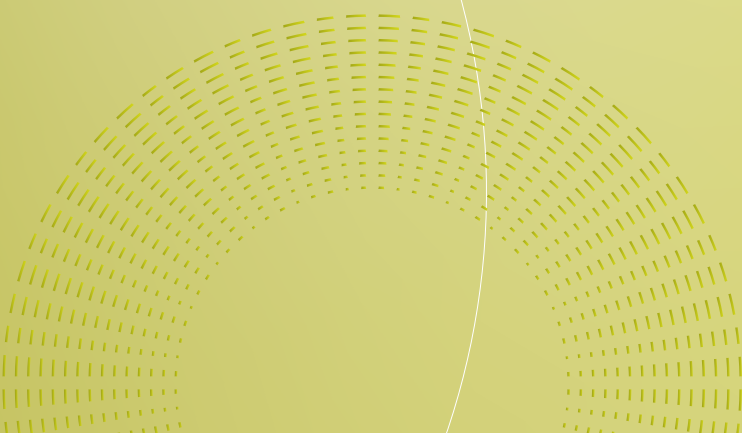




SERIANA

SEISMIC REINFORCEMENTS

Impact Report
2024





Impact Report **2024**

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Letter to stakeholders



Founders of Seriana S.p.A.:
Francesca Lorenzi, Sorina Cristescu,
Mirko and Michele Assolari

Dear Stakeholder,

2024 represents a crucial year for Seriana S.p.A.: our first year as a **Benefit Corporation**, a natural step that formalizes a long-standing commitment that has always been at the heart of our work.

Since our founding, we have been committed to **safeguarding human lives** through seismic retrofitting on prefabricated structures, using innovative solutions that ensure safety, operational continuity, and respect for the environment.

Our growth has led us to become a benchmark in the sector, consolidating a business model that combines **technical expertise, operational efficiency and social responsibility**.

Now more than ever, our impact goes beyond the individual project: we work every day to promote a culture of prevention, to offer sustainable solutions and to enhance our human capital.

We firmly believe that a company's success is measured not only by economic results, but by the value it generates and creates for its clients, for the people it involves, and for the context in which it operates.

In this Impact Report you will find the **numbers, projects** and **stories** that testify to our contribution in 2024. But above all, you will find the *vision* that continues to inspire us to improve, step by step, through the work of those who see a goal, but never stop pursuing each milestone needed to reach it.

Thanks to all those who share this path with us: clients, collaborators, suppliers and partners. Seismic safety is not only a technical challenge, it is a collective responsibility. And together with you, we want to make a difference.

The Management of Seriana S.p.A.

The Broader Vision

Seriana S.p.A. shares the vision that any company, in the **exercise of its business activity**, plays a social role with a significant impact on people and the context.

It is above all through its ordinary activity, therefore, that the company must seek and pursue **value creation** for both direct stakeholders and society as a whole: this is where true Corporate Social Responsibility lies.

The reference model is that of **Buona Impresa** (Good Enterprise), promoted by Fondazione Buon Lavoro:

“Buona Impresa, by interpreting the very nature of business in a conscientious and responsible way, defines its purpose through a systemic vision.

As a company, it pursues a triple purpose, seeking – with care and responsibility – the synergy among three types of objectives: the success of its products or services, the creation and organization of good employment, the generation of economic value.

By applying this vision, none of the three outcomes is merely instrumental, but is qualified as it stems from the others and, in turn, positively influences them.

As a social actor, it leverages the alignment of interests with stakeholders, while simultaneously

pursuing its own long-term purpose and the creation of value for the context, aware that doing business itself generates a significant social impact: offering products and services that meet societal needs, promoting development and well-being; creating employment and opportunities for professional fulfillment for people; sharing economic value.

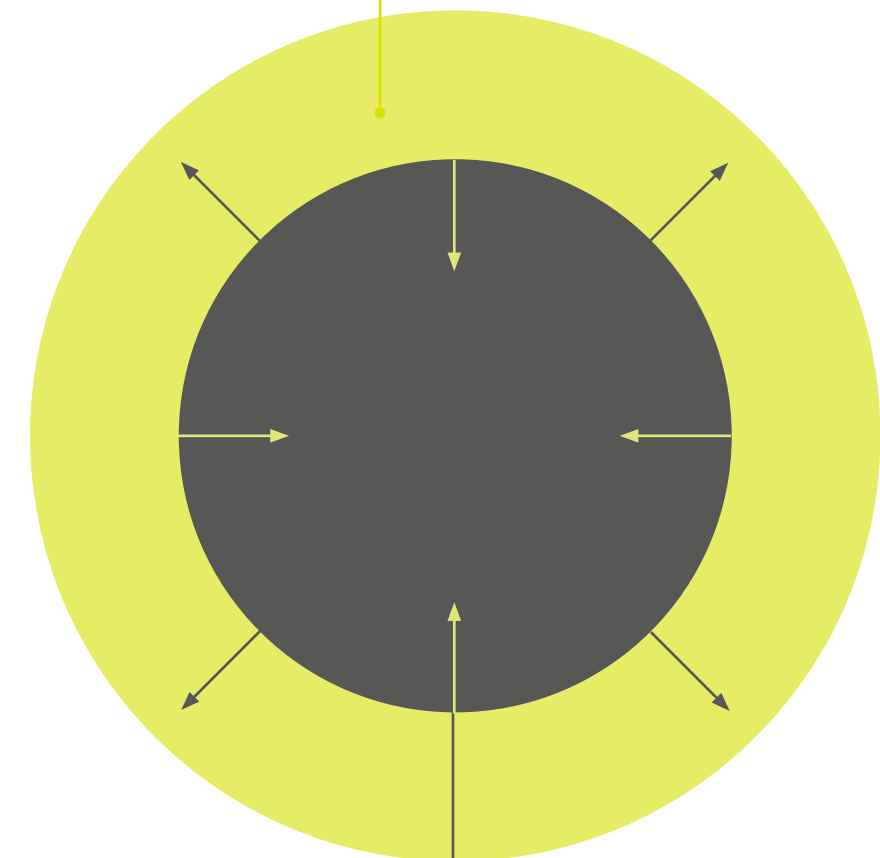
Buona Impresa considers the commitment to manage responsibly and sustainably all the impacts that business activity has on the community and environment as an essential prerequisite, by monitoring and reducing any negative effects.

Finally, it communicates its intent with transparency, to foster participation internally and trust from the context”.

Overall Impact

Social and Environmental Sustainability, meaning the responsible management of both negative and positive externalities generated by business activities (**DO NO HARM**)

To operate “**in a responsible, sustainable and transparent** manner towards people, communities, territories and the environment, cultural and social entities, associations and other stakeholders”.



The Business Impact Purpose, that is, the way in which the company creates value for society in an intentional, additional and measurable way (**PURPOSE OF COMMON BENEFIT**)

“...the **pursuit**, in carrying out their economic activity, by Benefit Corporations, of **one or more positive effects -or the reduction of negative effects-** on people, communities, territories and environment, cultural and social entities, associations and other categories of **stakeholders**”.

(Law of December 28, 2015, no. 208, Art. 1, paragraphs 376–378)

Methodological Note

This Impact Report has been prepared in compliance with the Italian Benefit Companies legislation (Law No. 208 of December 28, 2015, paragraphs 376–383) and aims to transparently report on the company's ability to create sustainable value.

In line with the vision outlined above, we chose to assess ourselves using the **Buona Impresa** (Good Enterprise) **Model** and the **SABI – Self-Assessment Tool for Positive Impact** (*Strumento di Autovalutazione del Buon Impatto*).

The Buona Impresa (Good Enterprise) reporting methodology is based first and foremost on the principle of materiality: each company creates and consumes value differently, depending on its size, stage of development, industry, and—above all—its purpose and distinctive characteristics. Materiality determines which topics are significant enough to warrant disclosure and evaluation. Seriana S.p.A.'s materiality analysis can be found on page 22.



In terms of structure, the Report is divided into 4 main parts:

1. Part One provides a description of the company, its mission and vision, its governance structure, and the materiality of its impacts (Chapter 1).
2. Part Two is intended to describe “the specific objectives, methods, and actions undertaken by the directors in pursuing the company’s purposes of common benefit, as well as any circumstances that have hindered or delayed them.” See the section titled “*Seriana’s Common Benefit*” in this document (Chapter 2).
3. Part Three outlines “the objectives that the company intends to pursue in the following fiscal year,” summarized in dedicated tables for each Common Benefit Purpose (Chapter 3).
4. Part Four includes the “assessment of the impact generated using an external evaluation standard”—in this case, SABI—which summarizes the final considerations regarding the Common Benefit created, the long-term value generated, and the company’s sustainability (Chapter 4).

The drafting of this document was coordinated by **Goodpoint Srl**, in collaboration with an internal working group composed of representatives from the company’s key departments.

Definition of Impact Materiality and Common Benefit Areas:

- Andrea O. Cattaneo (CEO)
- Antonio Rinaldi (Web Marketing Senior)
- Emanuela Federici (Marketing and Communications Manager)
- Francesca Lorenzi (CEO)
- Ivan Nicoli (Purchasing - Facility Manager)
- Laura Moriggi (HR Manager)
- Luca Fantini (Operational Team Manager)
- Lucia Ciafardini (CFO)
- Nadin Brena (Sales Marketing Manager)
- Norma Ravelli (Executive Assistant)
- Olivo Mussetti (CRO, Employer for Workplace Safety, Integrated Management System Manager)
- Romina Benevieri (Production Coordinator Manager)
- Sorina Cristescu (CEO)

The in-depth work on each Common Benefit Area, the extraction and monitoring of KPIs, as well as the drafting and graphic coordination of the report, were made possible thanks to the cross-functional contribution of various company representatives from the following departments:

- **Area “Creating Value for Clients and Society”:**
Executive Management, Web Marketing, Finance and Control Office, Sales Department.
- **Area “Creating Value for People”:**
Marketing and Communications, Human Resources, Health and Safety Office.
- **Area “Creating Value for the Environment”:**
Purchasing, Logistics and General Services.
- **Content Writing and Graphic Coordination:**
Marketing and Communications Office.



A WHO WE ARE

1. The Company and Governance

Seriana S.p.A.: History, Identity, and Corporate Values

Seriana S.p.A. was founded in **2013** under the name Seriana Edilizia S.r.l., by **Michele and Mirko Assolari, Francesca Lorenzi, and Sorina Cristescu**. The idea was born in the aftermath of the **devastating 2012 earthquake in Emilia-Romagna**, which caused the collapse of numerous prefabricated buildings and the loss of entire businesses. Initially, the company operated from a small office in Gorle (Bergamo), with a garage used as a warehouse. Thanks to the founders' vision and determination, Seriana grew rapidly.

Over the years, Seriana has established itself as a **leader in the industrial seismic retrofitting sector**, providing cutting-edge solutions for the structural safety of prefabricated buildings. Its interventions are non-invasive, ensuring that clients can continue production without disruption.

In **2024**, the company changed its legal status to **Seriana S.p.A.**, marking a new phase of consolidated growth, with **over 100 employees and collaborators** working across various **departments**. In the same year, Seriana became a **Benefit Corporation**, formally committing to sustainability and shared value creation.



Our Growth

11

years of experience and engineering

110

highly specialized professionals

14.000

types of seismic devices

1.000

seismic retrofitting projects in industrial areas

2.300.000

sqm structurally improved against seismic risk

To further increase **coverage across the national territory** and offer a service closer to clients, two new **Points** were inaugurated:

- **Point Central-North Italy in Bibbiena (AR)**
- **Point North-West Italy in Moncalieri (TO)**



Certifications, Awards, and Industry Commitment

Seriana S.p.A. is certified to **ISO 9001** for quality management and **ISO 45001** for occupational health and safety, demonstrating its ongoing commitment to ensuring high operational standards and a safe working environment for all its collaborators. The company also holds the **CQOP SOA certification**, an essential requirement for participation in major public works projects.

In 2025, Seriana was recognized among the **Europe’s Long-Term Growth Champions**, ranking **#3 in the Construction & Engineering category**, according to the **Financial Times and Statista**. The company was also honored at the **Cassa Edile Awards 2023**, in recognition of its contribution to innovation and sustainable growth within the industry.

Seriana actively supports **ISI – Italian Seismic Engineering Association**, reaffirming its commitment to promoting a culture of structural safety and advancing cutting-edge solutions for reducing seismic vulnerability.

