SERIANA®

SEISMIC REINFORCEMENTS

Impact Report 2025

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Impact Report **2025**

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Letter stakeholder

Seriana S.p.A. Board of Directors:
Mirko Assolari, Sorina Cristescu, Marco Malzanni, Francesca Lorenzi, Michele Assolari

Dear Stakeholders,

2025 represents a year of consolidation for Seriana S.p.A., within a broader journey that began in **2024** with our transition to a **Benefit Corporation.**

A step that did not mark a change in direction, but rather the formalization of a commitment that has always guided our work: creating value by protecting people, companies and the environment through seismic safety, operating with greater **transparency and accountability.**

If **2024** was characterized by strong growth and a highly dynamic market, **2025** unfolded in a more complex and uncertain context.

Geopolitical and economic dynamics led to a more cautious approach to investments, with longer decision-making processes and a gradual reduction of incentive-driven dynamics.

In this scenario, Seriana chose to **consolidate.**

We continued to operate with the same determination, strengthening our internal structure and orienting our activities towards **stability, organizational strengthening and quality of work,** prioritizing high-value interventions with the goal of making the company increasingly solid, efficient and aligned with its role.

Our work, however, goes beyond individual projects.

Every day, we contribute to spreading **a culture of seismic safety,** raising awareness among companies and stakeholders on a topic that is still too often underestimated.

In a context where economic drivers are decreasing, it becomes even more important to strengthen awareness of risk and the value of prevention, supporting companies and stakeholders along a path of **responsibility and long-term vision.**

Being a Benefit Corporation means exactly this: maintaining a clear direction even in more complex contexts, contributing concretely to **the safety of people, the protection of assets and the continuity of business operations.**

In this Impact Report, you will find the results of our activities, but above all the path we are building over time.

A path made of growth, awareness and responsibility.

We will continue to move forward with the same approach that has guided us from the very beginning: with **responsibility, expertise and vision,** convinced that safety is not a cost, but **a strategic value for the future of businesses and territories.**

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.

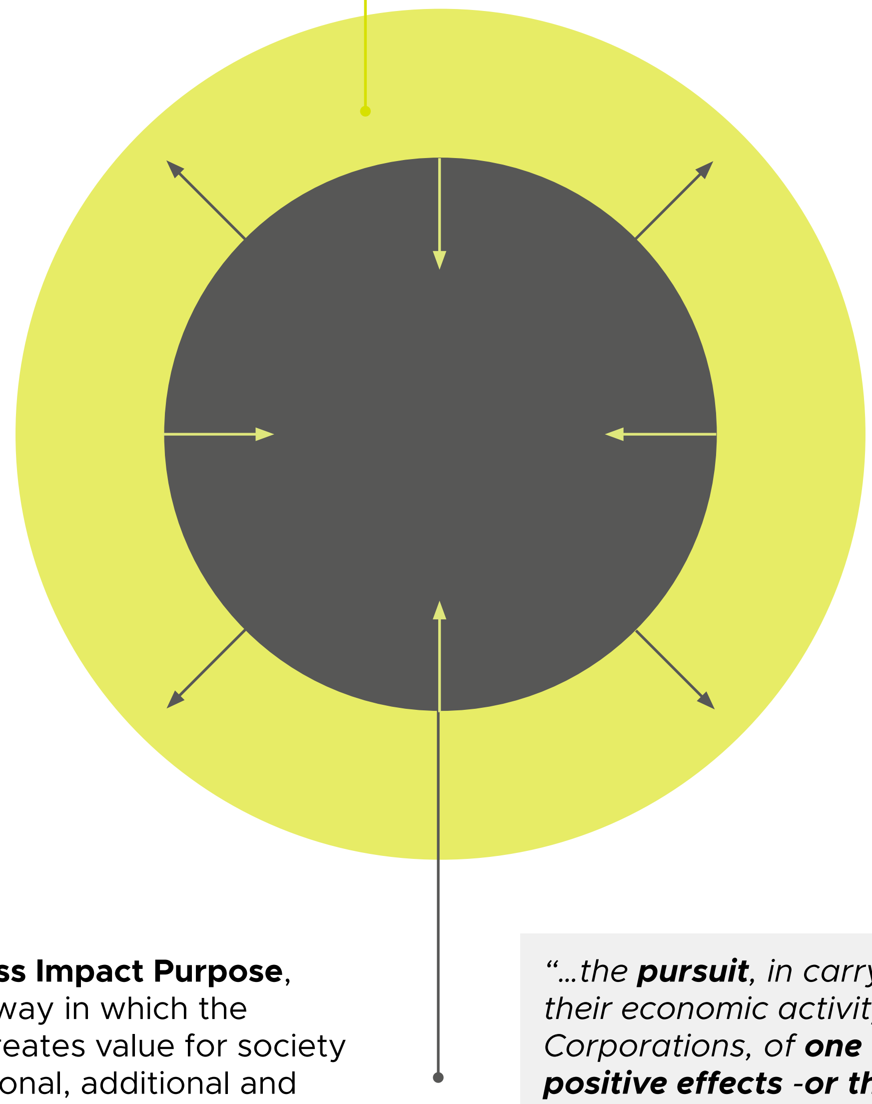
Buona Impresa considers the commitment to manage responsibly and sustainably all the impacts that business activity has on the community and environment as an essential prerequisite, by monitoring and reducing any negative effects.

