

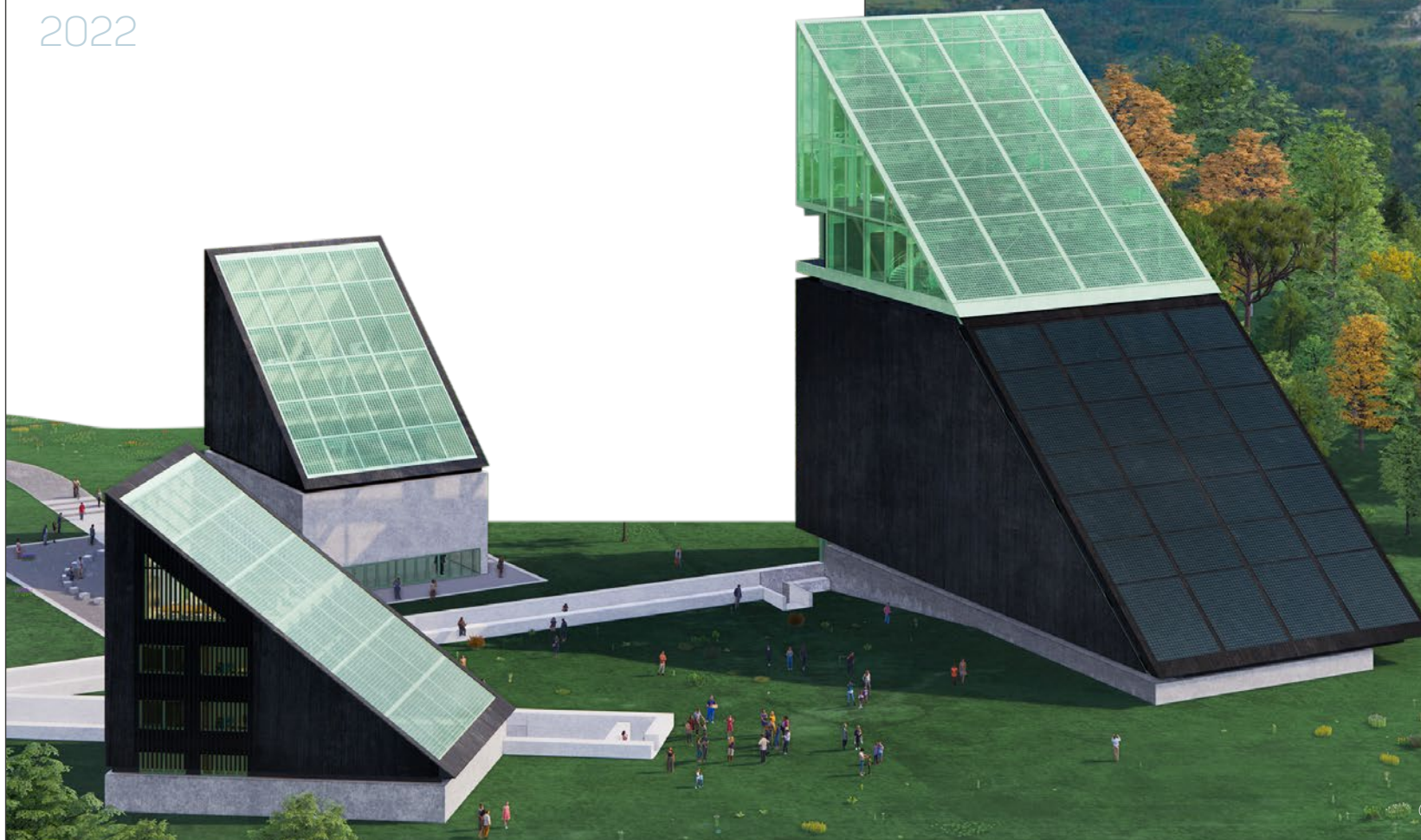
BUILDING A SUSTAINABLE FUTURE

ESG REPORT

2022



MANNI GROUP
BUILDING FUTURE



TO ALL STAKEHOLDERS

The result for the 2022 financial year was a positive one, despite the deep geopolitical crisis generated by the outbreak of war between Russia and Ukraine and the subsequent turbulence in the financial and commodities markets. We are closely monitoring developments in these situations to ensure that we can best manage the ensuing risks.

The Group has tackled these changing scenarios with speed and flexibility of organisation, ensuring continuity of service to customers whilst maintaining the investment programme. We place great value on our R&D plans and this gives us the confidence that we will soon bring new products and services to the market that will enhance the ability of our Customers and Partners to innovate and evolve, including in the area of sustainability.

The world economic landscape has changed radically and seems to be definitively heading towards a process of de-globalisation with impacts on the socio-economic models which until now had been considered the standard. However, by building on our strengths, we believe that this significant turning point represents an opportunity for us to grow and a chance to further accelerate our implementation of the strategic guidelines put in place by the Group Board.

Francesco Manni, Chairman Manni Group SpA



TO ALL STAKEHOLDERS

A Group with sustainability at its heart. This is how Manni Group has been perceived by Customers and Partners thanks to its plans and programmes with a strong focus on ESG impacts.

We have expanded our emissions reduction plan, but we have gone further to the core of our industrial activity, enhancing our products, systems and services with elements that have an impact in terms of sustainability.

The safety and well-being of buildings, an awareness of the environment and circularity, investments in education and sustainable construction are the focus of our R&D activities and market offering.

The Group's Vision has been enhanced with a new driver for development: Partnership, which sits alongside Internationalisation, Sustainability and Research and Development.

Partnership is consistent with the other policies and requires an open, dynamic and adaptive organisational structure to create collaborative relationships with key Partners that enable innovation, expansion of markets and geographical regions, as well as investments.

The future looks complex and we want to help to shape it with a clear and positive ESG vision, in the confidence that we are capturing emerging needs and desires.

Enrico Frizzera, CEO Manni Group



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A STEEL IDENTITY



ABOUT US

Manni Group is a historic company founded in 1945 and based in Verona. It specialises in steel products, insulating panels and energy efficiency.

For more than 75 years the Group has been a leading Partner for these industries, committed to promoting safe and efficient construction through an unwavering commitment to the research and development of products, services and solutions for steel construction, building renovation, reduction of consumption and emissions, and the roll-out of renewable energy sources.

OUR VISION We offer products, solutions and expertise for the world of dry construction, supporting new models for eliminating energy wastage and polluting emissions from the existing building stock, helping the real estate industry and design studios to achieve high project value through ethical environmental principles and construction expertise.

OUR MISSION We work with engineering and architecture firms, offering a set of solutions covering four specific areas:



Engineering solutions

A consultancy and design support service



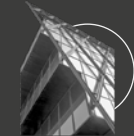
Sustainability "counselling"

We help designers to consider the key factors from the beginning of the design process, to guide the other stakeholders in the design chain



Product Portfolio

Products, services and systems which we have designed that offer high levels of environmental, fire safety and earthquake-protection performance.



Partnerships Portfolio

An integrated network of knowledge and products

ABOUT US

Our Values

Our strength lies in our ability to successfully foster sustainable behaviours and choices, including by the entities which work with us, such as companies, suppliers and consumers, in all of the sectors which we serve. Promoting the idea of sustainable construction places us at the cutting-edge of the market, with methods that are now very safe and efficient thanks to the commitment of passionate and visionary professionals who, like us, are focussing their expertise on the future.

Off-site construction

The heart of architectural innovation

Thanks to the use of steel, the element which is at the core of our identity and our applications, we have positioned ourselves as advocates for off-site construction: a Modern Construction Methods (MCM) that involves reorganising processes to ensure greater efficiency and quality. This methodology requires building components to be designed and manufactured within the production facility and only then are they transported to the construction site where they are dry-assembled, drastically reducing on-site operations.

Construction with lean and circular processes



Speed of execution



High precision in manufacturing and installation



Reduction in consumption of raw materials and water



Minimisation of waste



Reduced land take during works



Use of a smaller but skilled workforce



Increased on-site safety



High traceability of costs and performance

In this context, steel is the ideal material for this construction technique, as the structural components lend themselves to industrialisation, as well as being highly recyclable, meaning that components can be recovered when buildings are decommissioned.

In line with the company's focus on environmental impacts in the construction sector, we see this system as being a way to decarbonise the sector through a circular construction model.

OFFSITE = GREEN? PHYGITAL EVENT

Manni Group is committed to a number of initiatives seeking to promote a culture of off-site construction, an example of which is "OFFSITE = GREEN?", the first event in held in hybrid form, both in person and online, organised in 2022 by Isopan Ibérica and Manni Green Tech. At the Juan Mirò Foundation in Barcelona, the day was dedicated to discussions and conferences between professionals to analyse the benefits of off-site construction for reducing environmental impact. A packed programme featured representatives of architectural firms, developers, engineers, consultants and builders as experts in off-site construction and sustainability.



© Beppe Raso

ABOUT US

Our Values



Partnership – valuable relationships

Our approach to the market is to provide the customer with a consultancy service offering expertise and quality, going beyond the simple customer-supplier relationship. The customer has always been central to the Group's strategy and plays an active part in the virtuous relationship: through continuous discussion and exchange of ideas, the customer contributes to generating innovation and value for all stakeholders.



Care for the environment

The materials for building a sustainable future. We draw on the principles of the circular economy to create a business model that operates in harmony with its social, cultural and environmental contexts. To create a fully circular steel sector, we invest in Research and Development, using Life Cycle Analysis (LCA) as a tool to guide our actions, and we believe that cooperation with our partners and suppliers is essential.



Innovation – the future is now

Diversification, applied research and partnerships guide us in combining technology with an ethically, environmentally and economically sustainable vision of the future.

In response to the growing need for innovative Construction 4.0 solutions, we have invested in a research project at the Be Factory technology hub in Rovereto, launching long-term research, investigation and development projects.



Net zero

After decreasing direct greenhouse gas emissions by 21% in 2019 compared to 2016, the Science Based Targets initiative endorsed Manni Group's new targets to reduce these emissions by up to 40% by 2028, to keep global warming well below 2°C, declaring them to be in line with the Paris Agreement.



A focus on people

We recognise that people and diversity are a resource for the strength of the organisation. The commitment to staff training and skills development reflects a comprehensive and consistent approach that not only guarantees a high quality service to customers through reliable, high-level technical solutions, it also meets the needs of employees, owners and the community for lasting economic, sustainable and international development.

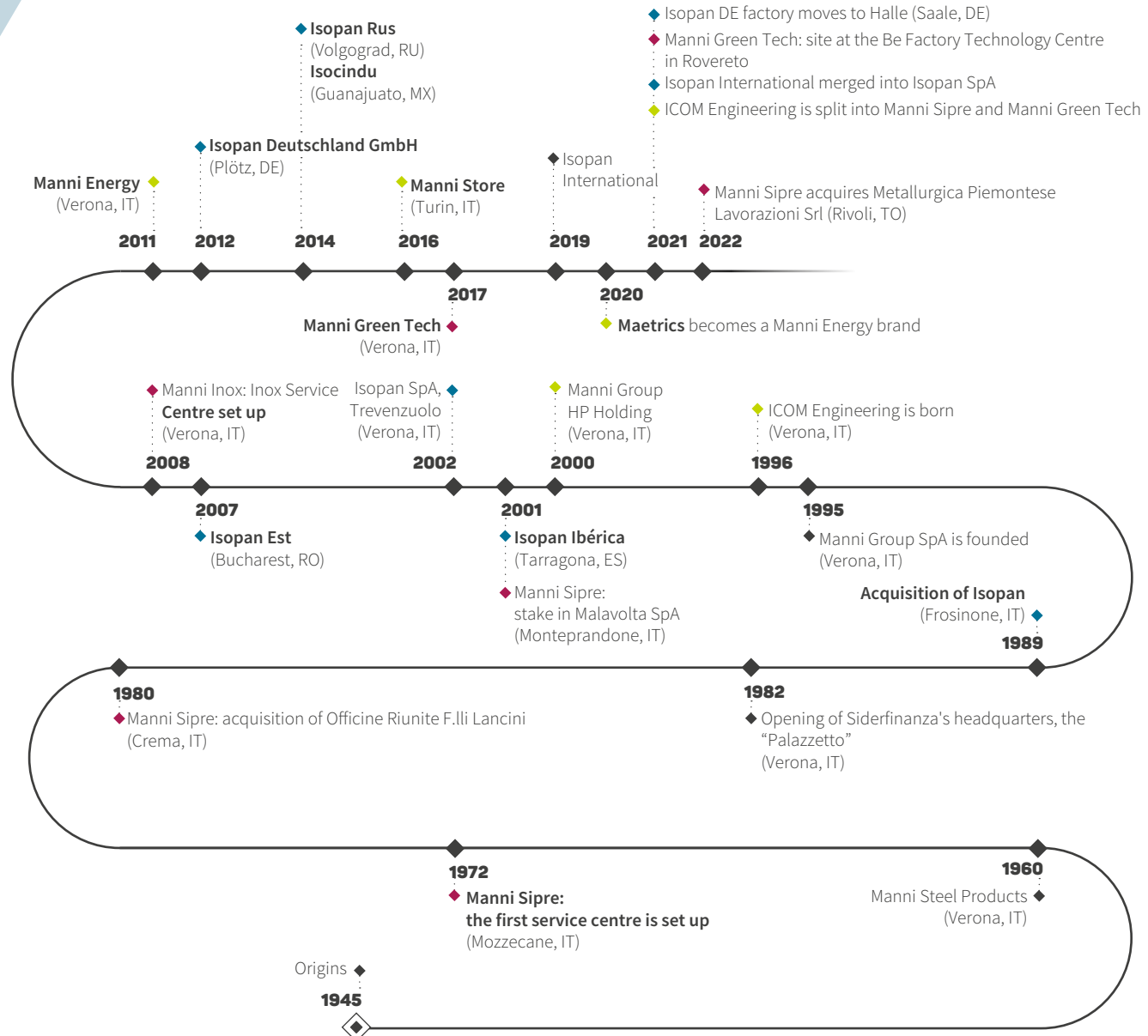


Design and Architecture

Our construction concept is increasingly directed towards the world of design. We seek high design value not only through high energy and safety performance but also through the appearance of our solutions, to make buildings unique and iconic.

OUR STORY

Our story began in 1945, when Luigi Manni founded the first steel products business. In the 1960s, under the leadership of Giuseppe Manni, it became an industrial business that, with the addition of Francesco Manni in '91, expanded in Europe and then worldwide.



MANNI GROUP WORLDWIDE



13

Operating companies Countries supplied

67

Countries supplied

1,249

People

11

THOUSAND
Customers served

165

MILLION €
Net assets

962

MILLION €
Turnover

14

MILLION m²
Panels sold

403

THOUSAND
Tonnes of steel
purchased

162

MW
Renewable energy
managed



MANNI GROUP

HEADQUARTERS
Verona head office
Holding



STEEL

MANNI SIPRE
MANNI INOX
MANNI GREEN
TECH
MPL*
MANNI GREEN
TECH USA*



PANELS

ISOPAN SPA
ISOPAN IBÉRICA
ISOPAN EST
ISOPAN
DEUTSCHLAND
ISOPAN RUS
ISOCINDU
ISOPAN FRANCE*
ISOPAN MANNI
GROUP CZ*



SERVICES

MANNI ENERGY
MANNI IMMOBILIA*
MANNI STORE*

* Companies not
included in the
reporting scope

OUR ORGANISATION

Across three distinct business areas, we supply high-tech products, solutions and systems and assist customers with advanced design support. We play a leading role in steel machining, the manufacture of insulating metal panels, renewable energy and energy efficiency.

The Group consists of 18 companies divided into:

3

Sales offices

2

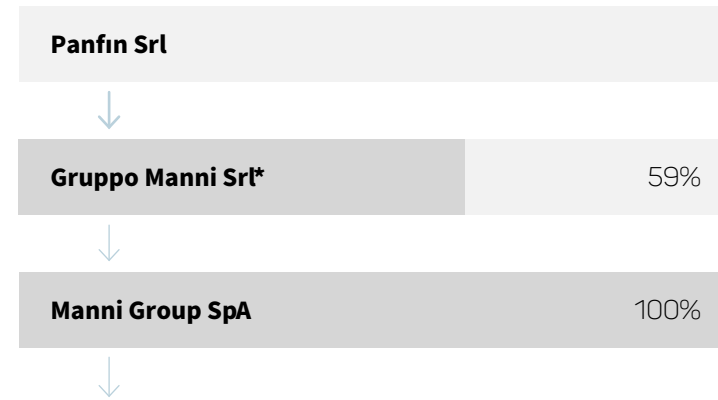
Holding companies

13

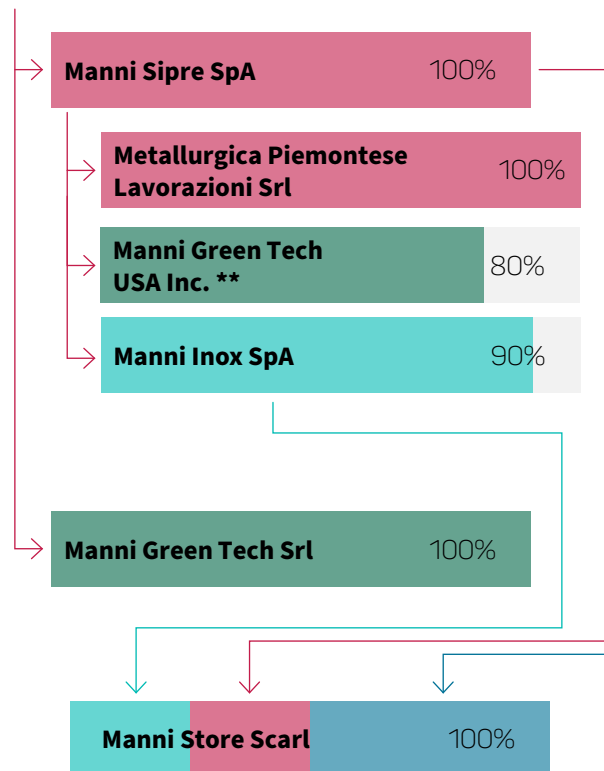
Operating companies



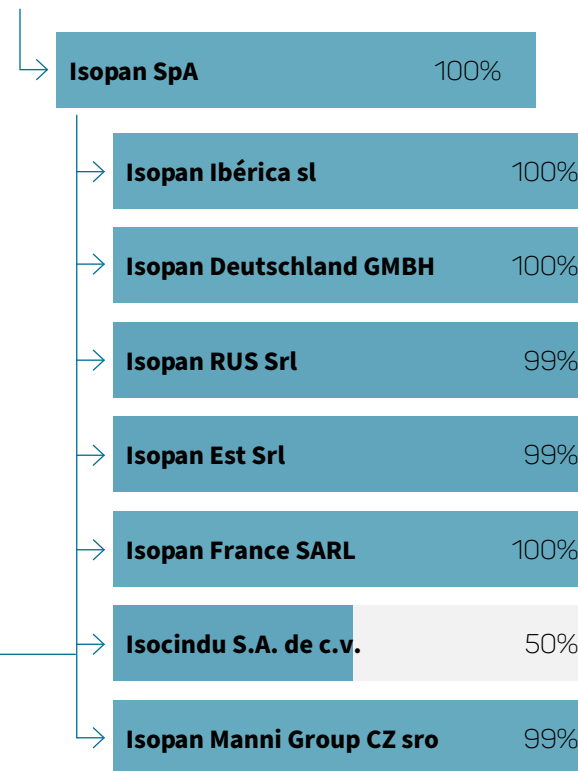
COMPANY ORGANISATION CHART



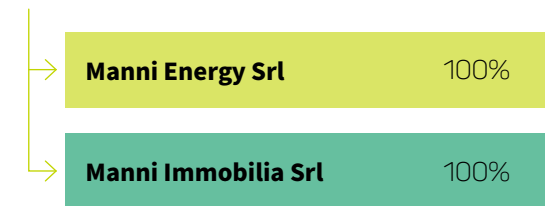
STEEL



INSULATING PANELS

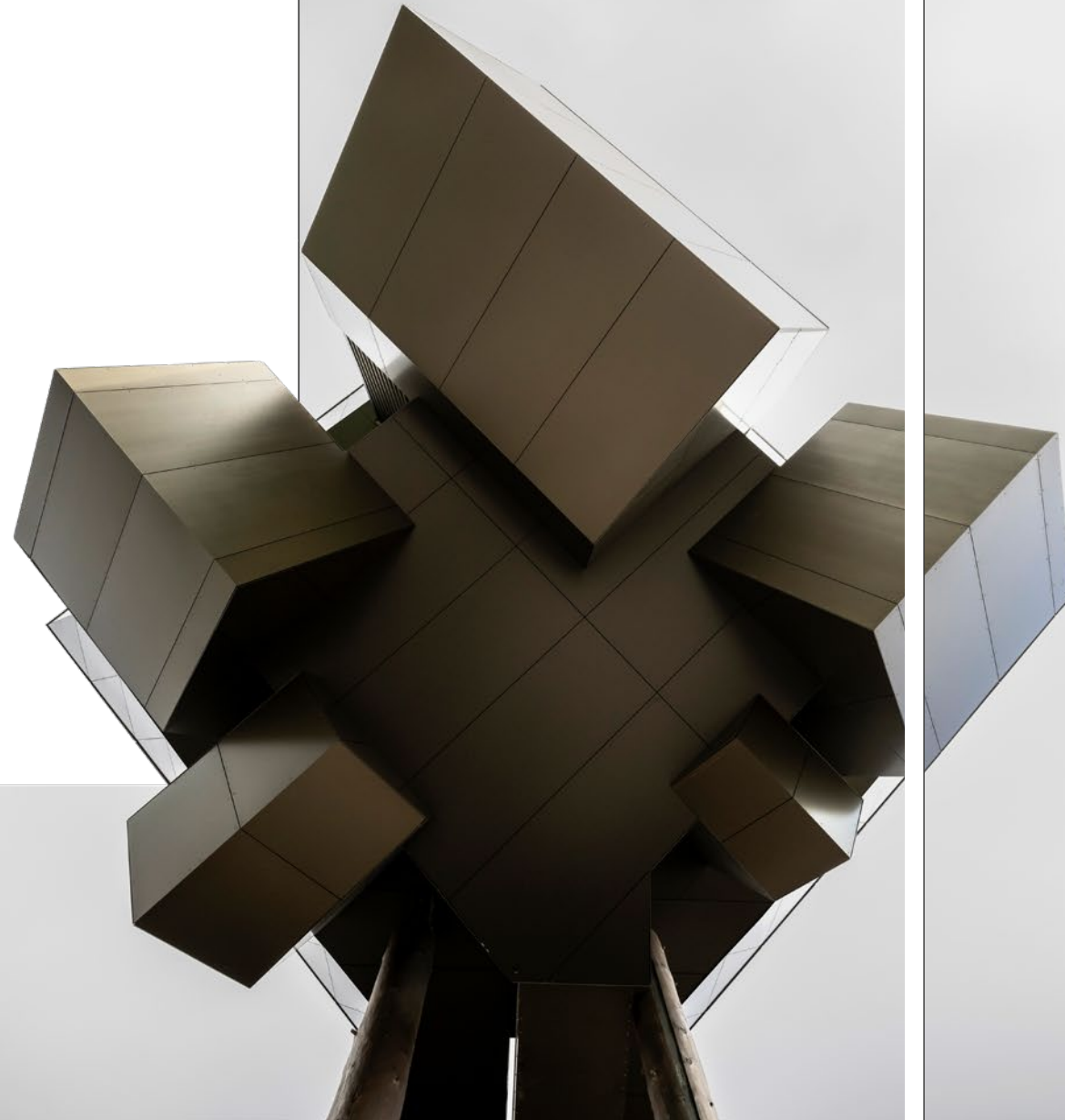


SERVICES



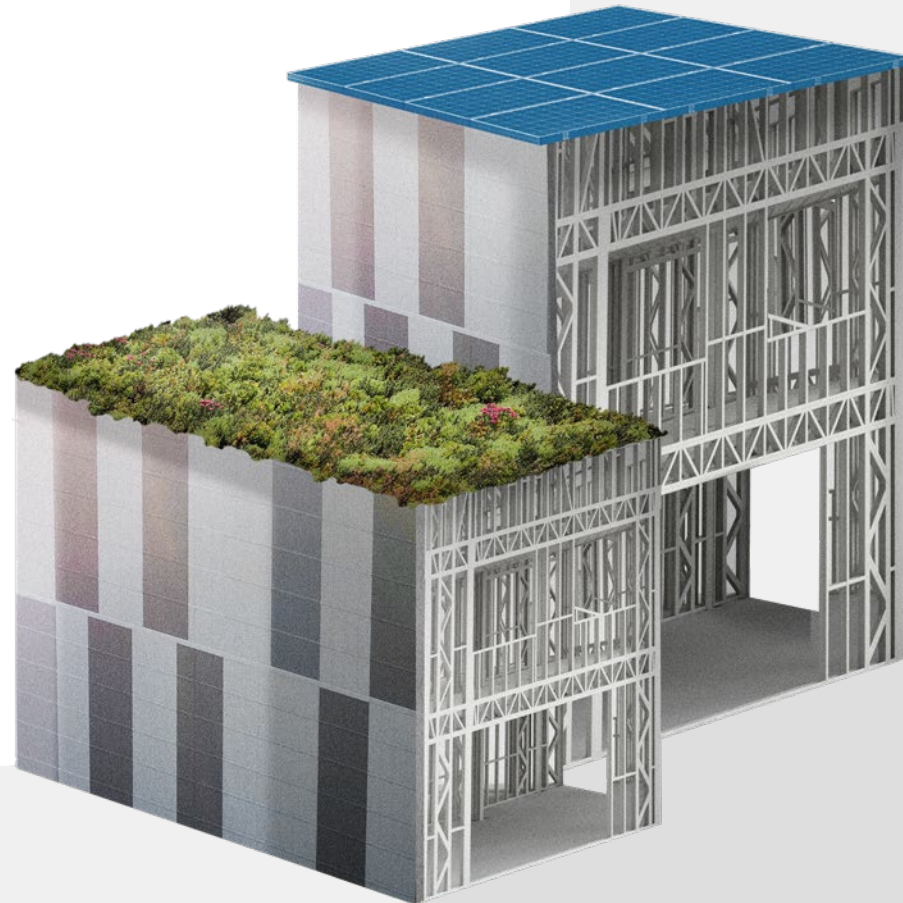
*Agreements with minority shareholders are regulated in the Articles of Association.
 **Manni Green Tech USA, held until 2021 by Manni Green Tech Srl; since 2022 it has been controlled by Manni Sipre.