Certifications



Awards

EUROPE’S LONG-TERM GROWTH CHAMPIONS 2025

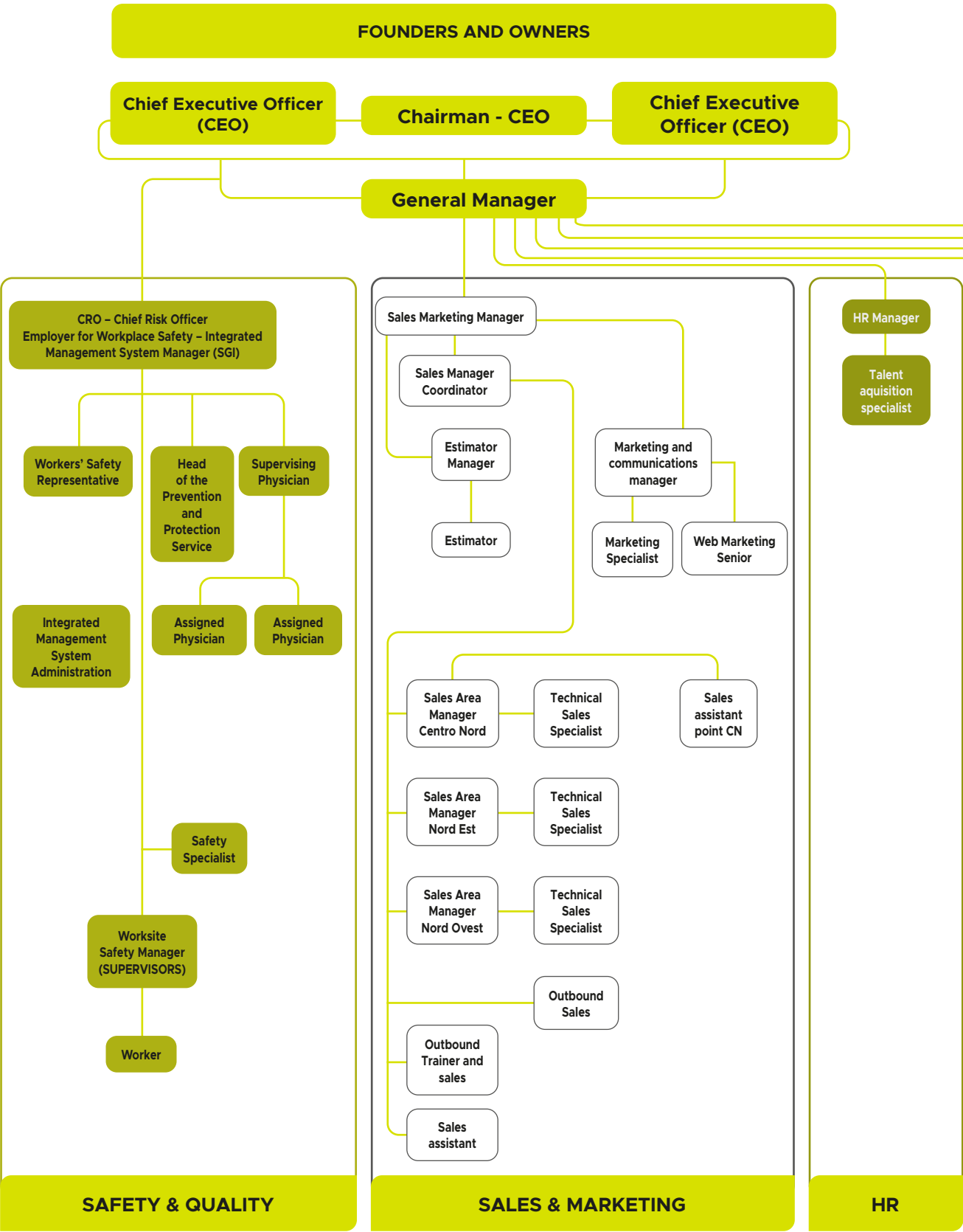
#3 IN THE CATEGORY:
CONSTRUCTION & ENGINEERING



We Support



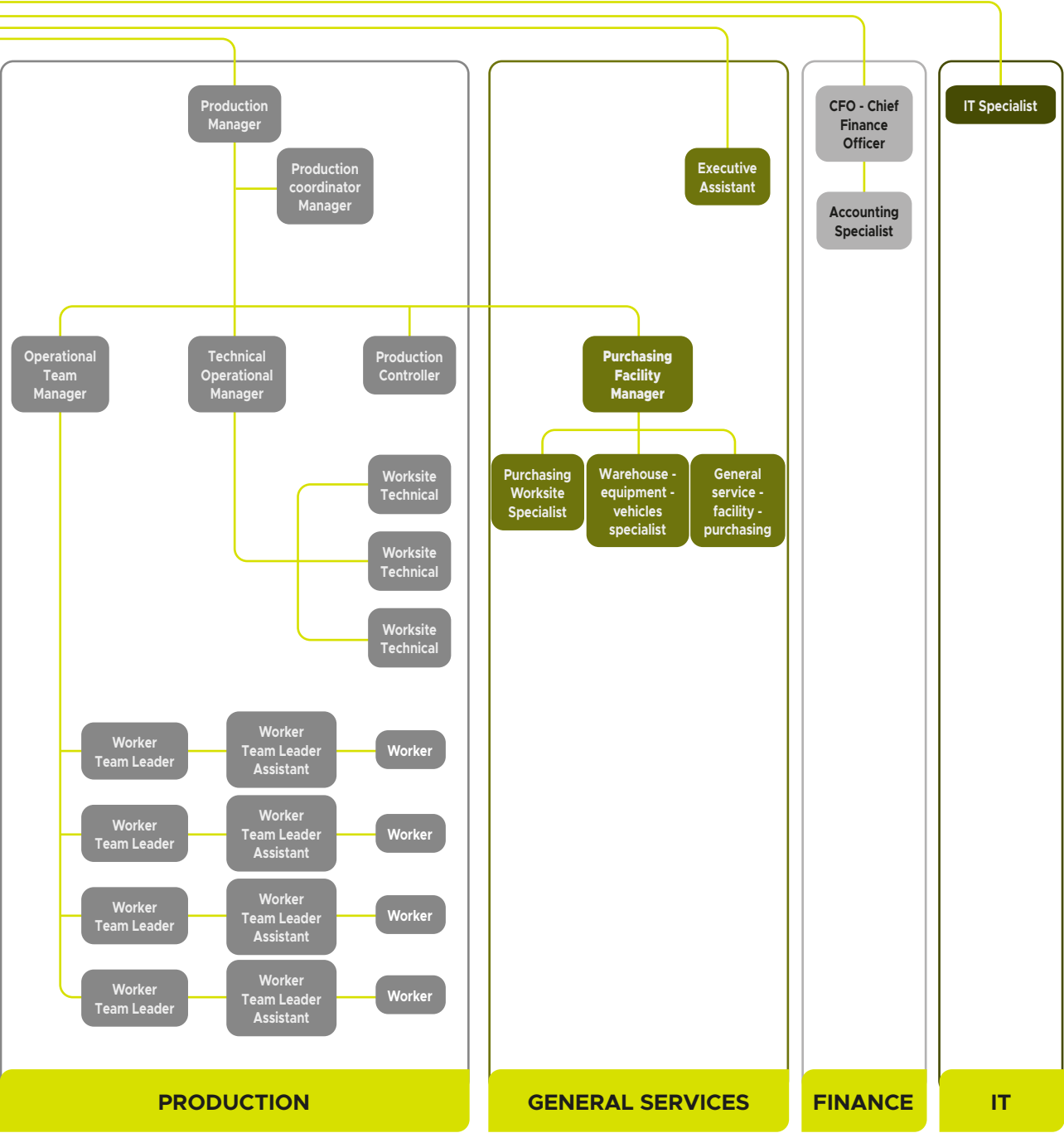
Governance Structure and Organizational Model



Company Organization

Seriana S.p.A. is made up of highly qualified professionals and is structured into several specialized departments. Each of us plays a key role in achieving our objectives, working to ensure seismic safety for thousands of workers by securing the buildings in which they operate.

The interconnection between these departments allows Seriana to remain flexible and effective, responding swiftly to the needs of the market and its clients.



2. Mission, vision and purpose

MISSION

DESIGN AND IMPLEMENT INNOVATIVE, SAFE, LOW-IMPACT SEISMIC RETROFITTING INTERVENTIONS ON EXISTING BUILDINGS

VISION

A WORLD IN WHICH EVERY BUILDING IS SAFE AND EVERY COMPANY LIVES WITHOUT THE FEAR OF SEISMIC EVENTS

PURPOSE

TO SAFEGUARD LIVES, PROTECT COMPANIES AND THE SURROUNDING ENVIRONMENT, ENSURING A SAFER FUTURE FOR THE GENERATIONS TO COME



Seriana S.p.A. was established to address a concrete challenge: **to protect people and ensure safety in the workplace** through cutting-edge seismic retrofitting solutions.

Ours is an **Impact Driven company**, because every day our work has a tangible effect on the lives of thousands of workers. We safeguard buildings, companies and communities, preventing risk situations and promoting a culture of safety.

At the same time, Seriana is a **Business with Purpose**: we see our core business as a **tool to generate shared value**, not only for our clients but for the entire economic and social system in which we operate.

Our model is based on **continuous innovation**, ensuring retrofitting interventions that minimize the productive impact on client companies, allowing them to continue working with peace of mind.

Being a **Benefit Corporation** also means integrating environmental sustainability into our strategy: **we preserve the built environment**, avoid land consumption, and reduce resource waste.

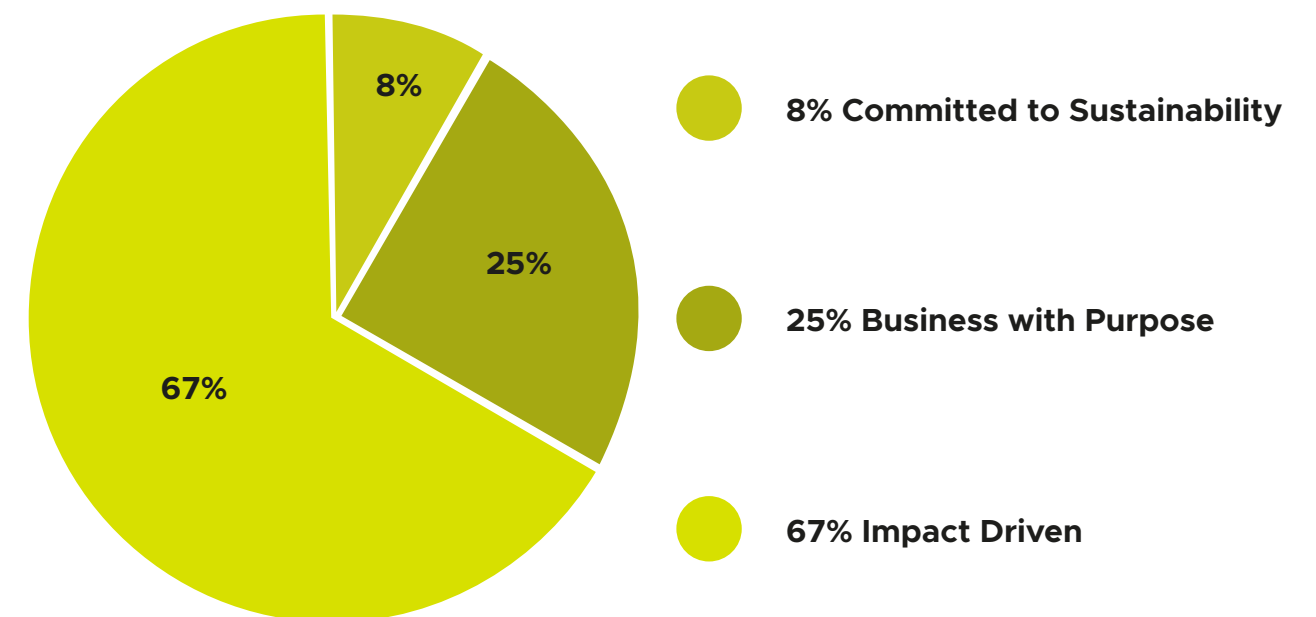
Our commitment to safety also translates into a concrete focus on environmental protection and building a more sustainable future.

All of this is made possible thanks to **our team members**, who represent Seriana's most valuable asset. Their **well-being and development** are at the core of our business strategy -because only with a motivated, skilled, and valued team can we truly fulfill our mission.

In summary, Seriana's purpose profile is structured as follows:

- **67% Impact Driven:** We respond to a social and environmental issue by placing the safety of people and buildings at the center.
- **25% Business with Purpose:** We create value through our core business by improving the structural resilience of Italian companies.
- **8% Committed to Sustainability:** Our activity reduces the environmental impact of the construction sector, contributing to more efficient resource use..

The Purpose Profile of Seriana



3. Materiality of Impacts

Seriana S.p.A. has adopted the **SABI model (Self-Assessment Tool for Positive Impact)** to map and evaluate the **materiality of the impacts generated by the company**. This model allows for the identification of areas where the company has a significant impact, both in terms of **common benefit** and **environmental, social, and economic sustainability**.

The analysis led to the classification of impacts into four levels:

- **Core Business:** Impacts directly connected to Seriana’s mission.
- **Highly Relevant:** Impacts structurally linked to the company’s activity.
- **Moderately Relevant:** Significant impacts, though not central to the business model.
- **Less Relevant:** Impacts not pertinent or marginal to the company.

Seriana S.p.A. grounds its **core business** on three fundamental impact pillars:

A. Well-being of Individuals

The company is committed to improving the **quality of life** of both internal and external stakeholders, responding to their needs and expectations for satisfaction. This approach reflects a vision centered on human value and the creation of positive societal impact.

B. Circularity and Resource Efficiency

Efficient use of resources is a key principle for Seriana, which embraces a **circular economy** mindset aimed at minimizing waste, extending the value of raw materials, and reducing environmental impact throughout the production chain. In particular, Seriana is committed to limiting land consumption by focusing its operations on the improvement and structural reinforcement of existing buildings-avoiding new construction and enhancing existing assets.

C. Development, Well-being, and Fulfillment of Workers

Seriana invests in the **personal and professional growth** of its employees, promoting skills development, physical and mental well-being, and job satisfaction. People are at the heart of the company’s strategy, with the understanding that motivated and supported employees generate lasting positive impact.

These three areas form the foundation of Seriana’s sustainability and value creation strategy, reflecting a concrete commitment to combining business growth with social responsibility.

Impacts considered **highly or moderately relevant** are subject to constant monitoring and evaluation. These are addressed through the full range of activities described in this report, ensuring that the company’s actions align with its sustainability and common benefit objectives.

Impacts deemed **less relevant** are not insignificant, but rather areas where Seriana’s direct or indirect influence is minimal or cannot be meaningfully altered through corporate action. Nevertheless, these aspects remain part of the broader sustainability monitoring framework, ensuring a responsible and comprehensive perspective.

IMPACT	DESCRIPTION	RELEVANCE
Individual well-being	The quality of life of people outside the company, their needs and expectations of satisfaction	Core business (Common Benefit)
Development, well-being and fulfillment of workers	The individual and professional growth of the company’s employees, the development of skills, physical and mental well-being, and their satisfaction as people	Core business (Common Benefit)
Circularity and resource use	The efficient use of resources within the ecosystem, in production and consumption, aimed at avoiding depletion and preserving their value for as long as possible over time, in a circular economy perspective	Core business (Common Benefit)

IMPACT	DESCRIPTION	RELEVANCE
Education, information and culture	Dissemination of educational, training, and cultural content and initiatives to maintain or improve knowledge and skills of employees and public.	Highly relevant
Health and safety of workers	The physical and mental health, well-being and safety of employees, ensuring protection and prevention measures are in place.	Highly relevant

IMPACT	DESCRIPTION	RELEVANCE
Diversity, Equity and Inclusion	Respect for and protection of diversity, including gender, ethnicity, disability, etc., ensuring fair and inclusive treatment for all.	Moderately relevant
Climate change	Long-term changes that may affect global temperatures and weather patterns.	Moderately relevant
Societal progress and innovation	The advancement and growth of society through progress and innovation, including technology, digitalization, and science.	Moderately relevant

IMPACT	DESCRIPTION	RELEVANCE
Local communities	Individuals or groups living or working in areas that could be impacted by the company's operations (e.g., nearby territories or indigenous peoples).	Less relevant
Economic development	The growth of society from an economic standpoint, internally (workers, investors, members) or externally (local communities, indirect stakeholders, etc.).	Less relevant
Human rights	Protection of fundamental human rights (dignity, survival, development) for all individuals inside and outside the company.	Less relevant
Economic and social inequalities	The improvement or worsening of inequalities due to differences in access to resources or opportunities.	Less relevant
Pollution	Emissions or reduction of pollutants in the air, water, and soil that may affect human health and/or the environment.	Less relevant
Water and marine resources	The responsible or irresponsible use of water and marine resources (e.g., excessive use, pollution, waste).	Less relevant
Biodiversity and ecosystems	The variability of living organisms and ecosystems (terrestrial, marine, aquatic, or general ecological systems).	Less relevant

2 THE COMMON BENEFIT OF SERIANA

Highlights – Seriana’s 2024 numbers



PRODUCT / SAFETY

135 buildings
320.000 sqm
40 safer provinces
2,4 Million views on social media channels
85% of Italian regions more aware of seismic risk

seismically retrofitted



PEOPLE

1038 H safety training
85% permanent contracts to ensure employee stability
203.000€ in welfare for employee well-being
7 social events to strengthen team cohesion

WOMEN'S PRESENCE

66% on the Board of Directors
60% in office roles
31.1% of total employees
*industry average=8.82%



ENVIRONMENT

FSC® PAPER

96% of corporate materials
88% of company consumption materials

18.250 fewer plastic bottles
Estimated annual saving thanks to in-office water dispensers and aluminum bottles
744 fully recyclable aluminum cans
74.400 L of drinking water donated to communities without access to this resource, in partnership with WAMI – Water with a mission

The 3 Areas of Common Benefit

Seriana S.p.A. is committed to three fundamental Areas of Common Benefit: **innovation for seismic safety**, **promotion of quality employment**, and **environmental protection**.

