO THE GROUP'S PHILOSOPHY, WHICH PLANS ITS FUTURE THROUGH FOUR INDISPENSABLE DRIVERS.**

### INTERNATIONALISATION

Internationalisation allows us to diversify our business geographically, spreading risk and investment across European and non-European markets. The ability to deal with different cultural backgrounds also allows us to grow and develop skills within a global environment.



### PARTNERSHIP

We are developing our business with an open, dynamic and adaptive organisation that places an ever-growing importance on alliances with our key partners to drive innovation, expansion of markets, regions and industrial investments.



### SUSTAINABLE DEVELOPMENT

Sustainability, understood in its broad ESG sense, represents a way of doing business that enables growth that is in harmony with the environmental and social contexts in which we operate. Our consistent market presence means we are able to contribute to the fight against climate change and the transition to a circular economy, movements which also involve suppliers. As a Group we feel this responsibility, which is why we believe in promoting alternative construction systems.



### RESEARCH AND DEVELOPMENT

Innovating and investing in R&D to respond to new market needs and improve production processes. We want to increase the efficiency and effectiveness of these processes whilst reducing their environmental impact, delivering high-value products and services.



# INTERNATIONALISATION

We have had a presence in foreign markets since the 1980s, and began the international expansion of the industrial part of the business in 2001 with the construction of the Isopan Ibérica plant in the Spanish city of Tarragona. Our constant commitment has enabled us to achieve:

**70** Countries served in 2023

Countries served in 2021-2023

- ▶ STEEL BU
- ▶ INSULATING PANELS BU
- ▶ SERVICES BU

## EUROPE



## ASIA



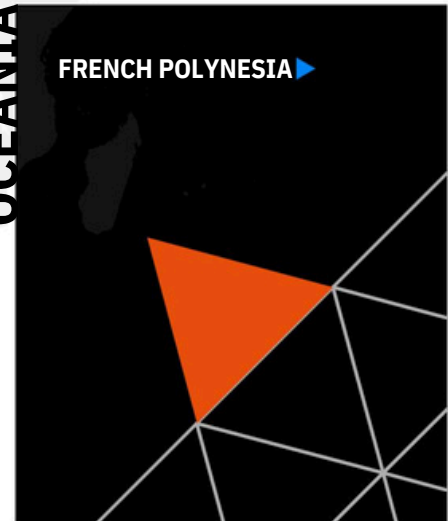
## AMERICA



## AFRICA



## OCEANIA





**HELEN**  
**SCANDELLARI**  
 BUSINESS SUSTAINABILITY OFFICER  
 MANNI GROUP



# OUR VISION FOR STRATEGY

“Manni Group is

a practices and stimulating them to engage directly in building a more sustainable future. Every employee can be an agent of change by adopting new sustainable practices in their daily work and being inspired by these principles.

The focus on sustainability is a concerted effort between the Group and all the communities in which it operates: this allows us to **create stronger, lasting bonds and gain trust** to work together in **addressing environmental and social challenges**, because only together can we make an important contribution through a transparent and educational approach.

”

OUR  
ESG IDENTITY



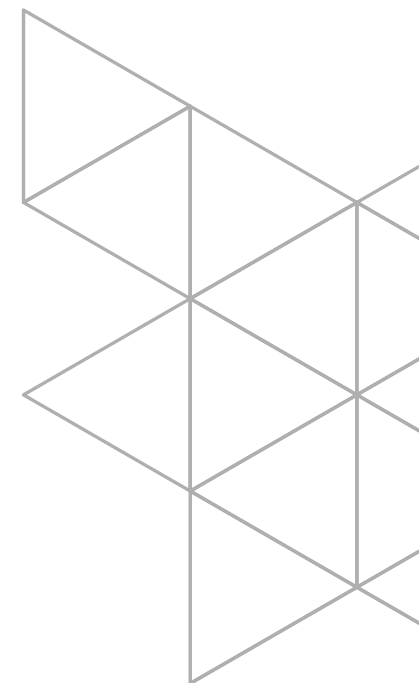
WE BELIEVE THAT RESPECTING ESG FACTORS IS A PREREQUISITE FOR RESPONSIBLE GROWTH THROUGHOUT THE GROUP.

