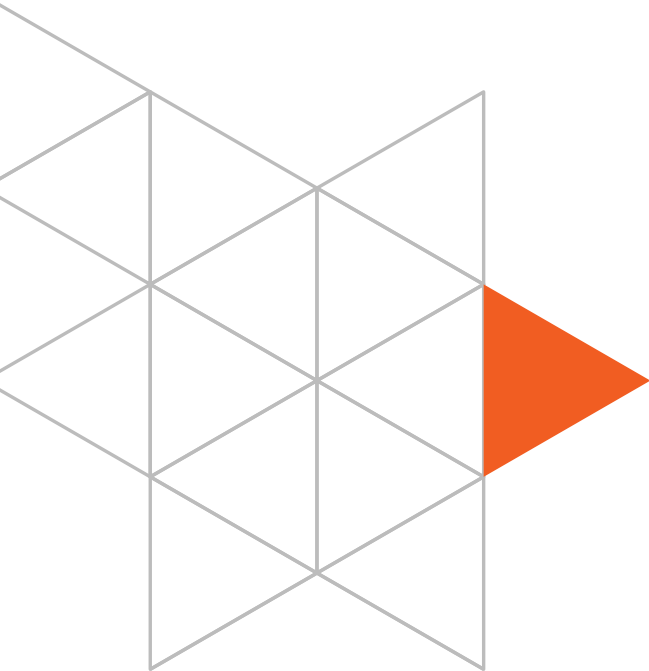


# OUR **VISION** FOR A SUSTAINABLE FUTURE

Abstract

REPORT ESG **2023**





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## LETTER TO STAKEHOLDERS

**Francesco Manni**  
Chairman Manni Group SpA

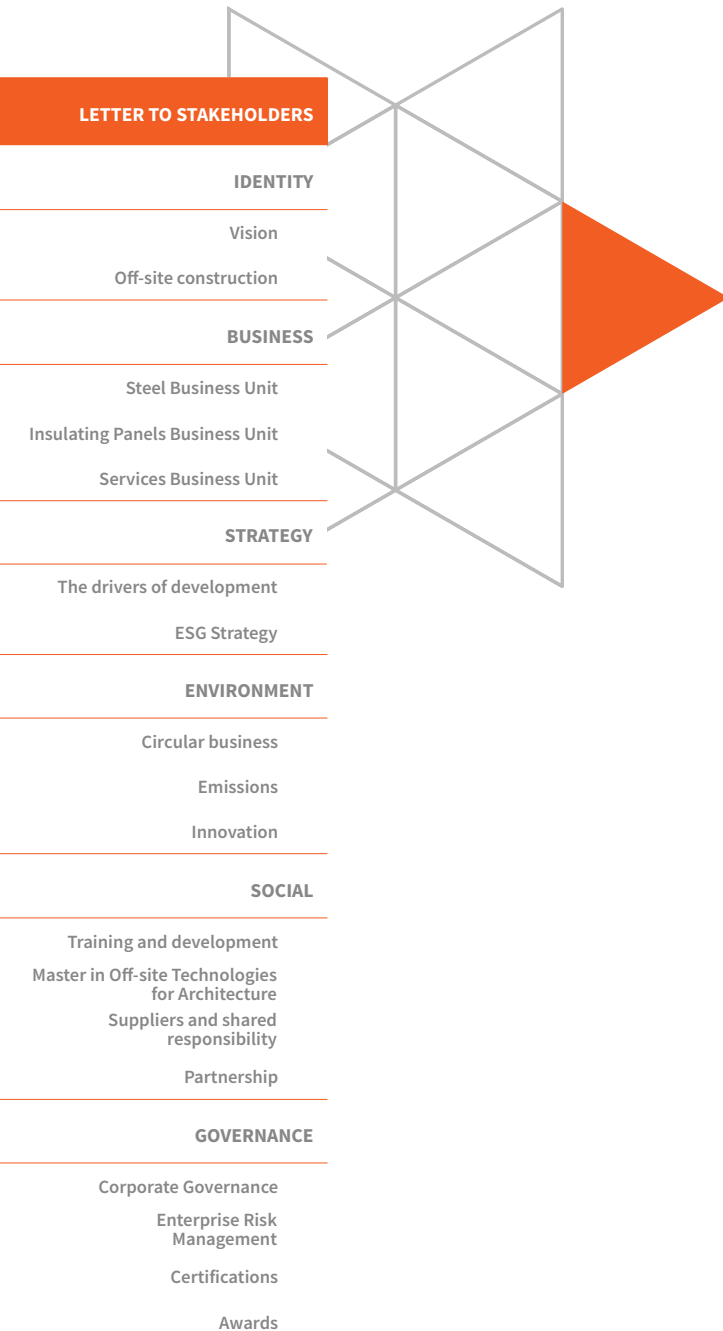
“The 2023 financial year ended with a positive result, albeit limited by the impacts of the Russian-Ukrainian conflict, which forced Manni Group to divest its Russian operations, and as a result of the consequences of the slowdown in many European economies, with particularly severe troughs in Germany.

The unstable and conflict-ridden scenarios of recent years have also eased the pull towards sustainable business practices. We believe that the issues of a sustainable economy are too important to be left at the mercy of the decisions of a disoriented political class and, together with many international players, we have maintained and developed our ESG plans. We believe that the ESG scenario contributes to environmental and social improvement and, through good corporate governance practices, can also stimulate ethics and fairness in business. It is because of our vision and determination to include sustainable development among our drivers, that our companies have geared their R&D and new investments to achieve, after years, a competitive position that differentiates us.

Systems and solutions incorporating new materials and new technologies have been a feature the Group’s evolution in all areas, enabling it to offer all customer segments a wide range of innovative products and services with certified performance and impact.

The Group’s products and systems serve many different market sectors. The vision of developing specialised solutions for various uses has always ensured that our customers and partners benefit from the most innovative materials and technologies, creating the conditions for stable development and highly competitive positioning.”





## LETTER TO STAKEHOLDERS

**Enrico Frizzera**  
CEO Manni Group SpA

“It is time for a conscious approach to environmental, social and ethical topics in governance to guide business development. And it is also time for groups of companies like ours to witness the positive effect of this approach without delay. Involving people more makes them feel truly a part of and motivated in improving product sustainability, interested in caring for the environment and empowered to fully express their personalities and professionalism through transparency when carrying out activities: this is the greatest result, qualifying qualitative and transformative growth. It is finally time for the prevailing apprehension of ESG influences on short-term impacts on a company’s economic wealth to give way to the realisation that acting for sustainable company development generates more wealth in the medium and long term, thus creating the conditions for lasting development.

The Group’s flexible and collaborative organisational approach, together with the product and service innovations implemented by the Group, have enabled it to overcome the economic difficulties of the difficult geo-political times worldwide. We reviewed opportunities for collaboration in supply chains and to offer the market technologies and materials that help achieve the green transition and stabilise customer service with advanced, differentiating solutions.

The path laid out by our vision continues with the aim of transforming the approach to construction and the use of steels in an increasingly efficient, safe and sustainable direction.”





**PAOLO  
FERRARI**

CHIEF HUMAN RESOURCES OFFICER  
MANNI GROUP



## OUR VISION FOR IDENTITY

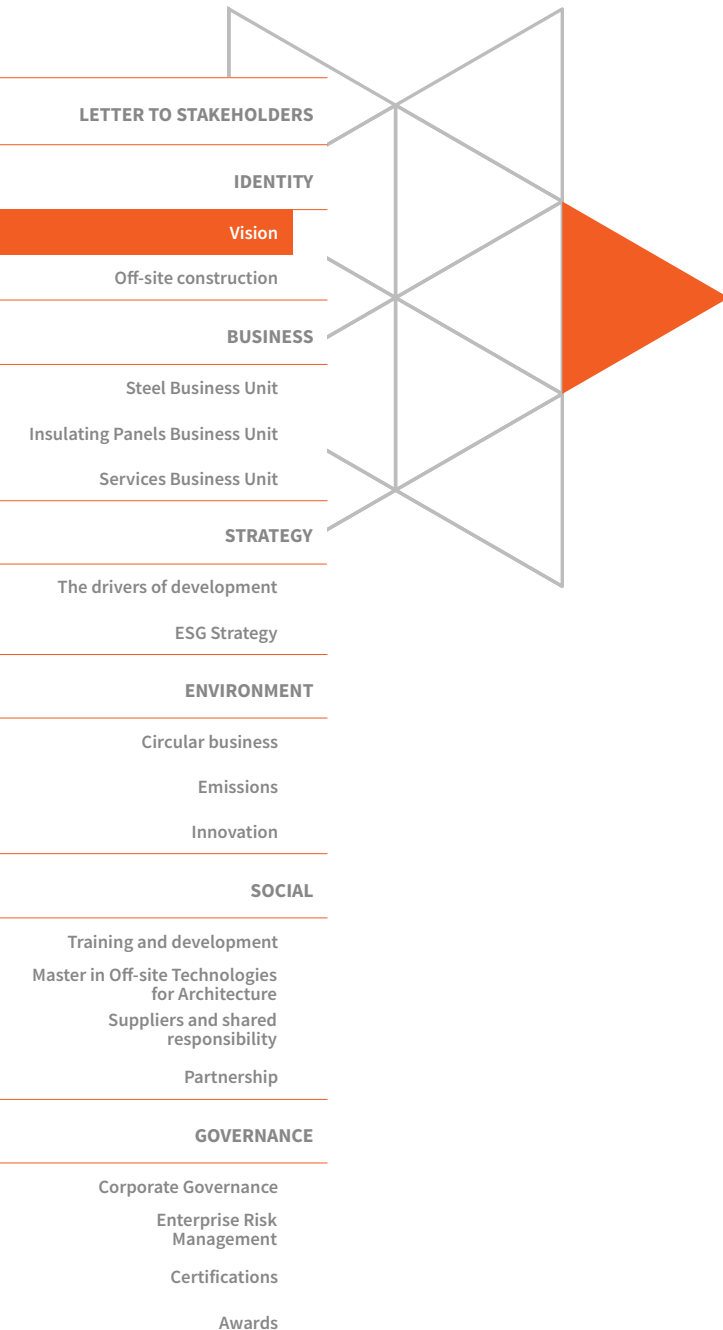
“

The importance of people in Manni Group is the engine that drives the company's progress. Alongside steady business growth, we have been **developing the skills to build solid professionalism** over almost 80 years. Qualified and motivated people are the key to a sustainable company, today and tomorrow.

It is our people who have enabled the Group to become one of the leading players in steel processing for construction and mechanical engineering.

The strength of our Group lies in companies with distinct peculiarities, backgrounds, approaches and strategies, which are able to merge and identify with a **sense of belonging, purpose and common vision of off-site construction**, contributing to carbon neutrality goals.