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.

The Impact Report is structured into **4 main sections**:

1. The first section provides an overview of the company, including its mission, vision and governance, as well as the description of the materiality of impacts (Chapter 1).
2. The second section aims to describe "the specific objectives, the methods and the actions implemented by the directors to pursue the Common Benefit purposes, as well as any circumstances that have prevented or slowed their achievement." Please refer to the section "Seriana's Common Benefit" of this document (Chapter 2).
3. The third section outlines "the objectives that the company intends to pursue in the following financial year," summarized in dedicated tables linked to each Common Benefit Area (Chapter 3).
4. The fourth section includes the "assessment of the impact generated using an external evaluation standard," in this case SABI, where the final considerations are summarized with respect to the Common Benefit generated, long-term value creation and the company's sustainability (Chapter 4).

The preparation of this document was coordinated by **Goodpoint Srl**, in collaboration with an internal working group composed of representatives from the main company functions involved.

Definition of impact materiality and Common Benefit Areas

- Emanuela Federici (Marketing and Communications Manager);
- Francesco Farina (Purchasing, Warehouse and Services/Facility Manager);
- Laura Moriggi (HR Manager);
- Lucia Ciafardini (CFO);
- Nadin Brena (Sales Manager);
- Norma Ravelli (Executive Assistant);
- Oana Cristescu (Marketing and Communications Specialist);
- Olivo Mussetti (CRO, Safety Delegate, SGI Manager);
- Sorina Cristescu (Chief Impact Officer & Board Member – Administrative Area).

In collaboration with goodpoint impresa e sociale

The in-depth analysis related to each **Common Benefit Area,** the collection and monitoring of KPIs, as well as the drafting and graphic coordination of the document, were carried out thanks to the cross-functional contribution of multiple company roles, in synergy **with Top Management:**

- **PRODUCT / SAFETY Area: "Creating Value for Clients and Society":** Sales Department; Marketing and Communications Department; Web Marketing Department; Administration, Finance and Control Department.
- **PEOPLE Area: "Creating Value for our People":** Human Resources Department; Safety Department; Administration, Finance and Control Department; Marketing and Communications Department.
- **ENVIRONMENT Area: "Creating Value for the Environment":** Purchasing, Logistics and General Services Department; Administration, Finance and Control Department.
- **Content development and graphic coordination:** Marketing and Communications Department.

A1 WHO WE ARE

1. The Company and Governance

Seriana S.p.A.: history, identity and corporate values

Seriana S.p.A. was established in **2013** as Seriana Edilizia S.r.l., founded by **Michele and Mirko Assolari, Francesca Lorenzi and Sorina Cristescu.** The idea emerged in the aftermath of the devastating **2012 earthquake in Emilia-Romagna,** which caused the collapse of numerous prefabricated buildings and the shutdown of entire businesses. Initially, the company operated from a small office in Gorle (BG), with a garage used as a warehouse; however, thanks to the founders' vision and determination, it quickly grew.

Over the years, Seriana has consolidated its leadership in the field of **industrial seismic strengthening,** providing cutting-edge solutions for the **structural safety of prefabricated buildings,** ensuring non-invasive interventions while keeping clients' operations active.

In **2024**, the company changed its legal status to Seriana S.p.A. and became a **Benefit Corporation,** a choice that reflects its vocation and commitment to making a positive difference through practices that place people at the center and generate a positive impact on both the territory and the environment.