BUSINESS



Our technologies work in synergy with each other.

Thanks to the Group's cross-disciplinary skills, we offer complete high-performance construction solutions, from structure to envelope to smart building systems for improving building energy efficiency.



STEEL BUSINESS UNIT



© Alex Filz



Through its service centres, Manni Sipre provides the most advanced technologies for supporting the Customer in every area of steel construction through fully integrated processes. Our mission is to fully exploit the potential benefits of using steel in terms of environmental, social and economic sustainability in the development of all projects.

As one of Europe's largest service centres for pre-processed steel elements, components and structural building systems, Manni Sipre serves both the retail and contract market, enabling customers to take on projects of all scales, including internationally.

An important extension of Manni Sipre's Customer Service concept is the Steelior Division dedicated to the acquisition and management of finished metalwork orders, in order to offer a complete, ready-to-assemble product at a predefined cost. This division, thanks to the flexibility of its structure, is capable of handling both small local orders and complex, world-class orders. Through a single organisation with a proven track record, it delivers a complete solution to Designers for managing the integrated process of metal construction, guaranteeing quality and professionalism.

MANNI SIPRE helps to reduce the complexity of project and site management through design assistance and world-class manufacturing of supply operations for the customer.

It supports companies in various sectors

- **Logistic**
- **Data center**
- **Mechanical engineering**
- **Structural steelwork**
- **Earthmoving**
- **Oil and gas plants**
- **Shelving systems**
- **Automated warehouses**
- **Offshore**
- **Lightweight and heavyweight building systems**

8

Divisions

5

Locations nationwide (Verona, Crema, Udine, Ascoli Piceno, Rivoli)



Manni Inox puts the Customer at the centre of its organisation, enabling clients to operate on a just-in-time basis, with a high degree of flexibility and quality. A benchmark in Europe for stainless steel users. The company offers the highest quality of products and guarantees high performance and customer care to the client. Highly qualified personnel contribute to the growth of niche stainless steel sectors such as healthcare, food and packaging.

MANNI INOX currently has two production plants in Verona and several distribution points in Italy. From the outset, the aim was to create a company that could fully meet the needs of stainless steel users, offering a complete range of products and surface processing, and guaranteeing maximum flexibility of services. The company has grown through the constant improvement of production processes, paying particular attention to the quality of the products marketed.



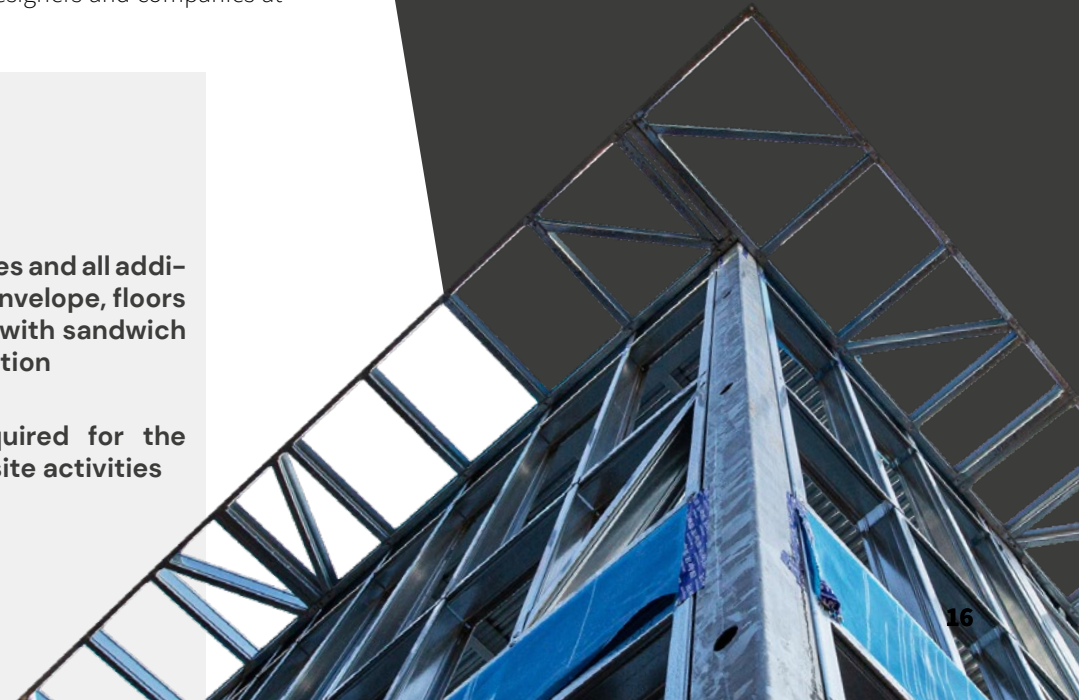
Manni Green Tech researches and develops new technologies for residential, industrial and commercial building projects through integrated solutions. The proposals are all based on Light Steel Frame and structural steel technology together with a complete range of certified off-site modular products and solutions for the construction of structures and the building envelope.

Thanks to its know-how and many years of experience in steel construction around the world, Manni Green Tech's engineering division can offer support to designers and companies at all stages of the project.

- **Executive design**
- **Architectural design**
- **Supply of steel structures and all additional systems for the envelope, floors and internal partitions, with sandwich panels, slabs and insulation**
- **Support activities required for the implementation of on-site activities**

The latest area of innovation in the application of Manni Green Tech technologies is dedicated to off-site solutions for the building envelope and the curtain wall.

Solutions and technology
MANNI GREEN TECH solutions and technology are used in a variety of applications, since these building systems make it possible to construct modular and scalable buildings that meet the architectural and performance requirements of different projects.



INSULATING PANELS BUSINESS UNIT



Isopan seeks to promote the concept of responsible construction by ensuring the well-being of those living in the built spaces, as well as taking care of positive external effects for stakeholders and the community as a whole. Isopan and its network of Partners support engineering and architecture firms, construction companies and installers with end-to-end solutions: from collaboration at the design stage to on-site delivery of the product portfolio.

ISOPAN offers state-of-the-art solutions for buildings, focusing on the following key factors: energy, acoustic and safety performance, product life cycle from raw material throughout the production process and, finally, the style and design of the architecture to be created.

As one of the world's leading manufacturers of metal insulating panels for walls and roofs, Isopan promotes safer and more efficient solutions and materials to improve building performance. High-quality products providing thermal and acoustic insulation, strength, solidity, airtightness, excellent fire reaction, and soundproofing.

Its solutions are mainly intended for:

- Commercial, civil buildings,
- Industrial and livestock buildings,
- Cold chain logistics,
- Mass distribution and data centres.



Isopan SpA

Isopan SpA is the parent company of the Isopan companies and is based in Italy with two production plants in Trevenzuelo (Verona) and Patrica (Frosinone).

Thanks to investments in R&D and the know-how acquired for the development of new technologies, also assisting the foreign subsidiaries, Isopan can offer a unique range of applications and options. The insulating core can be made of rockwool or polyurethane foam or produced with LEAF technology and is used in the construction of wall or roof panels. The patented Isodeck PVSteel panel, designed for flat roofs, can be installed in combination with high added value green roofs.

The ADDMIRA family, on the other hand, is a range of products and solutions dedicated to architecture and building façade design. Research and innovation into materials provide a wide choice of finishes, giving a freedom of choice for appearance and creating a strong personality.



Isopan Ibérica

The first Isopan subsidiary to open abroad, it was founded in 2001 and is based in Tarragona, Spain. It serves the Spanish, Portuguese, French and North African markets. 2019 marked the opening of a new dedicated rockwool line.



Isopan Deutschland

Isopan DE has been serving Central and Northern European countries since 2012. It is now based in Halle, where construction work has been completed on the "Starpark Halle" production facility with the aim of further strengthening its presence in the region with high-quality, high-tech solutions.



Isopan Rus

The Isopan Rus plant in Volgograd is structured to ensure a production capacity of up to three million square metres of rockwool and polyurethane panels for a variety of applications.



IsoCindu

Founded in Guanajuato as a joint venture with the Venezuelan company Cindu, it is the youngest company in the Isopan family. Today it ranks among the leaders in the Central and South American markets for the production of insulating panels.



Isopan Est

Isopan Est was founded in Bucharest in 2007, serving the markets of north-east Europe and achieving a market-leading position for its extensive range of high-quality solutions. It is the first Isopan site to have introduced innovative customer service programmes integrated within all company processes.



SERVICES BUSINESS UNIT



Manni Energy helps major investors to maximise the energy efficiency of buildings and plants by providing extensive know-how from audit, design and installation to delivery and O&M operations.

Manni Energy is dedicated to energy transition, renewable energy and IoT building management solutions. The company has more than 13 years of experience of designing, building and operating renewable energy plants, integrating all stages of the value chain, from design to operation through to execution, offering technical-engineering consultancy services and leveraging the implementation of advanced energy and environmental data monitoring and management platforms.

It supports companies through energy management and consumption efficiency processes, integrating advanced Metering & Control solutions within the service thanks to the innovative Maetrics IoT platform.

Energy efficiency and consulting

- Energy Management
- Engineering and Project Management
- Compressed Air Systems
- Power Quality

Distributed Generation

- Storage Systems
- Revamping & Repowering
- Electric Charging Columns

Renewable Energy

- Solar Power
- EPC
- Project Development
- Operations & Maintenance

Carbon management

- Organisational Carbon Footprint (OCF)
- Product Carbon Footprint (PCF)
- Environmental Product Declaration

Digital energy

- Maetrics IoT Solutions
- Energy Management System
- Building Automation



The company optimises management services for industrial buildings and is currently also responsible for extraordinary maintenance of the Group's own buildings.



A sales company serving the north-western Italian market by offering distribution of the Group's products.



STRATEGY



MESSAGE FROM THE CEO

Enrico Frizzera, CEO Manni Group



Our drive to commit to making our business stand out through a positive ESG has brought us strong recognition as a Group. The confirmation and improvement of the ESG rating assigned to the Manni Group is testament to this.

Business development with a focus on ESG impacts is a matter for all Stakeholders and the three areas of Environmental, Social and Governance.

In the ESG Report, we provide concrete evidence and a lot of detail about actions and results.

The underlying note is a firm belief that it is not enough to highlight, to hope to be imitated, there needs to be a strong commitment to educating and spreading ESG values to every category of Stakeholder who comes into contact with the Group.

It is in this spirit that we are announcing the launch of activities organised by Manni Group for young architecture and engineering graduates to promote sustainable design skills. The use of innovative product and system technologies, the logic of safety and economy, and the circularity of building components are characteristic of dry, modular construction with certified performance.

We have worked with universities and research centres, approved Partners and Customers, Suppliers, and institutions and we will continue in our mission to make a significant and meaningful contribution to climate change, social and economic development, and to spreading awareness of the ESG impacts of our choices and behaviour.

The gradual integration of ESG values into the processes of all Group functions will allow the ESG strategy to be aligned with the business strategy. We are devising new business models that promote circularity through the whole construction chain.

MESSAGE FROM THE BSO

Helen Scandellari, Business Sustainability Officer

Our ambitious strategic ESG programme aims to have a positive impact on major issues, such as climate change and circularity of our products, involving employees throughout the Group in training activities.

The Group is committed to building new processes that integrate ESG factors at every stage. We have also invested in the organisation and tools, including IT resources, to bring ESG development in line with changes in the legislation.

It is also very satisfying to see the new Partnership with leading Partners in their markets, who have shown themselves to be willing to collaborate on these issues.

Environment, Social and Governance are aspects that characterise all of the Drivers of our vision, which has been developed in line with the SDG objectives.



THE FOUR DRIVERS OF DEVELOPMENT



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.



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.



Sustainability

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.



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.

Sustainability policy

Since 2016, we have introduced Sustainability Development goals into the Governance documents and a Sustainability function has been set up, headed by the Business Sustainability Officer (BSO). At the same time the Sustainability Policy was published, revised and updated in 2020, with the aim of further aligning it with the company's business model and the changing international landscape.

[Read Manni Group's Sustainability Policy →](#)



The 2030 Agenda for Sustainable Development is a plan of action for people, planet and prosperity signed in September 2015 by the governments of the 193 UN member states. It incorporates 17 Sustainable Development Goals, SDGs, into one large action programme with a total of 169 "targets".

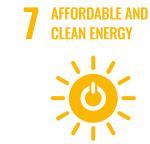
As stated in its Sustainability Policy, Manni Group is committed to reducing the environmental impacts of its activities, continuously improving its performance, and adopting best practices geared towards generating value for society and stakeholders.



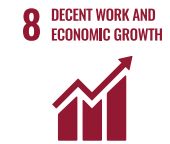
The Corporate Welfare Plan and Health and Safety Management Systems allow us to promote employee well-being.



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



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



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 75 years.



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.



Redesigning cities, reducing their environmental impact with products offering high seismic and fire resistance performance, allows us to improve the sustainability of the lives of every local community.



We support circular economy practices, responsible production and consumption through a supply chain of more than 270 Partners.



The Group has reduced its scope 1 and 2 climate emissions by 40% compared to 2016, in line with its SBT but with plans to adopt even more challenging targets for the future.



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.



With its governance structure, organisational model and Code of Ethics, anti-corruption and risk management system, the company contributes to the formation of robust organisations and transparent, ethical behaviour.



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

INTERNATIONALISATION

The Group, which has had a presence in foreign markets since the 1980s, began the international expansion of the industrial part of the business in 2011 with the construction of the Isopan Ibérica plant in the Spanish city of Tarragona. Our continued commitment has enabled us to serve almost 70 countries in 2022, and over 80 in the last three years.

67

Countries served in 2022

85

Countries served in 2020-2022

- ◆ STEEL BU
- ◆ INSULATING PANELS BU
- ◆ SERVICES BU

EUROPE

- | | | |
|-----------------------|----------------|------------------|
| ALBANIA ◆◆ | GREECE ◆◆ | CZECH REPUBLIC ◆ |
| AUSTRIA ◆◆ | IRELAND ◆ | ROMANIA ◆◆ |
| BELGIUM ◆ | ITALY ◆◆◆ | SAN MARINO ◆◆ |
| BOSNIA HERZEGOVINA ◆◆ | LATVIA ◆ | SERBIA ◆◆ |
| BULGARIA ◆◆ | LITHUANIA ◆ | SLOVAKIA ◆◆ |
| CYPRUS ◆ | LUXEMBOURG ◆◆ | SLOVENIA ◆◆ |
| CROATIA ◆◆ | MACEDONIA ◆ | SPAIN ◆◆ |
| DENMARK ◆ | MALTA ◆◆ | SWEDEN ◆ |
| ESTONIA ◆◆ | MOLDOVA ◆ | SWITZERLAND ◆◆ |
| FINLAND ◆ | MONTENEGRO ◆ | UKRAINE ◆ |
| FRANCE ◆◆ | NETHERLANDS ◆◆ | HUNGARY ◆◆ |
| GERMANY ◆◆ | POLAND ◆◆ | |
| GREAT BRITAIN ◆ | PORTUGAL ◆ | |

ASIA

- ◆ SAUDI ARABIA ◆
- ◆ ARMENIA ◆
- ◆ AZERBAIJAN ◆
- ◆ CHINA ◆
- ◆ PHILIPPINES ◆
- ◆ ISRAEL ◆
- ◆ KAZAKHSTAN ◆
- ◆ RUSSIA ◆
- ◆ SINGAPORE ◆
- ◆ UZBEKISTAN ◆

AMERICA

- ◆ CANADA ◆
- ◆ BELIZE ◆
- ◆ COLOMBIA ◆
- ◆ COSTA RICA ◆
- ◆ ECUADOR ◆
- ◆ EL SALVADOR ◆
- ◆ GUATEMALA ◆
- ◆ MEXICO ◆
- ◆ UNITED STATES OF AMERICA ◆
- ◆ SURINAME ◆◆
- ◆ TRINIDAD AND TOBAGO ◆

AFRICA

- ◆ ALGERIA ◆
- ◆ IVORY COAST ◆
- ◆ GUINEA BISSAU ◆
- ◆ MADAGASCAR ◆
- ◆ MOROCCO ◆◆
- ◆ NIGER ◆
- ◆ SENEGAL ◆
- ◆ TUNISIA ◆

OCEANIA

- ◆ FRENCH POLYNESIA ◆

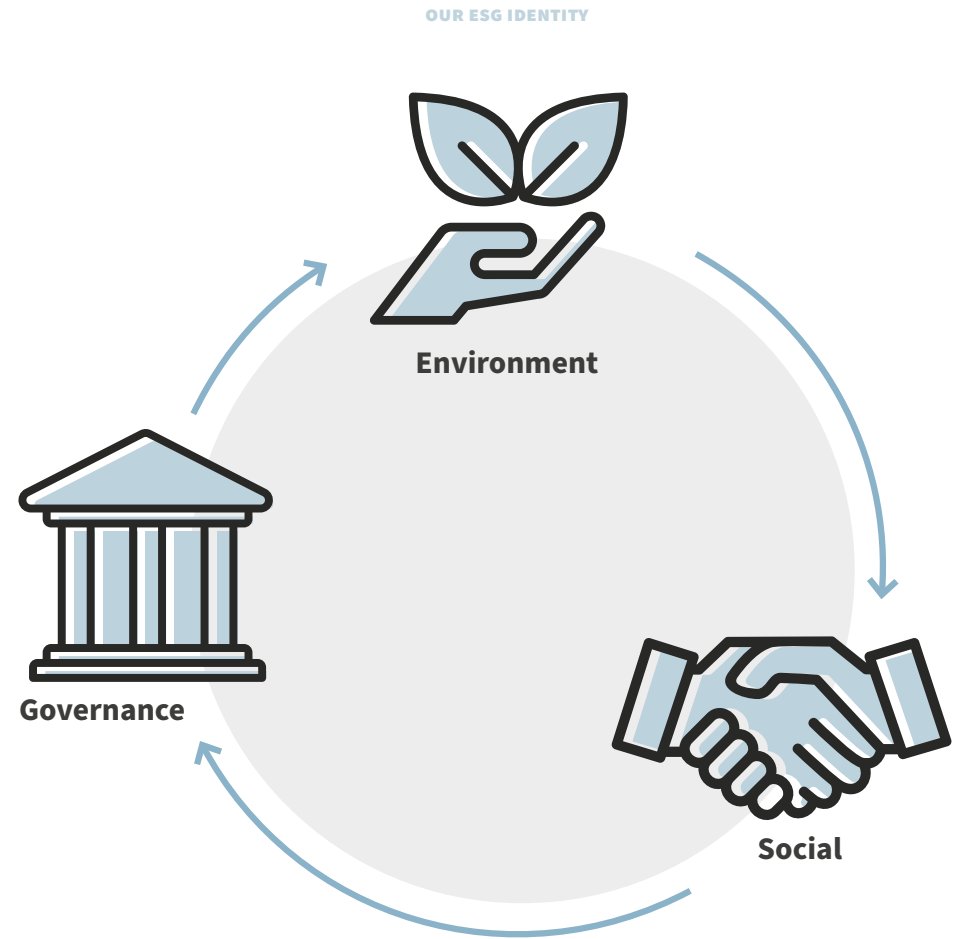
OUR ESG IDENTITY

Compliance for ESG factors is fundamental for driving the responsible growth of the Group, with an awareness of the need to incorporate social and environmental aspects into all activities alongside a transparent organisational structure. Indeed, we believe that the overall performance of a company and the effectiveness of its actions are closely related to the social well-being of the community in which it operates and its impact on the environment.

As part of our commitment to continuous improvement, in 2021 we decided to launch two projects:

- Solicited ESG rating, measuring the sustainability level of the Group's activities
- ESG Supply Chain Assessment, the ESG assessment of the supply chain

Cerved Rating Agency, a rating agency specialising in assessing the creditworthiness of non-financial companies and debt issues, was chosen to conduct these assessments. The EU-certified agency issues ratings on the degree of sustainability of organisations by measuring corporate initiatives taken to manage environmental (E), social (S) and governance (G) factors.



OUR ESG IDENTITY

ESG Rating Solicited

We believe that measuring our ESG rating against the relevant sector allows us to implement strategic actions that further enhance corporate practices as part of a process of robust accountability.

To support this, starting in 2021, we voluntarily invited Cerved Rating Agency to assess all of our activities under ESG criteria, demonstrating a responsible approach that reflects the Group's concrete commitment to transparency towards its stakeholders.

Based on the previous year's findings, we implemented improvement actions in 2022. The commitment made paid off: the Score increased to 67.5, up from a score of 65.4 in 2021. Our position in the 'High' category and a BBB rating are confirmed. According to the ESG Score Breakdown, the Group ranks above the

median of companies in the 'Equipment & Machinery' sector. Positive aspects highlighted in the evaluation include the increase in the share of renewable energy as a proportion of the total energy consumption, the implementation by Isopan's Italian offices of an ISO 14001 and ISO 45001 certified management system, the adoption of ESG screening of the Supply Chain, and the setting of challenging objectives in the environmental area as part of a Group sustainability strategic plan. In addition, the implementation of an energy efficiency plan, the application

of a Procurement Policy, and the presence of an Enterprise Risk Management (ERM) System are some of the factors that have enabled these positive results to be achieved.