”



# A STEEL IDENTITY

## VISION

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

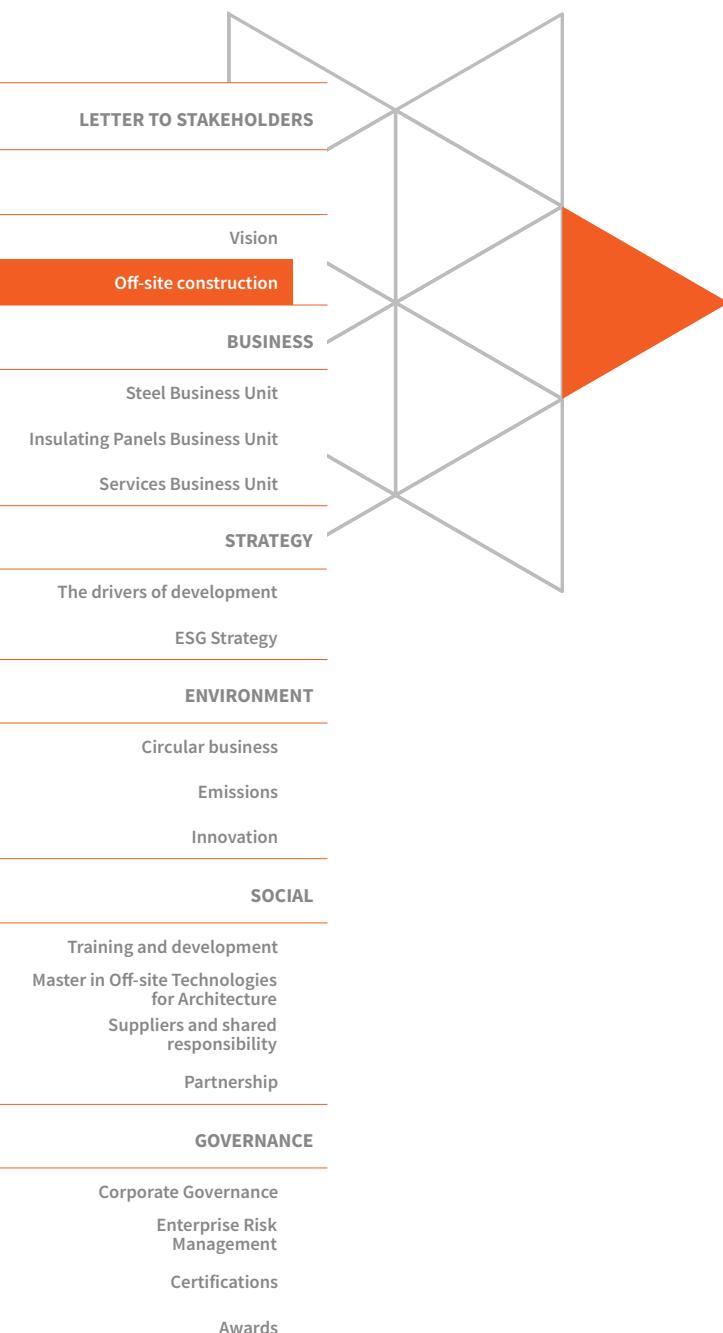
Since 1945, Manni Group has aimed to spread safe and efficient construction through the use of innovative technologies that contribute to the goals of carbon neutrality.



### THREE BUSINESS AREAS

- ▶ steel machining
- ▶ production of insulating metal panels
- ▶ renewable energy and energy transition sectors

▶ Net assets €175 million	▶ Customers served 11,000
▶ Turnover €861 million	▶ Renewable power generated 120 MW
▶ Countries supplied 70	▶ Tonnes of steel purchased 394,000
▶ People 1,239	▶ Panels sold 15 million m <sup>2</sup>



# OFF-SITE CONSTRUCTION, THE KEY TO FUTURE ARCHITECTURE

In line with the European Green Deal, Manni Group aims to **contribute to reducing the carbon footprint in the construction sector**. For this reason, it actively promotes the **culture of off-site construction**: this is one of the Modern Methods of Construction (MMC) and involves reorganising processes to benefit greater efficiency and quality. The building components are designed and manufactured within the production plant and then transported to the construction site, where they are dry-assembled, drastically reducing on-site processing.



- ▶ **Speed of execution**
- ▶ **High precision in manufacturing and installation**
- ▶ **Minimising waste and water consumption**
- ▶ **Reduced land take during works**
- ▶ **Increased on-site safety**
- ▶ **High traceability of costs and performance**
- ▶ **Easier material recycling and reuse**

**Steel** is the key element in Manni Group's applications and is an **ideal material** for this construction technique: its structural components lend themselves to industrialisation and its highly recyclable nature allows it to be recovered when buildings are decommissioned, adhering fully to a lean and circular approach.

"The world of architecture and construction today is in the midst of a profound transformation. The need to redevelop our real estate heritage must be rethought with off-site technologies that can be easily implemented on site and that are guaranteed to meet the time and cost guidelines of the New European Bauhaus."

Andrea Tessadori, System Innovation Expert Isopan SpA



**ALESSANDRA  
BELLUTTI**

PRODUCT PORTFOLIO MANAGER  
MANNI GREEN TECH



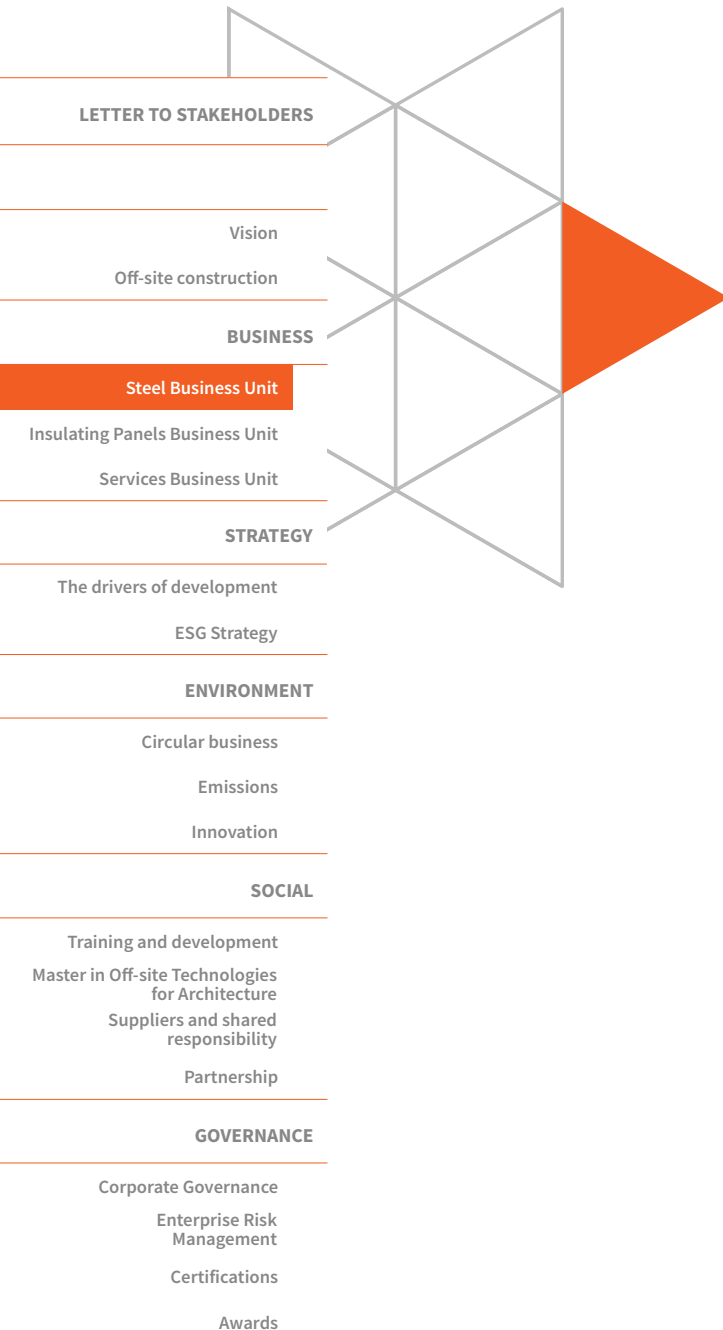
## OUR VISION FOR BUSINESS

“ For many years we have been working to develop ever more innovative solutions, relying on the strength of being able to **integrate different systems by drawing on the valuable cross-disciplinary technical expertise** of the companies within the entire Group.

This means we are able to support our customers during analysis and development of complete projects.

The off-site construction systems we offer are dedicated to all-round efficiency, including **ease of site management**, high **energy savings** and **certified solutions**, all to support our customers to implement off-site projects faster, more safely and with thorough design.

”



## STEEL BUSINESS UNIT



Manni Sipre is one of Europe's leading service centres for pre-processed steel elements, structural components and systems for construction and mechanical and plant engineering.

Manni Sipre serves both the retail and contract markets, providing the most advanced technologies to support the customer in every area of steel construction, **to exploit the benefits of using steel for environmental, social and economic sustainability in project development.**



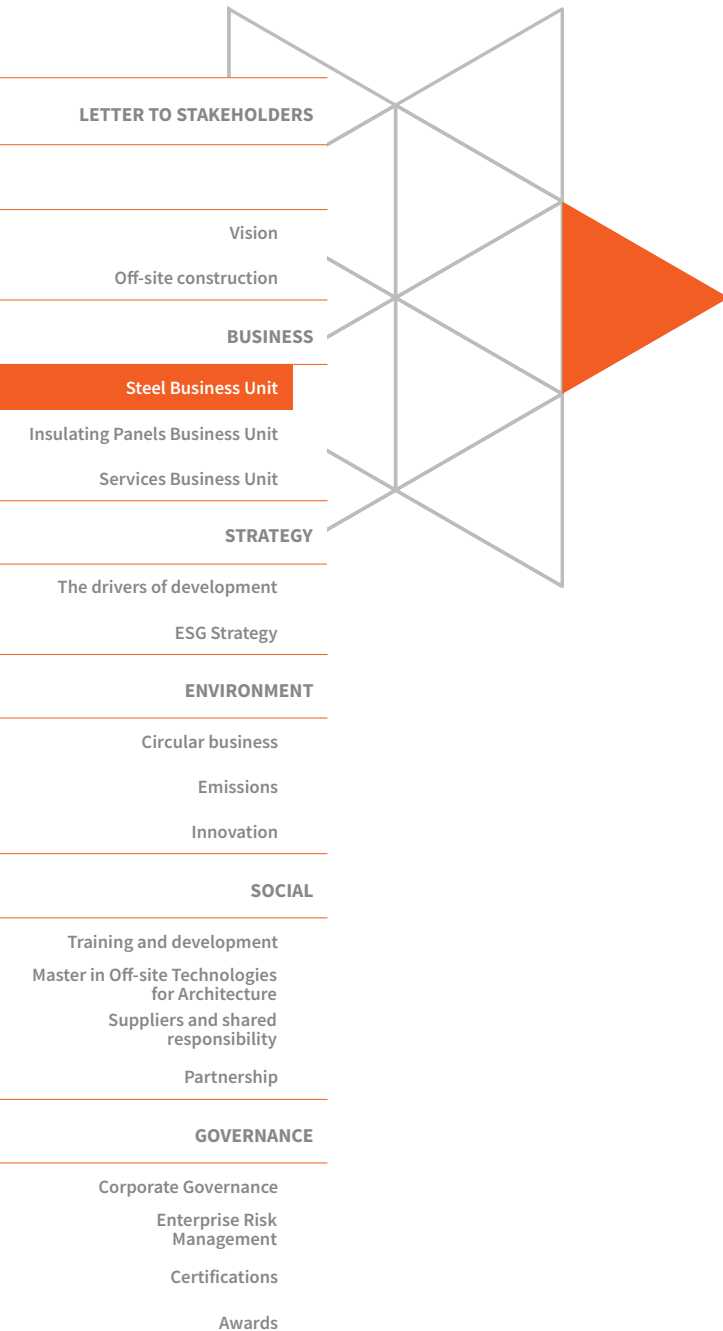
### SECTORS

- ▶ Logistics
- ▶ Data center
- ▶ Mechanical engineering
- ▶ Structural steelwork
- ▶ Systems for the energy sector
- ▶ Earthmoving
- ▶ Oil and gas plants
- ▶ Shelving systems
- ▶ Automated warehouses
- ▶ Offshore
- ▶ Lightweight and heavyweight building systems

### STEELIOR DIVISION

Dedicated to **finished metalwork**, offering a product ready for on-site assembly.