Through advanced solutions, safe working conditions, and sustainable management of business processes, the company aims to generate a positive impact on society and the local area.



To design and provide **innovative solutions to reduce seismic vulnerability**, protect the health and safety of workers, and reduce professional, environmental, and business -related risks- while also contributing to the spread of a **culture of prevention** within the communities we serve.



To promote **quality employment**, starting with the creation of safe working conditions, the **promotion of people's well-being**, and the **enhancement of each individual's professional growth**.



To **protect nature and the environment** through the management and reduction of the negative environmental impacts of our business processes and by ensuring the sustainability of the **supply chain**.

Seriana S.p.A.'s **stakeholders** include a wide range of actors who contribute to our commitment to social and environmental sustainability. Our mission is to create shared value, with a particular focus on the positive impact generated through our activities and business decisions, aiming to align economic goals with social and environmental benefits.



1. FIRST COMMON BENEFIT AREA: Value creation for our Clients and for Society – Innovative solutions to reduce seismic vulnerability and promote a culture of prevention

CBA 1

*CBA = Common Benefit Area



Design and offer **innovative solutions to reduce seismic vulnerability**, protect workers' health and safety, and reduce professional, environmental and entrepreneurial risks, while also contributing to the spread of a **culture of prevention** in the communities where we operate.



Structural safety is at the heart of Seriana S.p.A.'s mission. This first common benefit area focuses on offering innovative solutions to reduce seismic vulnerability, ensuring the health and safety of workers and reducing risks for businesses and communities. Seriana's approach goes beyond the design of seismic retrofitting solutions: it extends to the dissemination of a culture of prevention, so that seismic risk awareness becomes a shared value.

This impact area aligns with the United Nations Sustainable Development Goals (SDGs), specifically:

- Good health and well-being (SDG 3)
- Industry, innovation and infrastructure (SDG 9)
- Responsible consumption and production (SDG 12)

Key objectives include:

- Protecting workplace safety, safeguarding people working in seismic risk zones
- Promoting prevention awareness to strengthen collective commitment to safety
- Reducing post-earthquake environmental impact, preventing collapses that generate debris and land consumption
- Supporting business continuity in the event of an earthquake, contributing to the social and economic stability of the region.

CBA 1



LEVERS FOR VALUE CREATION (Framework of Buona Impresa)

Health and safety of workers

Education, information and culture

Circularity and resource use

Individual well-being

SPECIFIC OBJECTIVES

1.1 Workplace health and safety (for employees of client companies): safeguarding the health and safety of people working in seismic risk zones and structures

1.3 Environmental disaster prevention: avoiding the production of rubble and debris caused by collapses and preventing new land consumption through other construction

1.2 Culture of prevention: increasing community awareness and sensitivity, particularly in the sector, on the topic of prevention, so that they in turn can contribute to amplifying the positive message

1.4 In case of earthquake: Business continuity + Prevention of "social" disasters for the surrounding community

Levers for value creation

Seriana's action is developed through a structured approach that includes:

- **Health and safety of workers**
- **Education, information and culture on seismic prevention**
- **Circularity and responsible use of environmental resources**
- **Individual well-being through safe working environments**

Through its commitment, Seriana S.p.A. continues to strengthen its role as a leader in structural safety and in the protection of the economic and productive fabric.

What we did in 2024

Below is a presentation of the actions carried out by Seriana in 2024, broken down by specific objective of the first Common Benefit Area.

For each objective, we include the performance and impact indicators, with particular attention to the **seismic retrofitting of buildings**.

1.1 Safeguarding the health and safety of people in the workplace in seismic risk areas

In 2024, Seriana S.p.A. strengthened its commitment to structural safety, through targeted interventions aimed at reducing the seismic vulnerability of buildings and ensuring safer work environments. The company operated across the national territory, focusing on areas with greater exposure to seismic risk.

The activity was implemented through:

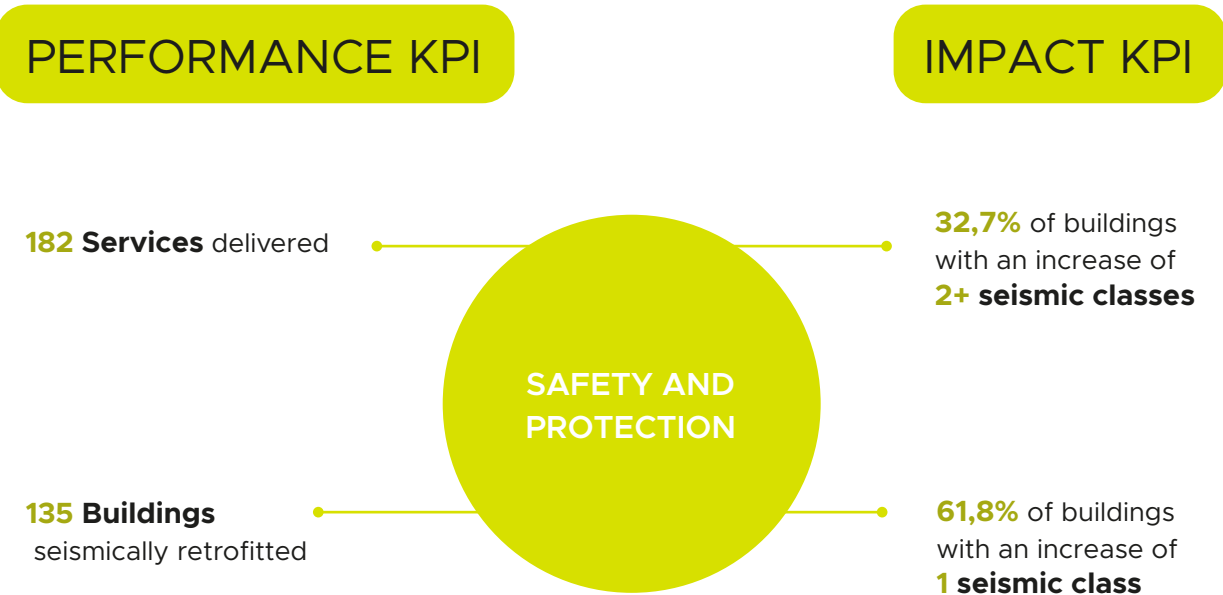
- **182 services delivered**, including **144 local reinforcements** to improve structural stability and **38 seismic vulnerability analyses** to identify and prevent critical issues
- **135 buildings retrofitted**, ensuring operational continuity and worker protection

Impact of the interventions: improvement of seismic classes*

The effectiveness of these actions is measurable through the improvement in seismic safety classes of the buildings:

- **61,8%** of buildings gained **one class**
- **32,7%** improved their safety by **two or more classes**
- Only **5,4%** of buildings recorded no significant improvement, due to structural limitations or ongoing work not yet completed.

**Note: Mapping was conducted as of September on a total of 55 buildings. The improvement by one class refers to structural improvements. Buildings with no class change (0 classes) are either not yet completed or only partially treated.*



1.2 Spreading a culture of seismic prevention

In 2024, Seriana S.p.A. intensified its commitment to raising awareness and providing information on seismic risk, with the goal of increasing awareness among businesses and communities about prevention strategies. The company adopted a multichannel approach to amplify the message and promote the dissemination of best practices in structural safety.

The activity was developed through:

- **2 conferences and 1 industry fair ("Safety Expo 2024 in Bergamo")**, reaching 11.000 people including professionals and stakeholders
- **2,5 hours of technical training delivered** during events, providing practical tools for understanding and applying seismic prevention
- **Extensive digital activity**, including:
- **14.146 views of thematic articles** on the company website, out of a total of 72.033 overall views
- **Over 2,4 million views on social channels** (Facebook, LinkedIn, Instagram), amplifying the message's reach

Press office and other online and offline communication channels

- **20 informational articles published as backlinks**, contributing to industry education
- **6 press releases** with a potential reach of **over 13 million views**, resulting in **141 articles across 72 outlets**, including **63 online**
- **2 interviews with Management**, showcasing Seriana's role in the seismic safety sector
- **50–60% of active commercial call time** (calls with response) was dedicated to **consulting and training**, showing attention to technical dialogue with clients

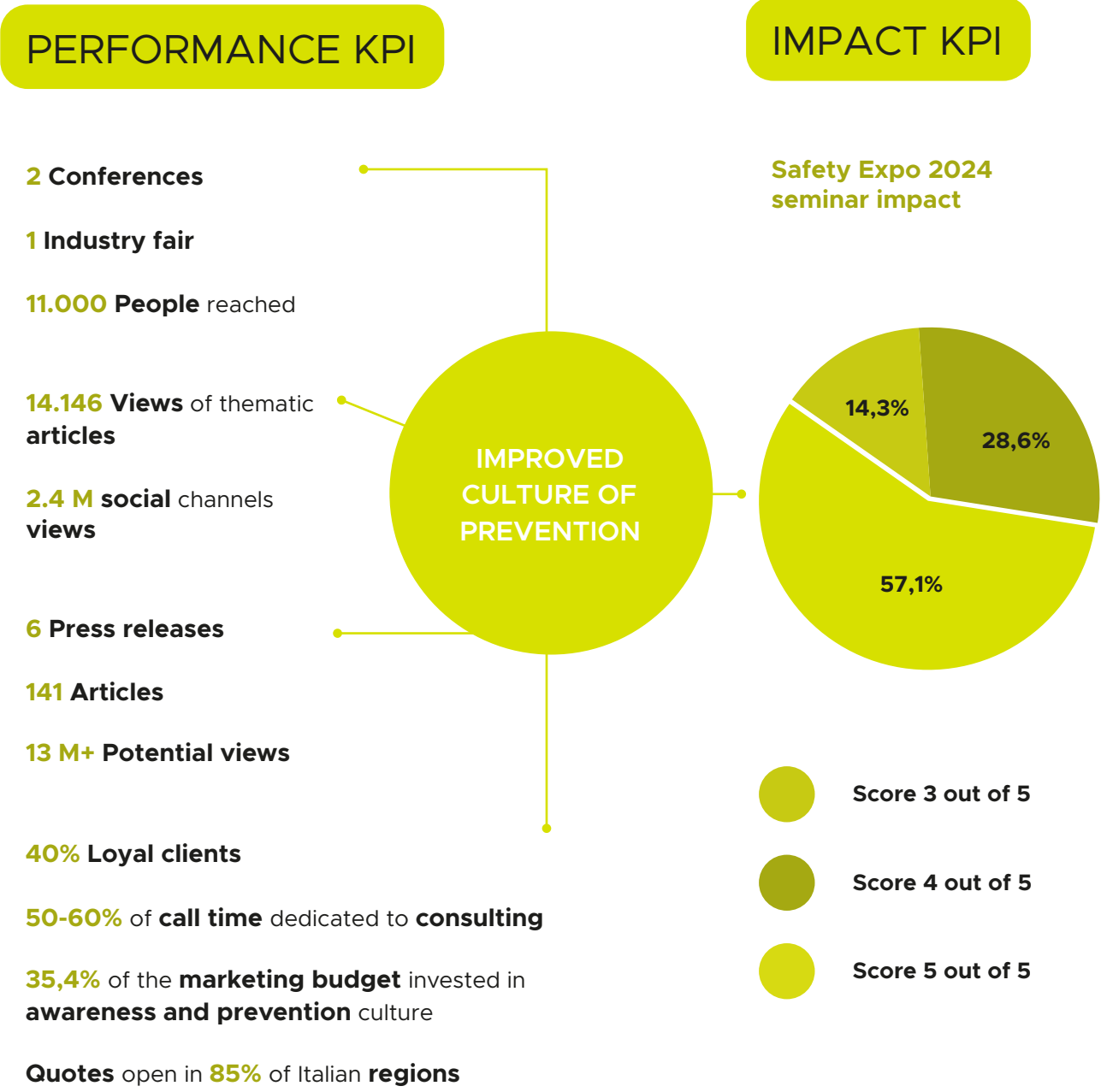
Performance and investment indicators

- **40% of loyal clients:** the total number of loyal clients is 45, including 18 long-time clients who chose to carry out new interventions in 2024
- **35,4% of the total marketing and communication budget** was invested in **prevention and awareness**, through training, communication, and outreach activities
- In 2024, Seriana carried out a targeted action to spread a culture of prevention and promote structural safety on a national scale. Through the **sending of formal quotes**, the company reached out to **78 provinces across 17 regions**, covering **85% of Italian regions**, with a specific focus on areas classified as seismic risk zones (zones 1–3). This approach highlights Seriana's ability to act strategically in the most vulnerable zones, actively contributing to raising awareness and protecting the national building heritage.

Impact of awareness-raising activities

- Active participation in events had a strong impact on awareness-raising:
- **57,1% of participants at Safety Expo 2024** gave the **highest rating (5 out of 5)** to the seminar’s effectiveness, recognizing it as key to understanding regulations, structural risks, and retrofitting solutions.
 - **28,6%** gave a score between **4 and 5**, while **14,3%** rated it between **3 and 5**, confirming the relevance of the proposed content.

In 2024, Seriana S.p.A. dedicated a significant portion of its digital communication to the safety of precast concrete buildings and the protection of people, emphasizing its commitment to social responsibility and its adherence to benefit initiatives.



1.3 Reducing environmental impact and protecting the territory

Retrofitting buildings not only ensures protection for people and businesses, but also represents an important lever for environmental sustainability. In 2024, Seriana S.p.A. actively worked to prevent the production of debris and rubble caused by structural collapses, contributing to the reduction of land consumption otherwise destined for new construction.