BBB

ESGe Rating

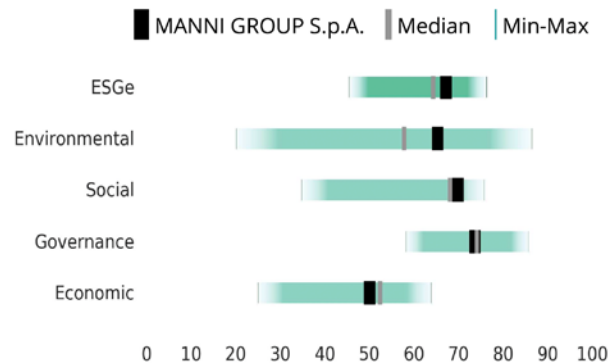
67.5

ESGe Score

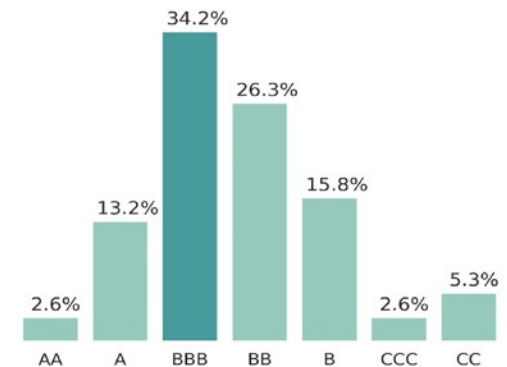
HIGH

ESGe Risk Management Capability

ESGe Score Breakdown



ESGe Rating Distribution



OUR ESG IDENTITY

ESG Supply Chain Assessment

Given the growing market focus on ESG issues, the Group has identified the need to formalise the assessment of the environmental, social and governance performance of its supply chain. In addition to constant monitoring of the supply chain, the project allows operational and reputational risk to be minimised and cooperation with Stakeholders to be fostered.

After careful research, the assessment was conducted with the support of Cerved Rating Agency. Manni Group identified 150 potential and strategic suppliers for the business, who were invited to join the project by filling in a questionnaire.

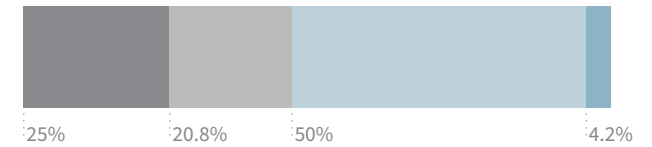
The service provider has made a web-based platform available which gives access to suppliers for collecting ESG data and to the Group for using a dashboard which provides real time reports of the assessment of companies in the portfolio.

The response rate of the Manni Group's strategic suppliers to the ESG Supply Chain Assessment project was around 16%, of which more than half scored high or very high on the ESG Score and for the individual Environmental, Social and Governance components.

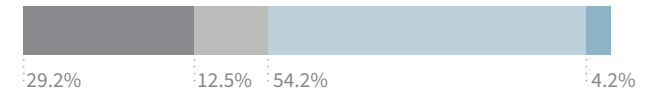
With a view to deepening and increasing awareness of sustainability issues, in 2023 the Group is committed to organising meetings with suppliers to consolidate Partnerships.

No suppliers emerged from the project that were found to have current or potential significant negative impacts on the Group's activities.

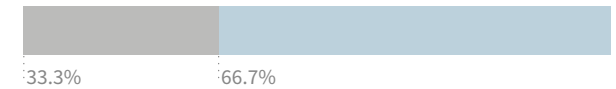
SCORE ESG



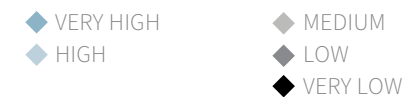
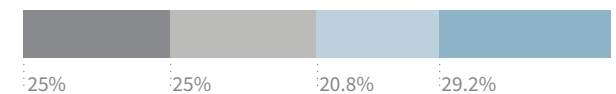
ENVIRONMENTAL



SOCIAL



GOVERNANCE



MATERIALITY ANALYSIS

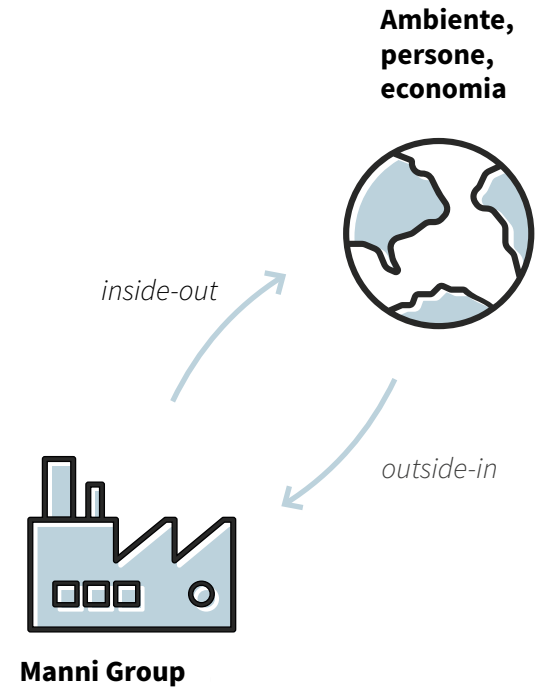
After the first Materiality Analysis conducted in 2019, in 2022 Manni Group decided to renew the Stakeholder Engagement process, which allows ESG reporting to be increasingly closely aligned to Stakeholder expectations and to obtain a more holistic view of the impacts, risks and opportunities related to the Group's activities.

Double Materiality

The concept of Double Materiality was first introduced in 2019 by the European Commission with the publication of the proposed Corporate Sustainability Reporting Directive (CSRD) in an attempt to better capture the effect of organisations on ESG issues.

Manni Group has voluntarily decided to identify its Material Themes with the dual perspectives of Double Materiality in mind:

- 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



MATERIALITY ANALYSIS

Stakeholder Engagement

The guidelines used for determining the Material Topics of the Manni Group are those described in GRI 3: Material Topics 2021.

After comparing the available GRI Sector Standards and the Group Risk Register provided by the Enterprise Risk Management function, 18 significant impacts were identified, on the basis of which two Stakeholder Engagement questionnaires were produced, one for assessing the impact materiality and the other for the financial materiality.

The first was translated into six languages and sent to more than 3,700 stakeholders, including employees, suppliers, customers, associations, universities and banking institutions. Stakeholders were asked a series of questions, indicating on a scale of 1 to 5 the extent to which the Group's activities had an impact in ESG terms.

The second set of questions, on the other hand, involved 9 functions that have the ability to influence the Group's strategy. Engagement was carried out through interviews, which included questions about the extent to which each issue was considered to have an impact on the Group's economic and financial value creation.

After collecting the Stakeholder Engagement results, the data were analysed and supplemented. The materiality threshold was set at 3.

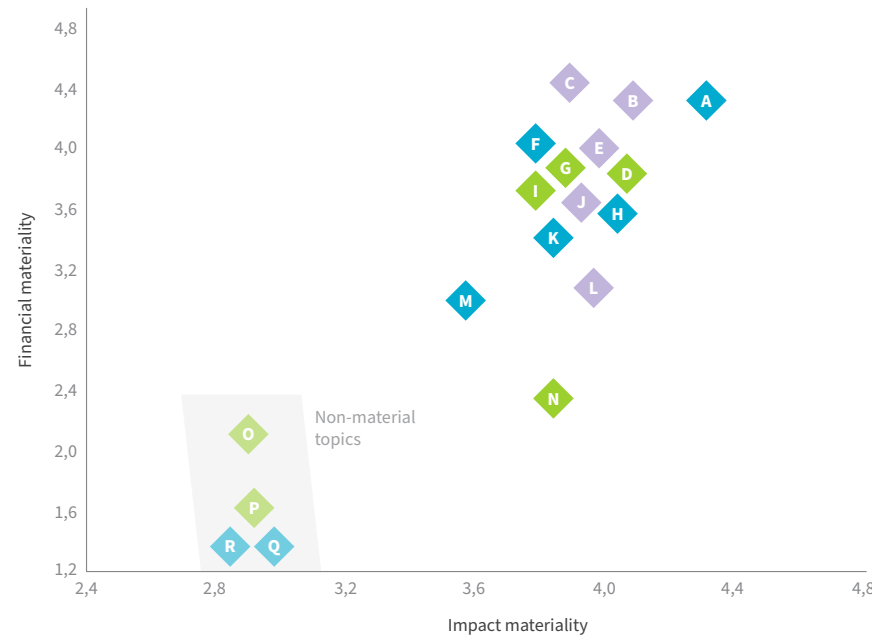
Materiality matrix

The Materiality Matrix sets out the 18 significant impacts and highlights the 14 issues 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

ENVIRONMENT



MANAGEMENT OF ENVIRONMENTAL IMPACTS

Manni Group constantly monitors its current and potential environmental impacts, striving to minimise them where they exist.

With the update of the [Materiality Analysis](#) conducted in 2022, it emerged that our Stakeholders consider the following environmental issues to be relevant:

- Climate change
- Emissions
- Waste

On the other hand, topics such as water management and biodiversity protection were not among the Manni Group's Material Topics.

The environmental management systems implemented in Manni Sipre, Manni Energy and Isopan SpA are subject to external and internal audits in accordance with UNI EN ISO 14001.

CIRCULAR BUSINESS

A distinguishing feature of the Group's activities is the circularity of the products used. Indeed, all steel and rockwool waste is recovered to create new raw material.

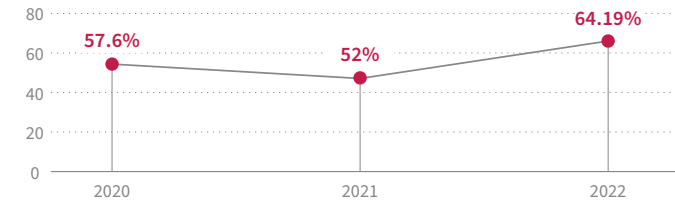
57.59%

minimum percentage of recycled content in steel purchased by the Group in 2022

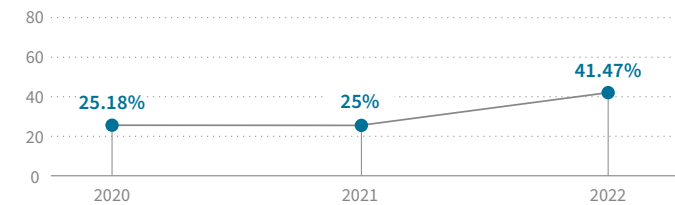
We are committed to purchasing materials that meet precise standards in terms of the percentage of recycled content. Our focus in this area not only provides added value to our stakeholders, but it also allows us to obtain international sustainable construction certifications. These require the origin of the material used to be tracked and disclosed, something which is also required in public procurement under the European Union's Green Public Procurement plan.

Recycled content is the percentage by weight of secondary raw material used in the production of a product. The recycled content is estimated on the basis of ISO 14021 compliant declarations and EPD certificates from only those suppliers who have provided this information.

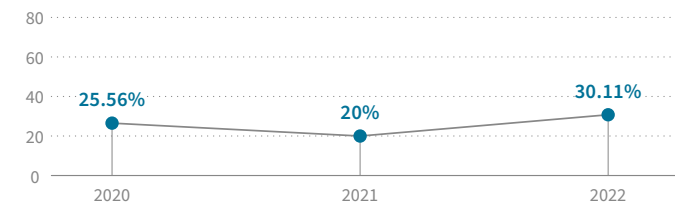
Minimum content of recycled steel (Steel BU)



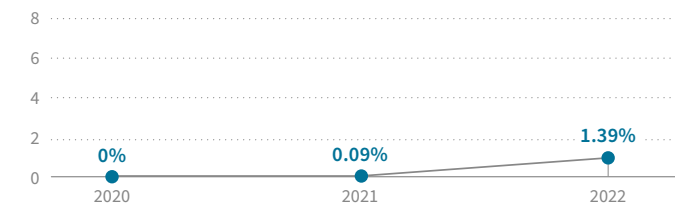
Minimum content of recycled steel (Panels BU)



Minimum content of recycled rockwool (Panels BU)



Minimum content of recycled chemicals (Panels BU)



CIRCULAR BUSINESS

Waste Management

The issue of waste processing is dealt with through the information contained in a specific Management System procedure which governs the assignment of roles, responsibilities and specialist external consultants.

Compliance with the procedure ensures compliance with legal requirements.

Further control is ensured by periodic internal and third-party audits. Also through waste management, we strive to adopt a circular economy model, in which waste becomes a resource. In support of this:

- Scrap and metal powders, which account for more than 85% of the total waste from the Group's production processes, are recovered through three different processes depending on the stage at which they are generated;

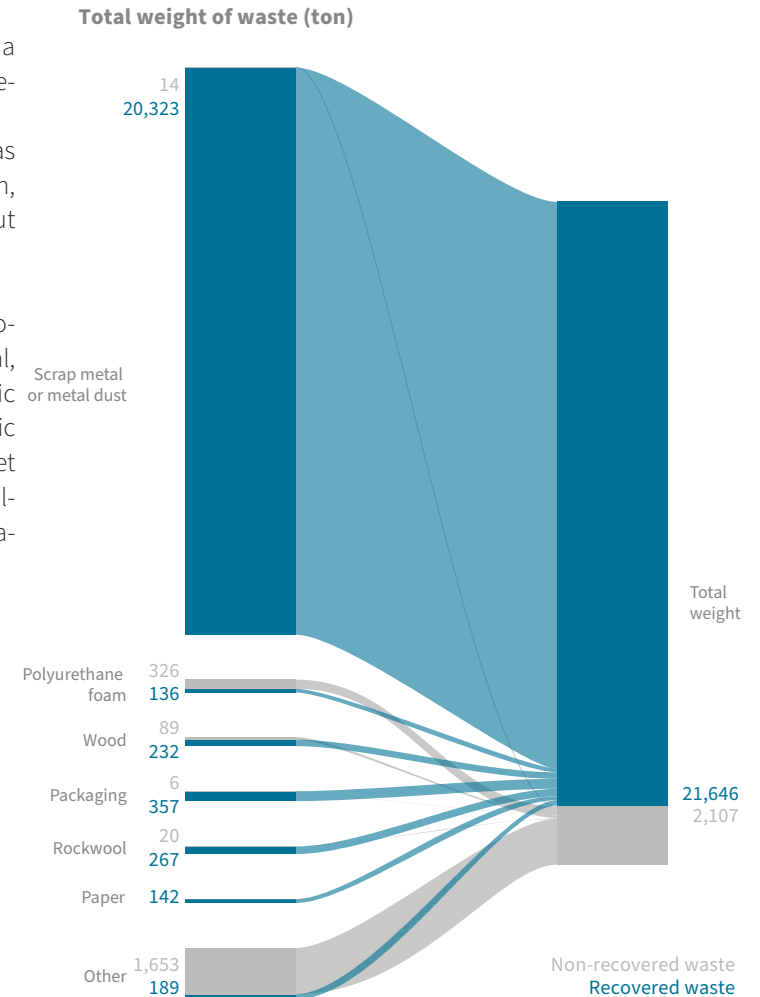
- Steel scrap at the beginning of the process is recovered and returned to the cycle for making new metal raw materials at the foundry;

- The iron is removed from the metal powders produced during cutting, separating the ferrous parts from the polyurethane parts. The polyurethane foam resulting from this process is compacted before being disposed of. This allows the volume of waste to be reduced by about 1/3;

- Lastly, the sandwich panel cuttings are delivered to an external organisation that physically separates the sheet metal from the insulation;

- Rockwool waste is partly recovered and resold as a by-product. In 2022, approximately 317 tonnes were recovered.
- IBC tanks used to contain hazardous chemicals, such as catalysts used in the production of polyurethane foam, are sent for re-use; they are returned, cleaned, and put back on the market for further use.

In 2022, Manni Energy joined the ECOEM Consortium as a producer. Membership guarantees that the collection, removal, treatment, recycling of WEEE (waste electrical and electronic equipment), batteries and accumulators and photovoltaic modules is performed in accordance with the procedures set out in the Technical Specifications published by the GSE (Italian body in charge of promoting renewable electricity generation) and the subsequent Ministerial Decree 49/2014.



CIRCULAR BUSINESS

ISO 14021

In order to ensure compliance with the ever-increasing demands of the market, in December 2021 Isopan SpA obtained the UNI EN ISO 14021:2021 certification, the document was updated in late 2022.

The UNI EN ISO 14001 standard 'Labels and declarations - Self-declared environmental claims' is a type II environmental labelling for disclosing the environmental impact of products. The certification covers most of the thermal and acoustic insulation solutions produced in the Italian factories. Notably, sandwich panels made of polyurethane insulation material and rockwool, which already have the CE marking, are covered by the certification.

EPD

In order to enable designers to make the best choices to reduce the environmental impacts of their buildings, in 2019 we produced and published EPDs for Isopan SpA sandwich panels.

Thanks to the new LCA calculation approach, it was possible to have a single certification to cover the range of products in the catalogue.

The EPD certificate allows credits to be earned for sustainable construction certifications, such as LEED or BREAM, or for demonstrating the environmental parameters required by public procurement programmes, such as Minimum Environmental Criteria.

Following the experience of the Italian Isopan sites, we decided to extend the project to the Isopan production plants in Europe (Isopan East, Isopan DE and Isopan Ibérica) and Mexico (Isocindu). In accordance with the principles and requirements of the Product Category Rules (PCR), the LCA study was conducted in 2022, based on the data collected in 2021. The subsidiary companies are expected to obtain their EPD certificates in 2023.

[Download the EPD certificate for the mineral wool Isopan panels](#) →

[Download the EPD certificate for the polyurethane foam Isopan panels](#) →



ENERGY

We are contributing to the decarbonisation of the energy system by developing renewable energy sources, energy efficiency and monitoring.

Climate change is currently the biggest environmental challenge, which is why we are committed to developing innovative products and services aimed at improving energy efficiency and reducing environmental impact.

Manni Energy, the Group's company dedicated to energy and environmental transition processes, aims to promote the use of energy from renewable sources, the adoption of rational and efficient energy consumption techniques, and the development of innovative and conscious energy management tools for buildings. In particular, the Energy Transition division provides advisory services for energy and carbon management, energy efficiency and IoT systems.

The Renewables Division is responsible for the management of the Group's solar power plants. The following capacity has been installed over the years:

- 5.0 MW on Group plants that directly provide energy for production activities;
- 3.8 MW feeding all the energy produced into the grid

Energy Management

The work team comprises specialist EMEs who are certified in civil and industrial fields and who, with the support of technical staff, process data in order to represent and interpret the consumption trends of the Group's companies for a range of purposes. The energy management activity is delivered through a number of services:

- Continuous analysis of energy consumption and generation/self-consumption from renewable energy plants, with regular reporting of use for management, administration and specific departments;
- Assistance in fulfilling regulatory energy obligations with reference to legislative decree 102/2014, in particular the annual reporting of savings required by Art. 7;
- In addition, the requirements regarding the mandatory appointment of the Energy Manager with reference to Law 10/91 are verified. Group companies are currently not obliged to make such an appointment;
- The analysis also involves the internal monitoring system (Maetrics), which provides more detail on internal consumption and allows problems as well as operational improvements to be identified. There are currently more than 300 electricity meters on the Italian sites;
- There is also a service for checking gas and energy invoices in order to identify and report invoicing problems.



ENERGY

Energy Efficiency

Energy efficiency projects are priority activities for Manni Group with a view to reducing emissions. Manni Energy constantly monitors the consumption of all of the Group's plants in order to identify future energy efficiency plans and assess the possibility of applying innovative technologies.

The most significant projects delivered in 2022 included upgrading the efficiency of the Manni Sipre thermal power plant on the Crema site and the compressors on the same company's Mozzecane production site. These operations will allow for a reduction in consumption when fully operational estimated at 900 GJ.

Another example is the project delivered on Isopan's Patrica plant; the steam boiler used in the production process was decommissioned in favour of gas burners fitted on the lines. In addition to the elimination of superheated water used as a carrier fluid, the efficiency project has provided a 71% reduction in the plant's consumption of methane gas compared to the previous year (over 7,000 GJ in energy terms).

Compared to the Group's total energy requirements in 2021, taking into account all energy sources, this work has led to a saving of about 3.3%.

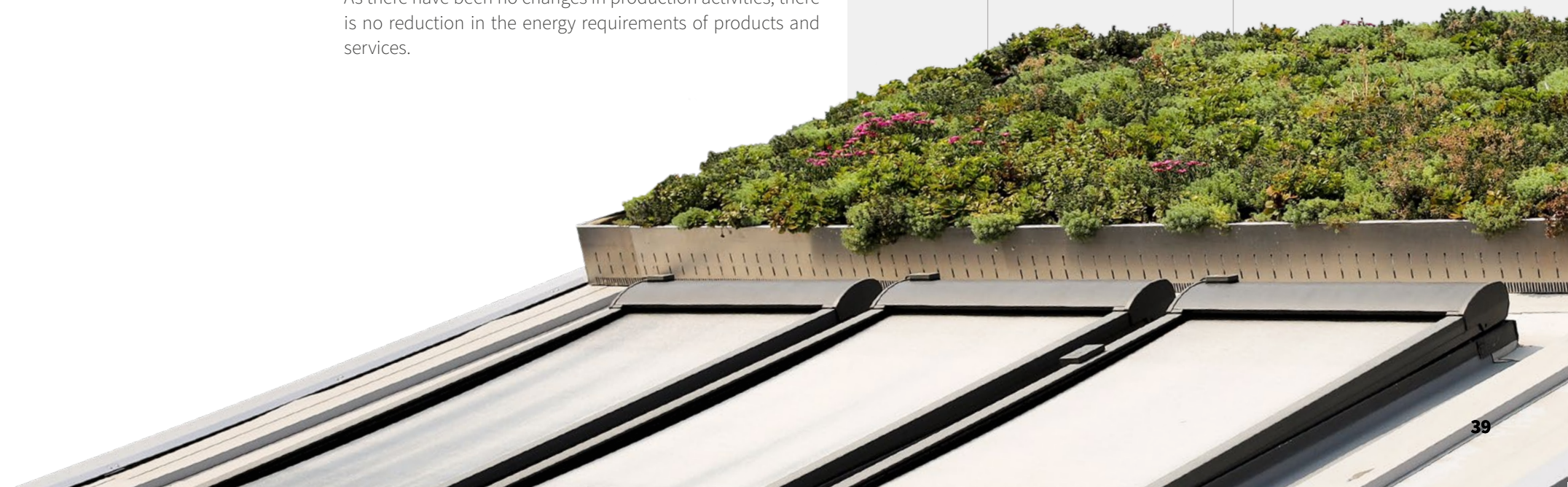
As there have been no changes in production activities, there is no reduction in the energy requirements of products and services.

- 900 GJ

estimated with work carried out in 2022

-3.3%

of the Group's total energy consumption compared to the previous period



WATER

As shown by the Materiality Analysis, water is not a significant element for the Group's activities. Water offtake is for civil and fire-fighting use only, as the production processes do not require any water resources. Therefore, the only identifiable water discharges are civil and weather-related.

All subsidiaries of the Manni Group draw water from the water main, with the exception of the Manni Sipre (Crema), Isopan Est and Isocindu plants.

The minimum quality standards are determined by the regulations in force in the countries where the production plants are located.

In Manni Sipre's plants, each division carries out an annual independent chemical analysis on existing discharges, with the support of authorised, specialist firms, in accordance with the relevant tables of the TU 152/06, as stated in the UNI ISO 14001 certification.