Thanks to the flexibility of its structure, Steelior is able to handle everything from small, local orders to world-class projects: it provides a complete solution for designers to manage the integrated metal construction process.



## STEEL BUSINESS UNIT



Manni Green Tech researches and develops new technologies for **residential, industrial and commercial building projects through integrated solutions.**

It uses **Light Steel Frame and structural steel** together with a complete range of certified off-site modular products and solutions for the construction of structures and the building envelope. These construction systems can be used for modular and scalable buildings that meet the architectural and performance requirements of projects of all kinds, including facade renovations.

**Manni Green Tech's engineering division supports designers and companies at all stages of the project:**

- ▶ architectural design
- ▶ executive 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



Manni Inox sets the standard in Europe for **stainless steel** users: its products and processes allow customers to work “just in time” with great flexibility and quality, and it contributes to the growth of niche stainless steel sectors such as **health care, food and packaging.**



# INSULATING PANELS BUSINESS UNIT



Isopan promotes the concept of **responsible construction** by ensuring the **wellbeing of those living in the built spaces**, as well as taking care of positive external effects for stakeholders and the community as a whole.

Together with its network of partners, it supports 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.

As one of the world's leading **manufacturers of insulating metal panels for walls and roofs**, Isopan promotes state-of-the-art solutions and materials for safer and more efficient buildings featuring high performance in terms of thermal and acoustic insulation, fire reaction and airtightness.

## INTENDED USES

- ▶ **commercial and civil buildings**
- ▶ **industrial and livestock buildings**
- ▶ **cold chain logistics**
- ▶ **large-scale distribution**
- ▶ **data centres**



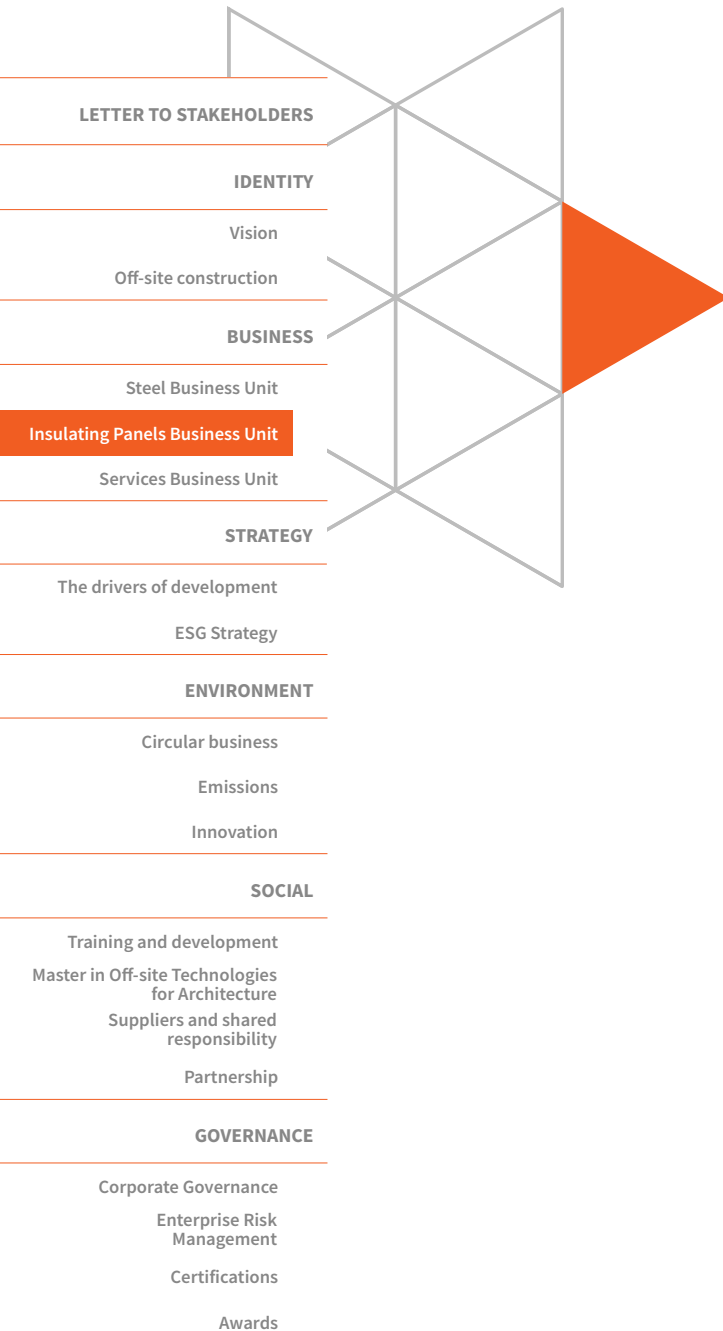
## ▶ Isopan Spa

Parent company of the Isopan companies: thanks to investments in R&D and the know-how acquired for the development of new technologies, Isopan can **offer a unique range of applications and options**. The insulating core of the panel is composed of rockwool or polyurethane foam to ensure high levels of insulation.

Environmental labels: Environmental Product Declaration (EPD) / Declare (label that transparently communicates all substances used to produce the panels).

### Building sustainability certifications:

BREEAM (Building Research Establishment Environmental Assessment Method) / LEED (Leadership in Energy and Environmental Design) / Minimum Environmental Criteria (CAM) in construction.



### ► 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-Northern European countries since 2012. Since 2021, the company has been based in the Starpark Halle industrial park in Halle (Saale), Germany, where it has increased its production capacity with the aim of further strengthening its presence in the region with **high-tech solutions**.

### ► 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.

### ► Isocindu

Founded in Guanajuato (Mexico) as a joint venture with the Venezuelan company Cindu, it is the most recent Isopan company. Today it ranks among the **leaders in the Central and South American markets** for the production of insulating panels.





## ALEXANDRU CIUCA

TECHNICAL MANAGER  
ISOPAN EST

“ In my daily work, it is essential to investigate and know the needs of local markets. This process allows us to assimilate these needs within our research and development know-how, so that we can **always offer state-of-the-art solutions** that are perfectly aligned with the requirements of customers and those who will live in the environments we build.

We strive to fully understand the unique challenges and expectations of each market, and integrate this information into our work to **develop products that effectively and proactively respond to the evolving needs of the sector.**”





## SERVICES BUSINESS UNIT



Manni Energy offers itself as a **partner of choice in the energy transition**. For over 13 years, it has been **designing, building and operating renewable energy plants** and accompanying companies through the process of energy management and consumption efficiency improvement.

It covers a wide range of services in the fields of energy efficiency, distributed generation and digital energy, taking care of every stage of the value chain, from feasibility and design to execution and management, and integrating the service with advanced Metering&Control solutions provided by the innovative Maetrics IoT and MEvision platforms.



## ENERGY EFFICIENCY Division

### ► ENERGY CONSULTING

Manni Energy offers customised consulting for companies of all sizes and sectors, aimed at **optimising energy efficiency** and **reducing costs**. Through detailed analyses, Manni Energy assesses infrastructure, identifies savings opportunities and designs innovative solutions to manage and ensure continuous improvement in energy performance.

### ► CARBON MANAGEMENT

Manni Energy's Carbon Management service aims to **reduce carbon and greenhouse gas emissions**, thus offering companies the opportunity to improve their impact and reputation, access subsidised financing, and open up new markets due to the growing demand for responsible practices. Through targeted emission monitoring and optimisation strategies, Manni Energy supports companies in their transition to more efficient operations, while promoting resilience and brand enhancement.

### ► DIGITAL ENERGY

Cutting-edge digital solutions that facilitate **smart energy management**, with the aim of cutting costs and increasing the competitiveness of companies in the energy market. The **Maetrics** and **MEvision** platforms feature advanced digital technologies such as IoT and data analysis to support companies in monitoring, optimising and controlling energy consumption and managing photovoltaic plants in real time.



## RENEWABLES Division



Manni Immobilia optimises **management services for industrial buildings** and takes care of 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**.

### ► DISTRIBUTED GENERATION

Integrated solutions for decentralised energy production. By **installing distributed generation plants**, such as photovoltaic and cogeneration plants, Manni Energy helps companies reduce dependency on the traditional electricity grid to improve energy autonomy and reduce operating costs. With an approach tailored to the customer's specific needs, it offers advice, design, installation and continuous monitoring of plants to ensure optimal performance and maximise economic benefits.

### ► SOLAR ADVISORY

Manni Energy provides **specialist solar energy advice** through its Solar Advisory service to help customers optimise their investments in photovoltaic plants. It offers support from site assessment and feasibility analysis through to design, implementation and obtaining funding. With customised solutions and the use of advanced monitoring technologies, Manni Energy ensures efficiency and maximises the economic and environmental benefits of solar projects.

### ► O&M PHOTOVOLTAICS

Operating and maintaining photovoltaic plants ensures maximum long-term efficiency and reliability. This service includes real-time monitoring, preventive and corrective maintenance, fault management and energy performance optimisation. Manni Energy adopts a proactive approach to ensure continuous plant efficiency, reduce downtime and maximise return on investment for its customers.