- The activity was implemented through:
- **319.873 sqm of seismically retrofitted buildings**, equivalent to **45 football fields**, demonstrating the large scale of the interventions and their impact on the safety of existing building stock.
 - **40 provinces with safer buildings**, with higher concentration in **Northern Italy**.
 - Increase in contracts in **Central-Northern and North-Western** regions, thanks to the opening of new Seriana Points, which enabled greater territorial coverage and a growth in retrofitting operations compared to previous years.

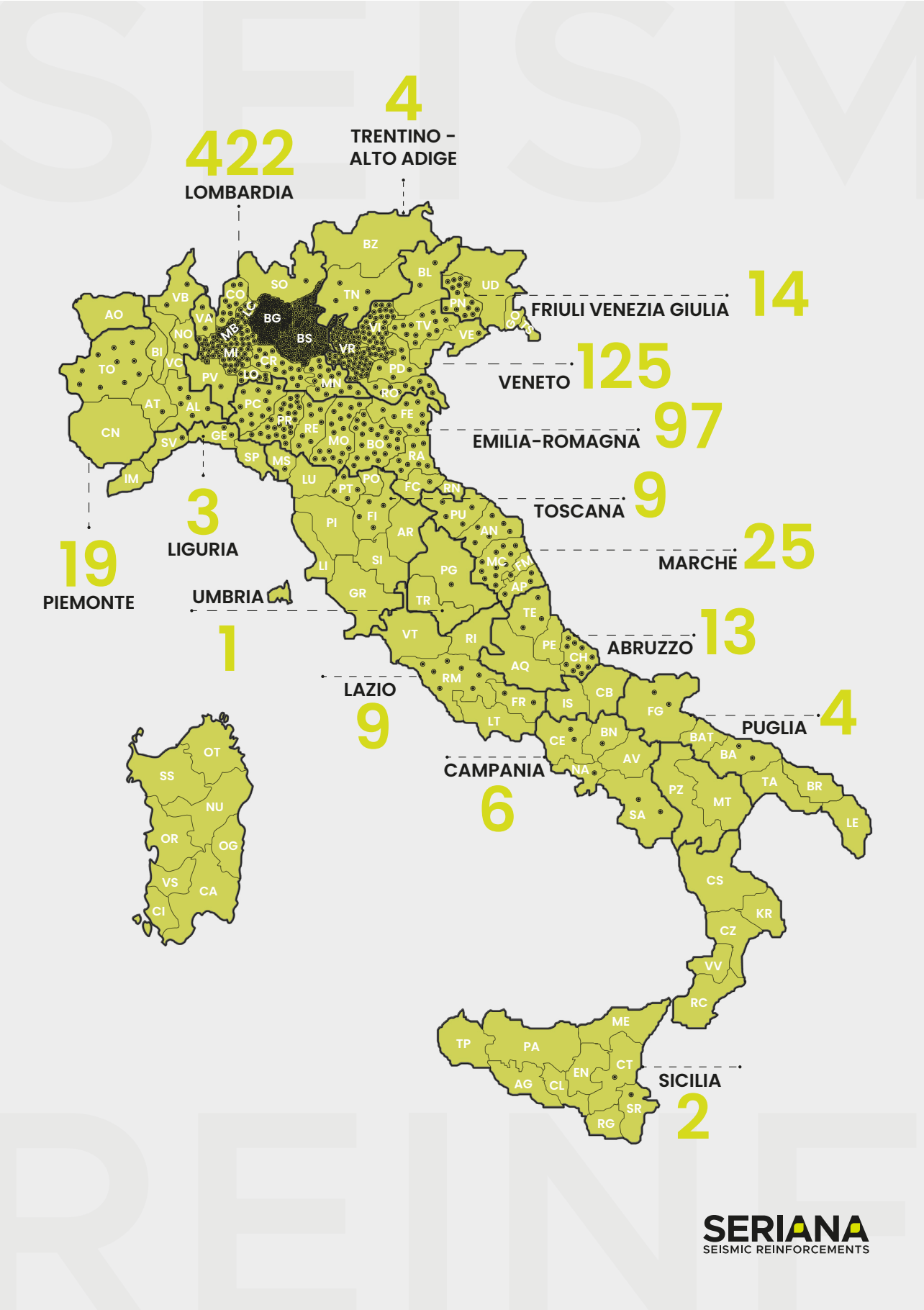
These actions helped prevent structural degradation and the need for demolitions, contributing to the protection of the landscape and the sustainability of the territory, in line with Seriana S.p.A.’s commitment to reducing the environmental impact associated with building activity.

COMPANIES AT RISK OF MAJOR ACCIDENTS

Companies at **risk of major accidents**, such as those subject to **Seveso regulations**, operate in strategic sectors where safety management is essential.

The presence of **hazardous substances**, **high worker density**, or **exposure to extreme natural events** makes the adoption of seismic safety measures essential.

Seriana’s interventions help strengthen the **structural stability** of these facilities, **preventing environmental disasters**, ensuring operational continuity, and safeguarding the safety of people and the territory.



Note: This map shows the distribution of interventions carried out by Seriana between 2016 and 2024.

Impact of retrofitting interventions

The seismic retrofitting interventions carried out in 2024 played a significant role in the **reduction of land consumption and rubble production**, contributing to the environmental sustainability of the existing building stock.

- **In the absence of seismic events**, structural upgrading makes it possible to preserve existing buildings, avoiding the need for demolition and, consequently, **eliminating rubble production and land use for new constructions**
- Although the impact of an earthquake depends on the intensity and nature of the phenomenon, **retrofitting buildings** remains a fundamental strategy to reduce collapse risk and mitigate the resulting environmental and social impacts. **Despite Italy being a high-seismic-risk country** (see box “Did you know...”), **in 2024 no structural damage** was reported in buildings retrofitted by Seriana in the areas affected by earthquakes.

PERFORMANCE KPI

320.000 sqm
seismically retrofitted,
equal to **45** top-tier
football fields (Serie A)

40 Provinces made safer

IMPACT KPI

Demolition and land consumption:

- In absence of earthquake: **0**
- In case of earthquake: **N/A**

LANDSCAPE AND TERRITORY PROTECTION

1.4 Business continuity and prevention of social disasters

Beyond the safety of people and the protection of buildings, a key aspect of seismic prevention is the protection of business continuity and the reduction of economic and social consequences in the event of an earthquake

Seriana's approach focuses on structural resilience, ensuring that seismically retrofitted buildings can maintain their functionality even after an earthquake, avoiding long operational downtimes and reducing the risk of economic and employment losses.

The interventions carried out contribute to:

- **Preserving business continuity**, allowing companies to continue their activities without prolonged interruptions.
- **Avoiding negative impacts on the economic and social fabric**, safeguarding jobs and the stability of local communities.
- **Reducing reconstruction costs**, since preventive retrofitting minimizes the need for demolition and post-earthquake interventions.

This proactive vision not only protects infrastructure, but also helps create a solid and sustainable system, where safety becomes a key element of economic and social stability.

DID YOU KNOW...

In 2024, according to data from the National Seismic Network (RSN) published by the National Institute of Geophysics and Volcanology (INGV), **16.826 earthquakes** were recorded in Italy—an average of **46 events per day**, or approximately **one every 30 minutes**, marking an increase of 500 events compared to 2023.



Scan to view earthquake frequency in Europe over the last millennium

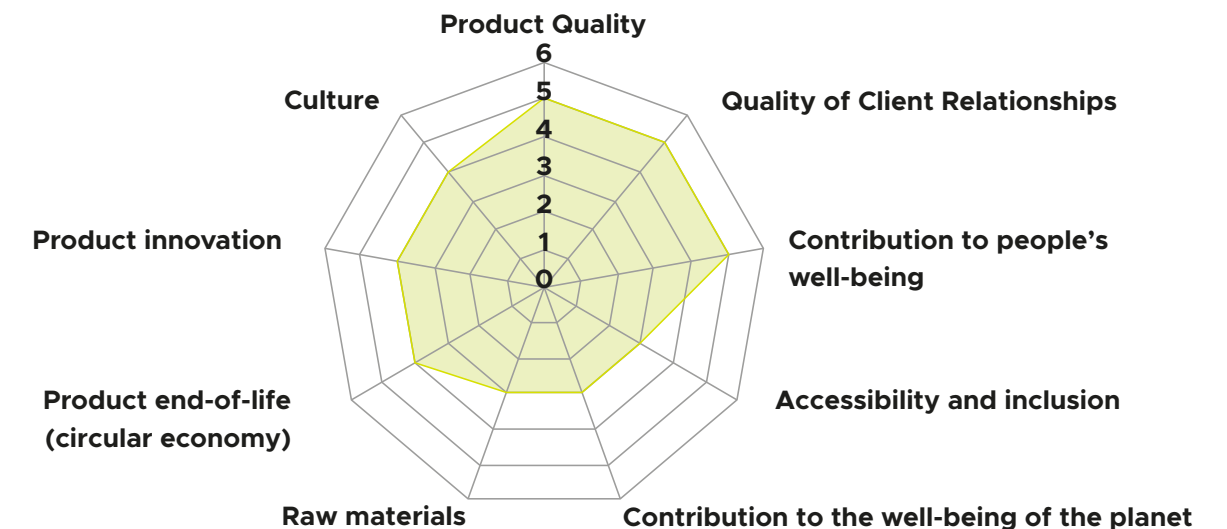
Impact assessments

Regarding value creation, each Common Benefit Area (CBA) is accompanied by a spider chart that represents the company's impact assessment based on the material relevance of the topics previously presented.

Scores are defined on a scale from 1 to 6 (1 = major issue; 2 = some issues; 3 =

ok but improvable; 4 = well-managed; 5 = strong; 6 = excellent). The green line corresponds to the score assigned by the company through workshop activities involving representatives from key business areas and functions.

Impact Assessment – PRODUCT



Seriana's primary objective, which also reflects its first Common Benefit Area (CBA), is undoubtedly to contribute to people's well-being by concretely improving their quality of life.

This commitment translates into three core benefits: **guaranteeing individual safety in the workplace, ensuring business continuity in the event of earthquakes and preserving the structural integrity of buildings**, preventing collapses and emergency situations. And it is here that we believe we have achieved truly outstanding results in recent years.

This objective also implies a positive impact on the environment and on the health of people living in a given area (our contribution to the planet's well-being). In particular, retrofitting industrial and chemical plants contributes to significantly reducing the risk of environmental disasters, promoting the protection of the surrounding territory.

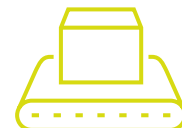
Seriana stands out for the high quality of the service provided, thanks to a personalized approach and constant attention to maintaining high standards for clients.

A quality product is always accompanied by excellent service: every intervention is carried out with maximum care, strictly adhering to deadlines and ensuring operational continuity (24/7), thus preventing production halts.

Thanks to the **ESSEZERO** work method, special attention is also given to the hygiene needs of workplaces through the application of **'Zero Dust' protocols** and targeted interventions performed during plant shutdowns, minimizing interference with production activities.



Key points of Essezero



Continuity
No disruption
to the client's
business
operations



Bypass
Adaptable to
industrial layout



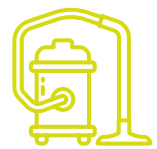
24/7 Interventions



Safe operations



**Maximum
cleanliness**



"ZERO DUST"
working method for
the protection of
the most sensitive
environments

Finally, one of Seriana's main strengths lies in the **quality of its relationships with clients**. The ability to listen and deeply understand their needs makes it possible to build strong relationships based on mutual trust. This approach is confirmed by the many positive feedbacks received, which highlight the value and impact of our work, as well as the **high percentage of loyal clients — 40% in 2024 alone** — who renewed their trust in our working model.

CUSTOMER SATISFACTION 2024

In 2024, out of a total of **35 respondents** among Seriana's clients, the average rating for **overall satisfaction** with the services offered by the company reached **8,51 out of 10**, confirming a high level of appreciation for the company's performance and the quality of service provided.



Discover customer testimonials about our working method (IT)

IVS GROUP S.P.A. >>> "The structural improvement work on the buildings of the IVS Group carried out by Seriana was marked by punctuality in the interventions and professionalism in the management of all aspects related to the assigned contract".

Antonio Villa - HSE Manager (RSPP)

AUTOMHA S.P.A. >>> "Seriana carried out its work professionally, respecting the timeline agreed with the site management, making a complex intervention seem simple. Given the positive experience, we certainly feel confident recommending Seriana to other companies as well".

Marco Pelati - Facility Manager

KAESER COMPRESSORI S.R.L. >>> "The severe earthquakes that recently struck Emilia Romagna caused great concern but also raised awareness about the issue. The need for infrastructure that increases safety in the workplace led us to implement seismic upgrades at our company. We evaluated several market options and ultimately chose Seriana, a company in which we found professionalism, punctuality, and precision".

Giovanni Micaglio - CEO


CONTRI SPUMANTI S.P.A. >>> "Seriana's strengths were its flexibility in adapting schedules to meet our company's operational needs".

Arch. Tiziano Perobelli - External Consultant

2. SECOND COMMON BENEFIT AREA: Creating value for our People – quality employment, well-being, and personal growth

CBA 2

*CBA = Common Benefit Area



Fostering **quality employment**, starting from the creation of safe working conditions, promoting the **well-being** of people and enhancing each individual's **professional growth**.

3

GOOD HEALTH AND WELL-BEING



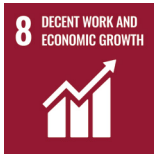
4

QUALITY EDUCATION



8

DECENT WORK AND ECONOMIC GROWTH



10

REDUCED INEQUALITIES



Seriana S.p.A. places people at the heart of its development model, promoting quality employment based on safe working conditions, widespread well-being, and professional growth opportunities. The company is committed to creating a workplace that promotes safety, inclusion, and talent development, thus contributing to sustainable development and the reduction of inequality.


This impact area is aligned with the United Nations Sustainable Development Goals (SDGs), particularly:

- Health and well-being (SDG 3)
- Quality education (SDG 4)
- Decent work and economic growth (SDG 8)
- Reduced inequalities (SDG 10)

Key objectives

- **Workplace safety:** ensuring adequate and risk-free working environments, with special attention to protecting employee health.
- **Well-being of people and families:** promoting a positive work environment that fosters engagement and inclusion of each worker, also considering family needs.
- **Professional growth:** enhancing the skills, attitudes, and capabilities of each person by offering training and development opportunities.

CBA 2



LEVERS FOR VALUE CREATION (Framework of Buona Impresa)	SPECIFIC OBJECTIVES	
<div>Development, well-being, and fulfillment of workers</div> <div>Individual well-being</div> <div>Health and safety at work</div>	2.1 Create adequate working conditions, with special attention to workplace safety	2.2 Offer a professional environment that focuses on the well-being of people and their families , encouraging engagement and inclusion, and enabling full expression for everyone
	2.3 Create professional growth opportunities by enhancing individual skills, attitudes, and specific capacities, and by developing the professional potential of employees	

Levers for value creation

Seriana’s commitment is based on a structured approach that includes:

- Development, well-being, and fulfillment of workers
- Protection of health and safety
- Improvement of individual well-being

Through these actions, Seriana S.p.A. strengthens its role as a responsible and inclusive company, fostering a work environment focused on both personal and professional growth, safety, and quality of working life.