Our growth

13
years of experience and engineering

80
highly specialized people

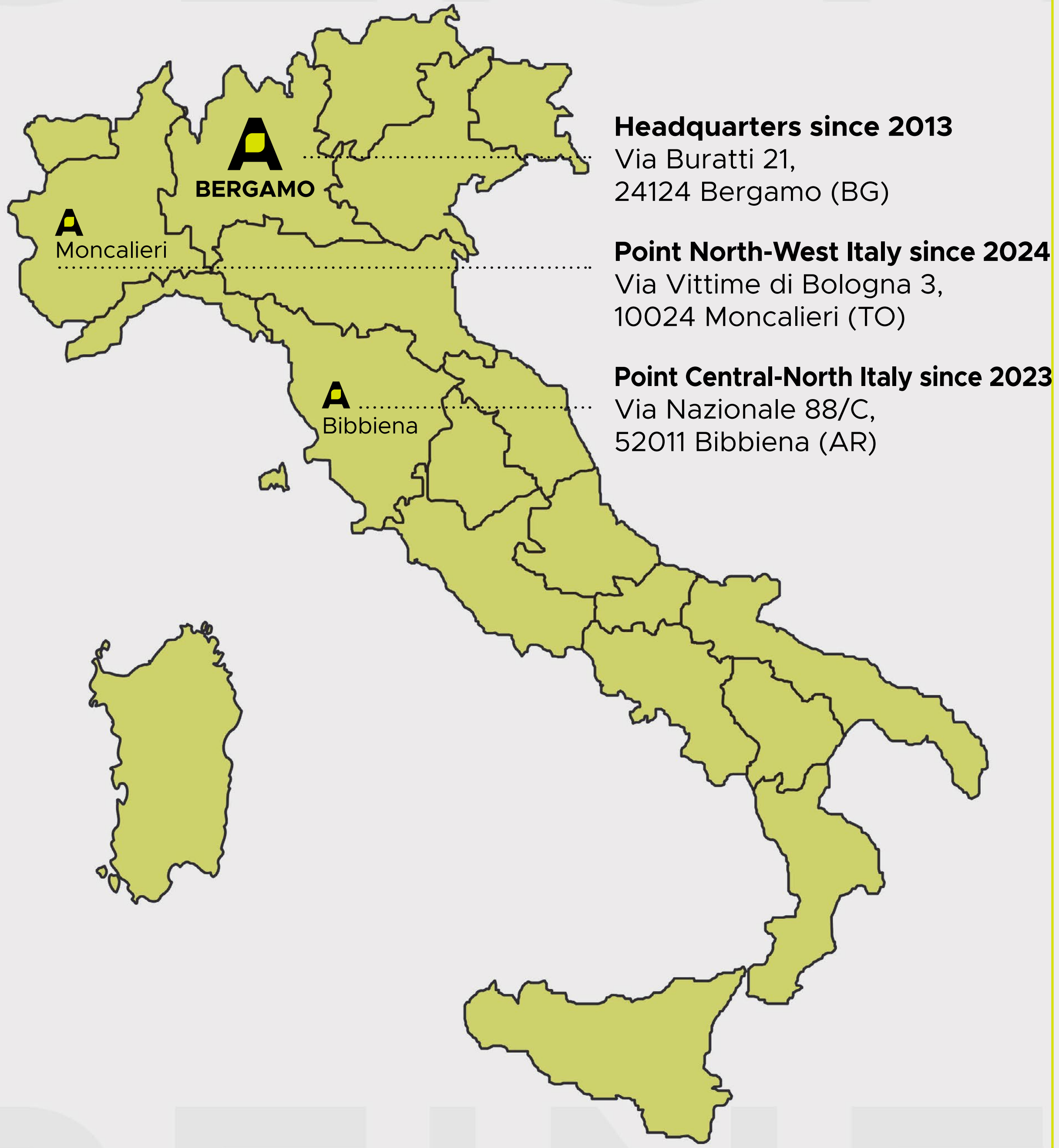
15.000
types of seismic devices

1.100
seismic retrofit interventions in industrial areas

2.600.000
sqm improved in terms of seismic safety

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)**



Seriana S.p.A. stands out for the quality of its interventions and for an approach that combines **technical expertise, innovation, and social responsibility.**
The **founding values** of Seriana are the cornerstone of its identity and the way it operates.

Thanks to these values, Seriana continues to grow and strengthen its presence in the market, supported by a solid network of clients, partners, and highly qualified professionals.

We Are Professionals

1	PASSIONE	PASSION	Whatever you do, do it with heart.
2	RICONOSCENZA	GRATITUDE	Be thankful. Appreciate those who do something for you.
3	ORGOGLIO	PRIDE	Be proud of who you are, of what you do, and of being part of this great team.
4	FIDUCIA	TRUST	Trust your colleagues and the company.
5	EDUCAZIONE	RESPECT	Respect your colleagues, clients, and the company.
6	SUPPORTO	SUPPORT	Help others. Dedicate your energy to them, aim to improve.
7	SICUREZZA	SAFETY	Never forget safety, for your family, your colleagues, the company, and yourself.
8	IMPEGNO	COMMITMENT	Always give your best.
9	ONESTÀ	HONESTY	Be fair and just with everyone. Don't take shortcuts. Be sincere.
10	NOBILTÀ	KINDNESS	Be kind, generous, behave well, in words and in actions.
11	INTEGRITÀ	INTEGRITY	Do not be tempted or influenced negatively.
12	SUCCESSO	SUCCESS	Aim high. Be the master of your life.
13	TENACIA	TENACITY	Don't give up, not even when things get tough. As we say in Bergamo... Mola Mia!
14	IMPORTANZA	MEANING	Give importance to everyone and everything you do.

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Certifications and Recognitions

Seriana S.p.A. is certified **ISO 9001** for quality management and **ISO 45001** for occupational health and safety, demonstrating a continuous commitment to ensuring high operational standards and a safe working environment for its employees. In addition, the company holds the **CQOP SOA certification,** an essential requirement for participation in high-value public procurement projects.

ISO 9001 LL-C (Certification) ISO 45001 LL-C (Certification) CQOP SOA Costruttori Qualificati Opere Pubbliche

Seriana S.p.A. is also included in two important European and national rankings:

- **Europe's Long-Term Growth Champions 2026** (Financial Times & Statista): Among the 300 European companies ranked for long-term growth (2014–2024); **4th place in Europe** in the Construction & Engineering category.