The HSE (Health, Safety & Environment) contacts of the Isopan SpA, Patrica, Isopan Iberica and Isocindu divisions carry out periodic analyses of the discharges in order to verify that the conditions for conveying waste water are maintained.

BIODIVERSITY

Like water, biodiversity is also not among the Material Topics that emerged from the 2022 Materiality Analysis.

Manni Group does not have production sites in or near protected areas or areas of high biodiversity value. Therefore, there are no significant impacts on biodiversity.



EMISSIONS

One of the most significant challenges facing humanity is the fight against climate change.

With the support of its subsidiary company Manni Energy, since 2016 the Group has embarked on an ambitious 'scope 1' and 'scope 2' climate altering gas (GHG) emission reduction plan, and since 2019 this has also been extended to 'scope 3', relating to upstream and downstream transport and the production of purchased goods.

In order to monitor and report on this objective, a GHG emission inventory management procedure has been put in place internally, which is currently compiled according to UNI EN ISO 14064-1:2019.

The analysis has shown that about 99% of the Group's total emissions relate to 'scope 3', and for this reason we have planned a number of initiatives relating to logistics and the production of procured goods, in agreement with our suppliers.

- SCOPE 1: direct emissions
- SCOPE 2: indirect emissions from energy consumption
- SCOPE 3: other indirect emissions from upstream and downstream activities of the organisation.

In 2019 we were the first Italian company to be registered as an organisation in Carbon Footprint Italy (CFI), the Italian Carbon Management Programme Operator set up to properly report the GHG emissions findings of products and organisations.

Every year the data and values are audited by Bureau Veritas Italy and published in the Carbon Footprint Italy register. The results of the inventory are available on the [CFI portal](#).

CFI

Carbon Footprint Italy (CFI), is the Italian Carbon Management Programme Operator set up to responsibly and credibly communicate the results of the quantification of the GHG emissions of products and organisations. Manni Group was the first company to be registered as an organisation in Carbon Footprint Italy (CFI) in 2019.

EMISSIONS

Our concrete commitment

Our emissions reduction commitment has been formalised by submitting to the Science Based Target Initiative (SBTi).

A 40% reduction in absolute Scope 1 and 2 GHG emissions by 2028 compared to base year 2016.

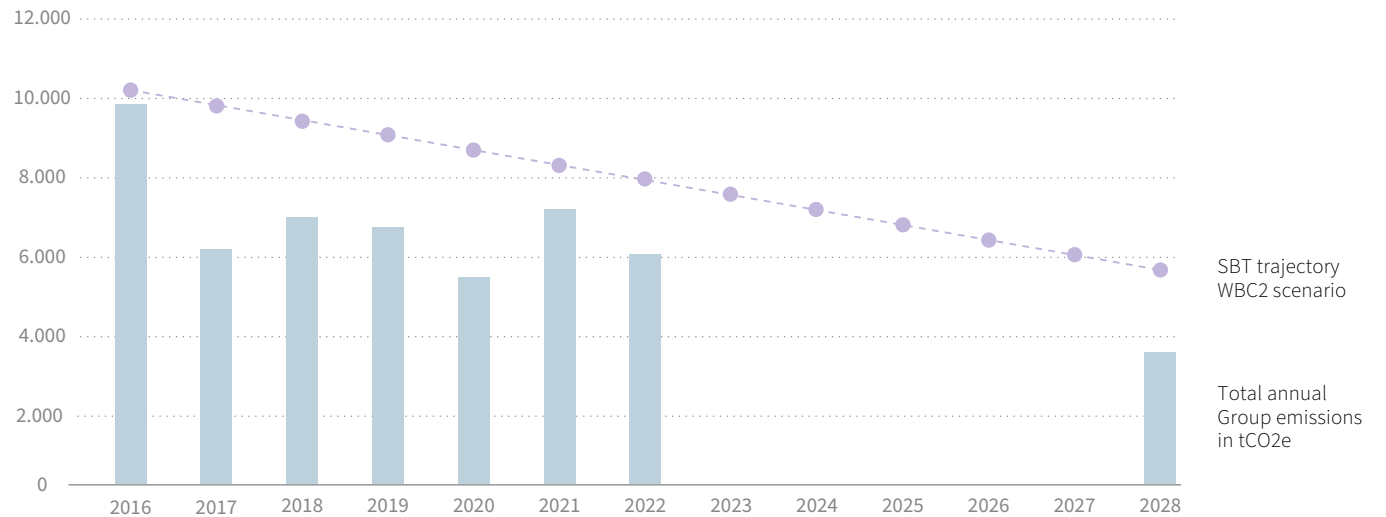
Increasing the annual supply of renewable electricity to 92% by 2028.

An 18% reduction in Scope 3 GHG emissions per tonne of steel sold by 2028 compared to base year 2019.

A 20% reduction in Scope 3 GHG emissions per cubic metre of insulating panel produced by 2028 compared to base year 2019.

In 2022, we began work to adjust our targets to the new target of limiting the global temperature increase to below 1.5°C, compared to the pre-industrial era.

Below is a graph showing the trend for the Group's total Scope 1 and Scope 2 emissions (calculated using market-based logic) from the base year of 2016 to 2022, estimating emissions to 2028.



With regards to our goal of increasing the supply of electricity from renewable sources, since 2017 we have been purchasing Guarantees of Origin (GO) in quantities equal to the energy consumed by our Italian plants. As of 2022, 90% of GO generation comes from the Group's own solar power plants; in other words, it has been certified that Manni Group offsets 90% of the electricity taken, generating the same amount and feeding it back into the grid.



SBTi The **Science Based Target Initiative (SBTi)**, which was created as a result of the Paris Agreements between the United Nations Global Compact, Carbon Disclosure Project (CDP), World Resources Institute (WRI) and World Wide Fund for Nature (WWF). Its aim is to guide companies in planning emission reduction targets.

INNOVATION

We are proponents of inclusive industrialisation that embraces Partnerships, with the aim of increasing efficiency in the consumption of resources and reducing environmental impacts. We continue to invest in scientific research, with the awareness that it can contribute to improving the entire supply chain. We manufacture environmentally friendly products with reduced carbon emissions using the most innovative materials for health and safety.

The R&D Department

The Group's Research and Development (R&D) Department, set up with the aim of strengthening synergies between the various subsidiary companies, constantly strives to develop and monitor innovation.

The main areas of focus relate to off-site construction, the recycled content of materials, fire protection and earthquake-proofing.

Over the years, the ceaseless dedication of our researchers has enabled us to develop various projects such as:

- **ADDMIRA** - with its sub-categories ADDCross, ADDVision, ADDWind, is a complete range of architectural façade solutions that combine the typical functional aspects of sandwich panels with aesthetic features. The key features of these products favour the functional durability of the elements, offering an effective solution to the sealing performance of the building envelope.
- **Diamond and Emerald** - two new finishes for wall panels that draw on the Isopan Group's installation know-how and represent the best solution for creating a high aesthetic impact and functional benefits for the operating conditions created by thermal expansion acting on the surface of the panels.

INNOVATION

Insulation research continues

In the laboratory, ongoing studies and in-depth investigations are carried out on insulation to identify solutions that meet customers' needs in terms of operating conditions, fire safety and the sustainability of the materials used.

The focus is on the continuous search for alternative forms of insulation, and in this regard investigations are underway into complex polyurethane systems with the use of bio-based polyols and recycled content to meet the strictest sustainability protocols.



INNOVATION

Recycling of production waste

Polyurethane is one of the most versatile materials available on the market today. Over the past 40 years, it has been used in an ever-growing variety of ways and applications.

Over the years, Isopan has expanded its expertise on the subject of chemical and mechanical recycling and has strengthened its Partnerships with various stakeholders to assess its technical, commercial and economic feasibility. In 2022, a Partnership was set up with a research and technology centre that conducts applied research on polymer-based materials, in order to find solutions for reusing production residues in the sandwich panel manufacturing process.

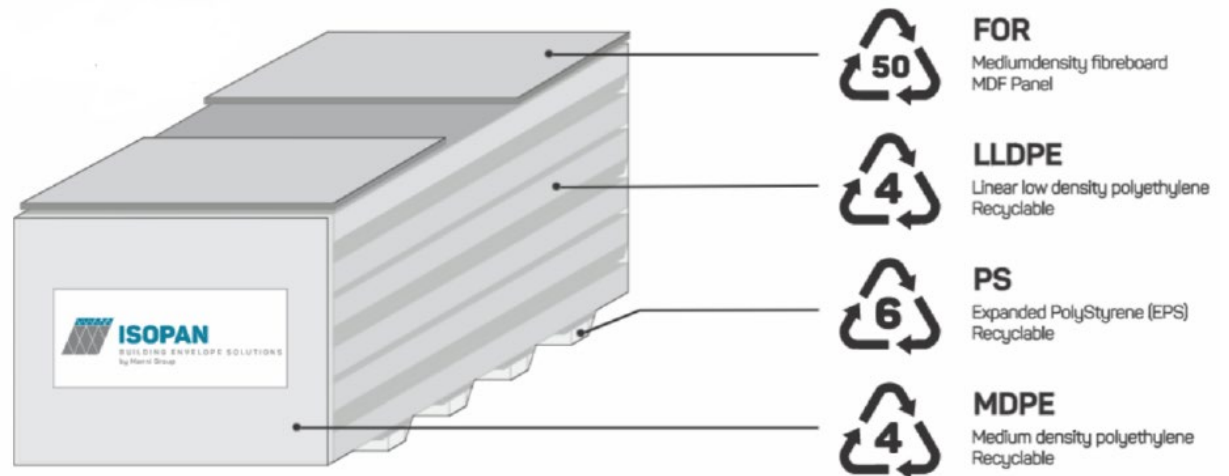
Packaging

Research into protective product packaging is ongoing with the objectives of reducing environmental impact, optimising quantity, improving yield and perfecting packaging configuration.

We have seen reductions in the weight of the film wrap used in the packaging of Isopan panels, which benefits the customer by reducing the volume of packaging to dispose of.

In 2022, an awareness campaign was launched for the correct handling of packaging as well as for improving the performance of panel support elements by increasing their density and mechanical properties. The result was an improvement in product protection and almost zero waste. This aspect, monitored through KPIs, offers a reduction in both the use of resources and the generation of waste.

With regard to packaging elements, thanks to the collaboration between R&D and Marketing, an awareness campaign was launched in 2022 to support the end customer in providing accurate information to consumers on the end uses of packaging. The new protective film, introduced in March on the production lines, indicates the type of material used and its recyclability.



INNOVATION

Fire safety

The fire safety of insulation products is always a focus for our engineers.

With this in mind, Isopan evaluates the performance of its panels and directs its stakeholders to make informed choices to suit their specific needs. Every year, tests and certifications are repeated with reference to international EN standards.

Since 2019, Isopan has expanded the range of certifications for building safety and fire prevention by subjecting its products to the strictest international testing protocols*.

There are no instances of non-compliance with regulations and codes in the field of building safety.

* Factory Mutual (FM) 4471, 4880, 4881

ANIT

(Italian National Association for Thermal and Acoustic Insulation)

Since 2021, a Partnership has been in place with TEP Srl, an ANIT services company, which specialises in building design with a focus on acoustics, energy efficiency, fire and sustainability. This has enabled Isopan technical logs to be produced, currently for roof panels, which will be completed in 2023 with a focus on the minimum environmental criteria (CAM – Criteri Ambientali Minimi) and energy efficiency.

Thanks to this collaboration, an online training session was held in 2022 for Engineers and Surveyors on the energy efficiency requirements for vertical and horizontal structures in new buildings and renovations. The focus was on ventilated façade solutions and steel sandwich panel roofs with an in-depth look at off-site solutions, demonstrating how they offer simplicity and speed of application thanks to prefabricated elements that are then quickly assembled on site.



INNOVATION

New site at the Be Factory technology hub in Rovereto

In response to the growing need for innovative Construction 4.0 solutions, we have invested in a research project which in 2022 saw the opening of a site within the Be Factory technology hub in Rovereto, launching long-term research, investigation and development projects.

The project aims to identify new construction solutions through innovative stratigraphies for integration in the energy and construction sectors, involving not only the Manni Green Tech subsidiary, but also other Group companies. This commercial investment is worth nearly €2 million and will secure employment for the next three years.

In addition, the opportunity to establish a site at Be Factory (Progetto Manifattura) allows the Group to activate business synergies with other Partners, aimed at tackling together common problems and the challenges of the circular economy and sustainability.

→ [Visit the Be Factory website](#)

StepUP project

Since 2018, we have been part of the Unismart community, the University of Padua Foundation that seeks to promote scientific and technology synergies between the University and the business world. Our contribution comes in the form of the European StepUP project.

StepUP is developing affordable solutions and technologies to transform the energy-efficient renovation market and make the decarbonisation of existing buildings an attractive, reliable and sustainable investment.

This method is based on a combination of solutions and technologies applied at different stages with the aim of reducing installation time on site and dramatically minimising the disruption to the building occupants that these renovation works usually entail.

Among the new technologies is a Plug & Play Envelope system, which consists of a pre-assembled façade module that integrates windows and provision for building technical systems. The modules are designed to adapt to different façade configurations, taking into account transport limitations, varying in both height and width. The technologies developed will be applied in 2023 in two different pilot buildings, one in Hungary and the other in Spain.

→ [Visit the StepUP website](#)



INNOVATION

Product innovations

Isodeck PVSteel

As a result of the collaboration between Isopan and RENOLIT ALKORPLAN roofing products, a new membrane was developed for the Isodeck PVSteel panel, which offers the best performance in terms of impermeability and carbon footprint. This is a sandwich panel that is laminated with the RENOLIT ALKORPLAN Bright synthetic PVC membrane, featuring a solar reflectance factor of 114. The result is a cool roof that increases the efficiency of the photovoltaic panels and reflects the sun's rays, thus providing better thermal insulation. The other tangible benefits of using this system are energy savings, reduced CO₂ emissions and, consequently, a mitigation of climate change.

This solution has led to the Cool 3 campaign for RENOLIT ALKORPLAN roofing products, under which one tree is planted for every 100 square metres of product sold. Each tree absorbs an average of 345 kg of CO₂ over a 10-year period.* The campaign, which will run throughout 2023, demonstrates the value of working in synergy with our Partners to find efficient and ever more sustainable solutions, to achieve significant results together.

*Source: RENOLIT

Isogrecata CleanFarm

In response to the needs of customers, the R&D department is developing a new panel for the animal husbandry sector, which can withstand aggressive agents whilst also being easy to clean.

In collaboration with the University of Padua, technical tests were carried out, as shown in the microscope images, to investigate the functional and aesthetic behaviour of the panel. The samples were analysed before and after exposure to very aggressive chemicals and no reduction in functionality was observed, nor was there any major decrease in the chemical composition and surface, thus demonstrating the quality of the product developed.

Pre-painted

With the rapid advancement of studies into new technological materials, the R&D division has also begun working with pre-painted steel by setting up a working group focused on the knowledge and improvement of this business-critical material. Indeed, the choice of the most suitable paint system, both in terms of physical and chemical properties and the desired surface appearance, is a key element for the finished product. In order to achieve adequate control of the energy entering the building, so-called cool materials are being studied. This is a particular category of materials that do not significantly change in surface temperature when subjected to solar radiation, given their ability to reflect radiation in different wavelengths, thus remaining 'cool'.

SOCIAL



OUR HUMAN CAPITAL

Human capital is a key resource for us, and we are committed to offering our employees an inclusive work environment where they feel involved and valued.

The Group places a high emphasis on staff training and development, with the aim of ensuring a constant contribution to innovation. The company's workforce continues to grow, reaching a total of 1,249 in 2022 (+5.3% compared to the previous period).

The turnover rate, for Italy alone, in the reporting period is 25%, while the retention rate is 95%.*

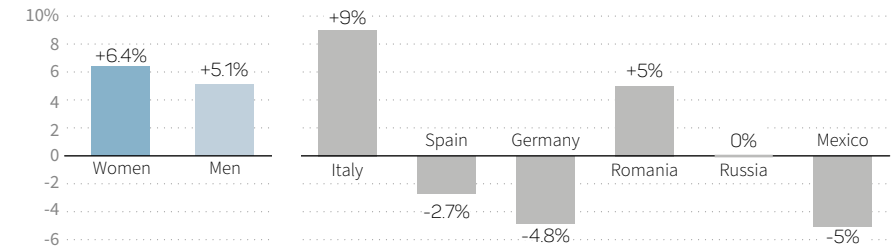
During the onboarding phase, the new recruits are provided with and explained all Group Policies and the information required under the Transparency Decree, to inform them of their contractual rights. In addition, the alternatives available for pension funds are presented. To date, there are no defined benefit and other retirement plans.

As part of a willingness to offer equal opportunities to all of our people, an awareness campaign was introduced in 2022 on Diversity & Inclusion issues, a project which will be delivered from 2023. The increase in the number of female staff within the Group demonstrates our interest in gender equality, with a 6.4% increase in 2022 compared to 2021.

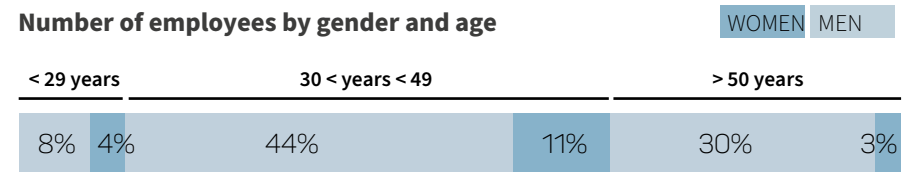
Company benefits are provided for certain categories of employees, depending on the type of contract.

In 2022, there were 7 female employees who took optional parental leave. The return to work rate is 100%.

Percentage change in the number of employees compared to 2021



Number of employees by gender and age



The figure refers to Italy only and takes into account fixed-term, permanent and zero-hours contract employees.

Number of directors by gender and age



Figure for Italy only.

*The turnover rate was calculated by comparing the sum of the number of new hires and terminations in the year to the annual average number of employees. The retention rate was calculated by comparing the difference between the number of employees in place on 01/01/2022 and voluntary resignations, over the number of employees in place on 01/01/2022.



OUR HUMAN CAPITAL

+12%

Ratio between the standard wage of a new employee and the local minimum wage

1.125

Ratio of the percentage increase in the annual total remuneration of the person receiving the highest remuneration to the average percentage increase in the annual total remuneration of all employees in the organisation excluding that person

The procedure for determining remuneration is in line with the tables set out laid down in the National Collective Labour Agreements and the Second Level Agreements in force in the countries in which the Group operates. In addition, an element of variable remuneration linked to performance targets is provided for management and department heads. Part of the Management By Objectives (MBOs) assigned to senior management is linked to environmental, social and governance (ESG) targets.

We comply with the provisions of the Collective Agreements and regulations in force, therefore all extraordinary transactions are shared and communicated to the workers with a minimum notice period that is never shorter than that stipulated by the Italian national collective labour agreement.

We operate in countries where child labour, forced or compulsory labour and freedom of association or collective bargaining are protected by local regulations.

936%

Ratio of the annual total remuneration of the highest paid person to the average annual total remuneration of all employees (Italy)

Security personnel are present in all production facilities to protect the organisation's assets and control the flow of external stakeholders. The security staff receive safety training and guidance on how to respond in emergency situations. We have a plant access management procedure (SGS012), which stipulates that an escort must be appointed for each external visitor.

MODUS THEATRE

Manni Group is a Main Sponsor and Partner of the Cultural Season of the Modus theatre in Verona. The Group has made free tickets available to its employees to attend theatre performances during the 2022/23 season.

WELFARE PLAN

The Group's commitment can also be seen in its focus on people, to whom it offers a welfare programme that meets not only the needs of employees but also of their families, thus making a greater contribution to improving their quality of life. The welfare programme has been in place since 2017 and its effectiveness can be measured by calculating the percentage of employees who have voluntarily signed up for this service in recent years. Indeed, in the last period the recorded membership rate was 42%, while in 2022 the Group achieved a significant increase to 55%.



OCCUPATIONAL HEALTH AND SAFETY

Preventing accidents is not only our duty as a business, it is also of great strategic importance; the health and safety of human capital is a priority for us.

The Group companies comply with the local regulations in force in the country in which they operate.

- Manni Sipre and Isopan SpA have a UNI ISO 45001-certified Occupational Health and Safety Management System.*
- The other Italian companies base their management system on the provisions of the Consolidated Occupational Health and Safety Act (Legislative Decree 81/08)
- The foreign Isopan companies use the system of the parent company Isopan SpA, adapting it to the dif-

ferent national regulations. HSE Global is the organisation in charge of implementing management systems and creating the culture for the Isopan Group companies both in Italy and abroad.

The multinational presence requires a system of formalised delegations aimed at providing timely and precise oversight in terms of health and safety. The entire system, diversified and organised by Business Unit, covers all personnel of the Group companies.

A solid internal structure of procedures and information systems supports the Group's HSE (Health, Safety & Environment) managers in identifying hazards and assessing health and safety risks, as well as preparing the resulting control measures, including the organisation of health care services. The accident performance rate, which is constantly monitored, is designed to identify the causes in order to promptly take appropriate corrective actions. The results are

submitted to the Senior Management on an annual basis.

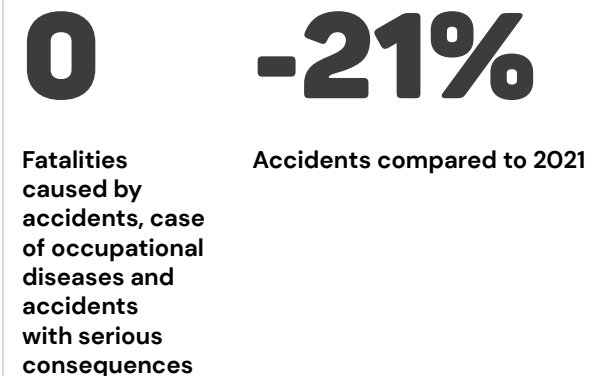
We promote a health and safety culture through a continuous exchange of information with suppliers working at our plants. We also deal with on these issues by conducting internal and external audits. The audits are intended to verify the adequacy and effectiveness of the management system, as well as being an important stimulus for continuous improvement.

Meetings are held at least once a year between HSE managers, Workers' Representatives and doctors in charge of health monitoring, providing an opportunity to analyse what is contained in the 'Risk Assessment' document, i.e. measures to identify and minimise risks and the hierarchy of controls, in compliance with the requirements of national occupational health and safety regulations.

We make full use of the experience of specialists by involving them in shadowing new recruits; we believe that this participation encourages employees to pass on the knowledge they have acquired and developed over the years in the field of health and safety.

A training plan is proposed annually, which includes both those aspects required by law and optional qualitative or refresher courses.

During 2022, employees of Manni Group, Manni Energy, Manni Green Tech, Manni Sipre (Vr) and Manni Inox were offered the opportunity to take a check-up by submitting samples at a reduced price. A total of 137 employees took up the voluntary offer. The Group aims to extend the initiative to all Italian plants in 2023.



*UNI ISO 45001 certification covers 603 employees, representing 48% of the total Group workforce.

TRAINING AND DEVELOPMENT

We are aware of the extent to which training and development can create shared, professional and human value to the benefit of both each individual employee and the Group. That is why we are constantly striving to develop our human resources.

Manni Group seeks to continuously offer employees training activities aimed at strengthening their hard, soft and digital skills. Thanks also to the contribution of the inter-professional funds for lifelong learning, ad hoc courses, seminars, team-building activities, MBAs and coaching have been launched and delivered.

Standard training has been introduced containing courses on cross-disciplinary skills such as communication, time management and a more in-depth look at digital tools such

as Outlook and Excel. The aim is to involve more employees and foster the development of individual skills that are also crucial for the growth of the Group.