**HELEN**  
**SCANDELLARI**

BUSINESS SUSTAINABILITY OFFICER  
MANNI GROUP



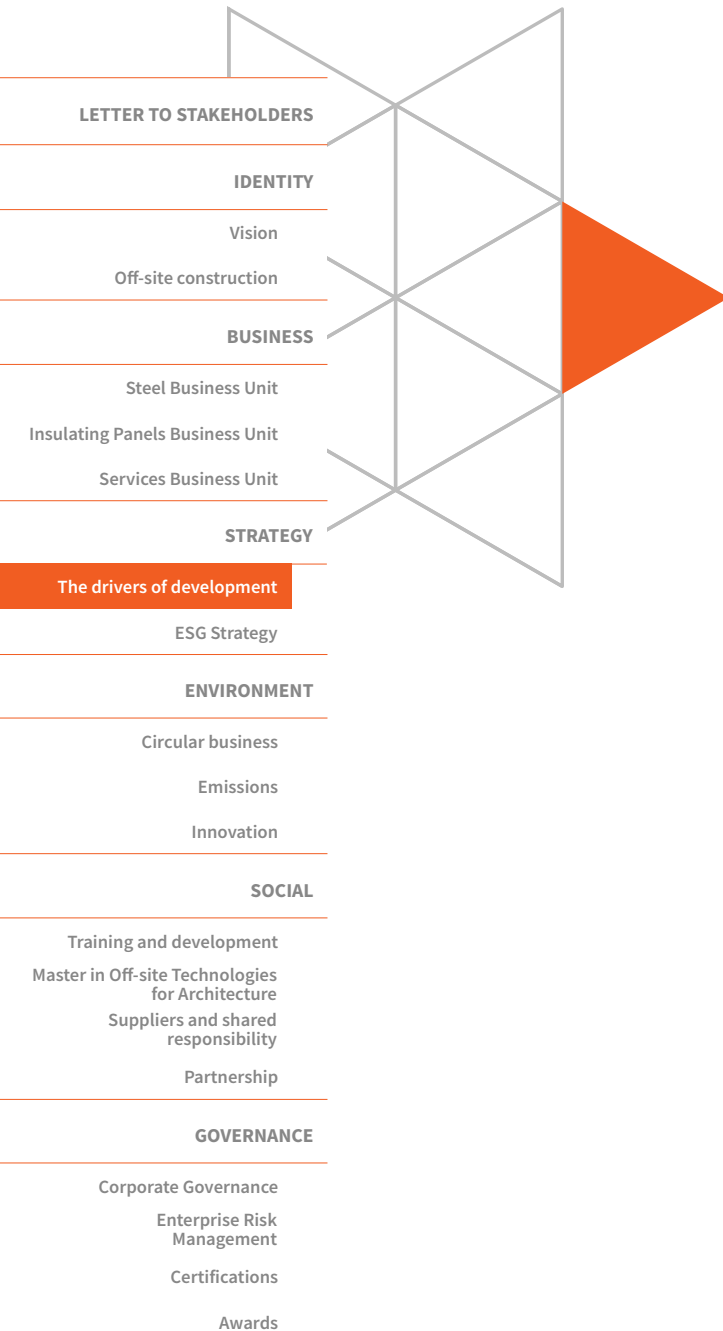
## OUR VISION FOR STRATEGY

“

Manni Group is extensively engaged in **raising awareness of ESG issues** among employees and local communities by informing them about the company's practices and stimulating them to engage directly in building a more sustainable future. Every employee can be an agent of change by adopting new sustainable practices in their daily work and being inspired by these principles.

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

”



## THE FOUR DRIVERS OF DEVELOPMENT

### INTERNATIONALISATION

It 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 Manni Group to grow and develop skills within a global environment.



### PARTNERSHIP

Manni Group is an open, dynamic and adaptive organisation that places increasing importance on alliances with key partners to drive innovation, expansion of markets, regions and industrial investments.



### SUSTAINABLE DEVELOPMENT

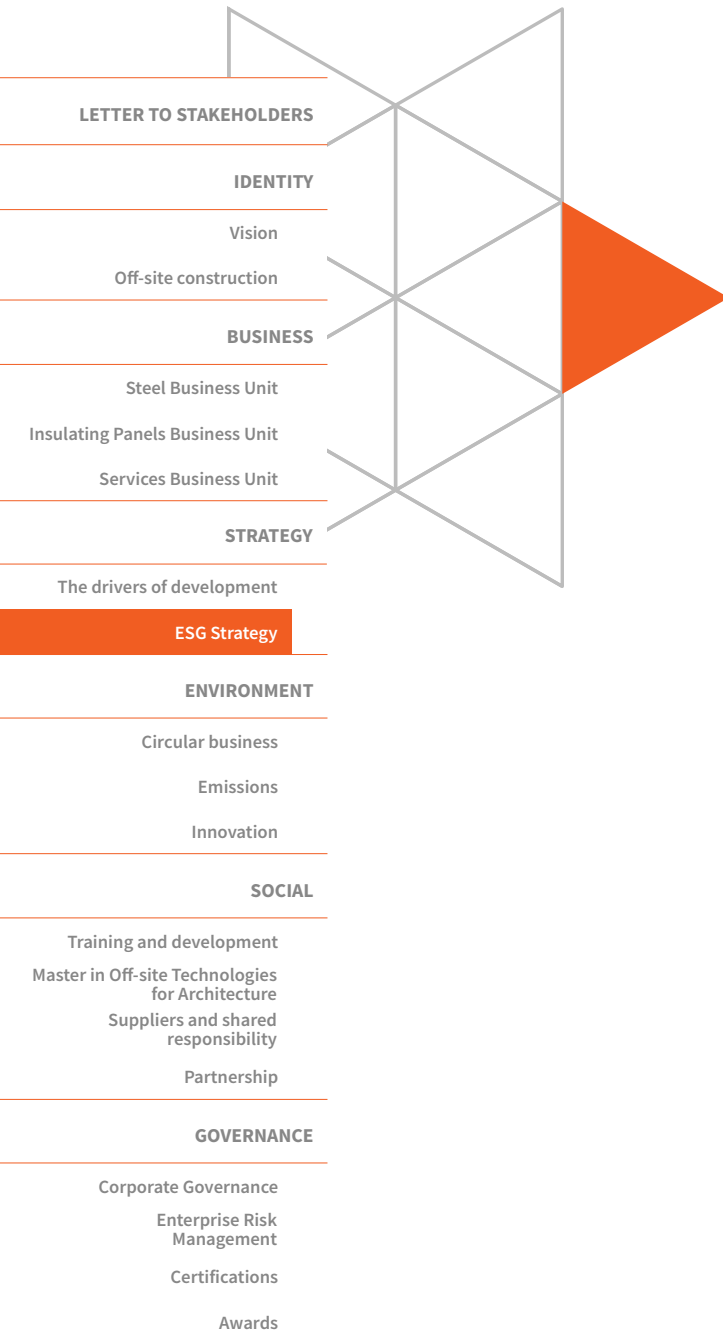
Sustainability, meaning ESGs, represents a way of doing business that enables growth that is in harmony with the environmental and social contexts in which it operates. Consistent market presence means we are able to contribute to the fight against climate change and the transition to a circular economy. Manni Group feels this responsibility and believes in promoting alternative construction systems.



### RESEARCH AND DEVELOPMENT

Innovating and investing in R&D to respond to new market needs and improve production processes to increase their efficiency and effectiveness while reducing their environmental impact.





## ESG STRATEGY

### Strategic ESG plan

Manni Group considers respecting ESG factors to be a prerequisite for responsible growth: it is aware of the need to integrate environmental and social aspects into transparent governance, and believes that an organisation's overall performance is closely related to the wellbeing of the social context in which it operates and the impact it has on the surrounding environment.

The Strategic ESG Plan 2023-2025 was based on the Material Topics that emerged from the Materiality Analysis. It is the document that identifies a set of goals based on concrete short-term actions.

The pillars for sustainable development:

## ENVIRONMENT

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

## SOCIAL

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

## GOVERNANCE

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



© mk\_js



## DAVIDE MANGANOTTI

HEAD OF ENERGY TRANSITION DIVISION  
MANNI ENERGY



## OUR VISION FOR ENVIRONMENT

“

For Manni Group, the **energy transition** is one of the great contemporary issues and is perceived at every stage of the production process and in the services offered to customers.

We recover steel and rockwool waste to produce new raw material, use products with a high recycled content and study the life cycle of our systems with great attention to their environmental performance.

We specialise in **integrated management of renewable sources**, proactively contributing to our **decarbonisation** journey. We also aim to offer the expertise gained from our experience to the entire supply chain involved.

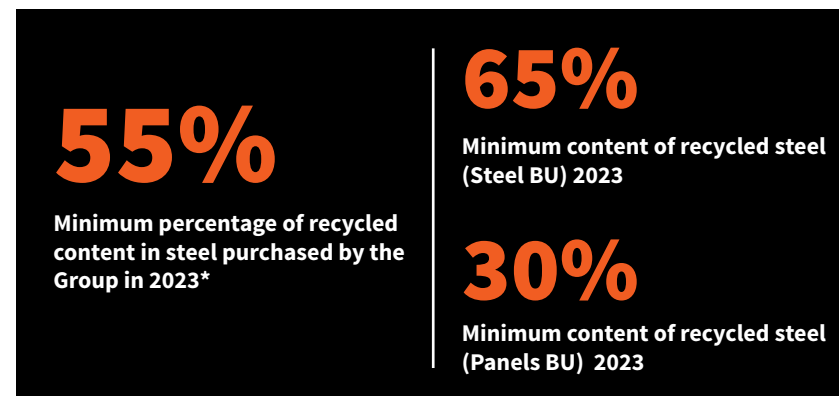
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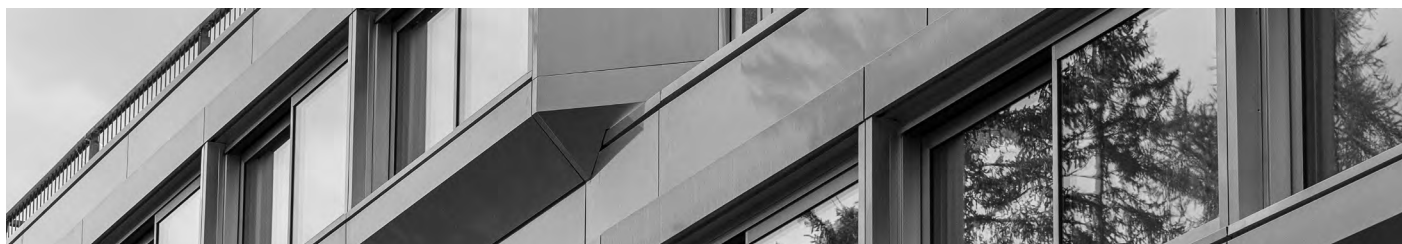
## CIRCULAR BUSINESS

The Group's activities are characterised by the circularity of the products used: **all steel and rockwool waste is recovered** to create new raw material.

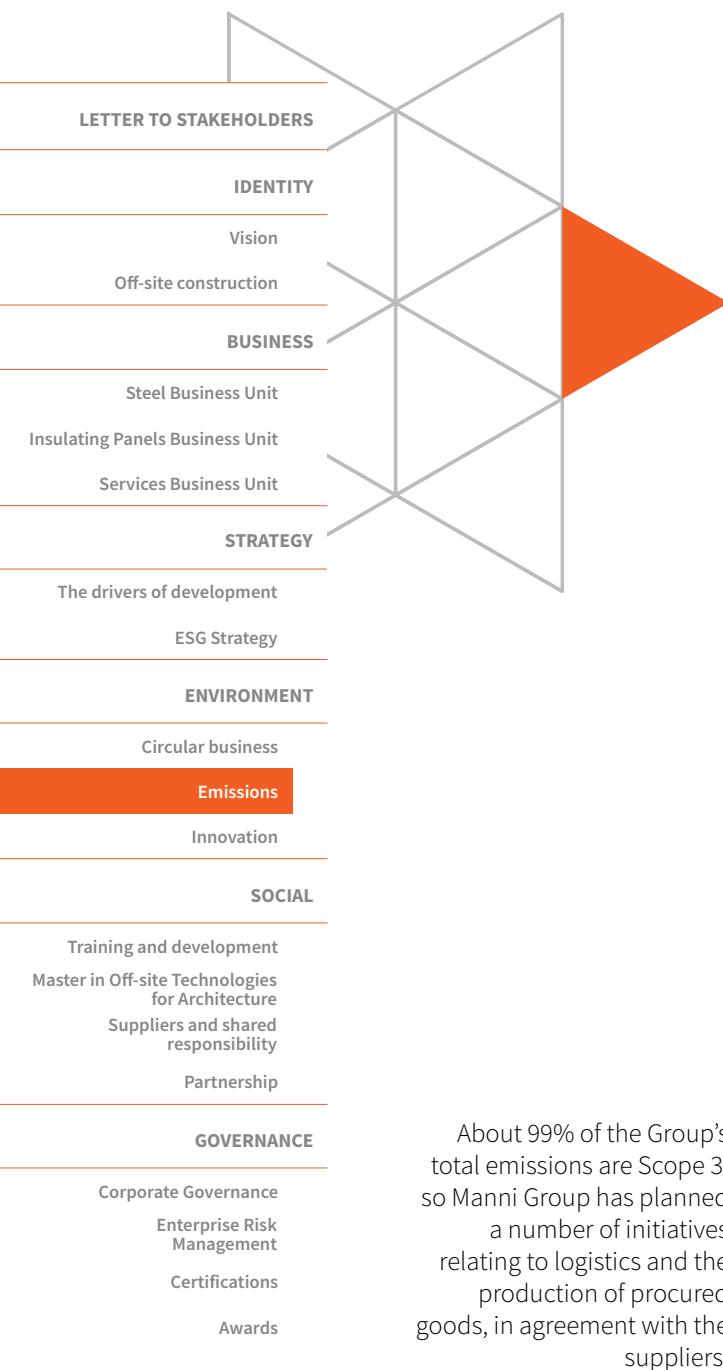
Manni Group purchases materials that meet precise **standards in terms of the percentage of recycled** content. The products are suitable for international sustainable construction certifications, which state that the origin of the material used must be tracked and disclosed, something which is also 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.