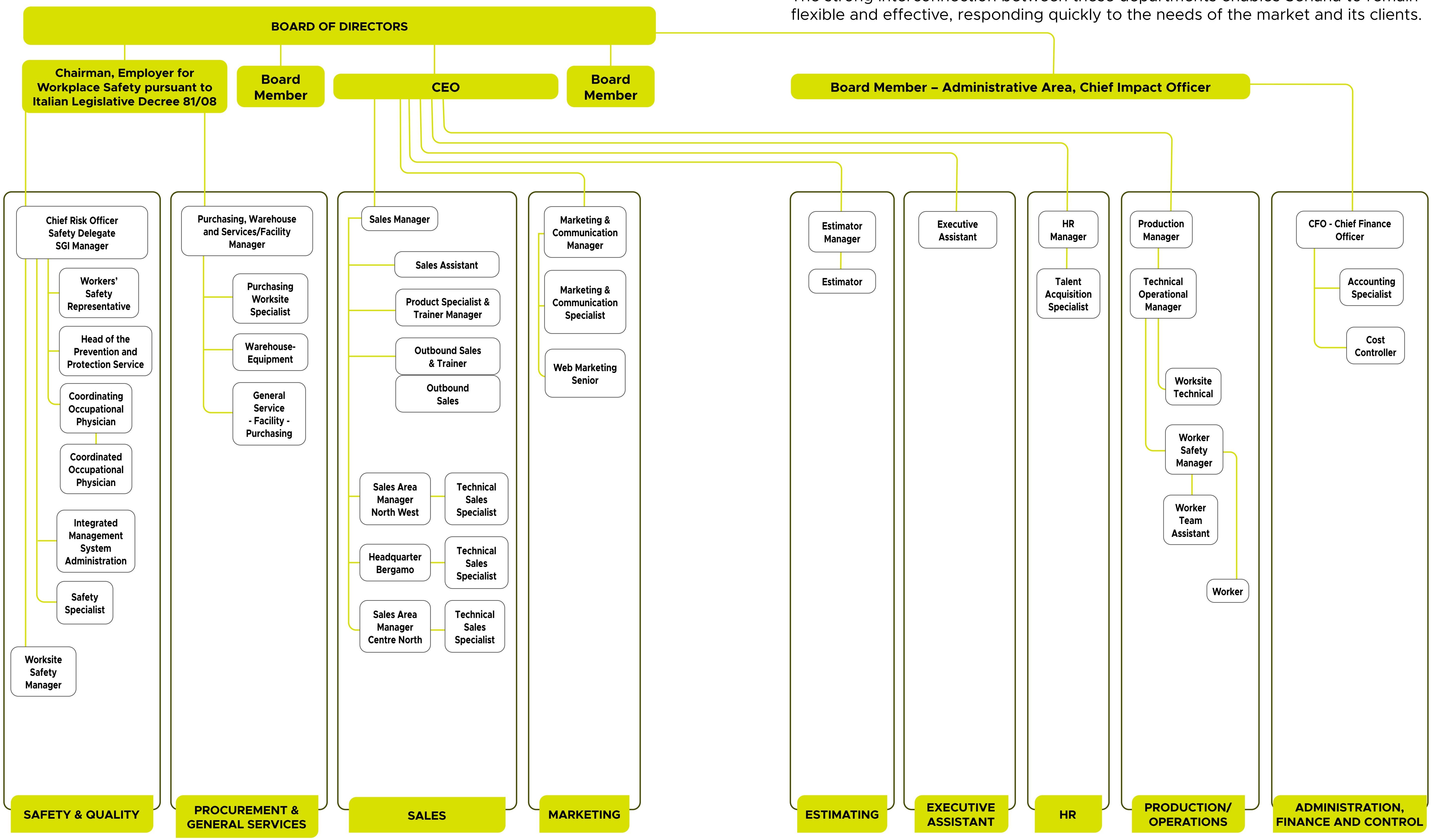
- **Growth Leaders 2026** (Il Sole 24 Ore & Statista): For the **5th consecutive year,** among the 500 Italian companies with the highest revenue growth over the 2021–2024 period.

Governance Structure and Organizational Model

The Company Organization

Seriana S.p.A. is composed of **highly qualified professionals** and is structured into **several specialized departments.** Each individual plays a key role in achieving our objectives: we work together to ensure seismic safety for thousands of workers by securing the buildings in which they operate.

The strong interconnection between these departments enables Seriana to remain flexible and effective, responding quickly 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.