Language skills, which have always been strategic to the international vision of Manni Group companies, have been progressively strengthened through the use of a digital platform offering interactive self-study courses with qualified professionals.

The Partnerships with Fondazione CUOA and The European House Ambrosetti have been confirmed in 2022, with a focus on managerial training.

Audits show that the average annual training hours per employee (fixed-term and permanent contracts) in Italy is 11 hours.

10

Average hours of training for male employees

16

Average hours of training for managers, middle managers and office staff

17

Average hours of training for female employees

5

Average training hours for manual workers

Data for Italy only



TRAINING AND DEVELOPMENT

DIVERSITY & INCLUSION TRAINING

During 2022, a training course will be provided for all 'People Managers', i.e. those who coordinate personnel, at all the Group's Italian plants.

The training will address the topics of Diversity & Inclusion, in order to promote a cross-company inclusive working environment for all members of staff, to create an environment where everyone can feel valued with their own experiences and cultural backgrounds, regardless of gender, generation and the other aspects of diversity.

The objective of the course is to guide, through workshops, People Managers in reflecting on the subject in order to generate discussion, spread a culture and identify concrete actions to be implemented in resource management.

ESG TRAINING

With the aim of continuing to spread the culture and raising awareness among the Group's employees, a training project on environmental, social and governance issues was launched in 2022. In November of the same year, the first in-person meeting involving Directors, Managers and ESG Contact Persons was organised.

In the same year, an online ESG training project was also implemented for all Group employees. The topics were defined and short videos were recorded to tell about Manni Group's environmental and carbon management policies. In order to also include employees from foreign subsidiaries, the videos were translated into 5 languages. The dedicated platform will be shared from 2023.

DEVELOPMENT

Performance appraisal is a strategic management tool within the Group as it allows business objectives to be aligned with individual objectives to promote the development of people and the growth of the organisation.

During 2022, the process of revising the performance management system began, with the aim of ensuring a more specific, up-to-date and targeted assessment of the key competences of each role within the organisation.

We strive to create an environment where people are more motivated, skilled and satisfied because we believe this is the key to sustainable business development. We are working on extending this model to all foreign Group companies.

Evaluating performance and skills also allows us to identify the most appropriate tools for developing people and their potential. For high-potential managerial figures and those undertaking a job rotation there are assessments, development plans and individual coaching courses aimed at supporting their growth through the acquisition of new skills, strengthening existing ones and therefore improving their performance. Starting from performance analysis and capitalisation, we use these tools to offer continuous support aimed at developing the individual, which benefits not only the person but the entire organisation.

So we strive to create an environment where people are more motivated, skilled and satisfied because we believe this is the key to sustainable business development.

66%

of employees whose skills were assessed

of which

55% female employees

69% male employees

12%

employees who received Development, Assessment and Coaching Plans.

of which

15% female employees

11% male employees

Data for Italy only

TRAINING AND DEVELOPMENT

External Dissemination

YACademy

For the third year, we participated in the YACademy advanced training courses as Main Partner. YAC, an architecture academy in Bologna, promotes outstanding post-graduate training courses for young architects. The courses, bringing together expertise, growth and shared knowledge, are taught by internationally renowned architecture firms such as Andreas Fries of Herzog & De Meuron, Patrick Lüth of Snøhetta, Eduardo Souto De Moura and Daniel Libeskind.

This high-profile initiative allows us to actively participate with dedicated lectures to showcase the expertise we have gathered with the support of our subsidiaries, highlighting the immense potential of dry construction for the current and future real estate market.

It is an important initiative that allows us to meet and talk with the great architects of the sector, which gave rise to Architectural Talks, a series of interviews to gather their views on the design of architecture and buildings that can respond to the demands of modern life, while putting environmental protection at the forefront.

Webinar: a repository of knowledge

We are working on publishing a series of webinars which have been created through a number of strategic Partnerships, projects, corporate initiatives and pioneering companies to explore some of the issues around the world of architecture that are changing the current and future urban paradigm. The topics covered in the sessions are presented by our

experts with the support of Partners, university professors and professionals from the construction industry. Through these many webinars, we provide the necessary answers to issues around climate change, showcasing new technologies in the construction sector and how the industrialisation of this sector is evolving, as well as hearing direct first-hand stories about the trends that architecture imposes on the construction world.

Manni Group Magazine

Through the synergy between our subsidiaries, we seek to be advocates for a reduction of the environmental impact in urban areas through the range of dry construction solutions that we offer. To help communicate this, the Manni Group's monthly magazine is always full of up-to-date content, offering a virtual space that brings together both the experiences and expertise of the Group's various companies and the contributions of internationally renowned "starchitects" such as Nicholas Bewick of AMDLC and Lars Johan Almgren of Dorte Mandrup.

→ [Read the magazine](#)

Ottagono: design and architecture

Since 2021, Manni Green Tech has been working with AD Dal Pozzo at Ottagono, a hub that brings together a team of leading Italian companies in the Architecture & Design sector to respond to the requirements of designers and private individuals about the construction of residential buildings.

The design spaces and materials library made available means that the architectural and technical requirements of designers can be met. The structure combines the energy efficiency and sustainability performance typical of steel frame building solutions.

Thanks to the Academy set up by the Ottagono platform, we have become key players in training days dedicated to spreading the knowledge of the technological evolution of the sector and new approaches to design.

SUPPLIERS AND SHARED RESPONSIBILITY

SOURCING POLICY

An awareness of the importance of suppliers led us to introduce a plan to upgrade our procurement policies. This project took the form of the Sourcing Policy document, published during 2018: it brings together the principles which underpin the Group's development vision, its Code of Ethics and Sustainability Policy, making sourcing choices which are in line with the changes in corporate strategies and incorporating into it the principles set out in the United Nations Global Compact.

In particular, the Code of Ethics clarifies that "in the supplier qualification process, Manni Group carries out a qualita-

tive and quantitative assessment of the following elements:

- technical and management skills
- quality of performance
- economic reliability
- compliance with ethical requirements
- preservation and protection of the environment and biodiversity
- adoption of significant social and environmental practices."

Therefore, all new suppliers are assessed using the environmental and social criteria listed above.

We believe that ensuring the integrity and sustainability of the supply chain requires the commitment of all stakeholders.

The findings of the Materiality Analysis 2022 showed that procurement practices are one of the Group's material topics, which is why we feel it is strategically important to strengthen the ESG reporting of our supply chain as well. In this regard, we are making it a priority to constantly monitor the environmental, social and governance impact of the entire supply chain, supporting our Partners in their sustainable development process.

The Holding company's Procurement department gives a uniform process for collaborating with stakeholders, as well as seizing the opportunities arising from centralised management of large volumes.

Our activities draw on more than a thousand suppliers of products and services related to our activities, in addition to numerous external collaborations. 53% of our supplies come from countries where we are operational with manufacturing companies. We purchase more than 80 per cent of our core products and services from suppliers in the European Union, countries where health and safety practices and violations of human and labour rights are protected by local regulations.

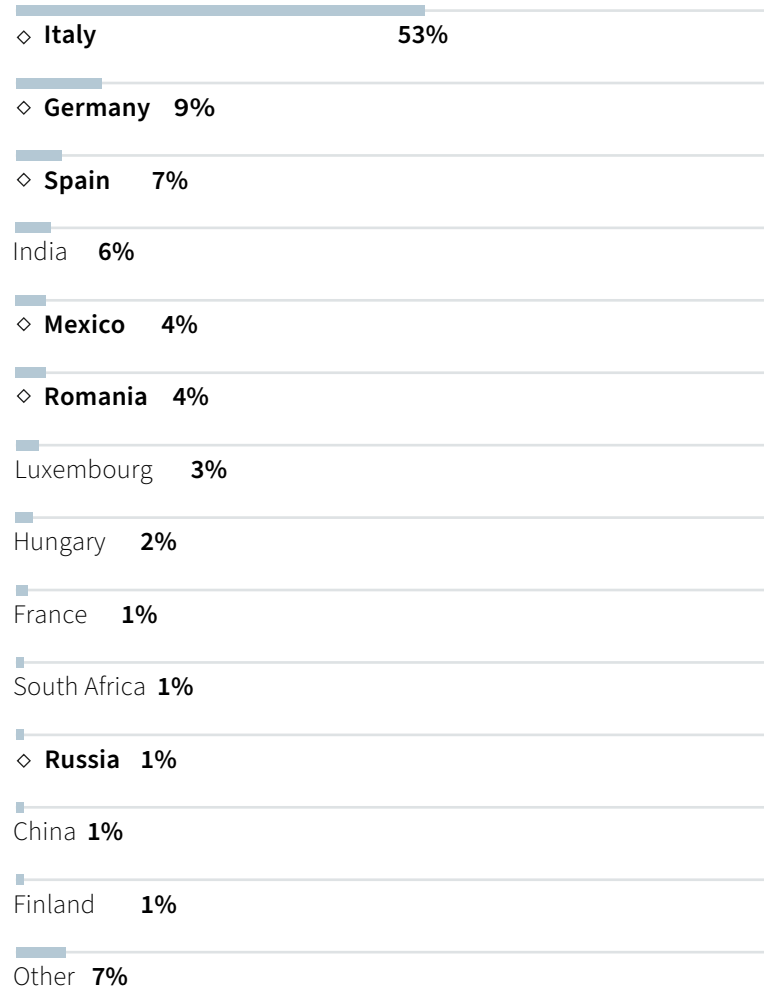
We are aware of the emissions impact of particularly energy-intensive suppliers, who are committing to major decarbonisation plans. The sourcing process for chemical products increasingly involves searching for suppliers who adhere to the ESG parameters adopted by the Group, as outlined in the Sourcing Policy, and who are able to supply more sustainable raw materials.

With a view to consolidating collaboration with our stakeholders, from 2023 the Manni Group BSO, with the support of the Procurement department, will organise meetings with the Group's strategic suppliers.



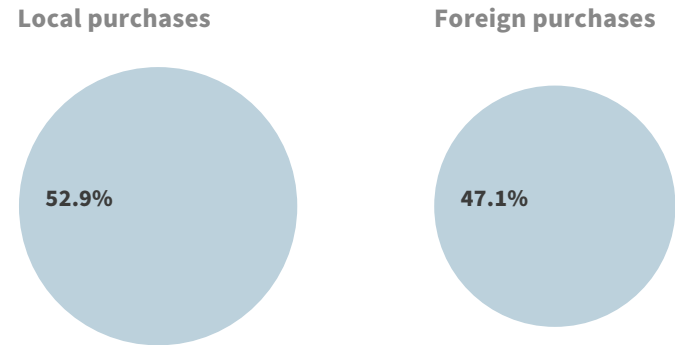
Below is the geographical distribution of supplies of products and services related to the Group's production activities.

Manni Group - Origin of purchased products (% of total 2022)

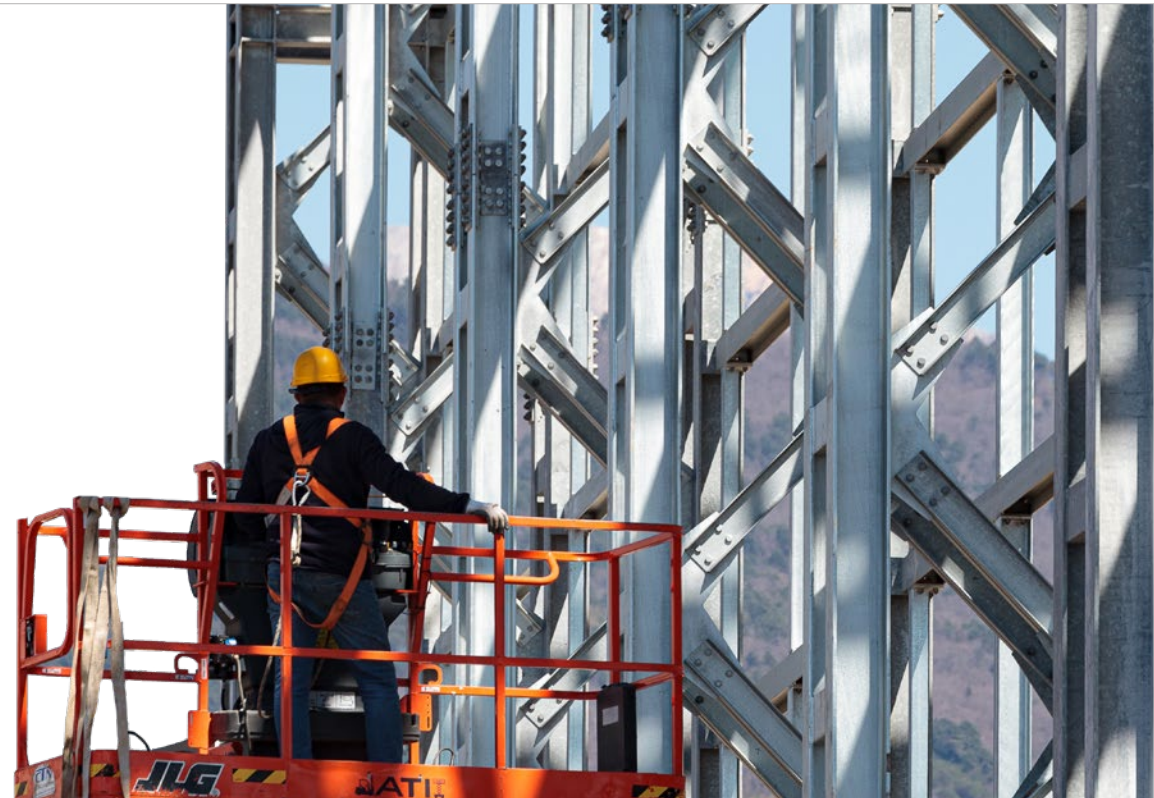


◇ Countries in which a Group production company is present

Value of annual expenditure spent on local purchases* with regard to the supplying company:



*Expenditure on supplies is considered local if it comes from the same country as the company supplied



SOCIAL COMMITMENT

Brain Research Foundation Verona

For more than ten years, our Group has been assisting the Fondazione di Ricerca per le Malattie del Cervello – BRFV Onlus, which promotes neuroscience research and raises funds that result in scholarships for young researchers.

In 2022, a new two-year Telemedicine project will be launched, alongside the previous three-year project, with a major impact on the country's healthcare system, involving a total investment of €560,000, to which Manni Group has contributed. This project allows patients suffering from brain diseases to access remote care, rather than in the dedicated wards of the Azienda Ospedaliera Universitaria Integrata di Verona, which is less expensive and time-consuming for patients and public health.

The Fondazione Pro Dubbo

Due to the current tensions in the region, we are renewing our commitment to the Dubbo Hospital, pending more favourable conditions to continue our usual support activities.

Bosco Children

Also in 2022, we provided financial assistance to the Salesian project “Bosco Children”, which assists street children in Addis Ababa, a blight on the country's society. Thanks to the donations, the Salesian vocational institute directed by

Father Angelo is able to deliver educational courses, workshops geared towards vocational courses, psychological support courses and activities to raise awareness of respect for the environment such as management of waste recycling.

“67 Columns for the Arena” Project

There was a time when the amphitheatre, which is the symbol of the city of Verona, was very much a place of the people. Thanks to a love for music and opera instilled in him by his family since childhood, Giuseppe Manni decided to support the “67 Colonne per l’Arena” project (67 columns for the Arena), the initiative conceived and realised by the Arena Foundation and the Athesis Group, now in its second year. The theme of the initiative, as part of the 99th opera season, was “beyond the limit”.

“CR2 Sinapsi” Rehabilitation and Recreation Centre

Work is due to be completed at the end of 2023 on the new CR2 Sinapsi centre in Cremona, which offers an after-school and rehabilitation facility for the general public and for people considered vulnerable because of disabilities. The project, promoted by the Fondazione Occhi Azzurri Onlus, is a social project to which a number of Partners, including the members of the Fondazione Promozione Acciaio (a steel industry association), have been invited to contribute, long-standing

backers of the Green Building concept. In 2022, Isopan supported the project by donating its solutions for the creation of the building envelope prototype, with the support of Milan Polytechnic. This particular envelope is composed of the AD-DWind ventilated façade system and the GreenROOF system, manufactured by Isopan in cooperation with Daku Italia.

POKO Energy Seeds

POKO Energy Seeds is a social enterprise founded in 2016 in southern Burkina Faso, created through a collaboration between Italian and Burkinabé stakeholders, with the aim of delivering an agri-industrial project for the social and economic development of the region. The project is centred on an area in the vicinity of the city of Pô, in the south of Burkina Faso, where sites for the storage and temperature-controlled preservation of agricultural products have been set up in order to mitigate both the problem of crop loss and the significant price fluctuations linked to the seasonality of products. The Group's contribution is part of the collaboration between POKO Energy Seeds and Milan Polytechnic to develop a project that is designed to be modular, a significant feature which makes it easy to replicate in other rural contexts. Notably, the refrigerated containers for food storage were insulated with polyurethane sandwich panels.

CUSTOMER FOCUS

All Group companies put the implementation of measures that benefit their customers at the centre of their work, a focus that drives them to continuously invest in improving the service they offer.

In 2022, Isopan overhauled the structure of the department with the aim of improving order management processes, speeding up order processing and improving Customer service in the order fulfilment phase.

New statistical analysis and information reporting tools were also introduced downstream for operational management of complaints.

The results can be seen in the results of the Customer Satisfaction questionnaire, which showed an improved score regarding the commercial, documentation and technical support available to the customer.

In order to provide a service that strives for excellence, special focus is given to the innovation of business processes that affect the entire supply chain. This is the case for Manni Sipre, which in 2022 continued its ongoing efforts to streamline its digitisation process.

Likewise, Manni Inox is making countless investments with a view to continuously striving to offer its customers services and products that focus on quality and on timely deliveries.

One aspect that differentiates the Group's companies is its ability to act as a reference source, offering its expertise to provide an in-depth consultancy service to the customer to ensure that they are supported at every stage of the project.

Manni Energy, for example, which operates in the renewable energy and energy efficiency sector, acts as a single point of contact throughout the entire life cycle of the photovoltaic system and recommends the best approach to energy transition with a tailor-made service proposal.

Manni Green Tech's technical organisation also puts the customer at the centre, providing support from start to finish: from the executive design to supervision during the creation of products, through to completion, whilst also making use of professional technical Partnerships.



~11,000
Customers served in 2022

STAKEHOLDER DIALOGUE

Communicating our Sustainable Development to our Stakeholders is a crucial way to promote awareness and to share the Group's commitments to the community. The theme of Sustainable Development has been strongly emphasised on all of the company's social media channels, and a dedicated edition of the Manni Group Magazine was also produced on the theme of raising the profile of dry construction.

IV Manni Group Design Award – Data Landscape

The fourth edition of the “Manni Group Design Award” competition - promoted by Manni Group, in collaboration with YAC, “Young Architects Competition” - envisages a new generation of data centres, capable of interfacing with existing buildings and landscapes to create magnificent and iconic architecture.

Data centres are the physical embodiment of the digital world: the more the latter expands, the more the former multiply, acquiring value and a fundamental role for tomorrow's society.

Numerous recent experiments have demonstrated how data centres can become landmarks of modern cities, offering an unprecedented opportunity for breathing new life into abandoned architecture and disused places.

This is the case with an old military bunker in the Venetian Prealps: a structure that is difficult to reuse, due to issues with isolation and underground layout which, for a data centre, would be very favourable features.

This led Manni Group to come up with the idea of launching a contest for designers to produce a new generation of data centres, making use of all of the benefits that off-site technology has to offer.

As is the case every year, the jury for the contest is composed of internationally renowned architects and designers, such as Patrick Lüth of Snøhetta, Fedele Canosa of Mecanoo, Gianandrea Gazzola, Wahlström Walter Mats of Ateljé Ö, Alessandro Adamo of DEGW Lombardini 22 and Jelena Vicic of BIG - Bjarke Ingels Group.

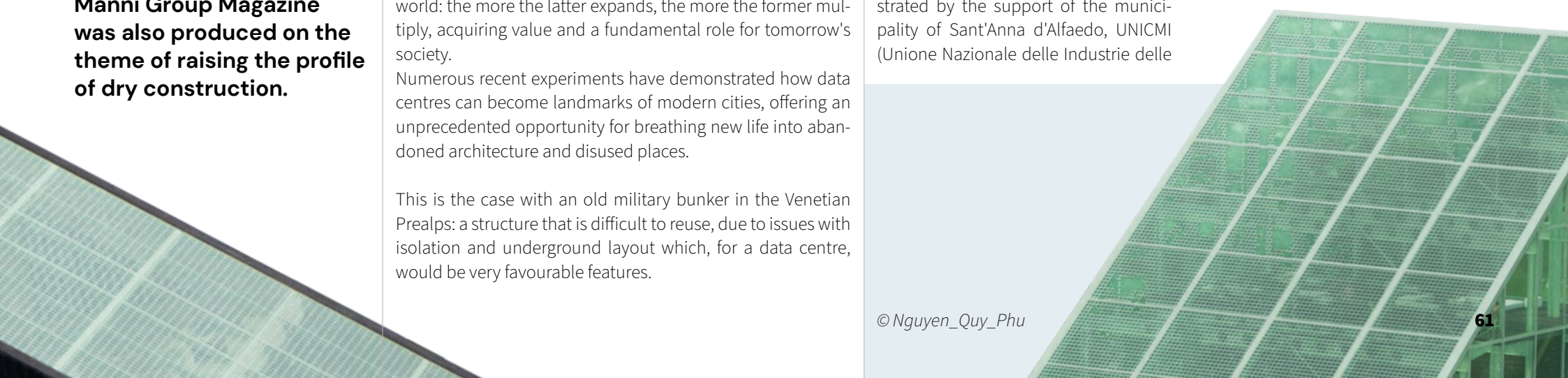
Moreover, the project can draw on some outstanding Partnerships. Sponsors include BASF, a leader in the chemical industry, ROCKWOOL, a major player in the rockwool market, and for the first time the Arvedi Group, a European leader in the steel industry. The high value of this initiative is also demonstrated by the support of the municipality of Sant'Anna d'Alfaedo, UNICMI (Unione Nazionale delle Industrie delle

Costruzioni Metalliche, dell'Involucro e dei serramenti) and DCD (Data Centre Dynamics).

The German team 'Atelier LXL+ZHGS' emerged as the winner, with a project that combines the present and the future. The new structure is built on the foundations of the historic site, preserving its memory, and expanding externally with three areas dedicated to a data centre, housing with offices, and a community centre. It includes extensive use of Isopan's GreenROOF system for green roofs, which creates a strong connection with the surrounding landscape, blending seamlessly into its surroundings.

→ [Find out more about the winners](#)

→ [Find out more about the contest](#)



STAKEHOLDER DIALOGUE

Partnerships with Universities

We believe in the value of Partnerships and open innovation. To achieve this, we have strengthened the synergy with stakeholders and university centres of excellence, which has facilitated the development of new products and solutions.

- **MILAN POLYTECHNIC:** finite element performance analysis of Isopan and Manni Green Tech products and collaboration on the study, development and validation of new innovative solutions. Since 2022, a collaboration between Manni Energy and Energy Strategy, the multidisciplinary team from Milan Polytechnic that has been involved in research, consultancy and training in the field of Energy and Sustainability since 2007.
- **UNIVERSITY OF PADUA:** chemical and physical characterisation of innovative materials;
- **UNIVERSITY OF FLORENCE:** organisation of communications events by Isopan technicians for students;
- **UNIVERSITY OF NAPLES:** collaboration on structural solutions for metal buildings for Manni Green Tech and Manni Sipre;
- **UNIVERSITY OF TRENTO:** collaboration for the development of highly innovative and sustainable off-site prefabricated systems by means of finite element performance analysis, test protocols for the functional durability of elements and non-destructive technologies for quality control;
- **UNIVERSITY OF VERONA:** development of a research project as part of a PhD by an Isopan employee;
- **UNIVERSITY OF BOLZANO:** finite element analysis performance and temperature chamber trials for thermotechnical analysis of sandwich panel joints in the refrigeration sector. Partnership active since 2022.