Environmental Product Declarations (EPDs): **documents that describe the environmental impacts** of a product or service throughout its life cycle. EPDs allows credits to be earned for sustainable construction certifications, such as LEED or BREEAM, or for demonstrating the environmental parameters required by public procurement programmes, such as Minimum Environmental Criteria. In 2019, Manni Group produced and published the first EPDs for Isopan SpA sandwich panels. Thanks to the experience gained by Isopan's Italian sites, the project was extended to other solutions and production plants in Europe (Isopan Est, Isopan Deutschland, Isopan Ibérica) and Mexico (Isocindu). Complying with the principles and requirements of the Product Category Rules (PCR), Life Cycle Assessment (LCA) studies were conducted and the subsidiaries obtained EPD certificates in 2023.



## Declare.

Isopan solutions are the first in Europe to be awarded the **Declare label, a nutritional label for construction products**, which lists all of the component parts of a product and shows the possible presence of Red List chemicals. The ILFI (International Living Future Institute) database helps designers identify materials that meet the green building requirements of certifications such as LEED and WELL, LBC and Core Green Building.

The Declare labels for Isopan [Leaf](#) and [GreenROOF](#) solutions are constantly updated.

## EMISSIONS

In 2016, Manni Group initiated **an ambitious plan to reduce our greenhouse gas (GHG) emissions**. Scope 1, Scope 2 and Scope 3 emissions are monitored and reported internally within a GHG emission inventory in accordance with EN ISO 14064-1:2019, which is certified by a third party.

**SCOPE 1>**  
direct emissions

**SCOPE 2>**  
indirect emissions from energy consumption

**SCOPE 3>**  
other indirect emissions from upstream and downstream activities of the organisation

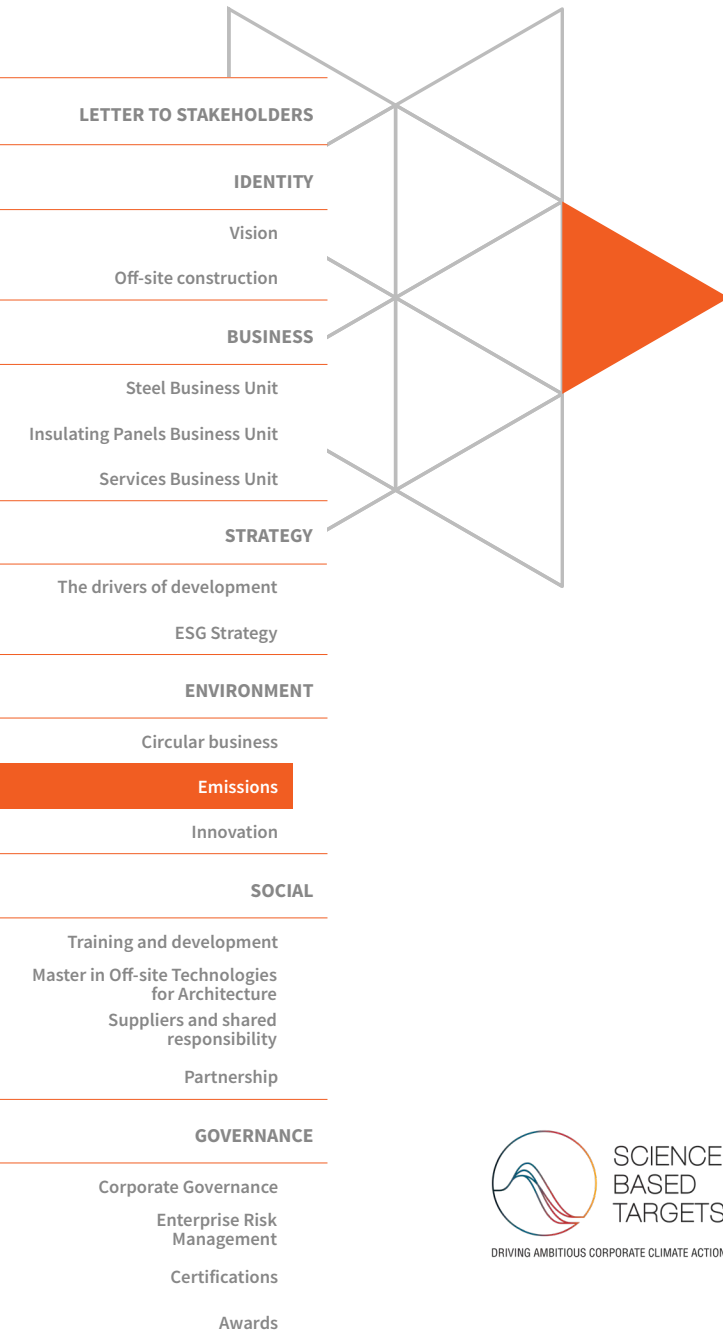
About 99% of the Group's total emissions are Scope 3, so Manni Group has planned a number of initiatives relating to logistics and the production of procured goods, in agreement with the suppliers.



## Carbon Footprint Italy

In 2019, Manni Group was 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 amounts of GHG emissions from products and organisations. The results of the inventory can be consulted on the [CFI register](#).





## A CONCRETE COMMITMENT

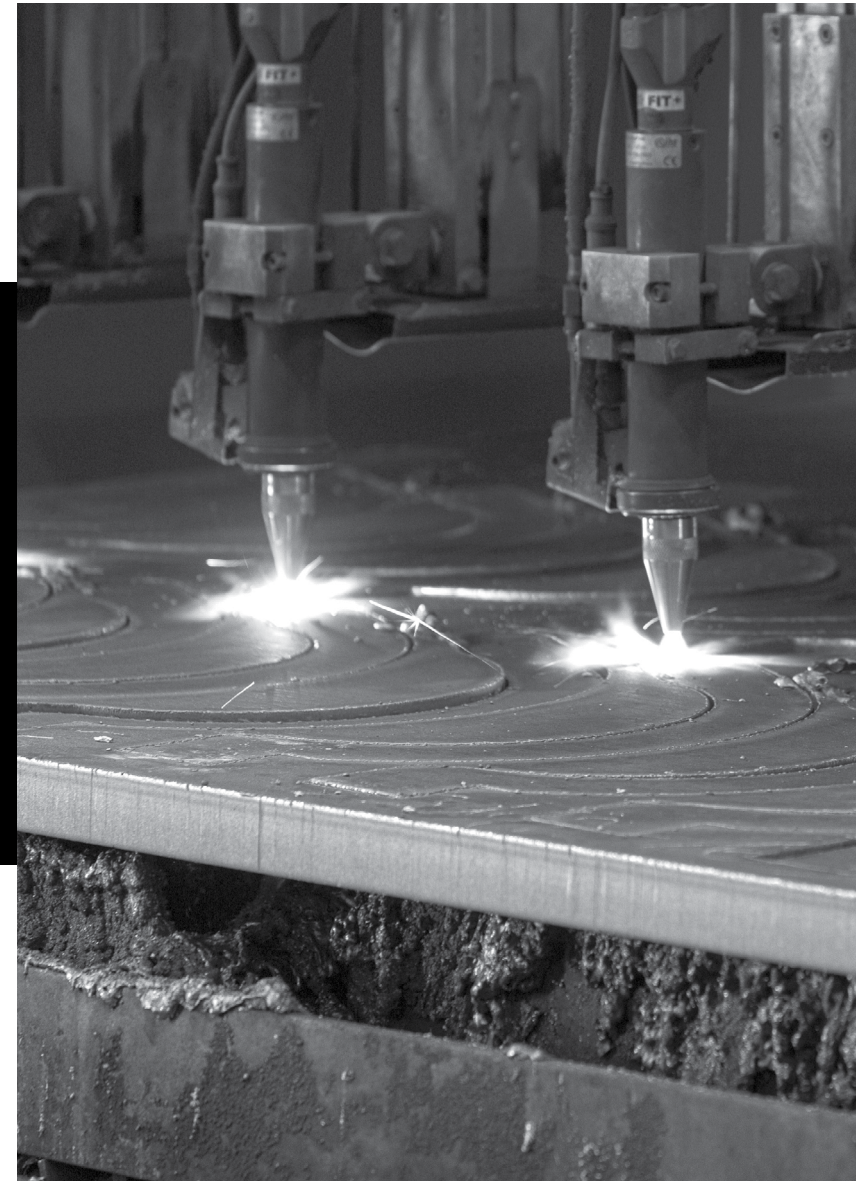
Manni Group signed up for the GHG emission reduction targets, guidelines and assessment of the **Science Based Targets initiative (SBTi)**.