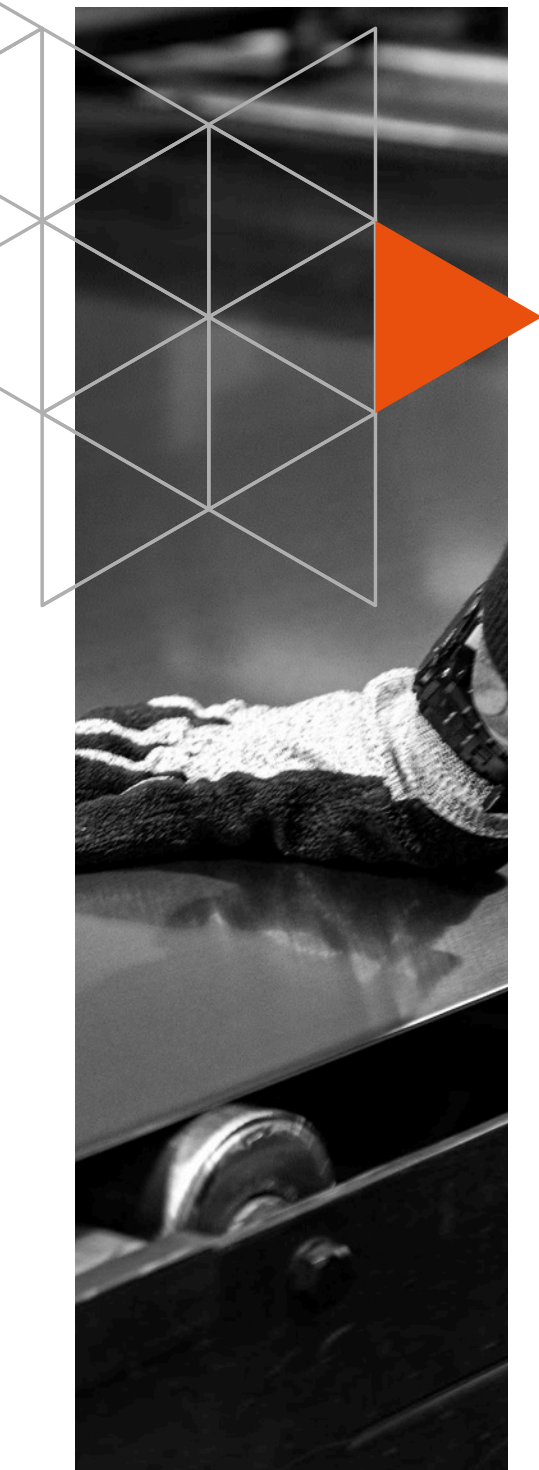
WE ARE AWARE OF THE NEED TO INTEGRATE ENVIRONMENTAL AND SOCIAL ASPECTS INTO THE ACTIVITIES OF TRANSPARENT GOVERNANCE.

INDEED, WE BELIEVE THAT THE OVERALL PERFORMANCE OF AN ORGANISATION AND THE EFFECTIVENESS OF ITS ACTIONS ARE CLOSELY RELATED TO THE SOCIAL WELLBEING OF THE COMMUNITY IN WHICH IT OPERATES AND ITS IMPACT ON THE SURROUNDING ENVIRONMENT.

**SUSTAINABILITY POLICY**

Since 2016, we have integrated sustainable development goals into the governance documents and a Sustainability department has been set up, headed by the Business Sustainability Officer (BSO). At the same time the Sustainability Policy was revised and updated in 2020 with the aim of further aligning it with the company business model and the continuously evolving international landscape.





# MATERIALITY ANALYSIS

Materiality Analysis is the process by which the **Group identifies the relevant issues on which it should base its ESG strategy.** In 2022, we renewed the Stakeholder Engagement process, which allows ESG reporting to be increasingly closely aligned to our stakeholders' expectations and to obtain a more holistic view of the impacts, risks and

opportunities related to the Group's activities. The concept of "double materiality" was first introduced by the European Commission with the publication Corporate Sustainability Reporting Directive (CSRD) in an attempt to better capture the effect of organisations on environmental, social and economic issues.

More details on the Materiality Analysis and Stakeholder Engagement processes can be found on pages 30 and 31 of "Building a sustainable future – ESG Report 2022", available in the download area of our website.