STAKEHOLDER DIALOGUE

Prizes and Awards

Leaders in sustainability

“Leader della sostenibilità” is the list of the 200 most sustainable and transparent Italian companies in terms of reporting. The Report was prepared by Il Sole 24 Ore in cooperation with the analysis company Statista. Manni Group was one of 200 Italian companies recognised in 2022 for its commitment to sustainability from an Environmental, Social and Governance perspective.



100 Italian Green Building Stories

Manni Group is one of the 100 “Made in Italy” sustainable construction companies. The report promoted by Fassa Bortolo and the Fondazione Symbola is a collection of the stories of 100 organisations that demonstrate innovation and quality in the Italian construction sector. The study explored the most sustainable technologies and solutions targeting the circular economy.

We participated in the presentation event, organised with Assimpredil Ance in Milan, presenting the story of the one hundred companies in the construction supply chain that, through innovation, tackle the challenges of the future.

EcoVadis

EcoVadis is a platform that assesses Corporate Social Responsibility and sustainable procurement.

The EcoVadis survey is based on four themes: environment, labour protection and human rights, ethics, and sustainable procurement.

EcoVadis has provided a reliable assessment of Isopan SpA's sustainability performance, giving us comprehensive feedback, benchmark comparisons and tools that enable us to develop a continuous improvement path. In 2022, we submitted Isopan to EcoVadis' for reassessment, which confirmed the 'Bronze' medal.



Mercurio Prize

The Mercurio Prize has been awarded annually since 1999 to companies and initiatives of particular note in economic and cultural exchanges between Italy and Germany. The 2022 Prize was awarded to Isopan Deutschland for “innovative sustainable construction solutions in the industrial, urban and agricultural sectors”.

→ [Read the article](#)



STAKEHOLDER DIALOGUE

Trade Associations

Our companies participate in and contribute to the work of trade bodies and associations as set out below.

TRADE ASSOCIATIONS IN ITALY

- ANRA (National Association of Risk Managers and Corporate Insurance Managers)
- AEMI (Economic Association of Mexico in Italy)
- AIPPEG* (Italian Association of Panel and Corrugated Components Manufacturers)
- AmCham (The American Chamber of Commerce in Italy)
- ANDAF (National Association of Administrative and Financial Directors)
- ANIE Rinnovabili* (National Federation of Electrical Engineering and Electronics Companies)
- ANIT* (Italian National Association for Thermal and Acoustic Insulation)
- ASSOFERMET (National Association of Iron and Steel Trade, Distribution and Pre-Processing Companies, Non-Ferrous Metal Dealers, Ferrous Scrap Dealers and Hardware Distribution Companies)
- CONFINDUSTRIA* (Chamber of Industry)
- EDERA (Enabling Deep Regeneration)
- FIRE (Italian Federation for the Rational Use of Energy)
- FPA (Steel Promotion Foundation)
- GBC (Green Building Council)
- Habitech (Trentino Technological District)

- I.L.F.I.* (International Living Future Institute)
- ISVI (Institute for Corporate Values)
- Italia Solare (a social development association that supports the protection of the environment and human health by fostering smart and sustainable methods of production, storage, management and distribution of energy through distributed generation from renewable sources, particularly solar power)
- UNICMI (National Union of Metal Building Envelope and Door and Window Industries)

INTERNATIONAL TRADE ASSOCIATIONS

Isopan Group

- GCCA (Global Cold Chain Alliance, the world's leading association in the field of cold chain logistics)

Isopan Spa

- SGBC (Singapore Green Building Council)

Isopan DE

- BGHM (Association for Occupational Accidents and Safety)
- ITKAM (German-Italian Chamber of Commerce)
- IHK (Chamber of Commerce and Industry)
- GEZ (Organisation for German Public Broadcasting Institutions)
- PPA-Europe (European Panel and Profile Producers Association)
- VEA (Federal Association of Energy Purchasers)
- IFBS (International Association for Lightweight Metal Construction)
- DGNB (German Sustainable Building Association)

Isocindu

- ANETIF (Asociación Nacional de establecimientos TIF, A.C)
- AMPIP (Asociación Mexicana de Parques industriales privados)

Isopan Ibérica

- PIMEC (Catalan association of small and medium enterprises)
- CEPREVEN (Spanish Fire Protection Advisory Association)
- Council of Associations of quantity surveyors and technical architects of Catalonia
- Italian Chamber of Commerce in Barcelona
- Cluster for Industrialized Construction

Isopan Est

- Confindustria
- Italian Chamber of Commerce and Industry

Isopan RUS

- NAPPAN (National Association of Polyurethane Foam Panel Manufacturers)
- CCIR (Italian-Russian Chamber of Commerce)
- TPPRF (The Chamber of Commerce and Industry of The Russian Federation | Volgograd branch)
- GIM Unimpresa (Association of Italian Entrepreneurs in Russia)

**Associations marked with an asterisk are those where Manni Group is involved in the Boards and/or Committees.*

GOVERNANCE



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CORPORATE GOVERNANCE

Manni Group SpA is the holding company that exercises management and coordination functions over its subsidiaries, defining their strategies and administering their shareholdings including through service contracts.

The Group's Corporate Governance document clarifies the guidelines for the running of the business, which it does through a system of delegated powers combined with audit tools, which still leave ample room for the operational autonomy of the subsidiaries and the professional autonomy of the employees. Furthermore, through the structure of delegation and control, the Board of Directors (BoD) transparently guarantees the fair and responsible running of the business to its stakeholders.

The procedures for appointing and selecting the Board of Directors and its committees (Executive Committee and Sustainability Committee) are described in the Corporate Governance and Sustainability Committee documents, respectively.

The Corporate Governance document clarifies the rules that members must follow in order for conflicts of interest to be prevented and mitigated.

The structure of the Group's Boards of Directors allows for a clear separation between the strategic guidance and control roles and the duties of operational implementation.

The Manni Group SpA 's Board of Directors features a combination of high levels of expertise in various fields, with the firm belief that qualified leadership in the holding company combined with the managerial skills of the subsidiaries generates value.

As part of the process of internationalisation, Manni Group considers it strategic to extend the Governance model to all subsidiaries, including foreign ones, making the necessary local regulatory adjustments.

The commitments made by the Group in terms of a responsible corporate conduct policy about respect for human rights are summarised in the Disciplinary Code, drawn up on the basis of the provisions of the National Collective Labour Agreements and shared with employees when they are hired.

No lawsuits for anti-competitive behaviour, antitrust and monopolistic practices were registered in 2022. Furthermore, there were no significant instances of non-compliance with laws and regulations.

Manni Group Governance System

Board of Directors

Chairman: Francesco Manni
Vice Chairman: Giuseppe Manni
CEO: Enrico Frizzera



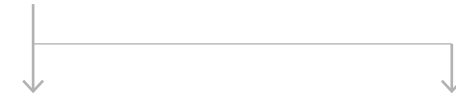
CEO & General Manager

Enrico Frizzera



Assistant CEO Special Project Sustainability – ERM

Helen Scandellari



Enterprise Risk Management Internal Audit

Sustainability

The members of the Board of Directors and the Executive Committee are the same. All board members are male and in the over-50 age category. The Chairman of Manni Group SpA also holds the position of Chairman on the Board of Manni Sipre SpA but is not a senior manager of the organisation. In order to mitigate the risk of a conflict of interest, the chairman will leave the board of Manni Sipre at the start of 2023.

CORPORATE GOVERNANCE

Sustainability Governance

In 2016, the Sustainability function was set up in conjunction with the appointment of the Business Sustainability Officer (BSO), who is responsible for drafting the Business Sustainability Plan (BSP) and ensuring that it is implemented.

Overseeing the development of Sustainable Development issues is the Group CEO, who has been granted responsibility for Sustainability on the Board of Directors, given the expertise he has accrued over the years. The CEO reports to the Board on the delivery of the Sustainable Development Plan and potential ESG impacts relating to the Group's products, services and other activities. The 2023/2025 BSP was approved by the Board. The Manni Group CEO is responsible for reviewing and approving the data and information contained in the ESG Annual Report. The Chief Executive Officer's package has a variable remuneration component linked to the achievement of the objectives set out in the Sustainable Development Plan.

Managers in charge of staff functions and operating companies are responsible for implementing the action plans and achieving the KPIs set out in the Sustainable Development Plan. They have a variable remuneration component linked to MBO-ESG.

In 2022 ESG Contacts were identified within each Manni Group department, with whom the Business Sustainability Officer directly interfaces in order to achieve the goals set out in the Sustainable Development Plan.

Sustainability Committee

In 2022 the Group revised the document that regulates the Sustainability Committee, which was previously drafted at the beginning of 2021. The Committee was established in order to promote, support and monitor the Sustainable Development of the Manni Group and its operating subsidiaries, and the communities and countries in which it operates globally. The Committee is assigned several tasks including:

- promoting the ESG culture among stakeholders;
- examining the scenarios for the preparation of the Sustainable Development Plan;
- sharing the Sustainable Business Principles which take into account changes in the benchmark scenarios, and which identify opportunities and create value for stakeholders;
- checking the implementation of the Annual ESG Report;
- periodically analysing the Sustainability Policy;
- monitoring the implementation of the Group's vision.

The Committee is made up of highly skilled management professionals with the ability to significantly influence business processes in ESG terms, involving all of the Group's BUs. This ensures that the objectives and action plans of the ESG Strategic Plan are properly cascaded.

For 2022, the Sustainability Committee consists of 10 Group Managers, of whom 3 are female and 7 male.



CORPORATE GOVERNANCE

Advisory Board Manni Group

A new feature introduced in 2022 was the establishment of the Manni Group Advisory Board, a proactive committee with the task of assisting the Board of Directors by providing strategic advisory opinions on:

- Research & Development activities
- the evaluation of opportunities for extraordinary transactions (M&A) and Partnerships
- the definition of strategic guidelines for the three-year Business Plan and Annual Budget
- specific issues, as requested by the Board of Directors

The Advisory Board, which meets four times a year, consists of the three members of the Manni Group Board of Directors

and three external and independent individuals who are known for their experience and professionalism within the Group's target markets. All members are male.

Governance Structure and Composition of Group Companies

	TOTAL MEMBERS	of which EXECUTIVES	CHAIRPERSON	MANAGING DIRECTOR	BOARD MEMBER	SOLE DIRECTOR	GENERAL MANAGER
MANNI GROUP	3	3	1	2			
Isocindu	5	4	1		4		
Isopan Deutschland	1	1				1	
Isopan Est	1	1				1	
Isopan Ibérica	1	1				1	
Isopan Rus	1	1					1
Isopan Spa	3	2	1	1	1		
Manni Energy	1	1				1	
Manni Green Tech	1	1				1	
Manni Inox	3	3	1	2			
Manni Sipre	3	3	1	2			

Appointments are for three years. The boards of directors of Isopan and Manni Inox each have one female member; all other members are male.

There is one independent member on the boards of each of Manni Group and Isocindu.

ENTERPRISE RISK MANAGEMENT

The governance of Manni Group includes a risk management system (Enterprise Risk Management) that involves many stakeholders from all Group companies.

This results in a clear ERM structure that starts from the Governance of the Holding Company and runs through the Governance structures of all companies, implementing Integrated Risk Management in all of its aspects to safeguard assets and business continuity.

The focus of the Management is on markets, customers and products, as well as on risks strictly related to the business. This ensures that a fair balance is achieved that protects the company from potential losses and damage, while leaving room for the entrepreneurship of the Management, with full knowledge of the delegated powers.

The Group's well-established ERM structure allows the Governance to constantly monitor the corporate risk situation, identifying the negative impacts that the organisation could cause (or which could be caused to it), broken down by areas of responsibility. This makes it possible to intervene where necessary with specific preventive or remedial actions, through improvement plans.

Governance Bodies

Accountable to shareholders for the supervision of the company

Roles of Governance bodies: integrity, leadership and transparency



Management

Actions (including risk management) to achieve corporate objectives

First line role: Delivering products and services to customers, managing risk

Second line role: Business risk support, monitoring and verification



Internal Audit

Independent Assurance

Third line role: Independent and objective assurance and advice on any matter relating to the achievement of objectives



ENTERPRISE RISK MANAGEMENT

Three lines of defence in risk management

We believe that it is of paramount importance to have a comprehensive and accurate overview of the risk situation. This is why we have identified three lines of defence, subdivided on the basis of the role played by the stakeholders involved.

FIRST LINE. Operational managers and risk owners detect signs of change in ESG factors from the company. Information is channelled to their managers (including senior management) or to the stakeholders in the second or third line of defence. The result of the customer satisfaction surveys is channelled to the Senior Management and Governance. In addition, a Stakeholder Engagement process was established by the Human Resources department to monitor staff development and draw up action plans to improve retention.

SECOND LINE. Internal control and risk managers identify risk situations by examining aggregated indicators with the help of historical and current benchmarks. They receive the information from the front line and assess its relevance, bringing it to the attention of senior management.

THIRD LINE. The Internal Audit function and the Supervisory Board are responsible for preparing the risk matrix for use by Governance. Monthly alignment meetings are scheduled with senior management. External assurance providers (231 audit, quality and safety management system and statutory audit) are also involved in the risk assessment process and interact with the components of the three-line defence.

A software package for risk control

Since 2021, Enterprise Risk Management activities, integrated with Internal Audit activities (Integrated Risk Management Model, IRM), have been enhanced through the implementation of dedicated software. This has enabled the Group to dynamically manage business risks, assessing priorities for action to ensure compliance with the policies adopted by the Board of Directors.



Opportunities linked to climate change

ENTERPRISE RISK MANAGEMENT

Risks linked to climate change

- Extreme weather events can cause damage to systems, products and can jeopardise the safety of stakeholders
- Rising temperatures may impact workers (health effects, including illness or disease)
- The need to make investments to cope with transition risks

- Using and generating power and products more efficiently and energy-efficient products
- Creation of new technologies and markets
- Manni Energy is the Group company that offers services in the field of Renewable Energy and Energy Transition, supporting its customers in defining a decarbonisation strategy (GHG assessment, reduction strategy, carbon neutrality plan, monitoring and reporting)
- Through its R&D department, Isopan develops cutting-edge solutions aimed at reducing environmental impact and increasing the yield of materials used in its production processes
- Manni Green Tech offers highly modular off-site solutions that require less processing time and reduce costs, waste and eliminate on-site water consumption

ORGANISATIONAL MODEL

Following the assessment of the risks of crimes being committed, the Group has provided the main Group companies with an Organisational Model pursuant to Legislative Decree 231/2001 and has appointed a Supervisory Board. For smaller companies or those with no employees, since their main activities are centralised in the parent company, it was considered unnecessary to provide them with their own Organisational Model.

The Model is aligned with the local regulations of the countries where we operate. In Italy, for example, it complies with Legislative Decree 231/01, as does the Group's Code of Ethics, with the aim of preventing misconduct and potential crimes, as described in Model 231.

The Manni Group Security Manager & Data Protection Officer shall regularly inform all staff about any regulatory updates via an internal newsletter.

During the 2022 financial year, financial cycle control activity was carried out to verify the organisational controls applied by the Group with aims including the mitigation of the risk of corruption.

An advanced risk analysis

In recent years, the Group's risk analysis has extended to external geopolitical and financial risks with new forecasting models based on dynamic scenarios and KPIs with a strong impact on business continuity.

The Group's IT system is able to map the level of Risk Analysis related to the management of procedures; this allows us to perform an advanced risk analysis, including risks relating to Privacy.

The software makes it possible to carry out predictive analyses, report progress made and identify areas for improvement. The results mapped by the system are analysed by the Supervisory Board, made up of internal and external members, which defines new areas for improvement to ensure risks are definitely mitigated.

Specific training is provided periodically to all members of the boards of directors, as well as to workers involved in the department.

The Internal Audit function and the Supervisory Board are in contact for their mutual benefit; the system for managing the risk of crimes is actually complementary to the Enterprise Risk Management system and runs in parallel to it.

ORGANISATIONAL MODEL

Anti-corruption policies and procedures

In compliance with the principles contained in the Code of Ethics and the safeguards set out in the Organisational Model, Manni Group is committed to combating any instance of corruption in its relations with both the Public Administration and other Stakeholders.

As required by Legislative Decree 231, anti-corruption policies and procedures have been shared in full with stakeholders. When recruited all employees receive the necessary training, which is assessed through an evaluation questionnaire.

During the 2022 financial year, information and training activities were carried out involving 11 out of a total of 17 Directors, and 26 Heads of Departments. Therefore, the board of directors and stakeholders received 100% of the necessary information on the subject.

It is expected that in 2023, when the Organisational Model is updated to include specific anti-corruption controls, all Group employees will be informed of it en masse.

The Group's activities to raise awareness of corruption-related issues meant that in 2022 there were no confirmed incidents of corruption or actions taken, no complaints or data breaches.

Corporate criminal liability training

All members of Manni Group's board of directors, all employees who carry out organisational activities, as well as business Partners, were offered specific training on corporate criminal liability.

ORGANISATIONAL MODEL

Control of risks of environmental crimes

The company management considers environmental protection to be a fundamental objective: all production and service activities are aimed at ensuring compliance with the requirements of environmental regulations. For the entire Group, compliance with these standards constitutes the minimum but fundamental condition for the validity of production processes.

Whistleblowing

During 2022 and in compliance with the provisions of the Organisation, Management and Control Model pursuant to Legislative Decree 231 of 2001, a system was implemented to collect reports, including anonymous ones, received by Manni Group S.p.A. and the Italian companies of the Group. The system has also been shared with foreign companies so that they can proceed with implementing such a measure, adapting it to local regulations.

All interested Stakeholders have the opportunity to submit reports, via the [portal](#) which are then managed and analysed by the Supervisory Board. Only one report was received in 2022, which, after being examined, was dismissed due to a lack of the minimum content which the procedure requires. If complaints are significant, they are promptly reported to the Board of Directors.

In 2022, there were no reports of discrimination or violations of indigenous peoples' rights.



CERTIFICATIONS

For a multinational company, the ability to receive third-party audits verifying our management system means that we can ensure that the internal management system is able to meet the expectations of Stakeholders. The following certifications attest to the quality standards we offer to our employees, the market and communities.

MANNI SIPRE

UNI EN ISO 9001:2015
Quality management systems

UNI EN ISO 14001:2015
Environmental management systems

UNI ISO 45001:2018
Occupational health and safety management systems

UNI EN 1090-1:2012
Execution of steel and aluminium structures

UNI EN ISO 3834-4
Quality requirements for fusion welding of metallic materials



ISOPAN GRUPPO

UNI EN ISO 9001:2015
Quality management systems

UNI EN ISO 14001:2015
Environmental management systems.
Certification valid for Italian sites.

UNI ISO 45001:2018
Occupational health and safety management systems.
Certification valid for Italian sites.

MANNI ENERGY

UNI EN ISO 9001:2015
Quality management systems

UNI EN ISO 14001:2015
Environmental management systems

UNI CEI 11352:2014
Companies providing energy services

SOA - General and Specialised Works Categories
Category OG9 - Class VII
Category OG10 - Class III bis
Category OS1 - Class I
Category OS30 - Class I

MANNI GREEN TECH

UNI EN ISO 9001:2015
Quality management systems

UNI EN 1090-1:2012
Execution of steel and aluminium structures

MOBILITY MANAGER

In 2022, the Group's Mobility Manager was appointed and the first Home-Work Travel Plan (PSCL) was jointly prepared, which, in addition to being a regulatory requirement for the Manni Group's Verona headquarters (according to Interministerial Decree 179 of 12/05/2021), represents a further step in the Group's significant and tangible commitment to Sustainable Development.

The PSCL is a strategic document which seeks to identify measures for advising employees on their home-work journeys, to help relieve congestion in urban and metropolitan areas, reducing the environmental impact of vehicular traffic, along with noise pollution and the accident rate.

The Plan describes the situation and the initiatives that will be launched during the coming year, designed around three main drivers, which will make a contribution to three SDGs as also described in the Sustainability Policy.



Social responsibility

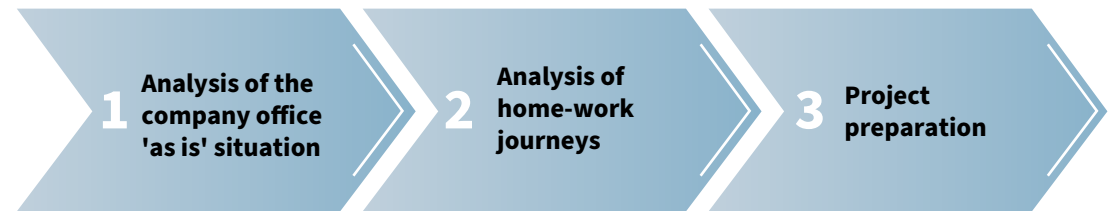


Link with the region



Environmental responsibility

The Plan is divided into three main sections, which represent the main moments that led to the drafting of the document: an initial informative and analytical part, followed by a mapping of home-work journeys using the travel management questionnaire shared with employees, and a final part dedicated to the description of the project initiatives.



1.



To start with, it was necessary to conduct an analysis, which led to the mapping of the current conditions of the Holding's location in terms of the public transport available in the city of Verona and the company's transport offer.

2.



An online questionnaire was then submitted to the employees in order to learn about their travel habits as well as their transport preferences, to guide the subsequent phase involving the identification of project initiatives to be implemented.

120

employees who received the questionnaire

103

responses obtained

A special focus was placed on employees who mainly use their private car for home-work journeys, representing 78% of respondents, and who would nevertheless be willing to change to public transport and/or other more sustainable modes of transport. In particular:

57%

of the respondents who stated that they use a car expressed an openness to vehicle sharing; 28% of these currently do not vehicle share for the sole reason that they do not know colleagues who are from the same area.

30%

of employees living within 10 km of the office (46% of the total) are interested in electric micro-mobility and sharing of alternative vehicles to cars.

40%

of the employees who also work remotely only do so one day a week; of these, 93% are satisfied or would like to work remotely on more days.

(*)The number of employees who received the questionnaire and the number of responses obtained refer to the employees of the companies covered by the PSCL assigned to the Manni Group's Verona office.

3.

Considering both the external and the internal context, which refers to the facilities and services in place and the habits or attitudes of the staff, it was possible to identify and design suitable measures to promote more sustainable travel. In order to prioritise the most effective measures and their materiality, we focused on those categories with a greater environmental impact that showed a clear willingness to change, i.e. those who exclusively use cars, whether company or private, for home-work journeys.

As a result, five areas of intervention were identified:

With the implementation of the planned initiatives, the Group expects to achieve its goals in terms of both reducing its environmental impact and improving the travel management of its staff, thereby registering progressive benefits for people, the company itself and the ecosystem.

Benefits for employees

The achievable benefits for Manni Group and Manni Energy employees are a reduction in home-work travel time, a reduction in transport costs, an increase in travel comfort and travel autonomy and an increase in more sustainable alternatives.