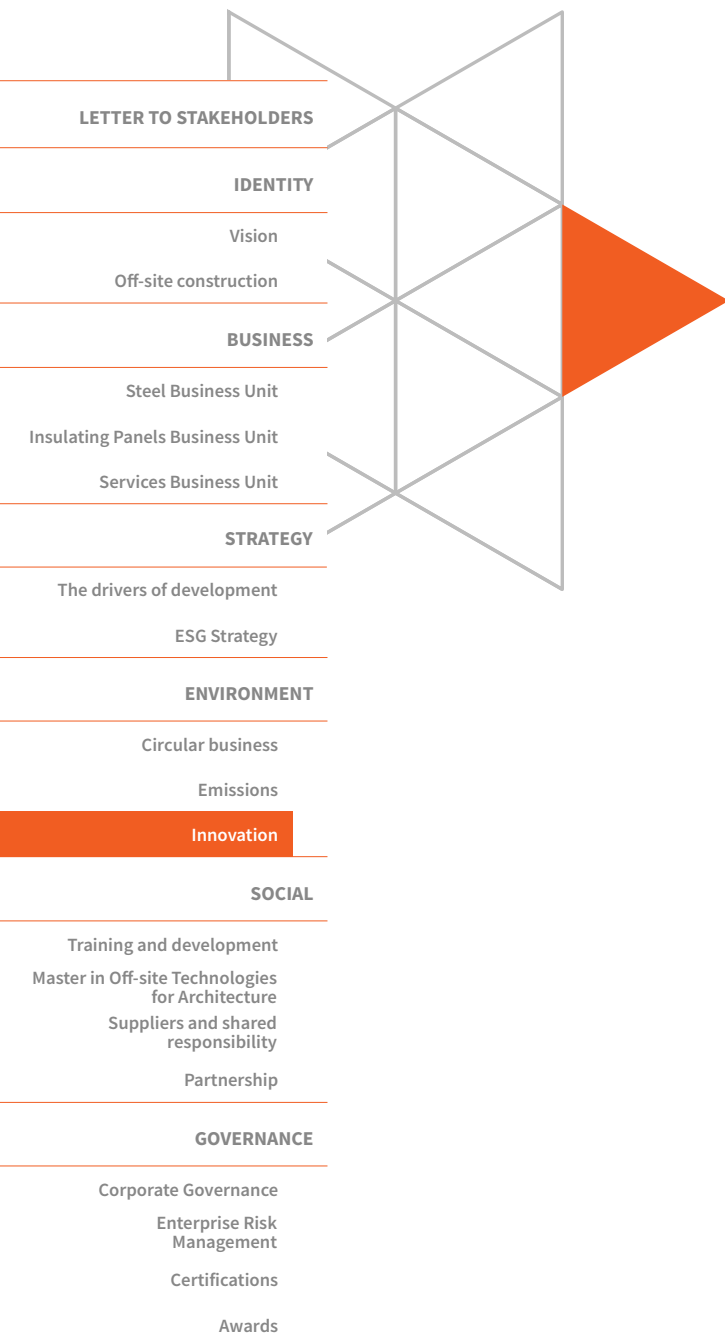
- ▶ A 40% reduction in absolute Scope 1 and 2 GHG emissions by 2028 compared to base year 2016.
- ▶ Increasing the annual supply of renewable electricity to 92% by 2028.
- ▶ An 18% reduction in Scope 3 GHG emissions per tonne of steel sold by 2028 compared to base year 2019.
- ▶ A 20% reduction in Scope 3 GHG emissions per cubic metre of insulating panel produced by 2028 compared to base year 2019.



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

Manni Group **promotes inclusive industrialisation** that is open to partnerships, aimed at increasing efficiency in the use of resources and reducing environmental impacts; it continues to **invest in scientific research** in order to contribute to improving the entire supply chain; it **manufactures low environmental impact products** with low carbon emissions, using the most innovative materials for health and safety.

The Group's Research and Development (R&D) department, set up with the aim of strengthening synergies between the various subsidiaries, constantly strives to **develop and monitor innovation**: the main focus areas are **off-site construction, recycled content** in materials, **fire protection** and **earthquake-proofing**.

Manni Group boasts an ever-expanding patent portfolio to protect its intellectual property related to product and process development.



### FORTELIA

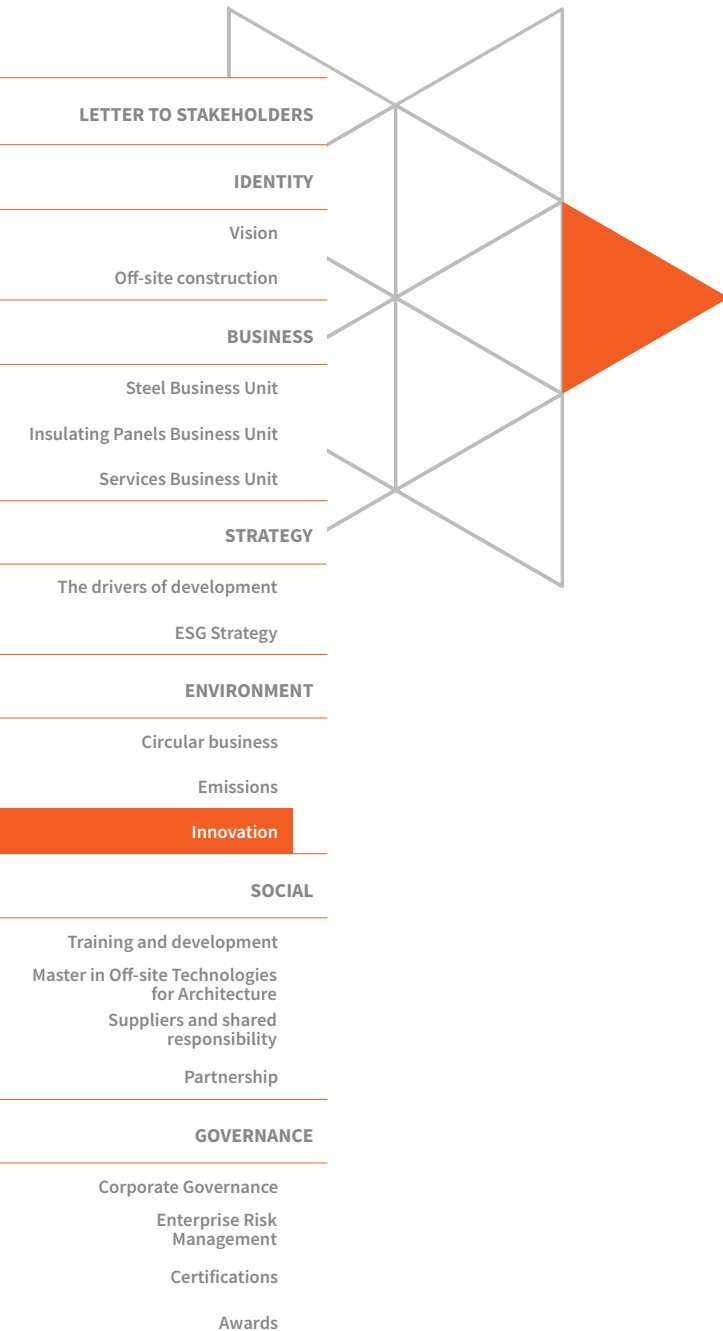
Fortelia is an innovation created from a collaboration with the great academic minds from the **University of Trieste** and analysis by the **Politecnico di Milano**, which, combined with the expertise of Isopan's R&D department, have enabled a real technological shift away from the sandwich panel sector; the panel has a specially shaped external corrugated profile, which makes the building envelope suitable for both roofs and walls. It is, in fact, a **new generation insulating panel** for all cladding solutions: flat roof, pitched roof, vertical cladding.

### STUDIES SHOW:

up to  
**25%**  
reduction in thickness

up to  
**50%**  
increase in load-bearing capacity

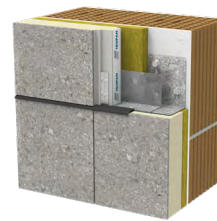
**+50%**  
increase in structural span



## ADDMIRA

Launched on the market in 2021, **ADDMIRA** is the largest range of products and solutions dedicated to architecture and building facade design.

With the sub-categories **ADDCross**, **ADDVision** and **ADDWind**, it brings together Isopan's incremental innovations in this area, continuing to enrich the portfolio of solutions while continuing to pay special attention to aesthetic-architectural aspects, without forgetting the focus on technical features such as water tightness, airtightness and fire-retardant performance.



## ADDMIRA2D

**ADDMIRA2D** is the certified prefabricated exterior wall system\* designed by Manni Green Tech for modular envelope elements. The innovative technology makes it suitable in both construction of new buildings and redevelopment of existing buildings. The Light Steel Frame and Isopan sandwich panels are pre-assembled in the factory and then transported to the construction site. The facade system is based on the concept of tailor-made engineering; the modules are customisable and calibrated to the specific needs of each project.

\* EN 13830 standard for curtain wall systems





**MARTA  
LUPI**

R&D ENGINEER  
ISOPAN



## OUR VISION FOR SOCIAL

“ For Manni Group, innovation means adopting numerous programmes that take care of all the social aspects of a large organisation: commitment to **research and development**, a fundamental factor whose effects are multiplied by collaborations with a **virtuous network of different players** (institutions, private companies, trade associations, universities and non-profit organisations); spreading a corporate culture that promotes wellbeing and work-life balance through flexibility; training and professional development through courses, webinars and scholarships to foster skills and satisfaction; supply chain **integrity**; **volunteer activities**, **support for education, art**.

In short, an all-round commitment. ”

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Certifications
Awards

## TRAINING AND DEVELOPMENT

Manni Group pays **great attention to the training and development of human capital to create shared, professional and human value** for the benefit of each employee and the Group. There is an ongoing commitment to 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 created.

In 2023, we introduced standard training for employees of the Italian Group companies, which includes courses on cross-disciplinary skills such as communication, time management and a more in-depth look at digital tools.

*Training at the partner SOS School of Sustainability Master Off-site Technologies for Architecture by Manni Group*

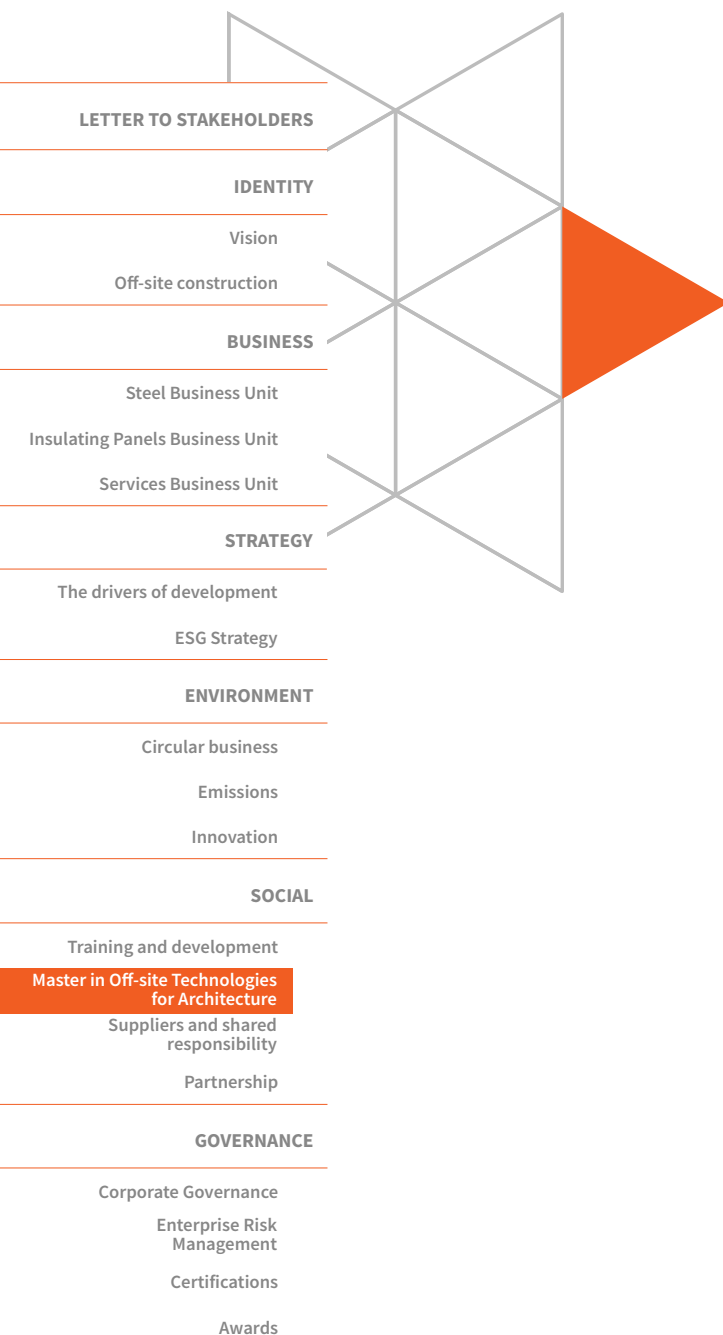


*Training at EURAC Master Off-site Technologies for Architecture by Manni Group*

### ESG TRAINING

A training course for Group employees started in 2022 with the aim of spreading the ESG culture within the organisation. During 2023, six meetings were organised, during which the sustainability team had the opportunity to review the sustainable development path undertaken by Manni Group and share the goals of the Strategic ESG Plan 2023-2025 with colleagues.