What we accomplished in 2024

Below we present the actions carried out by Seriana in 2024, divided by specific objective of the second Common Benefit Area. For each objective, we report the performance and impact indicators, with special attention to the development and achievement of employees.

2.1 Creating safe and adequate working conditions, with special focus on workplace safety

Workplace safety is a key pillar for Seriana, which is constantly committed to ensuring protected working environments that comply with the highest standards. In 2024, the company invested in training, monitoring, and certifications to strengthen worker protection and reduce accident risks.

Performance indicators

- **91.932 total working hours** carried out in 2024.
- **1.038 hours of training on health and safety**, equivalent to **129,75 days of continuous training**, with an **increase of 19,8%** compared to 2023.
- **268 hours of training dedicated to key safety roles** (employers, site managers, supervisors, RLS), including both initial training and updates on **first aid, fire safety, and training for RLS and supervisors**.

In addition, the company strengthened coordination and monitoring activities:

- **3 general meetings with the operations team** and the safety team to share the organization chart and work guidelines.
- **96 preliminary coordination meetings** and **26 site inspections** to ensure compliance with safety standards.
- Management of non-conformities with **2 warning letters issued**.

Certifications and benefits

Seriana's focus on safety is also reflected in certifications and tax benefits:

- **ISO 45001 audit**, an international standard for occupational health and safety management systems, ensuring safe and protected workplaces.
- **INAIL OT23 benefit**, with an **18% reduction in taxation** thanks to the adoption of the SG Safety system, recognized as one of the industry's best practices.

Impact and concrete results

Seriana constantly monitors **Accident Indices**, key tools to assess and improve workplace safety. These statistical indicators provide a clear and objective picture of workplace safety conditions, allowing the identification of potential criticalities and implementation of effective preventive measures.

Monitoring of **Frequency, Severity, and Incident Indices** allows measurement of the effectiveness of adopted safety policies, offering a detailed overview of worker protection levels.

The lower these indices are, the higher the company's safety level, indicating fewer accidents and more effective prevention management. This proactive approach results in **continuous improvement** of workplace conditions, contributing to **risk reduction** and the creation of a **safer and more protected** environment.

Thanks to this **control and prevention strategy**, Seriana not only complies with regulatory standards, but also actively promotes a **culture of safety**, reinforcing

awareness and attention towards the **well-being of every team member**.

In 2024, the company recorded:

- **Only 3 workplace accidents** in 2024, for a total of **16 lost workdays**
- **Accident frequency rate:** 0,39
- **Accident severity rate:** 2,12
- **Average accident duration:** 5,33 days
- **Accident incidence rate:** 0,036

Note: data calculated on an average of 82 workers (41 laborers and 41 office staff), accounting for all personnel changes during 2024, including entries and exits.

In conclusion, Seriana S.p.A.'s commitment to safety translates into **tangible actions, continuous training, and constant monitoring**, with the goal of ensuring increasingly safer workplaces and protecting the health of its employees.

PERFORMANCE KPI

IMPACT KPI



2.2 Providing a professional environment that fosters the well-being of individuals and their families, encourages engagement and inclusion, and enables each person to fully express themselves

Personal well-being

Seriana continuously invests in improving the well-being of its people by adopting tangible measures to support work-life balance, promote inclusion, and create an inclusive workplace.

Performance indicators

- The **total number of Seriana employees** in 2024 was **77**, plus executive staff and freelance collaborators, bringing the **total to over 100 people**.
- **85,7%** of **contracts are permanent**, ensuring stability and security for employees.
- **25,9%** of the **team have foreign citizenship**, highlighting an inclusive and multicultural work environment.
- **66,6% female representation on the Board of Directors** and **60% in office roles**, with a **45,4% share of women in leadership positions**.
- **31,1% women across total staff**, a percentage well above the national industry average of **8,82%** (according to the latest INPS data from 2022).

Welfare policies and employee benefits

Seriana invests in concrete tools to enhance employee well-being:

- **Welfare plan via Edenred** with a total value of **€119.047,94**, to support the purchasing power of workers and their families.
- **All-inclusive 3-day vacation package in Sardinia**: To recognize the daily work of teams and strengthen cohesion among business units, Seriana promoted this initiative as a moment of sharing, relaxation, and social interaction.
- The initiative involved **78% of the company team** (employees and collaborators available at the time), along with other guests, for a total of **89 participants**. For this initiative, **Seriana invested €74.095**, confirming its commitment to promoting **tangible projects for employee well-being and quality of work life**.
- **Supplementary health insurance** with Intesa Sanpaolo RBM Salute, valued at **€10.352,30**, which includes free visits and compensation for serious illness.
- In conclusion, in 2024 Seriana **allocated over €203.000** to **employee welfare**, confirming its tangible and ongoing commitment to supporting health, well-being, and quality of life.
- **Extra leave and time-off requests**: Seriana allows employees to better balance personal and professional life thanks to the ability to request leave and time off not included in the annual plan, as outlined in the Corporate Regulation.
- **Part-time schedule**: In 2024, all **3 requests for reduced working hours** due to personal needs were fully granted.

Company events and team-building initiatives

- **85 stadium tickets** were gifted to employees to attend Serie A, Champions League, and Coppa Italia matches (teams: Atalanta, Inter, Juventus, and Milan), including catering and parking services.
- **7 social events** were organized to strengthen relationships among colleagues, including **1 Christmas event** involving the families of all participants, and **2 inauguration events** for the new Seriana Points, with local teams and their families.
- **2 team-building activities** (Paintball and Orienteering) involved **70,8% of company personnel**.

Impact and results

Seriana's commitment to employee well-being is confirmed by the results of the **Welfare Plan Satisfaction Survey**, which showed high levels of appreciation:

- **93,5%** of employees stated they appreciated the initiative.
- **88,7%** preferred the welfare benefit over a monetary bonus.
- **90,3%** requested that the plan be renewed in the following years.

As for **company events and initiatives**, among the **45 employees** who participated in the satisfaction survey, the **average rating was 4,51 out of 5**.

Notably, the **3-day trip to Sardinia** received an average rating of **4,55 out of 5**, with **particular appreciation for networking opportunities and team cohesion**.

Seriana pays great attention to **work-life balance**. A significant data point is that **83% of the vacation days and leave accrued in 2024** were used **by December 31st**, demonstrating careful management of work and personal life needs.

These results reflect the company's **tangible commitment** to creating a work environment that is **positive, inclusive, and focused on well-being**, recognizing the value of personal time and fostering strong relationships within the team.

In conclusion, **Seriana S.p.A.'s policies place employee well-being** at the center of its corporate strategy, promoting **equity, inclusion, and quality of work life**. The company is committed to further strengthening these aspects, fostering an ever more **sustainable and people-centered** work environment.

PERFORMANCE KPI

85,7% Permanent contracts

Female representation:

- **66%** on the Board of Directors
- **60%** in office roles
- **31,1%** of total employees, compared to the **sector average of 8,82%**

25,9% Foreign nationality

PERSONAL WELL-BEING

€203.000 Welfare

7 Social events, including **2 team-building** activities and **1 vacation** in Sardinia

85 Stadium tickets

IMPACT KPI

93,5%

Appreciation for the Welfare plan

4,51 out of 5 Overall event satisfaction

83% Paid leave and time off used

2022-2023 – “ACADEMY 100% EMPLOYABILITY” BY SERIANA: TRAINING AND OPPORTUNITIES FOR STABLE EMPLOYMENT

In collaboration with Gi Group, Seriana launched **two Academies** to train new assembly workers free of charge.

The training paths, both theoretical and practical, concluded with an offer of permanent employment for the selected participants.

A concrete initiative to support **stable employment in the sector**.



2024 – VACATION 3 DAYS IN SARDINIA ALL INCLUSIVE

89 People

Rating: **4,55 out of 5** for **networking** and **team cohesion**

20
24



2024 - CHRISTMAS EVENT “SERIANA&SELAB FAMILY”

+200 Guests (team, partners, children)

Santa Claus + elves

Sustainability workshop

Buffet dinner

20
24



2.3 Opportunities for Professional Growth and Skills Development

Seriana invests in the potential of its employees through targeted training and professional development programs, with the aim of enhancing the skills, attitudes, and specific capabilities of each individual.

What We Did in 2024

In 2024, **16 employees** took part in **10 training courses and webinars**, selected based on the specific needs of each team member, in collaboration with Management, the HR Manager, and Area Managers.

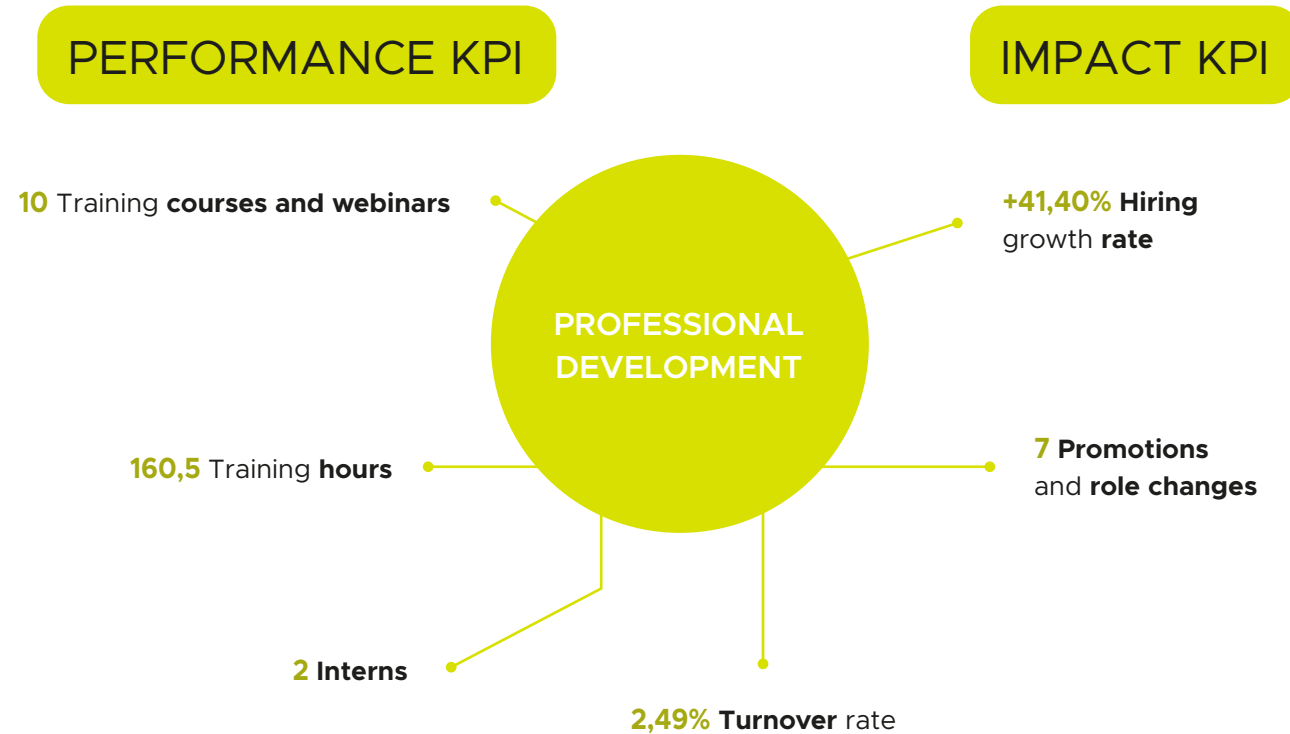
The training covered diverse topics, totaling **160,5 training hours**, in addition to the **1.038 hours** of health and safety training previously mentioned.

The company also hosted **2 curricular interns**, one male student and one female student, offering them a practical and educational experience to support their professional growth.

To demonstrate the recognition of internal talent, during the year, **4 women and 3 men** received a **promotion or role change**, either through direct requests or based on managers' recommendations.

The HR Manager and Management oversaw the process carefully, ensuring fairness and meritocracy in decision-making.

The focus on people development is also reflected in company growth data: in 2024, the **employee growth rate** increased by **+41,40%** compared to 2023, while the **turnover rate** remained low at **2,49%** of the total workforce, highlighting a stable work environment aimed at talent retention.



SOCIAL SUSTAINABILITY INITIATIVES PRIOR TO BENEFIT CORPORATION STATUS

- **2020:** Support for the **Sinapsi CR2** project promoted by Occhi Azzurri Onlus: an inclusive rehabilitation and recreational center for children and adults with disabilities
- **2022: Women for Women** – collection of essential goods to support Ukrainian women affected by the war, through the Zlaghoda Association
- **2022: “Nonni Atalantini allo Stadio” contest** – stadium tickets donated after the Covid19 lockdown, in collaboration with Atalanta Bergamasca Calcio
- **2023: Donation of wheelchairs** to the pediatric departments of the Papa Giovanni XXIII Hospital in Bergamo

SOCIAL SUSTAINABILITY INITIATIVES 2024

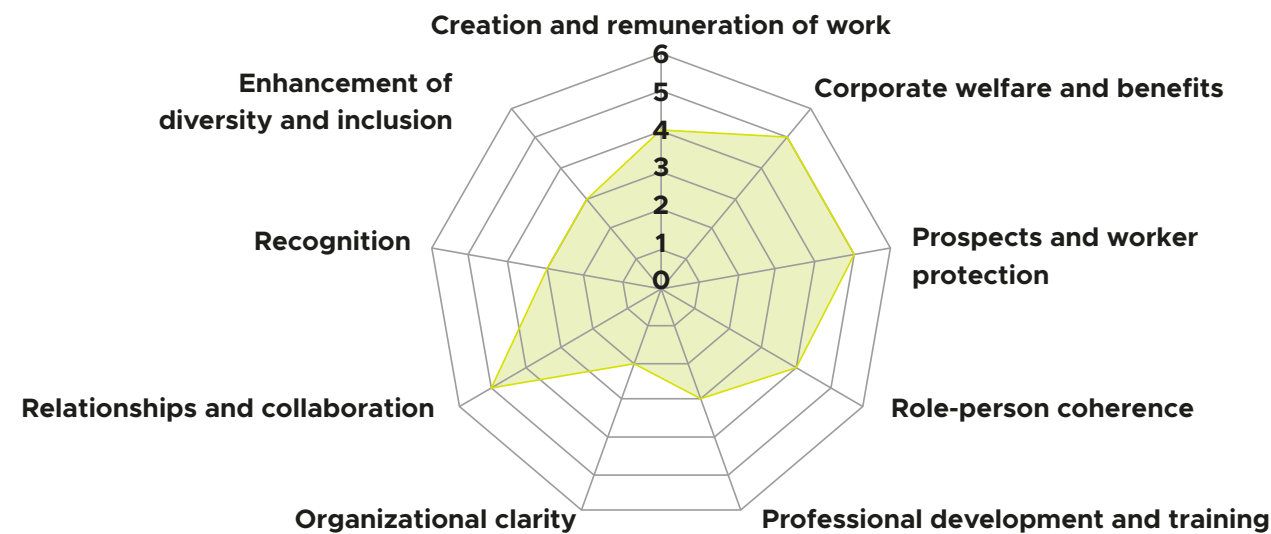
- **Emotional support for hospitalized children**, in collaboration with Fondazione Theodora
- **Donation of toys** for children in need, in collaboration with Confindustria, through the **“Regalati un Sorriso”** (“Give a Smile”) project



Find out more about Seriana's initiatives through the years on our blog



Impact Assessment – PEOPLE



With regard to people management and care, Seriana stands out for achieving **satisfactory results** across nearly all evaluation areas.