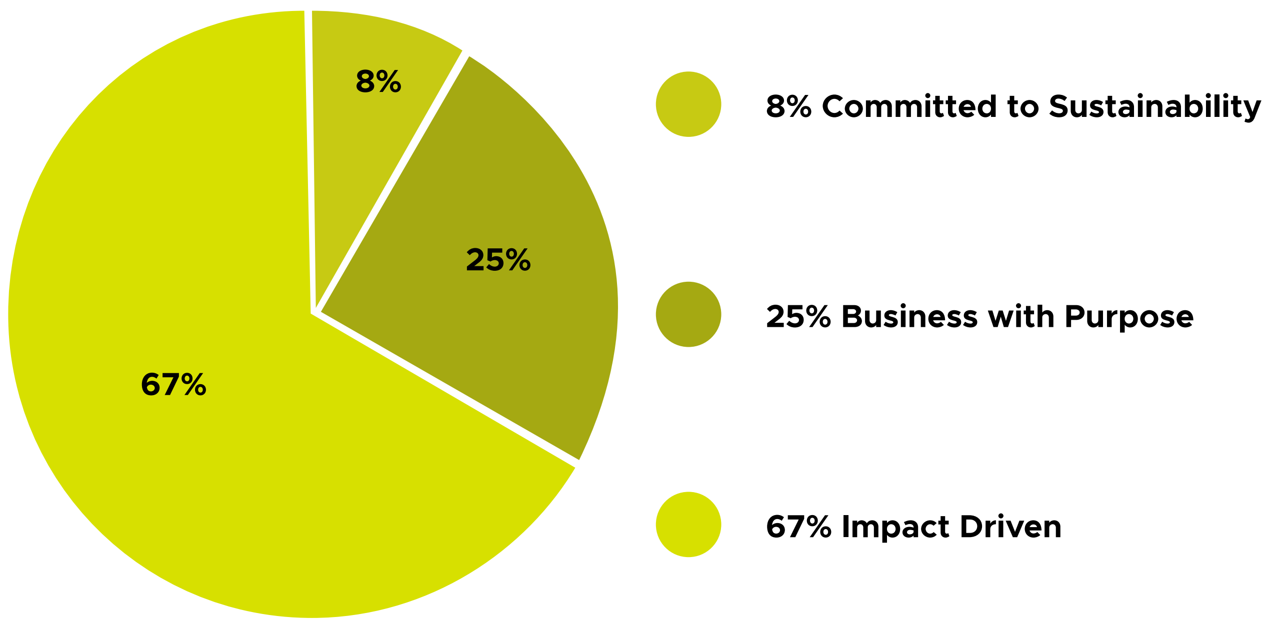
Being a **Benefit Corporation** also means integrating environmental sustainability into our strategy: **we preserve the built environment**, avoid land consumption, and reduce resource waste.
Our commitment to safety also translates into a concrete focus on environmental protection and building a more 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 represent the foundation of Seriana's sustainability strategy and value creation, demonstrating a concrete commitment to combining business growth with social responsibility.

Impacts considered **highly or moderately relevant** are subject to continuous monitoring and evaluation. These impacts are managed and pursued through the set of activities described in this report, ensuring that the company's actions are aligned with its sustainability objectives and Common Benefit goals.

Impacts considered **less relevant** are not deemed so because they lack importance, but because Seriana's direct or indirect influence on them is limited or not modifiable through its business activities. This category includes, in particular, **Local communities, Economic development, Human rights, Economic and social inequalities, Pollution, Water and marine resources, Biodiversity and ecosystems.**

However, these aspects remain part of the overall sustainability analysis and monitoring framework, ensuring a responsible and comprehensive view.

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

2 SERIANA'S COMMON BENEFIT

Highlights – Seriana's key figures in 2025

PRODUCT / SAFETY

SECURED AGAINST SEISMIC RISK

85 buildings

273.500 Sqm

4.000 workers

3,7 Million views across social media channels

32.500 Minutes dedicated to promoting a culture of seismic prevention

PEOPLE

5,2/6 workplace safety perception

99,3% permanent contracts ensuring workforce stability

184.000€ invested in employee well-being

4 Days in Puglia with the team

5,1/6 team pride in working at Seriana

FEMALE REPRESENTATION

40% in the Board of Directors

61,5% in office-based roles

38,3% of total workforce
*industry average: 9,9%

ENVIRONMENT

100% electric energy from renewable sources (GO certified)