**WE HAVE IDENTIFIED MANNI GROUP'S MATERIAL TOPICS TAKING INTO ACCOUNT THE TWO PERSPECTIVES OF "DOUBLE MATERIALITY":**



**Impact materiality (or "inside-out" perspective) for identifying potential and current impacts generated by the organisation**



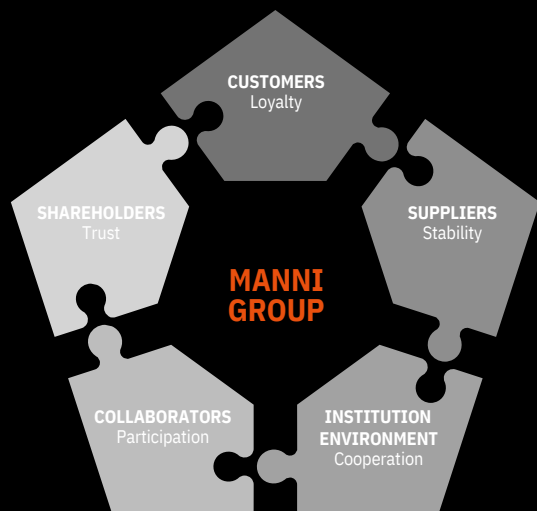
**Financial materiality (or "outside-in" perspective) for identifying potential and current impacts suffered by the Group**



# STAKEHOLDER ENGAGEMENT

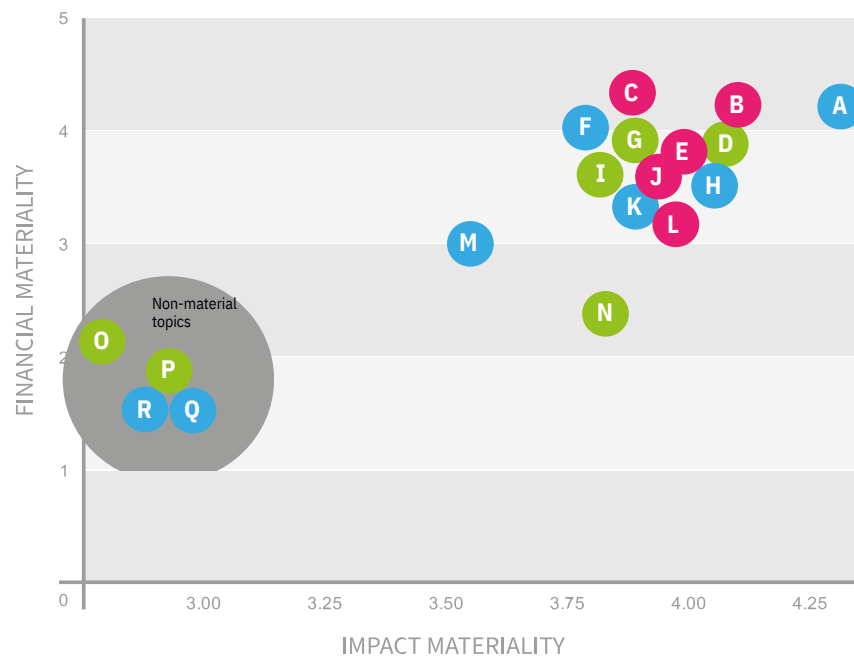
STAKEHOLDER ENGAGEMENT IS THE PROCESS OF INTERACTING WITH AND INVOLVING STAKEHOLDERS DIRECTLY OR INDIRECTLY INTERESTED IN THE ORGANISATION'S ACTIVITIES.

We believe that effectively involving our stakeholders is key to building relationships, fostering partnerships and gathering suggestions for continuous improvement.



# MATERIALITY MATRIX

THE MATERIALITY MATRIX SETS OUT THE 18 SIGNIFICANT IMPACTS AND HIGHLIGHTS THE 14 MATERIAL TOPICS CONSIDERED RELEVANT BY OUR STAKEHOLDERS.