In particular, the **workplace climate** is assessed as **positive** and marked by a strong sense of collaboration. Relationships between colleagues and across hierarchical levels are based on mutual respect and availability. The leadership plays a crucial role in this context, setting a concrete example of inclusive and participative leadership.

During collective workshops, it emerged that employees feel they benefit from a high level of protection, particularly thanks to the **contractual guarantees** offered. This became even more evident during the Covid-19 emergency, when the company effectively managed the situation, demonstrating care and responsibility towards its people. Additionally, sharing the company vision and achievements with employees is highly appreciated, as it fosters a sense of belonging and active involvement in the company's mission.

The **welfare and benefits** package is perceived as comprehensive and well-structured by employees. Among the most appreciated aspects are **flexible working hours, team-building initiatives, and family involvement**, all of which help create a balanced and inclusive work environment.

Another strong point is the **alignment between role and individual**: Seriana actively promotes employee participation in designing their own career path, giving priority to personal attitudes over technical skills, which can be acquired over time. This approach enables job changes while valuing individual ambitions and fostering professional growth.

A **critical issue** emerged related to **organizational clarity** and the definition of growth and development goals. This aspect, already noted by management, has been influenced by the rapid growth recorded in 2024, which required significant investment in time and skills. Improvement initiatives are already underway and will be monitored and reported in the next Impact Report, scheduled for 2026.

3. THIRD COMMON BENEFIT AREA: Protecting Nature and the Environment

CBA 3

*CBA = Common Benefit Area



Protecting nature and the environment by managing and reducing the negative environmental impacts of our business processes and ensuring the sustainability of our supply chain.



Seriana S.p.A. is committed to the responsible management of environmental impacts arising from its business processes and to promoting sustainability throughout its supply chain.

This impact area is aligned with the UN Sustainable Development Goals (SDGs), in particular:

- **SDG 12** – Responsible consumption and production: promoting more sustainable use of resources.
- **SDG 13** – Climate action: adopting practices that reduce the environmental impact of business activities and raising awareness throughout the production chain.

Key Objectives

- **Reduce the negative environmental impact of business processes** by efficiently managing resources, continuously improving operational practices, and seeking innovative solutions to minimize waste and pollution.
- **Monitor the environmental and social impact of suppliers**, promoting greater awareness within the supply chain about the social and environmental effects of production activities and encouraging a more sustainable approach.



CBA 3

LEVERS FOR VALUE CREATION (Framework of Buona Impresa)

Circularity and resource
use

Climate change

SPECIFIC OBJECTIVES

**3.1 Reduce the negative
environmental impact** of
business processes

INTERNAL

**3.2 Monitor the
environmental and social
impact of suppliers,**
particularly by raising
awareness in the
supply chain on socio-
environmental issues

EXTERNAL

These actions are developed around two **value creation levers**:

- **Circularity and resource use**, focusing on efficiency and waste reduction.
- **Climate change**, contributing to the mitigation of environmental effects and reduction of emissions.

Through these initiatives, Seriana reaffirms its commitment to sustainable growth, combining competitiveness and environmental responsibility.

What we did in 2024

3.1 Reduce the negative environmental impact of business processes

Seriana implemented a series of actions to minimize the environmental impact of its operations, focusing on reducing consumption, optimizing resource use, and limiting emissions.

Main actions in 2024:

- **Energy efficiency**: the progressive replacement of incandescent bulbs led to a usage percentage of **23%** across the headquarters, reducing energy consumption. In 2025, Seriana plans to implement **targeted electricity consumption monitoring**, aiming to identify optimization margins and implement strategies for greater energy efficiency.
- **Monitoring and optimization of paper use**:
 - **26 reams of A3 paper** and **380 reams of A4 paper** were purchased.
 - **3 A0 paper rolls** were used for technical prints.
 - Company printers reached **8.221 double-sided pages** and **8.057 black and white pages**.

- The adoption of **FSC-certified paper** for business consumption materials recorded a strong increase, from 50% in 2023 to **88% in 2024**, with the goal of reaching **100% eco-sustainable products**.
- **Sustainable marketing materials**: All promotional and corporate communication materials, such as brochures and catalogs, are **96% printed on FSC-certified paper**, ensuring a responsible approach aligned with sustainability goals.
- **Optimization of water use and materials employed**:
 - Installation of **3 water dispensers** to reduce the consumption of single-use plastic.
 - **Distribution of approximately 400 aluminum bottles** between 2023 and 2024, intended for employees, clients, and guests, with the aim of promoting more sustainable daily practices and reducing the use of disposable materials.
 - **Replacement of plastic bottles with cans of WAMI water**: In 2024, Seriana chose a sustainable alternative for guests by introducing **WAMI water cans in 100% recyclable aluminum**, reducing the use of single-use plastic. A total of **744 cans** were purchased, with a dual purpose: reducing plastic usage and supporting a high social impact project. For each can purchased, **WAMI donates 100 liters of clean water** to communities without access to potable water, directly contributing to **SDG 6 – Clean Water and Sanitation** and promoting access to safe water resources in disadvantaged areas.
Note: The purchase of the cans occurred during the year, so the average annual consumption will be monitored starting next year.
 - **Use of single-use cups in FSC paper**: for water and coffee consumption in the company, only FSC-certified cups are used, made with materials sourced from responsibly managed forests.
 - **Use of a rainwater collection system**, used for **automatic irrigation** of green areas and as a **water reserve for the fire prevention system**.

- Waste management:

Industrial waste generated from construction sites is disposed of by a certified external company. The main types of waste managed by Seriana are:

- **Mixed waste (code 150106)**: includes cardboard, pallets, mixed packaging, etc. Depending on composition, these materials are recycled, reused, or, when not recoverable, sent to landfill or waste-to-energy plants.
- **Demolition materials (CER 170904)**: crushed and recovered construction materials reused in sand, gravel, and roadbeds.
- **Iron and steel (CER 170405)**: fully recyclable materials sent to foundries to be transformed into new products.

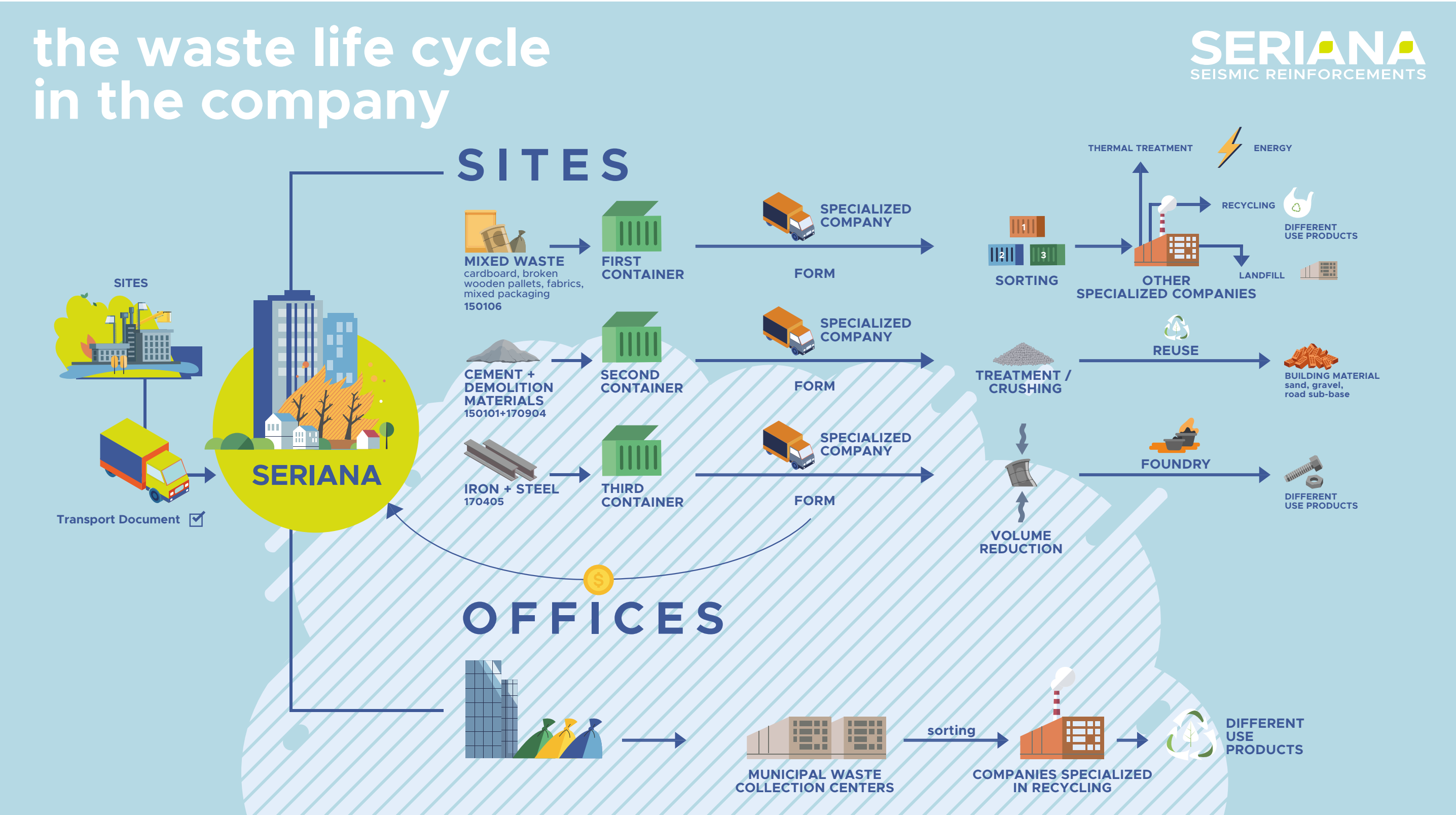
In 2024, industrial waste management produced the following results:

- **Mixed waste (CER 150106)**: **17.388 kg**, of which **9.936 kg** were recovered through recycling and reuse processes. The remaining **7.452 kg** was sent to landfill.

- **Demolition materials (CER 170904): 2.780 kg** managed, with a **100% recovery rate**.
- **Iron and steel (CER 170405): 14.890 kg** managed, with a **100% recovery rate**.

In conclusion, out of a **total of 35.058 kg of industrial waste** managed by Seriana in 2024, **78,7% (equal to 27.606 kg)** was sent to **recovery and reuse** processes, confirming the company's commitment to reducing environmental impact and ensuring responsible resource management.

Note: The following graphic details the life cycle of the company's waste.

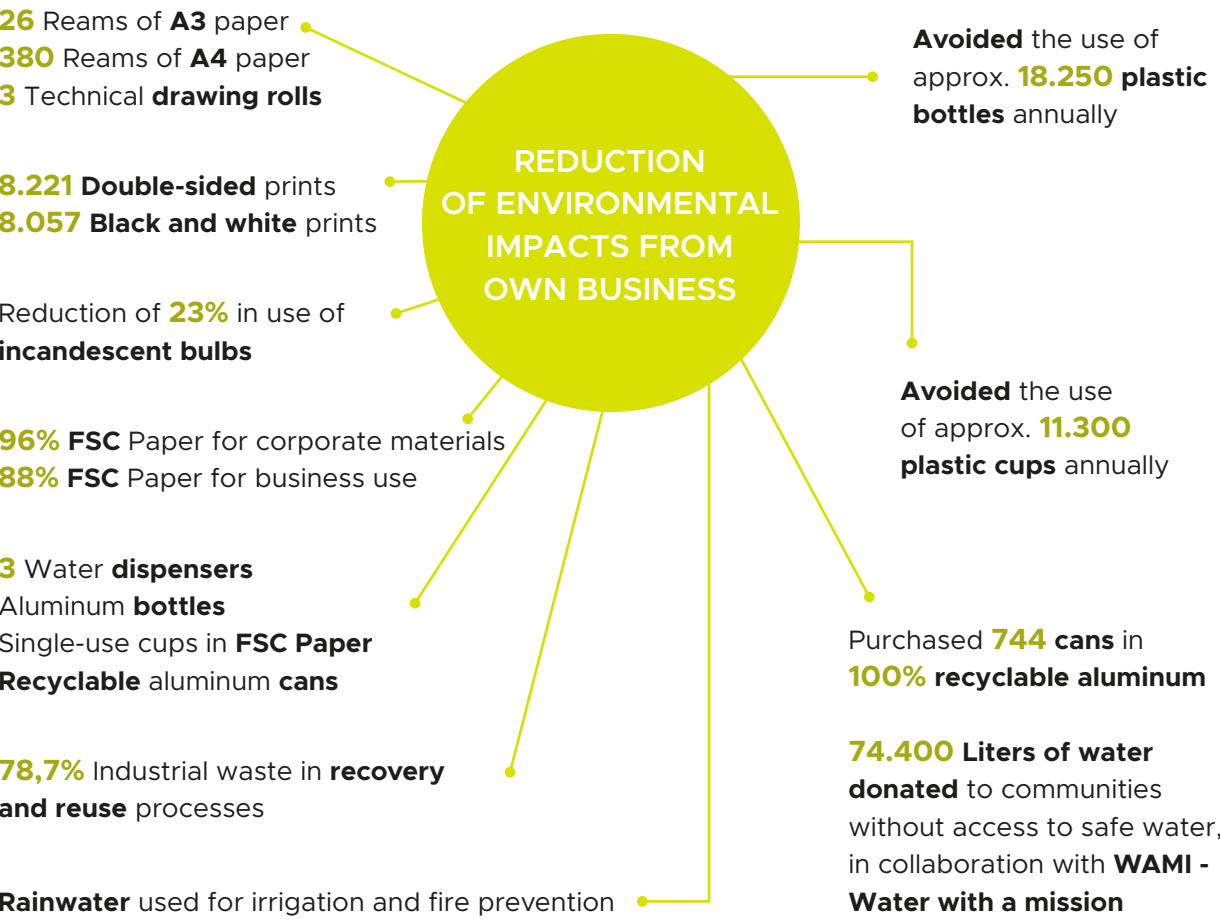


Impact and results:

- **Reduction in plastic use:** Thanks to the adoption of **water dispensers and reusable bottles**, the use of approximately **18.250 single-use plastic bottles per year** is avoided internally.
- **Conscious choice of materials:** The adoption of **FSC-certified cups** for water and coffee has improved the quality and sustainability of the materials used, with an estimated annual consumption of **11.300 units**.
- **Sustainable alternative for company guests:** The introduction of **100% recyclable WAMI aluminum cans** for water consumption represents a **sustainable choice** that further reduces the use of plastic bottles. The partial impact was already noted in the activities carried out in 2024, however, the **precise annual consumption is not yet quantifiable**, as the initiative was launched during the year.
- **Awareness and optimization:** Internal campaigns aimed at reducing waste and improving printing practices, encouraging the responsible use of paper and digitalization.
- **Ongoing commitment:** These actions fall within the corporate strategy aimed at minimizing environmental impact, promoting sustainability, and raising awareness among employees and stakeholders towards more conscious resource consumption.