100% FSC® certified paper for company use

73% industrial waste recovery and reuse rate

69% average supplier sustainability score

OLIVAMI

100 olive trees planted and adopted

0,45 Hectares regenerated

7 Tonnes of CO_2 absorbed

The 3 Areas of Common Benefit

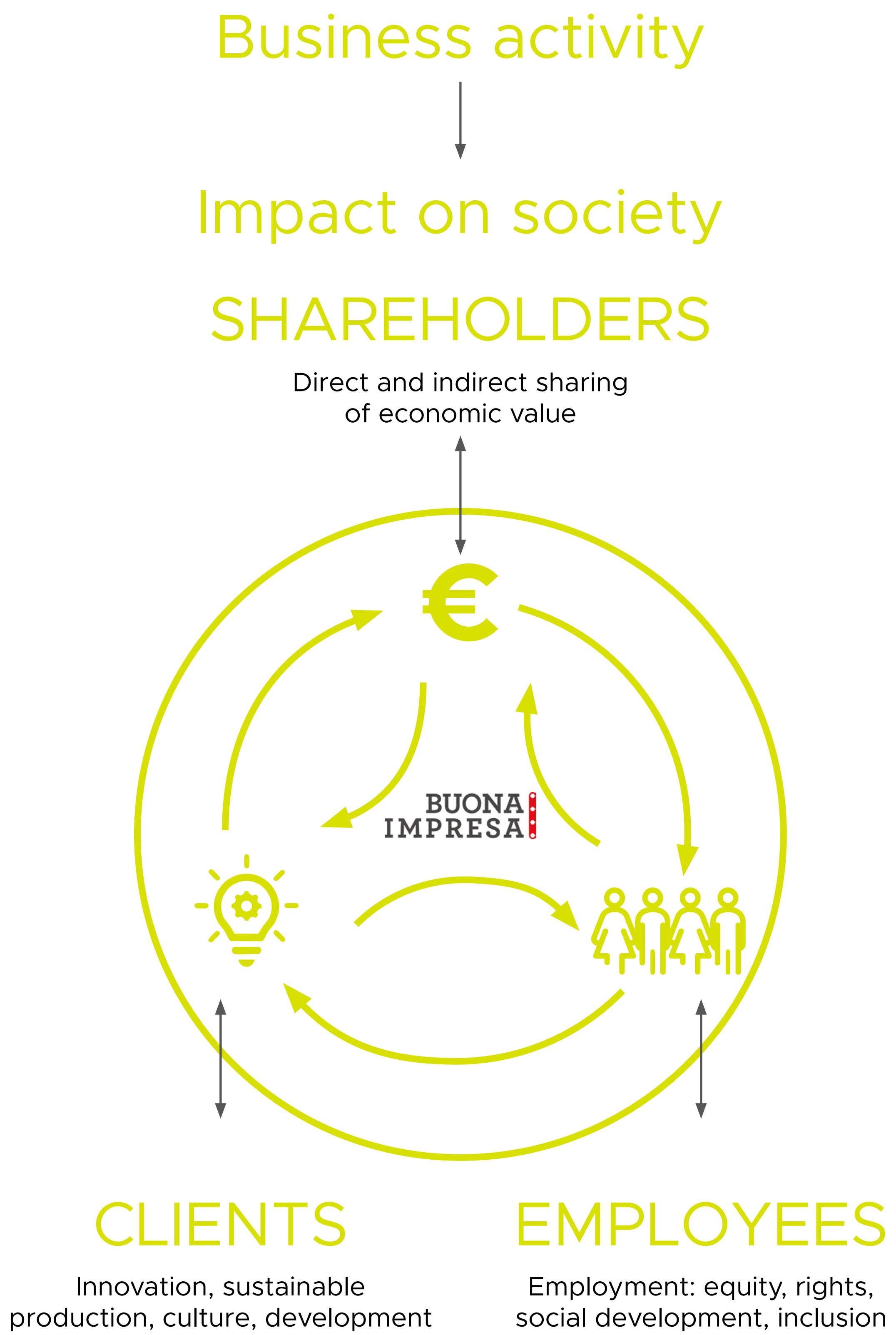
Seriana S.p.A. is committed to three fundamental Areas of Common Benefit: **innovation for seismic safety**, **promotion of quality employment**, and **environmental protection**.
Through advanced solutions, safe working conditions, and sustainable management of business processes, the company aims to 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)	SPECIFIC OBJECTIVES	
Health and safety of workers	**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	**1.2 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
Education, information and culture		
Circularity and resource use	**1.3 Environmental disaster prevention**: avoiding the production of rubble and debris caused by collapses and preventing new land consumption through other construction	**1.4 In case of earthquake**: Business continuity + Prevention of "social" disasters for the surrounding community
Individual well-being		

Value Creation Drivers
Seriana's activities are 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;**
- **Well-being of individuals 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 production and economic system.

What we achieved in 2025
Below are the actions carried out by Seriana in 2025, organized by specific objective of the **First Common Benefit Area.**
For each objective, we report performance and impact indicators, with particular focus on the **structural safety of buildings.**

Alongside consolidated activities and "standard" interventions that characterize our operations, during 2025 Seriana also developed and introduced an **innovative seismic system**, designed to respond more effectively to specific vulnerabilities widespread in the existing building stock.
This approach represents a significant evolution in our technical offering and will be further explored in the following pages.

A new approach to the seismic safety of vibro-compressed concrete block masonry

REBLOCK 100® by SERIANA

During 2025, Seriana developed and launched **Reblock 100 by Seriana®** , an innovative seismic system designed to address one of the most widespread vulnerabilities in industrial buildings: **infill walls made of concrete blocks.**

The result of **years of research and development**, Reblock 100 represents a concrete evolution in the way seismic risk is addressed, introducing a solution that is **effective, non-invasive and compatible with buildings in operation.**

The system is **protected by an industrial invention patent** and has been developed through an extensive campaign of full-scale testing at **Eucentre in Pavia,** which has demonstrated its effectiveness in improving the seismic performance of masonry elements.