Environmental issues  
Social issues  
Economic issues

- A OCCUPATIONAL HEALTH AND SAFETY
- B ECONOMIC PERFORMANCE
- C PROCUREMENT PRACTICES
- D CLIMATE CHANGE MITIGATION
- E ENTERPRISE RISK MANAGEMENT
- F LOCAL COMMUNITIES
- G CLIMATE CHANGE
- H EMPLOYMENT
- I EMISSIONS
- J INFRASTRUCTURE INVESTMENTS
- K DIVERSITY AND EQUAL OPPORTUNITIES
- L ANTI-CORRUPTION
- M FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
- N WASTE
- O WATER MANAGEMENT
- P BIODIVERSITY
- Q CHILD LABOUR
- R FORCED OR COMPULSORY LABOUR

# THE STRATEGIC

# ESG PLAN

Based on the Material Topics that emerged from the Materiality Analysis, we drafted the Strategic ESG Plan 2023-2025, the document in which we identified a set of goals based on concrete short-term actions. The plan is divided into three sections, reflecting the pillars of sustainable development; targets, action plans and timelines are listed for each environmental, social and governance issue. The document is constantly monitored by the sustainability team in order to measure progress towards the KPIs and to assess the effectiveness of the strategies adopted. The plan was presented and approved by the Manni Group Board of Directors.



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## ENVIRONMENT

- ▶ Reduce the Group's climate footprint related to direct and indirect greenhouse gas emissions
- ▶ Develop an internal process to assess the environmental impacts of our products
- ▶ Plan a transition towards full electrification for company fleets
- ▶ Work with partners and suppliers to identify materials with higher recycled content and lower carbon footprint

## SOCIAL

- ▶ Increase personnel skills and awareness on ESG issues
- ▶ Promote work-life balance for employees
- ▶ Increase partnerships with schools, universities, research centres and associations
- ▶ Define policies and regulations in order to make employment management transparent and egalitarian

## GOVERNANCE

- ▶ Adapt quickly to the European CSRD regulation
- ▶ Measure the ESG performance of the Group and its supply chain
- ▶ Support Group companies in obtaining certified management systems
- ▶ Continuously integrate ESG risks into the Enterprise Risk Management system





**THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT IS A PLAN OF ACTION FOR PEOPLE, PLANET AND PROSPERITY.**

It was signed in 2015 by the governments of the 193 member states of the United Nations, and was endorsed by the UN General Assembly. It consists of 17 Sustainable Development Goals (SDGs) framed within a broader programme of action consisting of 169 targets to be achieved by 2030. Manni Group's ESG commitment can be measured by its contribution to 11 SDGs.

**3 GOOD HEALTH AND WELL-BEING**



The corporate welfare plan and the health and safety management systems allow us to promote employee wellbeing.

**4 QUALITY EDUCATION**



By training and informing employees and promoting schooling through the company welfare plan, we support inclusive and equitable learning opportunities.

**7 AFFORDABLE AND CLEAN ENERGY**



Through the work of Manni Energy, the Group contributes to ensuring access to cheap, reliable, modern and renewable energy systems.

**8 DECENT WORK AND ECONOMIC GROWTH**



With more than 1,200 employees and numerous collaborators in different countries around the world, the Group's activities have been stimulating economic growth and employment for almost 80 years.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**



Through off-site building and dry construction products, the use of steel as a construction material and the adoption of digitised production technologies, we encourage the construction of resilient infrastructure and promote innovation.

**11 SUSTAINABLE CITIES AND COMMUNITIES**



Redesigning cities, reducing their environmental impact with products offering high seismic and fire resistance performance, allows us to improve the sustainability of living in every community where we operate.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**



With a supply chain of more than one thousand partners, we support circular economy practices, responsible production and consumption.

**13 CLIMATE ACTION**



The Group has reduced its Scope 1 and 2 climate emissions by 40% compared to 2016, in line with its Science Based Targets, but plans to focus on even more ambitious goals in the future.

**14 LIFE BELOW WATER**



We are committed to reducing the use of toxic, plastic and non-biodegradable substances within the company's production cycle, minimising sea transport and Group emissions as much as possible.

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**



With its governance structure, Organisational Model, Code of Ethics, and Anti-Corruption and Risk Management System, the company contributes to forming robust organisations and transparent, ethical behaviour.

**17 PARTNERSHIPS FOR THE GOALS**



Manni Group is constantly strengthening its existing partnerships and investing resources to create new ones, with the aim of developing innovative technologies.