Short training videos describing the Group's environmental and carbon management policies were produced and made available via the company platform, and were translated into five languages.



## OFF-SITE TECHNOLOGIES FOR ARCHITECTURE



▶ **Lecture by**  
**Mario Cucinella**

**Promozione Acciaio, UNICMI, ADI, EURAC and ILFI associations.**

The course programme underlines Manni Group's commitment to promoting social and cultural progress. The course is designed to provide young designers with specialist knowledge of off-site design and is taught by an exclusive panel of lecturers, including **Nicola Scaranaro from Foster+Partners, Paolo Matteuzzi from Zaha Hadid Architects, Paolo Cresci from Arup and Giulio Rigoni from Bjarke Ingels Group**. Students from all over the world were able to gain practical insights into the latest technical advances and design possibilities through a comprehensive curriculum comprising theoretical lectures, interactive workshops and site visits to major construction projects. The course symbolises Manni Group's ongoing commitment to an **all-encompassing ESG strategy**. By integrating environmentally friendly construction practices and nurturing young talent, the initiative addresses critical environmental issues while helping urban development to evolve.

Manni Group not only acts as an operator in the industrial sector, but also **promoter of the off-site construction culture** to combine technical know-how with the prestigious experience of authoritative exponents of the architecture sector for the benefit of tomorrow's young designers.

In 2023, Manni Group, in collaboration with YAC – Young Architects Competitions, launched the advanced training course in [Off-site Technologies for Architecture](#), an

**advanced postgraduate programme offering architects and engineers the opportunity to acquire cutting-edge skills in off-site construction technologies for architecture.**

The initiative is aimed at encouraging the adoption of Modern Methods of Construction (MMC) among emerging young designers; it was developed with the support of **ROCKWOOL**, the main sponsor, and **BASF**, sponsor, and supported by the **Edera, Fondazione**

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Innovation
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Master in Off-site Technologies for Architecture
<b>Suppliers and shared responsibility</b>
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Enterprise Risk Management
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## SUPPLIERS AND SHARED RESPONSIBILITY

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

As procurement practices are among the Material Topics that emerged from the analysis, Manni Group feels it is also strategically important to strengthen ESG reporting with constant monitoring of the environmental, social and governance impact of the entire supply chain.

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.

### ESG Supply Chain Assessment

Manni Group has identified the need to **formalise the environmental, social and governance performance assessment of its supply chain**: in addition to constantly monitoring the supply chain, the project minimises operational and reputational risk and fosters cooperation with stakeholders.

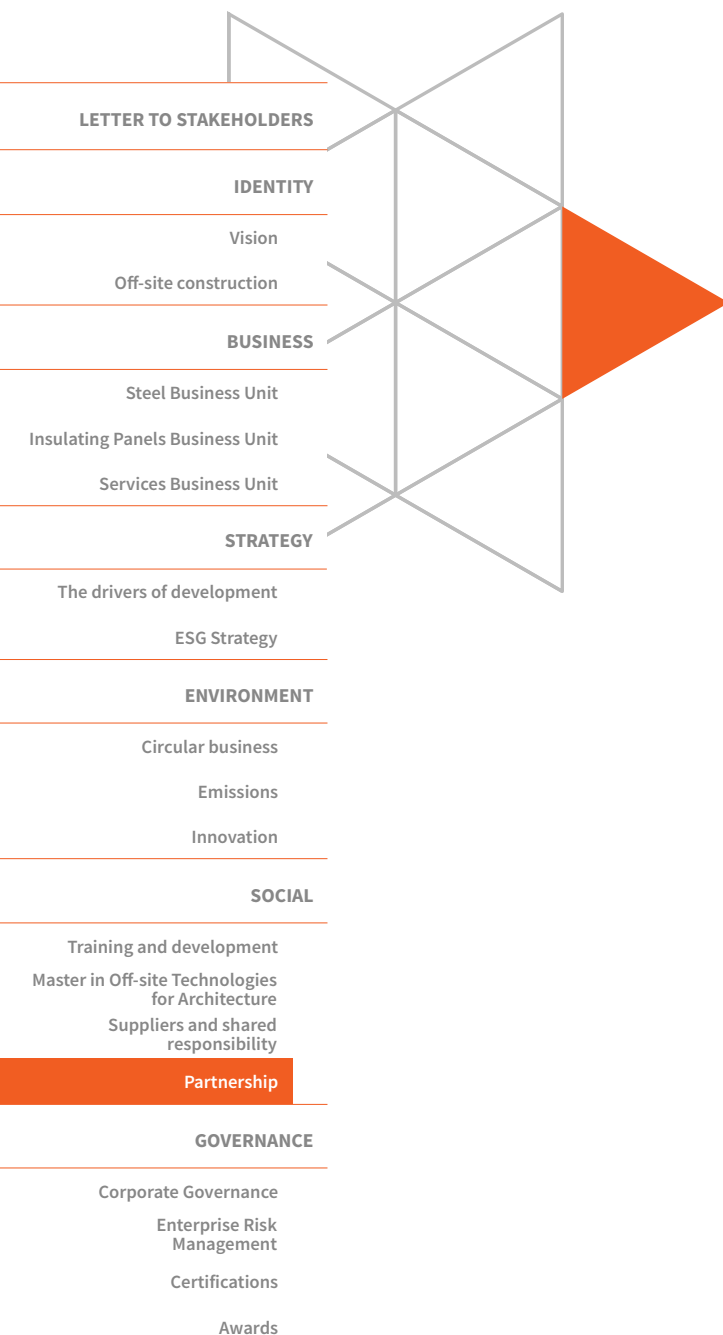
In 2023, the assessment involved 147 strategic and potential suppliers, which were asked to fill in a questionnaire on a web platform made available by the Cerved Rating Agency, which then assessed the ESG performance of the suppliers.

The response rate of Manni Group's strategic suppliers to the ESG Supply Chain Assessment project was around 37%, of which more than 70% scored

"high" or "very high" on the ESG Score and for the individual Environmental, Social and Governance components.

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





## PARTNERSHIPS WITH UNIVERSITIES AND RESEARCH CENTRES

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.

- ▶ **EURAC:** a research centre on advanced technologies for future construction.
- ▶ **EURECAT (Technological Centre of Catalonia):** a provider of innovative technologies to respond to the need for innovation and to drive and improve its competitive advantage.
- ▶ **POLITECNICO DI MILANO:** 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 Politecnico di Milano that has been involved in research, consultancy and training in the field of Energy and Sustainability since 2007.
- ▶ **TECNOLÓGICO DE MONTERREY:** the strategic alliance aims to combine Isocindu's expertise with the technical skills of the León campus at Tecnológico de Monterrey by creating research opportunities, collaborative projects and training programmes for students.
- ▶ **UNIVERSITY BOCCONI:** we participate in the PNRR Lab, a laboratory that examines productivity trends and obstacles to competitiveness associated with implementation of the National Recovery and Resilience Plan.
- ▶ **UNIVERSITY DE LA SALLE BAJÍO:** the agreement between the university and Isocindu is aimed at fostering collaboration in research and development by creating synergies between academic and industrial expertise.
- ▶ **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:** a project is underway to research into innovative solutions for integrated photovoltaics in buildings.
- ▶ **IBEROAMERICAN UNIVERSITY LEÓN:** we strengthen the link between industry and university to foster an exchange of knowledge and to train future generations of professionals.



## Saint-Gobain

From the active partnership between Manni Green Tech and Saint-Gobain Italia since 2023 comes **InnovaLightX®**, a new **dry construction system** for safe and comfortable future living, thanks to its construction speed, seismic resistance, comfort, environmental sustainability and quality of living. The main components are the Light Steel Frame produced by Manni Green Tech and the Gyproc Glasroc® X slab with glass fibre-reinforced gypsum core and Isover Arena rockwool insulating panel, both produced by Saint-Gobain Italia.

The performance of InnovaLight X® is the result of a certification process involving laboratory tests that define its mechanical-structural characteristics, fire reaction and acoustic performance. The results of the tests defined the structural performance of the system, which essentially depends on the interaction between the metal framework, the cladding panels and their connection systems, making it possible to optimise the load-bearing structure, with particular reference to the response to horizontal forces, including those of a seismic nature.



## SOS School of Sustainability Spreentech



The partnership established in 2023 between Manni Group and SOS (School of Sustainability by Mario Cucinella Architects) aims to **transform the way we build, teach and experience sustainability**: Manni Group's experts share their know-how and experience related to the world of steel dry construction with students, supporting them on their journey towards ESG-compliant design.

The "[A Habitable Planet](#)" project is an example of how innovation can meet sustainability to respond to urgent social needs. The project aims to exploit state-of-the-art off-site construction technologies to overcome the challenges of the construction sector by offering student housing solutions that are not only aesthetically pleasing but also affordable. Thanks to the expertise of Manni Green Tech and the inspiration of architect Mario Cucinella, students are immersed in a dynamic learning environment where theory and practice come together to create projects that embody principles of beauty, efficiency and respect for the environment.

[Spreentech Ventures](#) is a start-up accelerator and a cutting-edge centre of excellence where skills are developed and **collaborations between companies, designers and managers in the construction and energy transition sectors** are forged. Spreentech was born from a Polo Edilizia 4.0 project with the support of 25 partners, including Manni Group. Since 2022, the Group CEO has also been serving on the board of directors of Spreentech Ventures.

The name comes from a combination of Sprint, Green and Technology, three terms that sum up the company's mission: "Accelerating start-ups operating in the field of sustainable (green) technologies in the construction sector and beyond."

Spreentech researches and supports innovative start-ups by offering products and/or services in the following areas:

- **Construction 4.0**
- **Green Building, Tech and Mobility**
- **Smart City and Smart Building**
- **Circular economy and ESG impact**



**MARCO  
MARTINI**

CHIEF ACCOUNTING,  
CONTROLLING & FINANCIAL OFFICER  
MANNI GROUP



## OUR VISION FOR GOVERNANCE

“

Manni Group operates **ethically, transparently and responsibly**: this is made possible by a management strategy based on committees, procedures and certifications.

In carrying out the Group governance, the Board of Directors is supported by an Advisory Board for strategic advice and by an integrated risk management structure involving all levels of the Group to ensure business continuity.