PERFORMANCE KPI

IMPACT KPI



WAMI – WATER WITH A MISSION: A DAILY GESTURE THAT MAKES A DIFFERENCE

In 2024, Seriana joined the **WAMI - Water with a Mission** initiative, a social impact project that transforms everyday gestures into an opportunity for solidarity.

For each can of WAMI water purchased, **100 liters of drinking water** are donated to communities that do not have access to this essential resource. We believe in this project because it combines the **reduction of single-use plastic** with a **positive social impact**, in line with Seriana’s commitment to the environment and collective well-being.

WAMI’s results from 2016 to today

- 70+ aqueducts built
- 75,000+ people with permanent access to drinking water
- 12 billion liters of water donated
- Projects in Africa, South America and Asia, in countries such as Tanzania, Guinea-Bissau, Senegal, Madagascar, Kenya, Ethiopia, Ecuador, Nicaragua, and Sri Lanka.

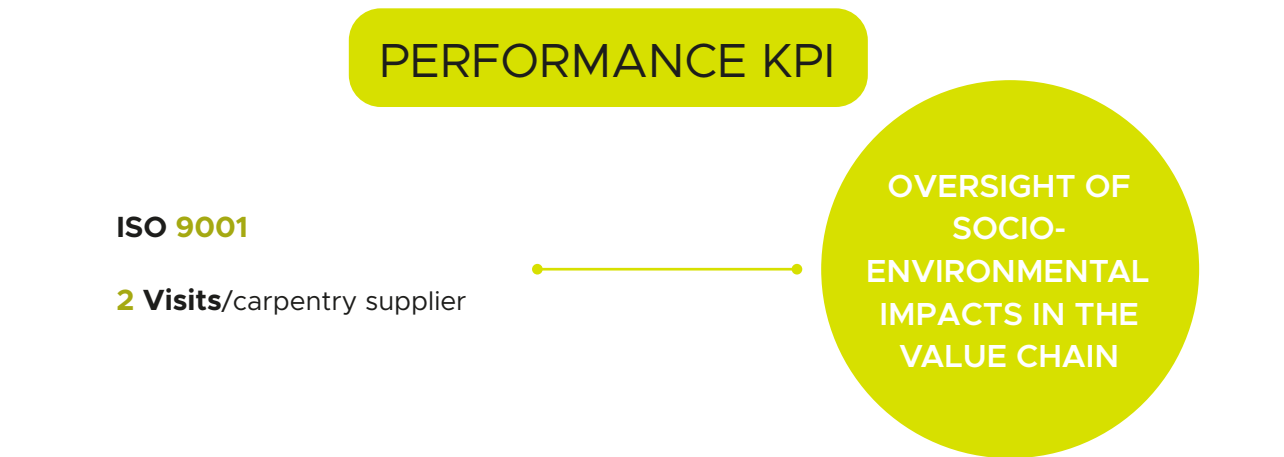


3.2 Monitoring the Environmental and Social Impact of Suppliers

In addition to reducing the impact of its own activities, Seriana actively works to engage suppliers in a path of greater awareness and sustainability, with the goal of strengthening oversight of the supply chain.

Key actions in 2024:

- Achievement of **ISO 9001** certification, which led to an increase in supplier visits to ensure compliance with environmental and quality standards.
- **Two visits were carried out for each carpentry supplier**, for a total of approximately **25 main suppliers** of different materials. This activity represents a first step toward building **more structured monitoring** of the supply chain. Seriana is aware of the importance of a **sustainable supply chain** and the need for in-depth monitoring of the environmental practices adopted by its suppliers. The future goal is to **strengthen and systematize the visit process**, collecting detailed data to identify areas for improvement and promote a more responsible approach throughout the supply chain.



Commitment to sustainable growth

Seriana reaffirms its commitment to sustainable business growth by combining innovation, environmental protection, and supply chain engagement. The chosen path aims at more efficient resource management and stronger integration of ESG (Environmental, Social, and Governance) criteria within the company’s strategy.

ENVIRONMENTAL SUSTAINABILITY INITIATIVES

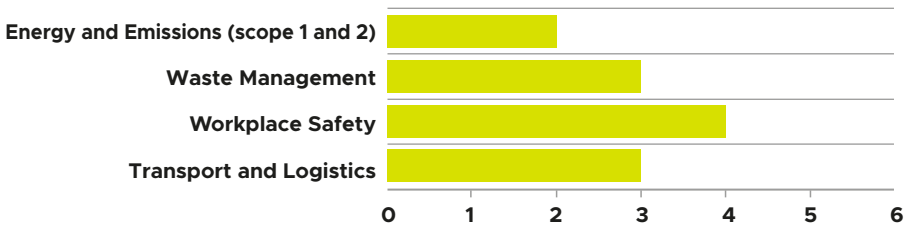
PRIOR TO BENEFIT CORPORATION STATUS

- **2021: Adoption of a beehive with 300.000 bees** to support biodiversity, in collaboration with 3BEE
- **2023: Collection of 650 kg of waste** in Italy in collaboration with Piantando through the “Plastic Pull” project

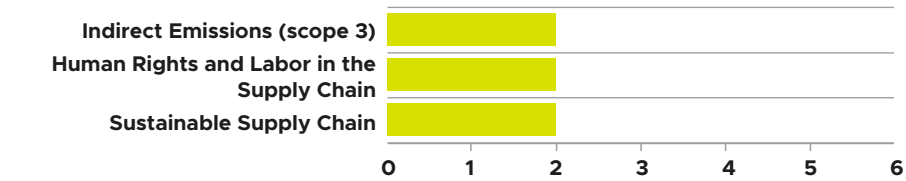
Impact Assessment – ENVIROMENT

This section presents the detailed results of the questionnaire on the sustainable management of Seriana’s Operations. The charts show the evaluation results related to both the company’s **production processes** and **supply chain management**.

Production Processes



Supply Chain



Environmental sustainability is one of the main Common Benefit Goals for Seriana. Currently, it is an area **partially addressed**, which is why the company has formally committed to defining concrete and measurable improvement goals over time. A potentially critical aspect is **transport and logistics**, areas with high environmental impact. To this end, Seriana is already considering actions to increase operational efficiency, such as the opening of decentralized offices and hiring local staff near worksites. These measures aim to reduce operational distances and, consequently, minimize the environmental impact of travel. Regarding **waste management**, both at headquarters and on construction sites, the company has already adopted effective practices. However, implementing a structured monitoring system could represent an additional step forward in enabling continuous and measurable improvement.

A particularly relevant area that emerged from the operations analysis concerns the **supply chain**. Seriana is directly responsible for designing interventions, but outsources component production to external suppliers, while managing transport and installation independently. In the coming years, it will be strategic to systematically monitor the environmental and social impacts related to suppliers.

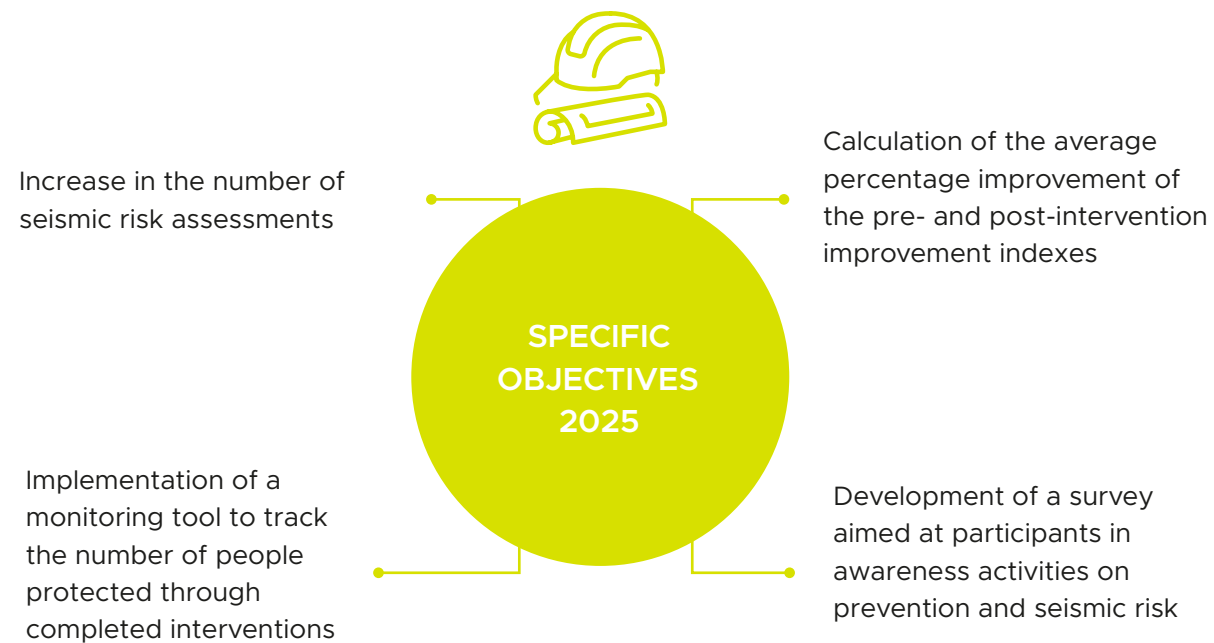
Although this aspect has not yet been formalized, the company has clearly expressed its intention to develop targeted initiatives in this direction.

A **well-established area for Seriana**, on the other hand, is **health and safety in the workplace**. The company stands out for its solid and concrete commitment, which is essential given the operational context. Protecting workers is clearly a priority, integrated consistently in business processes and internal policies.

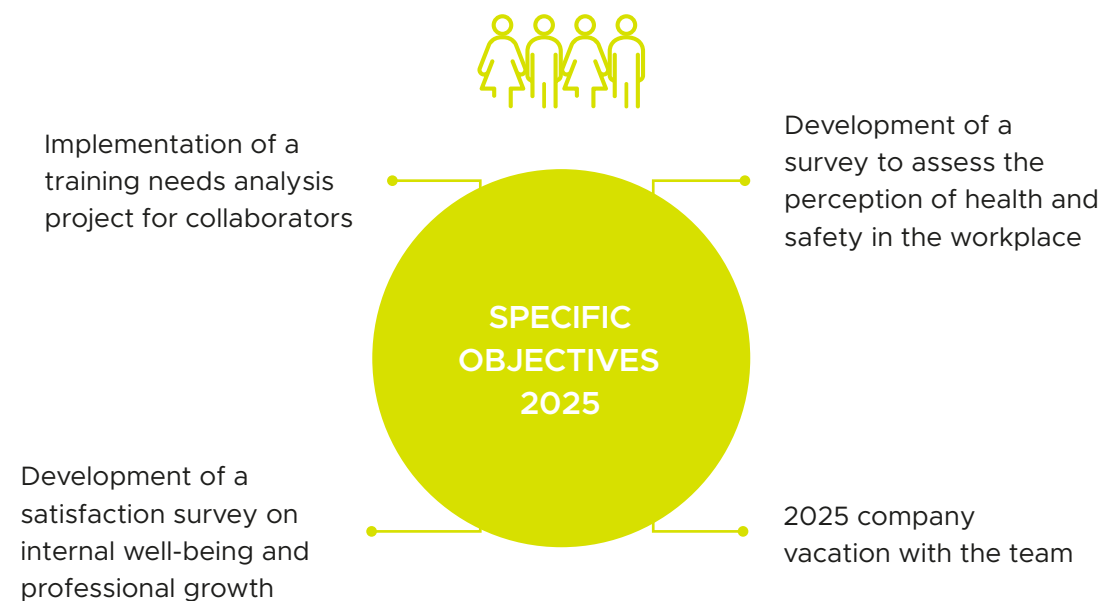
3 OBJECTIVES FOR 2025

Based on the considerations outlined above, in 2025 Seriana has decided to establish improvement goals aligned with its three Areas of Common Benefit. Specifically:

Purpose 1 – Product Area (innovative solutions to reduce seismic vulnerability and promote a culture of prevention)



Purpose 2 – People Area (quality employment and promotion of well-being)



Purpose 3 – Environment Area (protection of nature and oversight of the supply chain)



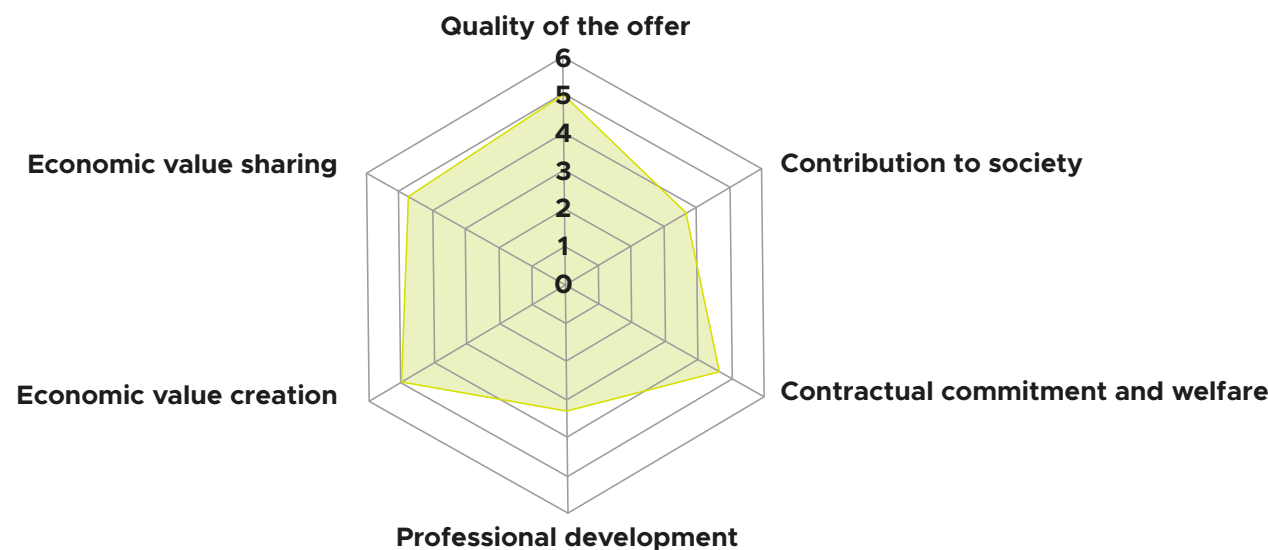
4 ASSESSMENT AGAINST STANDARDS

Value creation through the Business System

In this section, we aim to summarize the results of the overall evaluation carried out through SABI, using 4 summary charts.