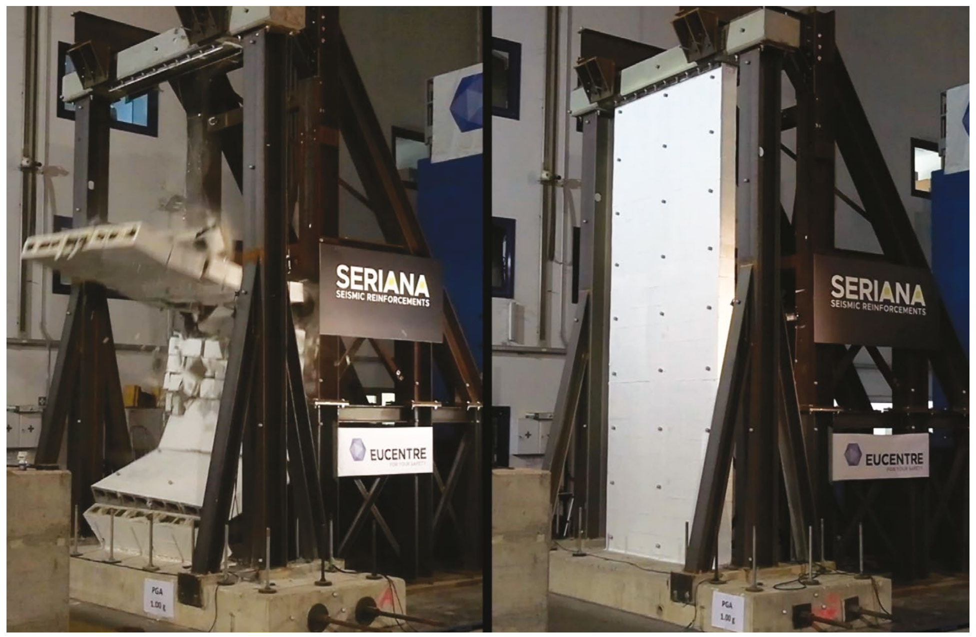
Reblock 100 by Seriana® is a seismic system designed to improve the out-of-plane behavior of masonry, reducing the risk of expulsion and overturning during an earthquake.

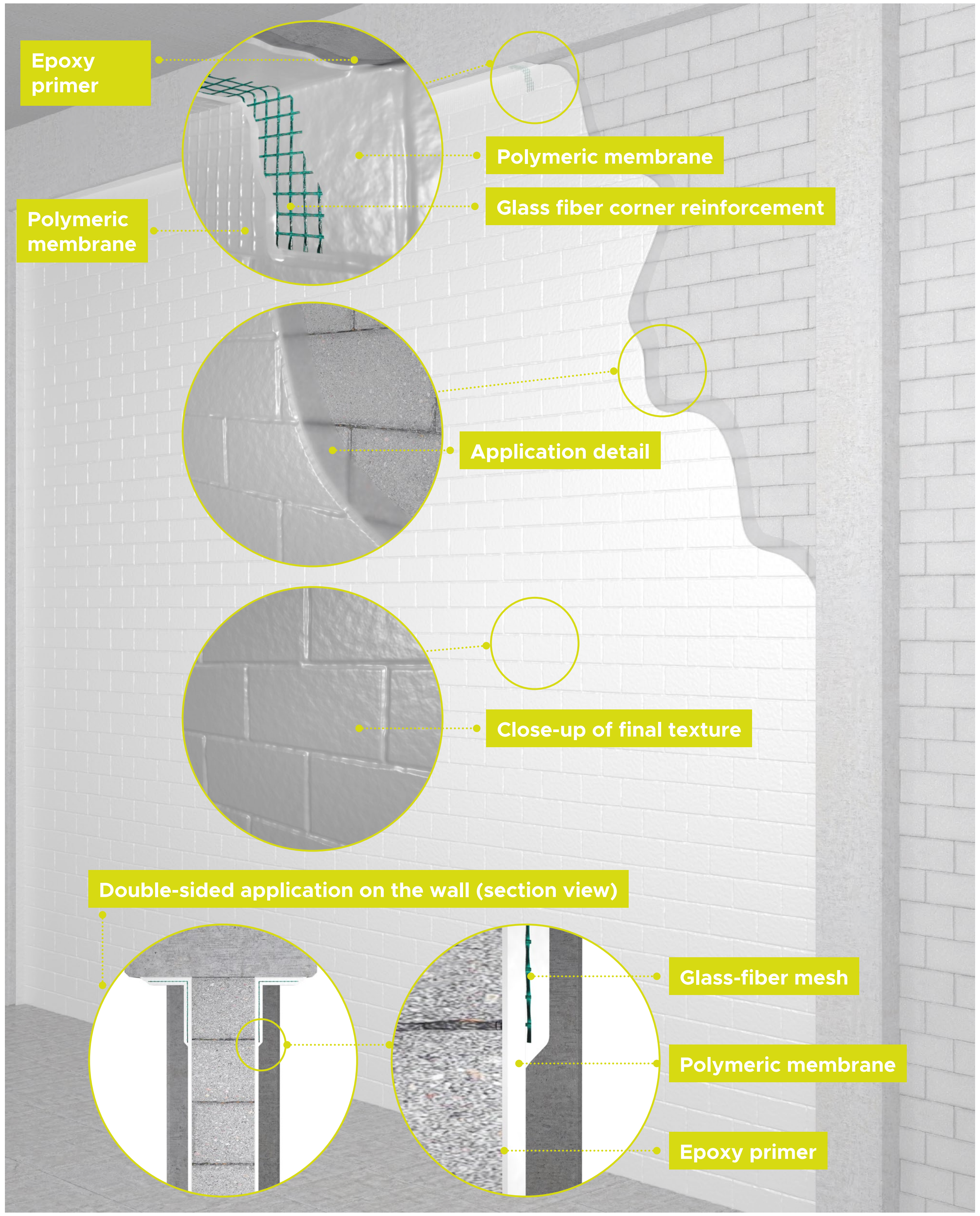
The system involves the application of a **high-performance polymeric membrane,** applied using airless technology, which creates a continuous, adherent and deformable layer on the masonry surface.