Since 2016, the Group has had a specific Sustainability Governance: the work of the relevant committee has made it possible to **manage and monitor sustainability strategies and results** in order to be a real player in the process of adapting to the ongoing changes.

”

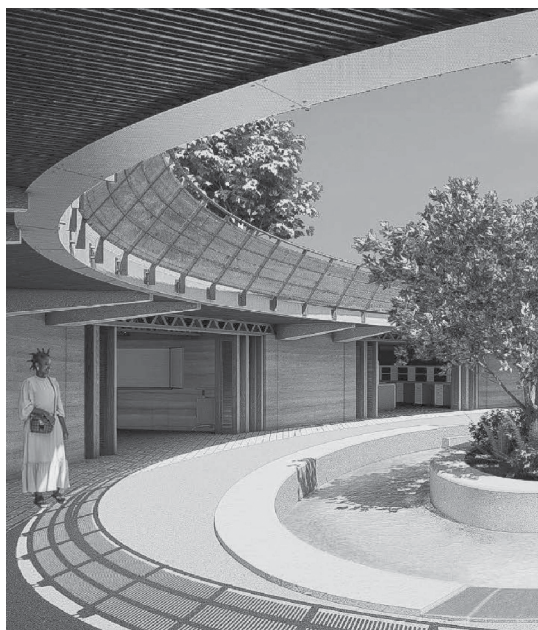


## CORPORATE GOVERNANCE

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 intends to lay down some **rules on the fundamental aspects that qualify governance** as the need to delegate to the outside world and to cope with potential risks increases, with the aim of balancing autonomy and control correctly.

The business is run through a system of delegated powers combined with audit tools, which still leave ample room for operational independence of the subsidiaries and professional autonomy of the employees. Furthermore, through the structure of delegation and control, the Board of Directors (BoD) guarantees its stakeholders that the business is run correctly, responsibly and transparently.



## SUSTAINABILITY GOVERNANCE

In 2016, the Sustainability role was established when the Business Sustainability Officer (BSO) was appointed with the task of **guiding the Group towards an increasingly sustainable business model** by implementing and managing corporate strategies and initiatives aimed at promoting ESG issues. The BSO is also responsible for drafting the Business Sustainability Plan (BSP) and monitoring its implementation.

The Group CEO oversees the progress of Sustainable Development issues, since the Board of Directors has delegated responsibility for Sustainability to him given the expertise he has accrued over the years. The CEO reports to the Board of Directors on implementation 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 BoD in November 2022.



## SUSTAINABILITY COMMITTEE

The Group Sustainability Committee serves to **promote, implement and monitor the sustainable development of the activities of Manni Group** and its operating subsidiaries, with the aim of minimising potential negative impacts on the environment and communities in the countries where it operates.

In order to ensure a holistic perspective and to involve different areas of expertise in promoting sustainable development, the Sustainability Committee is composed of senior management professionals from the different business units, with the ability to significantly influence business processes in ESG terms. This ensures that the goals and action plans of the BSP are transferred properly.

### THE SUSTAINABILITY 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

## Sustainability Manager and Sustainability Practitioner

In 2023, the Sustainability team was certified as Sustainability Managers and Sustainability Practitioners by CEPAS, and qualified by the ALTIS – Università Cattolica del Sacro Cuore executive course on “Professione Sostenibilità” (Sustainability Profession). The awards issued by CEPAS (Institute for the Certification of Skills and Training) of Bureau Veritas, follow the UNI/PdR 109.1 procedure, which defines the requirements for professionals performing activities in the field of sustainability.



## ENTERPRISE RISK MANAGEMENT

The governance of Manni Group includes a risk management system called Enterprise Risk Management, which involves many stakeholders from all Group companies. The clear ERM structure starts from the governance of the holding and runs through the governance of all the companies, implementing **all aspects of integrated risk management to safeguard assets and business continuity**.

The management focusses 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 ERM structure allows the governance to **constantly monitor the corporate risk situation**, identifying the negative impacts that the organisation could cause (or may have caused), broken down by areas of responsibility. This makes it possible to intervene where necessary with specific preventive or remedial actions, through improvement plans.

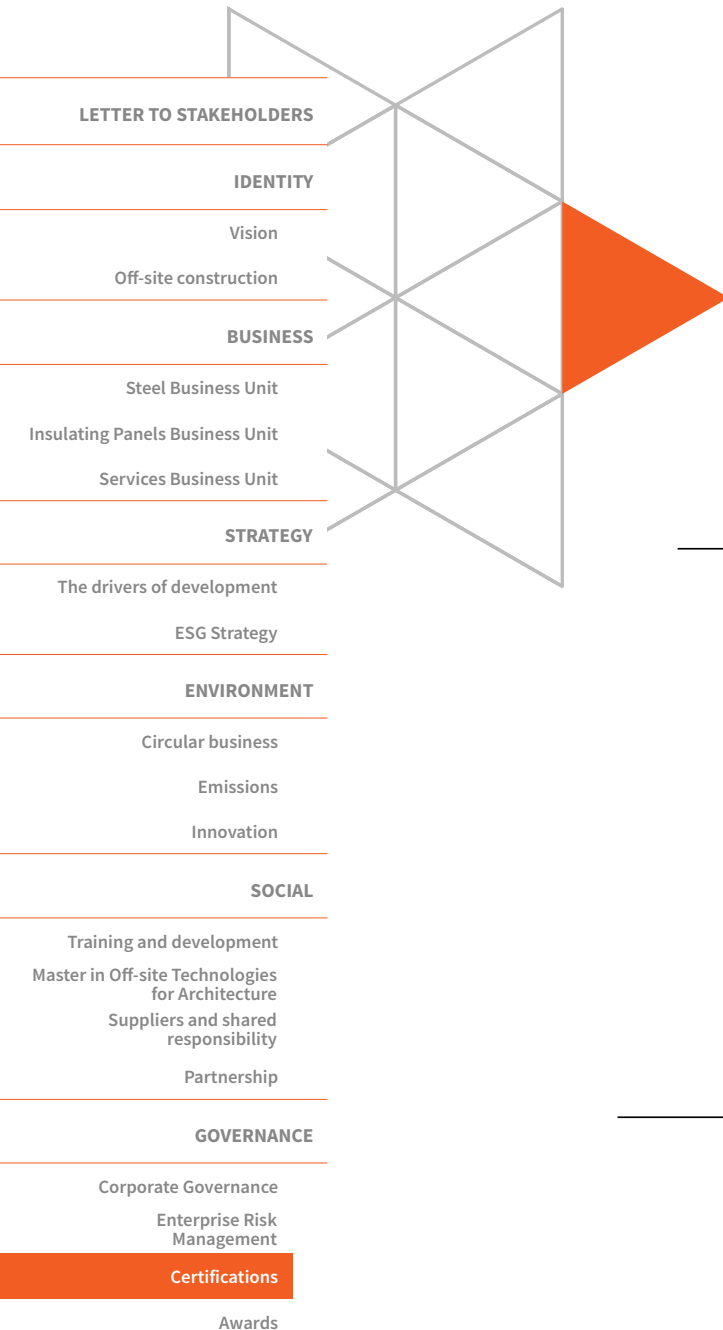


### Business continuity

Business continuity is a dynamic process that allows the organisation to adapt to changing corporate and environmental conditions and fulfil its obligations to stakeholders.

In 2023, the business continuity process was started in the Manni Group companies Isopan SpA and Manni Sipre, a set of activities consisting of:

- ▶ identifying critical operations
- ▶ planning continuity
- ▶ developing emergency infrastructure
- ▶ training and informing personnel
- ▶ monitoring the effectiveness of the plans



## CERTIFICATIONS

For a multinational company, the ability to have the management system verified through third-party audits makes it possible to guarantee that the internal management system can meet stakeholders' expectations. The following certifications attest to the quality standards that Manni Group offers to employees, the market and the communities in which it operates.

### MANNI SIPRE

- ▶ **EN ISO 9001:2015**  
Quality management systems
- ▶ **EN ISO 14001:2015**  
Environmental management systems
- ▶ **ISO 45001:2018**  
Occupational health and safety management systems
- ▶ **EN 1090-1:2012**  
Execution of steel and aluminium structures
- ▶ **EN ISO 3834-2:2021**  
Quality requirements for fusion welding of metallic materials
- ▶ **AISC CERTIFIED FABRICATOR**

### ISOPAN GROUP

- ▶ **EN ISO 9001:2015**  
Quality management systems
- ▶ **EN ISO 14001:2015**  
Environmental management systems. Certification valid for Isopan SpA, Isopan Deutschland and Isocindu
- ▶ **ISO 45001:2018**  
Occupational health and safety management systems. Certification valid for Isopan SpA, Isopan Deutschland and Isocindu

### MANNI ENERGY

- ▶ **EN ISO 9001:2015**  
Quality management systems
- ▶ **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

- ▶ **EN ISO 9001:2015**  
Quality management systems
- ▶ **EN 1090-1:2012**  
Execution of steel and aluminium structures



## AWARDS

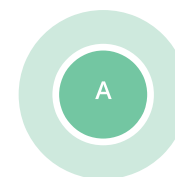
### ESG Rating Solicited

Measuring the ESG rating against the relevant sector serves to implement strategic actions **that further enhance corporate practices in pursuit of robust accountability.**

From 2021, Cerved Rating Agency has assessed all of Manni Group's activities in terms of ESG criteria, demonstrating a responsible approach that reflects the Group's concrete commitment to transparency towards its stakeholders. The experience gained led to the implementation of improvement actions. The commitment made bore well-deserved fruit: the score increased to 70.1, compared to 67.5 in the previous year, resulting in an A rating and confirmation of a position in the "High" category.

According to the ESG Score Breakdown, the Group ranks above the average for companies in the "Equipment & Machinery" sector. Positive aspects highlighted in the assessment conducted for the 2022 tax year include an increase in the share of renewable energy in relation to the total energy consumption, implementation of an ISO 14001 and ISO 45001 certified management system by Isopan's Italian sites, a reduction in the registered accident rate, and setting ambitious environmental goals as part of a Group strategic sustainability plan.

ESGe RATING



ESGe RISK MANAGEMENT CAPABILITY



ESGe SCORE



### 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. With renewal of the assessment, Isopan in 2023 improved its score and achieved the "Silver" medal.



### Leaders in sustainability



Leaders in Sustainability is a list of the 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. For the second year, Manni Group was one of 240 Italian companies recognised in 2023 for its commitment to sustainability from an environmental, social and governance perspective.

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## Great Place To Work

For the second year in a row, Isocindu received the Great Place to Work award, reaching 4<sup>th</sup> place in the ranking of companies in the Bajío region. This award recognises the focus on creating a healthy, inclusive and welcoming working environment.



**PABLO**  
**APASEO**  
QUALITY MANAGER  
ISOCINDU

“ I’m immensely proud to work in an organisation that has won the Great Place to Work award. Beyond the recognition, there is **a positive and stimulating atmosphere that I breathe every day**, and that motivates both me and my colleagues.

This working environment unites our team, bring us together and making us more determined to achieve our goals. It’s a pleasure to be part of this **business, which values people and their contribution.** ”

## OUR VISION FOR A SUSTAINABLE FUTURE ESG REPORT **2023**

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