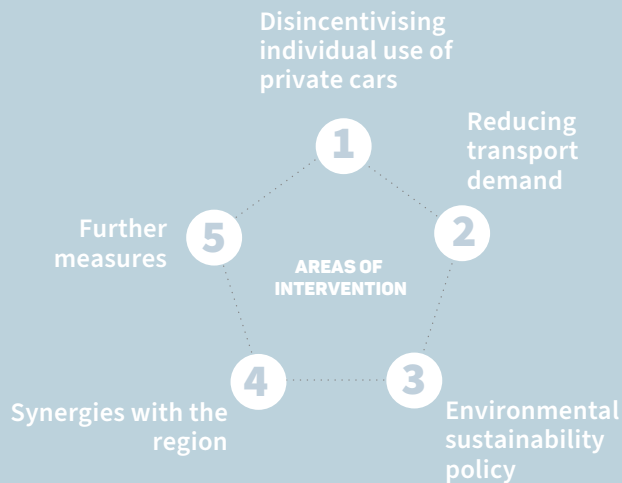
Benefits for the environment

For the measures proposed by the PSCL, which are aimed at reducing the use of private cars through an increased use of tools such as remote working, co-working, carpooling or the use of sustainable means of transport, the estimated environmental benefits have been calculated which can be achieved over the course of a year, with particular attention to

reductions in emissions of climate-changing gases (carbon dioxide, CO₂) and polluting gases in the atmosphere (nitrogen oxides, NOx and particulate matter smaller than 10 microns, PM10).

Benefits for the community and the region

The PSCL contributes to reducing traffic congestion in urban and metropolitan areas, and lowering accident rates and noise pollution. For this reason, the plan can be considered to be part of the Group's activities involving local community involvement, impact assessments and development programmes. To date, there are no activities with significant negative impacts on local communities, whether potential or actual.



1

- An increase in the number of people working remotely;
- Implementation of a car pooling service through company tools that allow easy communication between employees in order to organise shared home-work journeys;

2

- Introducing, on a trial basis, a co-working project which will enable employees to work in the company office that is closest to their place of residence, instead of at their place of assignment;

3

- Introducing, a programme, starting in 2023, to gradually replace the fleet of internal combustion engine cars with hybrid and plug-in cars;
- In connection with the project mentioned in the previous point, installing seven new electric charging points in 2023.

4

- Initiating a feasibility assessment of synergy projects with the City of Verona and neighbouring companies to introduce measures to improve the public infrastructure;

5

- Increasing the flexibility of starting and finishing times;
- Raising awareness among employees and providing them with training on sustainable travel issues, to encourage a change in habits and sharing tools to help with implementing the Plan.

OUR APPROACH TO TAX

We believe that a tax-conscious approach to management is a key component of the Group's sustainable development journey.

Thanks to the support of experienced organisations, Manni Group is able to plan and implement targeted actions for the correct management and application of tax regulations in all countries where it operates, guaranteeing transparency and clarity to its stakeholders. Our tax approach evolves according to the relevant national and international context.

The Holding Company's Board of Directors is the governing body that reviews

the organisation's fiscal strategy on a quarterly basis and approves it annually.

The Internal Audit and Enterprise Risk Management functions periodically monitor the correct fulfilment of the Group's fiscal obligations. In order to strengthen internal controls and mitigate as much as possible any tax risks, the Holding Company has assigned specific responsibilities and delegated powers.

The Group's tax-related activities are supervised by an audit company, as well as by the Board of Statutory Auditors. Active engagement with relevant stakeholders enables the organisation to react in a timely manner to evolving tax issues relating to the products and services offered in the countries served.

In 2022 the Group did not receive any financial political contributions.

The Group makes use of the Italian tax consolidation instrument and the consolidating company is the Group's parent company, Panfin Srl. All operating and sub-holding companies contribute their accrued IRES (corporate income tax) credit/debit, including any advance payments for the period, to the consolidating company, and the items are settled financially.

RESULTS



ENVIRONMENTAL RESULTS

MATERIALS USED TO PRODUCE PRODUCTS AND PERCENTAGE OF RECYCLED MATERIALS

2022

	UoM	Quantity	Recycled content
ISOPAN GROUP			
Steel	ton	117127.96	41.47%
Rockwool	ton	21106.86	30.11%
Chemicals	ton	32791.38	1.39%
Protective film	ton	874.38	N/D
Adhesive tape	ton	89.16	N/D
Seals	ton	108.05	N/D
MANNI SIPRE			
Steel	ton	261375.08	64.86%
MANNI INOX			
Steel	ton	24408.03	57.07%
Protective film	ton	85.61	N/D

The quantities of material are those purchased and received during the reporting period.

The recycled content is estimated on the basis of ISO 14021 compliant declarations and EPD certificates from only those suppliers who have provided this information.

2022

	UoM	Quantity	Recycled content
MANNI GREEN TECH			
Light Steel Frame	ton	42.56	80%
MANNI ENERGY			
Solar panels	no.	37147	N/D
Inverter	no.	167	N/D
Cables	m	241684.99	N/D

MATERIALS USED FOR PRODUCT PACKAGING AND PERCENTAGE OF RECYCLED MATERIALS

2022

	UoM	Quantity	Recycled content
ISOPAN GROUP			
Film wrap	ton	307.40	N/D
Polystyrene	ton	482.33	23%
Protective film	ton	49.76	70%
MANNI SIPRE			
Shrink wrap	ton	23.92	N/D
MANNI INOX			
Protective panels	ton	46.30	30%

The quantities of material are those purchased and received during the reporting period.

The recycled content is estimated on the basis of ISO 14021 compliant declarations and EPD certificates from only those suppliers who have provided this information.

ENERGY CONSUMPTION WITHIN THE ORGANISATION BY ENERGY SOURCE

	UOM	2020	2021	2022
Total electricity,	kWh	15,086,007	18,032,425	17,918,447
<i>electricity from the grid</i>	<i>kWh</i>	<i>12,464,614</i>	<i>15,223,485</i>	<i>14,827,879</i>
<i>electricity from renewable sources*</i>	<i>kWh</i>	<i>2,621,393</i>	<i>2,808,940</i>	<i>3,090,568</i>
Natural gas	Sm ³	1,432,420	1,662,052	1,396,341
Diesel	l	331,753	397,564	389,880
LPG	l	106,105	99,710	87,343
Fuel oil	l	29,454	21,796	-
Petrol	l	1,481	18,664	16,945
Total electricity,	GJ	118,113	141,182	140,289
<i>electricity from the grid</i>	<i>GJ</i>	<i>97,589</i>	<i>119,189</i>	<i>116,092</i>
<i>electricity from renewable sources**</i>	<i>GJ</i>	<i>20,524</i>	<i>21,992</i>	<i>24,197</i>
Natural gas	GJ	50,137	58,175	48,874
Diesel	GJ	12,042	14,177	13,903
LPG	GJ	2,596	2,535	2,220
Fuel oil	GJ	1,027	876	-
Petrol	GJ	47	596	541
TOTAL	GJ	183,963	217,540	205,827
TOTAL FOSSIL FUEL ENERGY	GJ	163,439	195,548	181,630

*Self-generated electricity from solar panels

**The conversion factor of electricity from renewable sources into primary energy has been assumed to be equal to that of energy drawn from the grid

The following conversion factors were used to convert energy sources into primary energy (source MISE [Italian Ministry of Economic Development] table 18 December 2014): Electricity 0.0078 GJ/kWh, Natural gas 0.0035 GJ/SCM, Fuel oil 41.031 GJ/t, LPG 46.055 GJ/t, Diesel 42.705 GJ/t, Petrol 42.705 GJ/t

TOTAL ENERGY CONSUMPTION PER BU AND ENERGY SOURCE

	UoM	2020			2021			2022		
		BU Panels	BU Steel	BU Services	BU Panels	BU Steel	BU Services	BU Panels	BU Steel	BU Services
Total electricity,	kWh	8,950,883	5,741,517	393,607	11,592,416	6,065,126	374,883	11,646,512	5,914,949	356,985
<i>electricity from the grid</i>	<i>kWh</i>	<i>7,762,927</i>	<i>4,402,631</i>	<i>299,057</i>	<i>10,330,554</i>	<i>4,613,908</i>	<i>279,023</i>	<i>10,241,162</i>	<i>4,321,795</i>	<i>264,922</i>
<i>electricity from renewable sources*</i>	<i>kWh</i>	<i>1,187,956</i>	<i>1,338,886</i>	<i>94,550</i>	<i>1,261,862</i>	<i>1,451,218</i>	<i>95,860</i>	<i>1,405,350</i>	<i>1,593,154</i>	<i>92,063</i>
Natural gas	Sm ³	1,340,230	55,807	36,383	1,563,463	62,012	36,577	1,320,569	47,343	28,429
Diesel	l	245,517	62,079	24,157	290,458	78,710	28,396	273,556	73,526	42,799
LPG	l	51,398	54,707	-	36,495	63,215	-	32,558	54,785	-
Fuel oil	l	29,454	-	-	21,796	-	-	-	-	-
Petrol	l	1,012	469	-	18,664	-	-	15,067	379	1,499

*Self-generated electricity from solar panels

The following conversion factors were used to convert energy sources into primary energy (source MISE [Italian Ministry of Economic Development] table 18 December 2014): Electricity 0.0078 GJ/kWh, Natural gas 0.0035 GJ/SCM, Fuel oil 41.031 GJ/t, LPG 46.055 GJ/t, Diesel 42.705 GJ/t, Petrol 42.705 GJ/t

TOTAL ENERGY CONSUMPTION PER BU AND ENERGY SOURCE

	UoM	2020			2021			2022		
		BU Panels	BU Steel	BU Services	BU Panels	BU Steel	BU Services	BU Panels	BU Steel	BU Services
Total electricity,	GJ	70,079	44,952	3,082	90,761	47,486	2,935	91,184	46,310	2,795
<i>electricity from the grid</i>	GJ	60,778	34,470	2,341	80,881	36,124	2,185	80,181	33,837	2,074
<i>electricity from renewable sources**</i>	GJ	9,301	10,483	740	9,880	11,362	751	11,003	12,473	721
Natural gas	GJ	46,910	1,953	1,273	54,724	2,171	1,280	46,222	1,657	995
Diesel	GJ	8,912	2,253	877	10,357	2,807	1,013	9,755	2,622	1,526
LPG	GJ	1,257	1,338	-	928	1,607	-	828	1,393	-
Fuel oil	GJ	1,027	-	-	876	-	-	-	-	-
Petrol	GJ	32	15	-	596	-	-	481	12	48
TOTAL	GJ	128,219	50,512	5,232	158,242	54,070	5,228	148,470	51,994	5,364
TOTAL, FOSSIL FUEL SOURCES ONLY	GJ	118,918	40,030	4,492	148,362	42,708	4,477	137,467	39,520	4,643

ENERGY INTENSITY PER BU

	UOM	2020	2021	2022
BU Panels	GJ/m ³ of insulation produced	0.1418	0.1621	0.1635
BU Steel	GJ/t steel sold	0.1792	0.1749	0.1800
BU Services	GJ/m ²	2.8296	2.8274	2.9010

**The conversion factor of electricity from renewable sources into primary energy has been assumed to be equal to that of energy drawn from the grid

The following conversion factors were used to convert energy sources into primary energy (source MISE [Italian Ministry of Economic Development] table 18 December 2014): Electricity 0.0078 GJ/kWh, Natural gas 0.0035 GJ/SCM, Fuel oil 41.031 GJ/t, LPG 46.055 GJ/t, Diesel 42.705 GJ/t, Petrol 42.705 GJ/t

ENERGY CAT. 3.1 - UPSTREAM TRANSPORT AND DISTRIBUTION

		2022
	UOM	Quantity
BU STEEL		
Lorries	GJ	142,928.91
Ships	GJ	32,896.40
Trains	GJ	1,960.07
BU PANELS		
Lorries	GJ	102,203.65
Ships	GJ	28,731.69
Trains	GJ	-

ENERGY CAT. 3.2 - DOWNSTREAM TRANSPORT AND DISTRIBUTION

		2022
	UOM	Quantity
BU STEEL		
Lorries	GJ	54,739.33
Ships	GJ	226.50
Trains	GJ	-
BU PANELS		
Lorries	GJ	89,265.55
Ships	GJ	1,189.17
Trains	GJ	-

The energy values of category 3.1 and 3.2 were estimated respectively based on the quantities of raw materials transported upstream of the plants and the products manufactured and transported downstream according to the distance and weight.

TOTAL DIRECT GREENHOUSE GAS (GHG) EMISSIONS (CATEGORY 1; UNI EN ISO 14064-1:2019)

	UOM	2020	2021	2022
BU Steel	ton CO _{2eq}	373	419	369
BU Panels	ton CO _{2eq}	3,521	4,137	3,692
BU Services	ton CO _{2eq}	143	144	169
TOTAL	TON CO_{2EQ}	4,036	4,700	4,229

TOTAL INDIRECT GREENHOUSE GAS (GHG) EMISSIONS FROM ELECTRICITY USE (CATEGORY 2; EN ISO 14064-1:2019) - MARKET BASED

	UOM	2020	2021	2022
BU Steel	ton CO _{2eq}	-	-	-
BU Panels	ton CO _{2eq}	1,747	1,971	1,837
BU Services	ton CO _{2eq}	7	13	-
TOTAL	TON CO_{2EQ}	1,754	1,984	1,837

TOTAL INDIRECT GREENHOUSE GAS (GHG) EMISSIONS FROM ELECTRICITY USE (CATEGORY 2; EN ISO 14064-1:2019) - LOCATION BASED

	UOM	2020	2021	2022
BU Steel	ton CO _{2eq}	1,320	1,142	1,327
BU Panels	ton CO _{2eq}	2,797	2,946	3,035
BU Services	ton CO _{2eq}	77	69	81
TOTAL	TON CO_{2EQ}	4,195	4,157	4,443

For the calculation, the most recent emission factors were used for the countries where the consumption of energy from the national grid occurred (sources: ISPRA and national tables, TERNA, Minambiente, IPCC, Simapro, DEFRA, AIB). The gases included in the calculation are CO₂, CH₄, N₂O and HFC. The total emissions of biogenic origin for emission categories 1 and 2 are 1796 tCO_{2e}. Reference year 2016. Control-based approach to calculation.

TOTAL GREENHOUSE GAS (GHG) EMISSIONS (CATEGORY 1+2; EN ISO 14064-1:2019) - MARKET BASED

	UOM	2020	2021	2022
BU Steel	ton CO _{2eq}	373	419	369
BU Panels	ton CO _{2eq}	5,267	6,108	5,528
BU Services	ton CO _{2eq}	150	157	169
TOTAL	TON CO_{2EQ}	5,790	6,684	6,066

TOTAL GREENHOUSE GAS (GHG) EMISSIONS (CATEGORY 1+2; EN ISO 14064-1:2019) - LOCATION BASED

	UOM	2020	2021	2022
BU Steel	ton CO _{2eq}	1,693	1,561	1,695
BU Panels	ton CO _{2eq}	6,318	7,082	6,726
BU Services	ton CO _{2eq}	220	213	251
TOTAL	TON CO_{2EQ}	8,231	8,857	8,672

For the calculation, the most recent emission factors were used for the countries where the consumption of energy from the national grid occurred (sources: ISPRA and national tables, TERNA, Minambiente, IPCC, Simapro, DEFRA, AIB). The gases included in the calculation are CO₂, CH₄, N₂O and HFC. The total emissions of biogenic origin for emission categories 1 and 2 are 1796 tCO_{2e}. Reference year 2016. Control-based approach to calculation.

TOTAL INDIRECT GREENHOUSE GAS (GHG) EMISSIONS FROM UPSTREAM AND DOWNSTREAM TRANSPORT AND FROM THE PRODUCTION OF THE GOODS USED (CATEGORY 3.1, 3.2, 4.1; UNI EN ISO 14064-1:2019)

	UoM	DOWNSTREAM TRANSPORT			UPSTREAM TRANSPORT			PRODUCTION OF GOODS USED		
		2020	2021	2022	2020	2021	2022	2020	2021	2022
BU Steel	ton CO _{2eq}	4,578	6,275	6,030	17,070	22,173	19,621	470,782	497,493	422,990
BU Panels	ton CO _{2eq}	17,129	17,761	9,954	14,218	16,303	13,925	542,634	558,661	482,918
BU Services	ton CO _{2eq}	-	-	-	-	-	-	-	-	-
TOTAL	TON CO_{2EQ}	21,707	24,037	15,984	31,288	38,476	33,546	1,013,416	1,056,155	905,908

GREENHOUSE GAS (GHG) EMISSION INTENSITY (CATEGORY 1+2; UNI EN ISO 14064-1:2019)*

	UOM	2020	2021	2022
BU Steel	ton CO _{2eq} /ton of steel sold	0.0013	0.0014	0.0013
BU Panels	ton CO _{2eq} /m ³ of insulation produced	0.0058	0.0063	0.0061
BU Services	ton Co _{2eq} /(no. employees * days worked)	0.0049	0.0056	0.0056

*The emission intensity is calculated using the total emissions of category 1+2 (Market based) as the numerator and using the productivity indicators of the different BUs. For the calculation, the most recent emission factors were used for the countries where the consumption of energy from the national grid occurred (sources: ISPRA, TERNA, Minambiente, IPCC, Simapro)

TOTAL WEIGHT OF WASTE BY TYPE

	UOM	2020	2021	2022
Scrap metal or metal dust	ton	18455.70	22888.03	20337.01
Rockwool	ton	448.80	324.73	286.58
Packaging*	ton	381.56	483.28	362.78
Paper	ton	189.76	180.88	141.96
Recovered wood	ton	249.38	183.52	321.21
Polyurethane foam*	ton	428.81	894.79	461.57
Other	ton	1391.28	2332.32	1842.10
TOTAL	TON	21545.30	27287.56	23753.20

The "Other" line includes municipal and other non-process waste

*The marked categories contain hazardous waste. In 2022, non-hazardous waste totalled 23,237 tonnes, of which 21,374 tonnes were recovered and the remaining 1,863 tonnes were destined for disposal. In 2022, hazardous waste totalled 517 tonnes, of which 272 tonnes were recovered and the remaining 245 tonnes were destined for disposal.

Waste for disposal is handled according to the regulations in force in the countries of operation.

WATER OFFTAKE BY SOURCE

	UOM	ALL AREAS 2022	WATER-STRESSED AREAS 2022
Groundwater (total)	MI	7.70	2.74
Third-party water resources (total)	MI	23.74	-
TOTAL WATER OFFTAKE	MI	31.44	2.74

The Manni Sipre Crema, Isopan Est and Isocindu plants draw water resources from wells, so the source was identified as groundwater. Only the Isocindu plant was identified as being in a water stress area.

The other plants are connected to the mains water supply and therefore the source is identified as a third-party resource. None of them are in a water stress zone.

The water offtake of all companies is for civil and fire-fighting use and the volume of the offtake is equivalent to the value discharged. Therefore, there is no consumption of water resources within the Group's plants.

SOCIAL RESULTS

EMPLOYEES OF MANNI GROUP COMPANIES

	2020				2021				2022					
	Permanent		Fixed-term		Permanent		Fixed-term		Permanent		Fixed-term		Non-guaranteed hours*	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Italy	586	108	17	10	590	117	22	13	615	133	27	10	18	6
Spain	66	10	0	0	63	11	0	0	63	8	0	0	1	0
Germany	61	12	0	0	50	12	18	3	48	13	15	2	1	0
Romania	94	19	0	0	97	20	3	1	107	19	0	0	1	0
Russia	71	25	0	0	44	23	17	1	51	24	10	0	0	0
Mexico	54	11	0	0	59	17	3	2	58	19	0	0	0	0
TOTAL	932	185	17	10	903	200	63	20	942	216	52	12	21	6
TOT YEAR	1144				1186				1249					

All workers who perform tasks for the organisation are employees and the organisation has no non-employee workers.

100% of fixed-term and permanent employees are covered by collective agreements. In the countries where our foreign plants are located, national collective agreements are not always in place. In these cases, Manni Group always applies company collective agreements which are shared with local workers' representatives.

*COCOPROs (project contracts), directors, interns and trainees come under the "non-guaranteed hours" category.

	2020				2021				2022			
	Full-time		Part-time		Full-time		Part-time		Full-time		Part-time	
	M	F	M	F	M	F	M	F	M	F	M	F
Italy	603	105	0	13	610	119	2	11	658	137	2	12
Spain	66	10	0	0	63	11	0	0	64	8	0	0
Germany	61	9	0	3	68	12	0	3	64	12	0	3
Romania	94	19	0	0	100	20	0	1	108	19	0	0
Russia	71	25	0	0	61	24	0	0	61	24	0	0
Mexico	54	11	0	0	62	19	0	0	58	19	0	0
TOTAL	949	179	0	16	964	205	2	15	1013	219	2	15
TOTYEAR	1144				1186				1249			

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*COCOPROs (project contracts), directors, interns and trainees come under the "non-guaranteed hours" category.

	2020				2021				2022			
	Executives, managers, office staff		Manual workers		Executives, managers, office staff		Manual workers		Executives, managers, office staff		Manual workers	
	M	F	M	F	M	F	M	F	M	F	M	F
Italy	268	118	335	0	267	130	345	0	304	149	356	0
Spain	31	10	35	0	28	11	35	0	39	8	25	0
Germany	32	12	29	0	17	14	51	1	19	14	45	1
Romania	34	19	60	0	36	21	64	0	32	19	76	0
Russia	27	25	44	0	19	22	42	2	20	22	41	2
Mexico	36	11	18	0	39	19	23	0	36	19	22	0
TOTAL	428	195	521	0	406	217	560	3	450	231	565	3
TOTYEAR	1144				1186				1249			

All workers who perform tasks for the organisation are employees and the organisation has no non-employee workers.

100% of fixed-term and permanent employees are covered by collective agreements. In the countries where our foreign plants are located, national collective agreements are not always in place these cases, Manni Group always applies company collective agreements which are shared with local workers' representatives.

*COCOPROs (project contracts), directors, interns and trainees come under the "non-guaranteed hours" category.

NUMBER AND RATE OF ACCIDENTS

COMPANY	2020						2021						2022					
	Accidents with serious consequences			Recordable accidents			Accidents with serious consequences			Recordable accidents			Accidents with serious consequences			Recordable accidents		
	Hours worked	no.	%	no.	%	Hours worked	no.	%	no.	%	Hours worked	no.	%	no.	%			
BU Steel	627,411	-	-	13.0	20.7	686,932	-	-	31.0	45.1	650,414	-	-	25.0	38.4			
<i>Manni Sipre</i>	546,951	-	-	13.0	23.8	589,713	-	-	25.0	42.4	554,912	-	-	22.0	39.6			
<i>Manni Inox</i>	69,961	-	-	-	-	79,935	-	-	6.0	75.1	70,020	-	-	3.0	42.8			
<i>Manni Green Tech</i>	10,499	-	-	-	-	17,284	-	-	-	-	25,483	-	-	-	-			
BU Panels	1,175,700	-	-	13.0	11.1	1,140,375	-	-	21.0	18.4	1,160,061	-	-	17.0	14.7			
<i>Isopan Spa</i>	325,954	-	-	5.0	15.3	358,504	-	-	4.0	11.2	373,547	-	-	6.0	16.1			
<i>Isopan Ibérica</i>	149,137	-	-	4.0	26.8	129,648	-	-	7.0	54.0	110,276	-	-	7.0	63.5			
<i>Isopan Est</i>	231,464	-	-	-	-	197,011	-	-	-	-	217,647	-	-	-	-			
<i>Isopan Deutschland</i>	146,296	-	-	2.0	13.7	129,720	-	-	10.0	77.1	120,828	-	-	4.0	33.1			
<i>Isopan Rus</i>	189,469	-	-	-	-	140,684	-	-	-	-	143,886	-	-	-	-			
<i>Isocindu</i>	133,380	-	-	2.0	15.0	184,808	-	-	-	-	193,877	-	-	-	-			
BU Services	182,963	-	-	1.0	5.5	200,009	-	-	1.0	5.0	222,939	-	-	-	-			
<i>Manni Group</i>	135,664	-	-	1.0	7.4	132,278	-	-	1.0	7.6	138,146	-	-	-	-			
<i>Manni Energy</i>	47,299	-	-	-	-	67,731	-	-	-	-	84,793	-	-	-	-			
TOTAL	1,986,073	-	-	27.0	13.6	2,027,315	-	-	53.0	26.1	2,033,414	-	-	42.0	20.7			

In the Isopan SpA plant in Trevenzuolo there is a third-party company offering portorage services. In 2022, 2 accidents were recorded. The total hours worked by non-employees were 52,726.50 hours; therefore the standardised accident rate per 1,000,000 hours worked is 37.93%.