1. Overall Value Creation

The first chart aims to offer an overview of Seriana's overall value creation. The summary evaluation for each dimension corresponds to the average of the evaluations assigned to the individual elements that make up that dimension (as shown in the previous chapter).



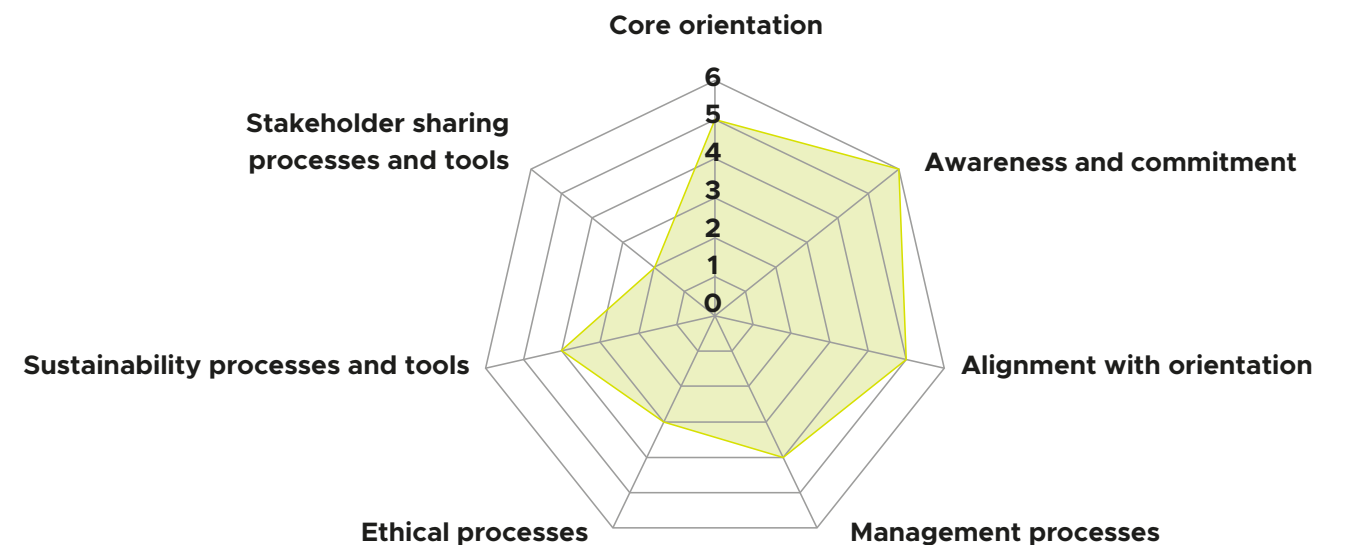
Overall value creation for Seriana is significant and consistent across all areas (with average scores between 4 and 5) and for this reason **very satisfactory**.

It is interesting to note how dimensions involving more structural elements (such as the quality of the offer and contractual commitment) received higher scores compared to those related to softer aspects (e.g. contribution to society and professional development).

This is a very positive factor because it is easier to act on “soft” dimensions than to modify the core business.

We are therefore confident that these evaluations will only continue to improve in the coming years.

2. Governance



The second chart highlights the key elements of governance according to the “Good Business” model, understood as the set of strategic choices, processes and practices that enable the concrete and continuous creation of value.

Seriana has adopted a governance model that gives equal importance to the company's economic prosperity, the development of society, and environmental protection. The company **does not merely aim to generate profit**, but deliberately strives **to create positive impact or reduce potential negative effects**, integrating this approach into its business strategy.

To support this commitment, Seriana has acquired the legal status of a **Benefit Corporation**, formalizing its social and environmental responsibility. This vision is **shared and supported** by both shareholders and management, who act with awareness and alignment with the impact objectives.

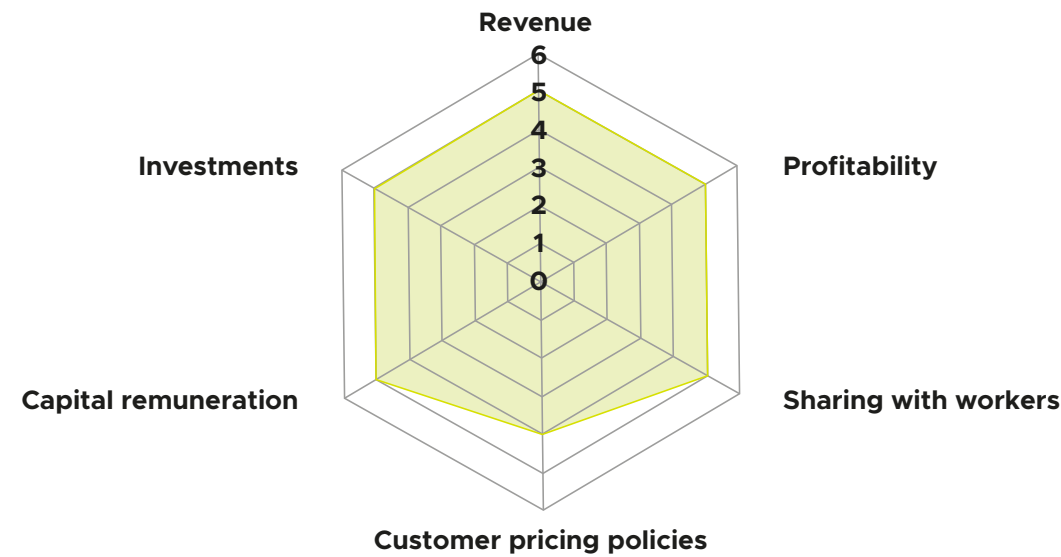
The company's governance is structured to integrate sustainability into decision-making processes, with clearly defined internal roles and responsibilities and active leadership engagement.

To ensure a concrete oversight of social and environmental sustainability, the company adopts specific tools such as **materiality analysis**, the **Impact Report**, and a **monitoring system based on key indicators**. It also invests in active involvement of management and other key figures to further strengthen the culture of sustainability within the organization.

An area for improvement concerns the **processes and tools for sharing with stakeholders**, which received a significantly lower rating than the other elements. Seriana is working to expand opportunities for listening and dialogue through tools such as **targeted surveys and participation initiatives** aimed at assessing its sustainability performance.

The objective is to strengthen dialogue with key stakeholders and make the path toward sustainable growth even more inclusive and participatory.

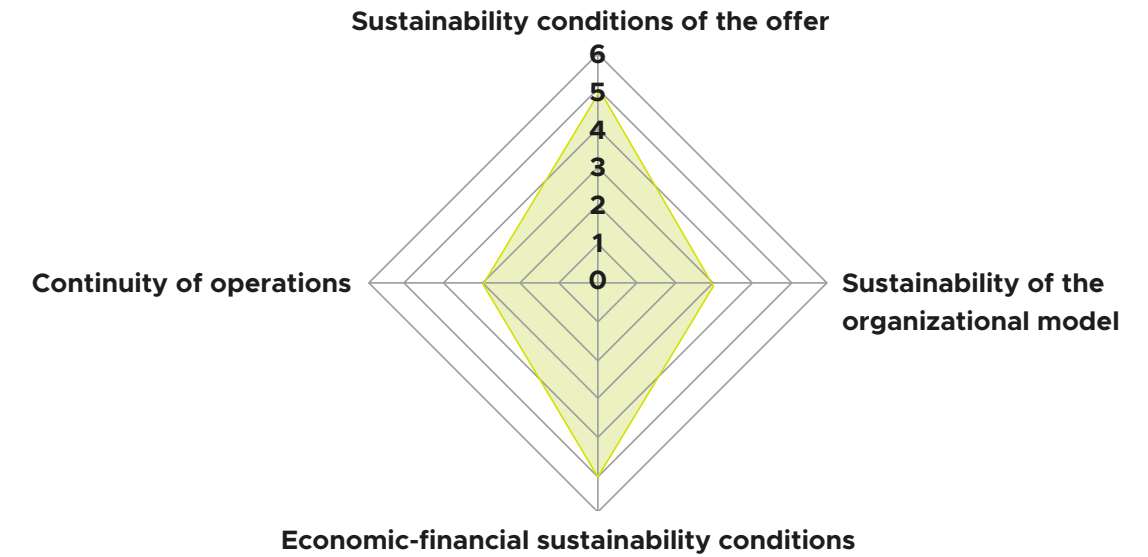
3. Value creation through Economic Value



In the area of economic value, Seriana has not yet identified a specific Common Benefit Objective, but it is aware that the creation and sharing of economic value is not only a responsibility, but also a leverage of impact for any business. The evaluation is **very satisfactory** across all areas: in the past ten years, Seriana has recorded exponential growth, establishing itself as a sector leader.

To support this growth, the company has made significant investments, focusing on innovation and operational efficiency. Among the main initiatives are the opening of new Points in Bibbiena and Moncalieri, the adoption of vans with automatic transmission to improve employee mobility, and the purchase of cutting-edge machinery. These strategic choices aim to ensure increasingly effective service while keeping Seriana competitive and ready for future challenges.

4. Continuity over time



The final chart provides an overall view of a key element in assessing the Good Business model, namely the ability to continue generating value for society in the long term thanks to the **continuity of the offer** (and customer loyalty), **organizational continuity** (employee retention), **economic continuity** (loyalty of members/investors), and the **sustainability of operations** (strength of relationships with suppliers and business partners), interpreted as a crucial factor for ensuring the long-term success of business activity.

Overall, in Seriana's evaluation, there appear to be the conditions for value creation to continue over time. In particular, Seriana believes it can count on an **extraordinary loyalty of customers, members, and investors**.

A good evaluation was also given to the other two dimensions (organizational continuity and operations continuity), but it is deemed appropriate, in the coming years, to ensure the sustainability of the internal organizational model through work on clarity and people development, and to initiate reflection and a series of actions across the supply chain.

Overall evaluation of material impacts – SABI

The overall impact assessment conducted through SABI, the Self-Assessment Tool for Good Impact (third-party and independent standard aligned with the Benefit Corporation Law No. 208/15), generated the following output at two levels:

A. Risk assessment of sustainability

Below are listed all the minimum requirements requested in the various sections of the self-assessment, with the response assigned by the company. The goal is to pay attention to the management of social and environmental business impacts, to minimize potential negative effects. This overall view helps to identify any risks that are still unaddressed or poorly managed: important conditions to take charge of in order to meet the commitment to **“first, do no significant harm”**.



MINIMUM REQUIREMENTS	SELF-ASSESSMENT
Decent salary	✓
Pay disparity	✓
Decent salary in the supply chain	✓
Diversity & Inclusion monitoring	✓
Accessibility	✓
Gender equality	✓
Health and safety of workers	✓
Health and safety of customers	✓
Respect for human rights	✓
Local communities	✓
Monitoring and reduction of GHG emissions	✓
Monitoring and reduction of resource consumption	✓
Taxation	✓
Fulfillment of economic commitments	✓
Anti-corruption and conflict of interest	✓
Communication and transparency	✓
Monitoring and reduction of pollution	✓
Monitoring and reduction of water discharges	✓
Monitoring and reduction of impact on biodiversity	✓

All minimum requirements in Seriana are fully met, and no significant risks have emerged that require immediate attention. The company has in fact reflected on the existing and potential environmental impact within its operations and throughout its upstream and downstream value chain, identifying-where needed-possible improvement pathways.

B. Material impact dashboard

Below are presented the material impacts of Seriana S.p.A., with a performance evaluation regarding the impacts identified as material by the company, both in relation to Seriana itself and in relation to the management of the supply chain in line with the United Nations Sustainable Development Goals (SDGs).

This summary output is the result of evaluations assigned based on the individual questions of the model, across all relevant areas observed.

IMPACT	SDG	EVALUATION FOR SERIANA	EVALUATION FOR SUPPLY CHAIN
Individual well-being		✓	!
Development, well-being, and fulfillment of workers		!	!
Circularity and use of resources		✓	!
Education, information, and culture		✓	✓
Health and safety of workers		✓	!
Diversity, Equity, and Inclusion		✓	!
Climate change		✓	!
Societal progress and innovation		✓	✓

The assessment, with regard to the activity directly related to Seriana S.p.A., is **positive** for all impacts except one: no major critical issues were found in most of the areas highlighted above, and the average score of the assessments assigned to the individual elements is decidedly positive. Only one point of attention emerges, related to internal organizational clarity, as already explained in the impact evaluation on people (chapter 2), which will be one of the **key improvement objectives for 2025**.

However, some elements consistently emerged from the reflections and sharing during the internal workshop, pointing to aspects of attention regarding the impacts along Seriana's supply chain. This means that certain elements received lower scores or were judged less satisfactory in the supply chain sections, specifically:

- Human rights and working conditions in the supply chain
- Sustainable supply chain
- Indirect emissions (scope 3)

These are not necessarily critical elements but rather aspects that are still under-addressed and already known to management. Seriana has committed to opening up reflection and, where possible, implementing improvement actions over the course of 2025 and 2026.

Final remarks

The analysis shows that Seriana has succeeded in developing a **solid business model**, capable of generating value responsibly, combining economic growth with social sustainability and environmental impact awareness. The corporate governance integrates these principles coherently, supported by a conscious and shared vision at the leadership level.

The level of **commitment to sustainability** is also evident, as demonstrated by the adoption of Benefit Corporation status and increasingly structured monitoring and improvement processes.

The company has achieved significant results, with strong performance in **quality of offering, internal management, and stakeholder relations**. At the same time, **some areas for improvement** emerge, particularly in terms of strengthening **organizational clarity** and **monitoring the supply chain**, aspects that will become priorities for the coming years.

In conclusion, looking ahead, **Seriana is well positioned** to consolidate its achievements and face emerging challenges. The sustainable growth path already underway demonstrates a strong ability to adapt and innovate, with the goal of further strengthening dialogue with stakeholders and making sustainability an increasingly strategic pillar of its business model.