For security purposes, access to the facilities as non-employees is properly recorded but the data are not reported.

In the three-year period 2020-2022, there have been no instances of occupational disease or deaths due to accidents.

The % rates are standardised per 1,000,000 hours worked.

The main types of accidents in the Steel BU and the Panels BU are: trips, cuts and crushing.

FINANCIAL RESULTS

ECONOMIC VALUE GENERATED AND DISTRIBUTED (FIGURES IN MILLIONS OF €)

	2020	2021	2022
STEEL BUSINESS UNIT			
Economic Value Generated	243.19	423.98	484.94
Economic Value Distributed	235.75	401.94	466.56
<i>Operating Costs*</i>	215.45	373.98	436.72
<i>Staff</i>	19.40	21.40	20.94
<i>Equity providers</i>	0.20	-0.50	-0.94
<i>Public Administration</i>	0.70	7.06	9.80
<i>Donations</i>	0.00	0.00	0.04
Economic Value Retained	7.44	22.04	18.37
PANELS BUSINESS UNIT			
Economic Value Generated	247.80	372.16	428.06
Economic Value Distributed	237.64	350.30	418.47
<i>Operating Costs*</i>	210.13	317.99	383.78
<i>Staff</i>	22.77	26.19	28.87
<i>Equity providers</i>	3.00	1.19	3.70
<i>Public Administration</i>	1.59	4.83	2.03
<i>Donations</i>	0.15	0.10	0.09
Economic Value Retained	10.16	21.86	9.58

	2020	2021	2022
SERVICES BUSINESS UNIT			
Economic Value Generated	43.40	50.48	49.46
Economic Value Distributed	37.25	51.25	52.98
<i>Operating Costs*</i>	30.25	42.94	42.01
<i>Staff</i>	7.06	8.84	10.05
<i>Equity providers</i>	0.50	0.25	2.20
<i>Public Administration</i>	-0.66	-1.28	-1.32
<i>Donations</i>	0.10	0.50	0.04
Economic Value Retained	6.14	-0.77	-3.52
GROUP AGGREGATE TOTAL			
Economic Value Generated	534.39	846.62	962.46
Economic Value Distributed	510.64	803.49	938.01
<i>Operating Costs*</i>	455.83	734.91	862.51
<i>Staff</i>	49.23	56.43	59.86
<i>Equity providers</i>	3.70	0.94	4.96
<i>Public Administration</i>	1.63	10.61	10.51
<i>Donations</i>	0.25	0.60	0.17
Economic Value Retained	23.75	43.12	24.44

THREE-YEAR CHANGE IN MAIN PARAMETERS (FIGURES IN MILLIONS OF €)

	2020	2021	2022
STEEL BUSINESS UNIT			
Turnover	243.19	423.98	484.94
EBITDA	8.2	28.59	27.26
Investments	3.2	4.78	6.42
PANELS BUSINESS UNIT			
Turnover	247.8	372.16	428.06
EBITDA	14.9	27.97	15.38
Investments	20.2	14.04	16.18
SERVICES BUSINESS UNIT			
Turnover	43.4	50.48	49.46
EBITDA	-1.2	-1.3	-2.6
Investments	0.4	0.6	6.79
GROUP AGGREGATE TOTAL			
Turnover	534.39	846.62	962.46
EBITDA	21.9	55.26	40.04
Investments	23.8	19.42	29.39
NMP	119.1	128.4	208.37
Net assets (consolidated figure)	122	150.1	165

The organisational chart shows Manni Green Tech as belonging to the Steel Business Unit, as the context in which its services are rendered means it is closer to the Manni Sipre market. However, Manni Green Tech's business model includes a work organisation by order, which is characteristic of the Group's service companies. For this reason, Manni Green Tech is included in the Services Business Unit in the economic results.

APPENDIX



METHODOLOGY NOTE

Reporting Standards Applied

Manni Group SpA has prepared an ESG Report in accordance with the GRI Standards (version 2021) for the period 01/01/2022 - 31/12/2022.

In accordance with GRI 1: Fundamental Principles 2021, the following principles have been applied in the drawing up of the Manni Group ESG 2022 Report:

- Accuracy: the data and information have been reported correctly and in detail;
- Balance: positive and negative impacts associated with material themes have been presented;
- Clarity: information has been reported in a manner which is clearly understood;
- Comparability: almost all data is available on a three-year basis, to allow for monitoring of potential and current impacts and to take prompt action;
- Completeness: the topics reported cover the Group's 11 operating companies;
- Sustainability context: the ESG Report describes the Group's sustainable development journey;

- Promptness: the information and data reported refer to the previous closed financial year;
- Verifiability: the ESG Report is verified by an accredited third party before being published.

With a view to providing our stakeholders with a broader and more transparent view of the Group's activities, we have also undertaken to report on some issues that are not material. As a result, the GRI content index is divided into material and non-material topics.

Entities included in the report

As highlighted in the [company organisation chart](#), the Group consists of 18 companies divided into: 2 holding companies, 13 operating companies and 3 trading companies. The data presented in this document relate to the 11 Group companies that between them contribute to almost the entirety of the Consolidated Financial Statements:

- Isocindu
- Isopan Deutschland
- Isopan Est
- Isopan Ibérica
- Isopan Rus

- Isopan Spa
- Manni Energy
- Manni Green Tech
- Manni Group Spa
- Manni Inox
- Manni Sipre

The company Metallurgica Piemontese Lavorazioni Srl, acquired at the end of October 2022 by Manni Sipre, is not included in the reporting scope.

Manni Immobiliare is excluded from the reporting scope, as it holds the Group's real estate. The company Manni Store markets the products of the other group companies. Since it has no production, it is not included in the reporting scope.

The trading companies Isopan Manni Group CZ, Isopan France and Manni Green Tech USA are included in the organisation chart and map to indicate their presence in the region but they are excluded from the reporting scope.

The financial companies Panfin Srl and Gruppo Manni Srl have only been included in the organisation chart, as they are the Group's controlling companies, so they are not included in the reporting scope.

The companies excluded from the reporting scope have environmental and social impacts that are not relevant for the purposes of this ESG Report.

If the reporting scope does not include all of the above listed companies, this is specified within the document.

METHODOLOGY NOTE

Reporting Period, frequency and point of contact

The ESG Report is the tool which we use to communicate the annual results of our Sustainable Development journey to our stakeholders.

The Business Sustainability Officer (BSO) function coordinated the collection of the quantitative and qualitative information for the ESG Report, involving the entire organisational structure of the companies included in the reporting scope.

The Manni Group ESG Report is the result of an internal data collection process shared between multiple functions and corporate entities, including: Sustainability, Marketing, Budgeting Planning & Control, Corporate Affairs, Purchasing, Human Resources, Management, Treasury, Prevention and Protection Service, Supervisory Board, Enterprise Risk Management, Internal Audit.

Manni Group's ESG Report 2022 was overseen and approved by the CEO, as delegated by the Board of Directors. Finally, the accuracy of the content was assessed by means of an audit by an authorised third party.

The data and information included in this document refer to the calendar year 2022. The "[Results](#)" section shows quantitative data for 2022 in conjunction with the previous two-year period 2020-2021, where available.

None of the information reported in previous periods has been revised.

This year, the Group has again chosen, in line with its commitments towards the fulfilment of ESG goals, not to print

the ESG Report but to make it available from 24.05.2023 to all Stakeholders in the [downloads](#) section of its website; as a result, the ESG Report is laid out in landscape format, for better online viewing.

The previous Sustainability Report 2021 was published on 16/06/2022.

The ESG Report has also improved thanks to the contribution of readers who can ask for clarifications or send suggestions to: [**sustainability@mannigroup.com**](mailto:sustainability@mannigroup.com)

Many thanks to all those who have contributed and will contribute in the future to the production of this document.

GRI CONTENT INDEX

Statement of use: MManni Group SpA has reported in accordance with the GRI Standards for the period

01.01.2022 - 31.12.2022.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Not available

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-1 Organizational details	Identity - Manni Group Worldwide	<u>10</u>	
	2-2 Entities included in the organization’s sustainability reporting	Appendix - Methodology Note	<u>99</u>	
	2-3 Reporting period, frequency and contact point	Appendix - Methodology Note	<u>100</u>	
	2-4 Restatements of information	Appendix - Methodology Note	<u>100</u>	
	2-5 External assurance	Appendix - Declaration of Assurance	<u>114</u>	
	2-6 Activities, value chain and other business relationships	Identity - Our Organisation Strategy - Internationalisation	<u>11</u> <u>26</u>	
	2-7 Employees	Results - Social Results	<u>91</u>	
	2-8 Workers who are not employees	Results - Social Results	<u>91</u>	
	2-9 Governance structure and composition	Governance - Corporate Governance	<u>68</u>	
	2-10 Nomination and selection of the highest governance body	Governance - Corporate Governance	<u>66</u>	
	2-11 Chair of the highest governance body	Governance - Corporate Governance	<u>66</u>	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance - Corporate Governance	<u>67</u>	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
	2-13 Delegation of responsibility for managing impacts	Governance - Corporate Governance	<u>67</u>	
	2-14 Role of the highest governance body in sustainability reporting	Governance - Corporate Governance	<u>67</u>	
	2-15 Conflicts of interest	Governance - Corporate Governance	<u>66</u>	
	2-16 Communication of critical concerns	Governance - Organisational Model	<u>73</u>	
	2-17 Collective knowledge of the highest governance body	Governance - Corporate Governance	<u>66</u>	
	2-18 Evaluation of the performance of the highest governance body	Governance - Corporate Governance	<u>66</u>	
	2-19 Remuneration policies	Social - Our Human Capital	<u>51</u>	
	2-20 Process to determine remuneration	Social - Our Human Capital	<u>51</u>	
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Social - Our Human Capital	<u>51</u>	Incomplete Information - Information only available for Italy, i.e. the companies included in the Reporting Scope that are based in Italy. These companies are: Manni Group SpA, Manni Sipre SpA, Manni Inox SpA, Manni Green Tech Srl, Manni Energy Srl and Isopan SpA. Work is in progress with the Group ESG Contact Persons to include the missing data and information in the next ESG Report.
	2-22 Statement on sustainable development strategy	Strategy	<u>22</u>	
	2-23 Policy commitments	Governance - Corporate Governance	<u>66</u>	
	2-24 Embedding policy commitments	Governance - Corporate Governance	<u>66</u>	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Governance - Enterprise Risk Management and Integrated Control Model	69	
	2-26 Mechanisms for seeking advice and raising concerns	Governance - Organisational Model	74	
	2-27 Compliance with laws and regulations	Governance - Corporate Governance	66	
	2-28 Membership associations	Social - Stakeholder Engagement	64	
	2-29 Approach to stakeholder engagement	Strategy - Materiality Analysis	31	
	2-30 Collective bargaining agreements	Results - Social Results	91	
MATERIALI TOPICS				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Strategy - Materiality Analysis	31	
	3-2 List of material topics	Strategy - Materiality Analysis	31	
	3-3 Management of material topics	Strategy - Materiality Analysis	31	
Economic Performance				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Results - Financial Results	95	
	201-3 Defined benefit plan obligations and other retirement plans	Social - Our Human Capital	50	
	201-4 Financial assistance received from government	Results - Financial Results	95	
Enterprise Risk Management				
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Governance - Enterprise Risk Management and Integrated Control Model	71	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
Infrastructure investments				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Environment - Innovation	<u>47</u>	
	203-2 Significant indirect economic impacts	Social - Social Commitment	<u>59</u>	
Procurement Practices				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Social - Suppliers and Shared Responsibility	<u>58</u>	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Results - Environmental Results	<u>81</u>	
	301-2 Recycled input materials used	Environment - Circular Business Results - Environmental Results	<u>34</u> <u>81</u>	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Social - Suppliers and Shared Responsibility	<u>57</u>	
	308-2 Negative environmental impacts in the supply chain and actions taken	Strategy - Our ESG Identity	<u>29</u>	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Social - Suppliers and Shared Responsibility	<u>57</u>	
	414-2 Negative social impacts in the supply chain and actions taken	Strategy - Our ESG Identity	<u>29</u>	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
Anti-corruption				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Governance - Organisational Model	<u>73</u>	
	205-2 Communication and training about anti-corruption policies and procedures	Governance - Organisational Model	<u>73</u>	
	205-3 Confirmed incidents of corruption and actions taken	Governance - Organisational Model	<u>73</u>	
Climate change and climate change mitigation				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Results - Environmental Results	<u>83</u>	
	302-2 Energy consumption outside of the organization	Results - Environmental Results	<u>83</u>	
	302-3 Energy intensity	Results - Environmental Results	<u>83</u>	
	302-4 Reduction of energy consumption	Environment - Energy	<u>39</u>	
	302-5 Reductions in energy requirements of products and services	Environment - Energy	<u>39</u>	
Emissions				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Results - Environmental Results	<u>87</u>	
	305-2 Energy indirect (Scope 2) GHG emissions	Results - Environmental Results	<u>87</u>	
	305-3 Other indirect (Scope 3) GHG emissions	Results - Environmental Results	<u>89</u>	
	305-4 GHG emissions intensity	Results - Environmental Results	<u>89</u>	
	305-5 Reduction of GHG emissions	Environment - Emissions	<u>42</u>	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	-	-	Not applicable - The Group's activities do not involve the production, import or export of ozone-depleting substances
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	Not applicable - The Group's activities do not result in significant emissions of nitrogen oxide (NOX) or sulphur oxide (SOX)
Waste				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment - Circular Business	<u>35</u>	
	306-2 Management of significant waste-related impacts	Environment - Circular Business	<u>35</u>	
	306-3 Waste generated	Results - Environmental Results	<u>90</u>	
	306-4 Waste diverted from disposal	Results - Environmental Results	<u>90</u>	
	306-5 Waste directed to disposal	Results - Environmental Results	<u>90</u>	
Employment				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social - Our Human Capital	<u>50</u>	Incomplete Information - Information only available for Italy, i.e. the companies included in the Reporting Scope that are based in Italy. These companies are: Manni Group SpA, Manni Sipre SpA, Manni Inox SpA, Manni Green Tech Srl, Manni Energy Srl and Isopan SpA. Work is in progress with the Group ESG Contact Persons to include the missing data and information in the next ESG Report.

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-	Information not available - Information not available for the 2022 reporting period. - Work is in progress with the Group ESG Contact Persons to include the missing data and information in the next ESG Report.
GRI 401: Employment 2016	401-3 Parental leave	Social - Our Human Capital	<u>50</u>	Incomplete Information - Information only available for Italy, i.e. the companies included in the Reporting Scope that are based in Italy. These companies are: Manni Group SpA, Manni Sipre SpA, Manni Inox SpA, Manni Green Tech Srl, Manni Energy Srl and Isopan SpA. Work is in progress with the Group ESG Contact Persons to include the missing data and information in the next ESG Report.
Gri 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social - Training and Development	<u>53</u>	Incomplete Information - Information only available for Italy, i.e. the companies included in the Reporting Scope that are based in Italy. These companies are: Manni Group SpA, Manni Sipre SpA, Manni Inox SpA, Manni Green Tech Srl, Manni Energy Srl and Isopan SpA. Work is in progress with the Group ESG Contact Persons to include the missing data and information in the next ESG Report.

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
Gri 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Social - Training and Development	<u>53</u>	Incomplete Information - Information only available for Italy, i.e. the companies included in the Reporting Scope that are based in Italy. These companies are: Manni Group SpA, Manni Sipre SpA, Manni Inox SpA, Manni Green Tech Srl, Manni Energy Srl and Isopan SpA. Work is in progress with the Group ESG Contact Persons to include the missing data and information in the next ESG Report.
	404-3 Percentage of employees receiving regular performance and career development reviews	Social - Training and Development	<u>53</u>	Incomplete Information - Information only available for Italy, i.e. the companies included in the Reporting Scope that are based in Italy. These companies are: Manni Group SpA, Manni Sipre SpA, Manni Inox SpA, Manni Green Tech Srl, Manni Energy Srl and Isopan SpA. Work is in progress with the Group ESG Contact Persons to include the missing data and information in the next ESG Report.
Occupational Health and Safety				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Social - Occupational Health and Safety	<u>52</u>	
	403-2 Hazard identification, risk assessment, and incident investigation	Social - Occupational Health and Safety	<u>52</u>	
	403-3 Occupational health services	Social - Occupational Health and Safety	<u>52</u>	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Social - Occupational Health and Safety	<u>52</u>	
	403-5 Worker training on occupational health and safety	Social - Occupational Health and Safety	<u>52</u>	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Social - Occupational Health and Safety	<u>52</u>	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social - Occupational Health and Safety	<u>52</u>	
	403-8 Workers covered by an occupational health and safety management system	Social - Occupational Health and Safety	<u>52</u>	
	403-9 Work-related injuries	Results - Social Results	<u>94</u>	
	403-10 Work-related ill health	Results - Social Results	<u>94</u>	
Diversity and equal opportunity				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Social - Our Human Capital	<u>50</u>	Incomplete Information - Information only available for Italy, i.e. the companies included in the Reporting Scope that are based in Italy. These companies are: Manni Group SpA, Manni Sipre SpA, Manni Inox SpA, Manni Green Tech Srl, Manni Energy Srl and Isopan SpA. Work is in progress with the Group ESG Contact Persons to include the missing data and information in the next ESG Report.
	405-2 Ratio of basic salary and remuneration of women to men	-	-	Information not available - Information not available for the 2022 reporting period. Work is in progress with the ESG Contact Persons to include the missing data and information in the next ESG Report.

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
Freedom of association and collective bargaining				
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social - Our Human Capital	<u>51</u>	
Local communities				
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Governance - Mobility Manager	<u>78</u>	
	413-2 Operations with significant actual and potential negative impacts on local communities	Governance - Mobility Manager	<u>78</u>	
NOT MATERIAL TOPICS				
Market presence				
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Social - Our Human Capital	<u>51</u>	
Anti-competitive behavior				
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance - Corporate Governance	<u>66</u>	
Tax				
GRI 207: Tax 2019	207-1 Approach to tax	Governance - Our Approach to Tax	<u>79</u>	
	207-2 Tax governance, control, and risk management	Governance - Our Approach to Tax	<u>79</u>	
	207-3 Stakeholder engagement and management of concerns related to tax	Governance - Our Approach to Tax	<u>79</u>	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
Materials				
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	Environment - Circular Business	<u>35</u>	
Water and effluents				
GRI 303: Water and effluents 2018	302-1 Energy consumption within the organization	Environment - Water and Biodiversity	<u>40</u>	
	302-2 Energy consumption outside of the organization	Environment - Water and Biodiversity	<u>40</u>	
	302-3 Energy intensity	Results - Environmental Results	<u>90</u>	
	302-4 Reduction of energy consumption	Results - Environmental Results	<u>90</u>	
	302-5 Reductions in energy requirements of products and services	Results - Environmental Results	<u>90</u>	
Biodiversity				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment - Water and Biodiversity	<u>40</u>	
	304-2 Significant impacts of activities, products and services on biodiversity	Environment - Water and Biodiversity	<u>40</u>	
Labor/management relations				
GRI 402: Labor/ management relations 2016	402-1 Minimum notice periods regarding operational changes	Social - Our Human Capital	<u>51</u>	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
Non-discrimination				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Governance - Organisational Model	<u>74</u>	
Child labor				
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Social - Our Human Capital Social - Suppliers and Shared Responsibility	<u>51</u> <u>57</u>	
Forced or compulsory labor				
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social - Our Human Capital Social - Suppliers and Shared Responsibility	<u>51</u> <u>57</u>	
Security practice				
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	Social - Our Human Capital	<u>51</u>	
Rights of indigenous peoples				
GRI 411: Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Governance - Organisational Model	<u>74</u>	
Public policy				
GRI 415: Public policy 2016	415-1 Political contributions	Governance - Our Approach to Tax	<u>79</u>	

GRI STANDARD	DISCLOSURE	CHAPTER – PARAGRAPH	PAGE	OMISSION
Customer health and safety				
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Environment - Innovation	<u>46</u>	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Environment - Innovation	<u>46</u>	
Marketing and labeling				
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	Environment - Circular Business	<u>37</u>	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Environment - Circular Business	<u>37</u>	
	417-3 Incidents of non-compliance concerning marketing communications	Environment - Circular Business	<u>37</u>	
Customer Privacy				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance - Organisational Model	<u>72</u>	

Declaration of Assurance



Assurance Statement addressed to Manni Group stakeholders

1. INTRODUCTION

Manni Group has commissioned Bureau Veritas Italia S.p.A. ("Bureau Veritas") an independent assurance of its ESG Report 2022: (hereinafter, "2022 Report") for the purpose of providing findings over:

- the accuracy and quality of published information concerning its sustainability performance;
- the correct application of those reporting principles outlined in the Report's methodology, in particular Global Reporting Initiative Sustainability Reporting Standards (GRI Standards).

2. RESPONSIBILITY, METHODOLOGY AND LIMITATIONS

Manni Group alone had the responsibility of collecting, analyzing, collating and presenting information and data included in its 2022 Report. Bureau Veritas responsibility has been to perform an independent assurance against defined objectives and to reach the conclusions reported in this Statement.

The assurance performed has been a Limited Assurance in accordance to the ISAE 3000 standard, through sample application of audit techniques, including:

- review of Manni Group policy, mission, values, commitments;
- review of records, data, procedures and information-gathering systems;
- interviews to members of the working group responsible for drafting the 2022 Report;
- interviews to company representatives from various functions and levels;
- inspection at the Isopan plant in Trevenzuolo;
- overall verification of information and general content of the 2022 Report.

The assurance activities have been performed at the headquarters of Manni Group S.p.A. in Via Augusto Righi 7, Verona and at the Isopan plant in Trevenzuolo. We believe we have obtained sufficient and adequate evidence to support our conclusions.

The assurance has covered the whole 2022 Report, with the following limitations: for the activities carried out beyond the accounting period (1st January 2022 – 31st December 2022) and for any claim related to policy, intentions and objectives, Bureau Veritas has only verified the coherence with the methodology requirements taken as a reference.



3. CONCLUSIONS

Following the assurance activities described above, nothing has come to our attention to indicate that information and data in the 2022 Report are inaccurate, incorrect or unreliable. In our opinion, the Report provides a trustworthy representation of Manni Group activities conducted by during the year 2022 and of main results achieved. Information is reported generally in a clear, comprehensible and balanced manner. In illustrating activities and achievements, Manni Group has paid attention to adopt an objective language, avoiding being self-referential.

With regards to the reporting methodology outlined by the organization in its Report, it is our opinion that principles from the GRI Standards (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, verifiability) were duly implemented. Based on our assurance activities, the report has been prepared in accordance with the GRI Standards. We also confirm that our activities met the GRI requirements for external assurance.

4. DECLARATION OF INDEPENDENCE, IMPARTIALITY AND COMPETENCE

Bureau Veritas is a global organization specialized in independent assurance, inspection and certification activities, with over 190 years history, 82.000 employees and an annual turnover of over 5,2 billion euro in 2022.

Bureau Veritas applies internally a Code of Ethics and we believe there were no conflicts of interest between members of the assurance team and Manni Group at the time of the assurance.

Bureau Veritas Italia S.p.A.
Milan, 23th May 2023

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