This solution enables the system to **absorb and redistribute seismic stresses,** maintain the **cohesion of the masonry** during deformation, and **prevent detachment and loss of surface integrity,** while ensuring structural continuity, ductility and retention of masonry elements.

The intervention is lightweight, **non-invasive and compatible with ongoing industrial operations,** with no need for demolition or removal of existing systems. The membrane polymerizes in approximately **4 seconds,** and the system components are CE **- certified,** ensuring fast application and reliable performance.

Without system **With system**





* Images are for illustrative purposes only to show the application method and system layers. Actual solutions may vary depending on the specific project.

LEARN MORE AND ASK FOR THE TECHNICAL DOCUMENTATION

1.1 Preserving the health and safety of people in workplaces located in seismic risk areas

In 2025, Seriana S.p.A. continued its commitment to protecting structural safety, operating in a more complex environment characterized by greater caution in investments. In line with what is described in the Stakeholder Letter, the company oriented its activities towards an approach based on **quality of interventions and consolidation**, prioritizing actions with **high technical value.**

The activity was carried out through:

- **85 seismic retrofit interventions**, aimed at securing structures; among these, there is a **significant increase in more complex interventions** involving seismic upgrading and improvement, confirming a shift towards higher safety levels and more advanced technical solutions;
- **83 vulnerability analyses and investigation campaigns**, supporting diagnosis and intervention planning;
- **11 roof interventions and other complementary activities;** for a total of **179 services delivered during the year.**

In a complex year such as 2025, this trend reflects **an evolution towards interventions with higher technical and performance content**, consistent with a market increasingly oriented towards solutions with **higher performance levels.**

This evolution is also confirmed by the increase in the **average surface area of buildings subject to intervention**: by comparing the number of buildings secured against seismic risk with the total surface area improved in terms of seismic safety, a **35,7 % increase in the average surface per building** is observed compared to 2024.

	2024	2025	EVOLUTION
Average surface area per building subject to seismic retrofit (sqm)	2.370	3.217	35,7%

This figure is consistent with a progressive orientation towards **larger and more structured client companies**, characterized by **higher operational requirements and safety standards.**

Overall, the data highlights an evolution of activities towards interventions capable of meeting the needs of **an increasingly demanding market**, in line with the company's technical positioning.

An additional significant aspect concerns analysis and investigation activities. Among the objectives of the 2024 Impact Report was the increase in the number of seismic risk assessments. In 2025, **vulnerability analyses and investigation campaigns increased from 38 to 83**, representing a growth of **118,4 %.**

This result reflects an important effort in **raising awareness and increasing risk awareness** among companies, as well as providing a **fundamental technical basis for the planning of future seismic retrofit interventions.**

	2024	2025	EVOLUTION
Seismic vulnerability assessments and structural investigation campaigns	38	83	118,4%

This result reflects an important effort in raising awareness and increasing risk awareness among companies, as well as providing a fundamental technical basis for the planning of future seismic retrofit interventions. Among the objectives of the 2024 Impact Report was the implementation of a system to monitor the number of people **secured against seismic risk** through the interventions carried out. In 2025, this system was introduced and made it possible to obtain a first structured figure: approximately **4.000 workers** are estimated to be permanently present in the buildings subject to intervention.

In addition to this figure, there is a significant share of people not formally accounted for, such as those temporarily present in **shopping centers and other high-traffic facilities,** which were also involved in the interventions. Although not included in the official count, these flows contribute to significantly increasing the total number of people potentially secured against seismic risk.

This indicator represents a concrete first step towards an increasingly accurate measurement of the **social impact generated** by Seriana's interventions, in line with the company's path of **responsibility and transparency** as a Benefit Corporation.

GALILEO INGEGNERIA

<<We all know very well that the Earth is not still; it moves on tectonic plates floating on a sea of magma... sooner or later it will move. Hoping nothing happens means hoping to stop a natural cycle that has been going on for thousands of years; this is why it is essential to be prepared.

The intervention was [...] carried out in a truly exemplary way. Some operational managers had asked us, "But are you actually carrying out the works?" and our answer was, "We are already doing them">>.

Marco Cardin – Service Manager, Project & Construction Management

Impact of interventions: reduction of seismic risk and improvement of seismic classes

In 2025, all **85 buildings** treated by Seriana recorded a **reduction of seismic risk at the local level**, supported by specific calculation reports related to the interventions carried out.

Alongside this result, a significant share of buildings also benefited from an improvement in the **global seismic class:**

- **29 buildings (34,1 %)** achieved an improvement of **2 or more seismic classes;**
- **37 buildings (43,5 %)** achieved an improvement of **1 seismic class.**

Overall, **66 out of 85 buildings (77,6 %)** recorded a **global improvement in seismic class,** while for the remaining share the interventions nonetheless ensured a **reduction of seismic risk at the local level.**

These data highlight how the interventions carried out have generated **tangible benefits at both local and global levels,** significantly contributing to the improvement of the **structural safety of buildings.**

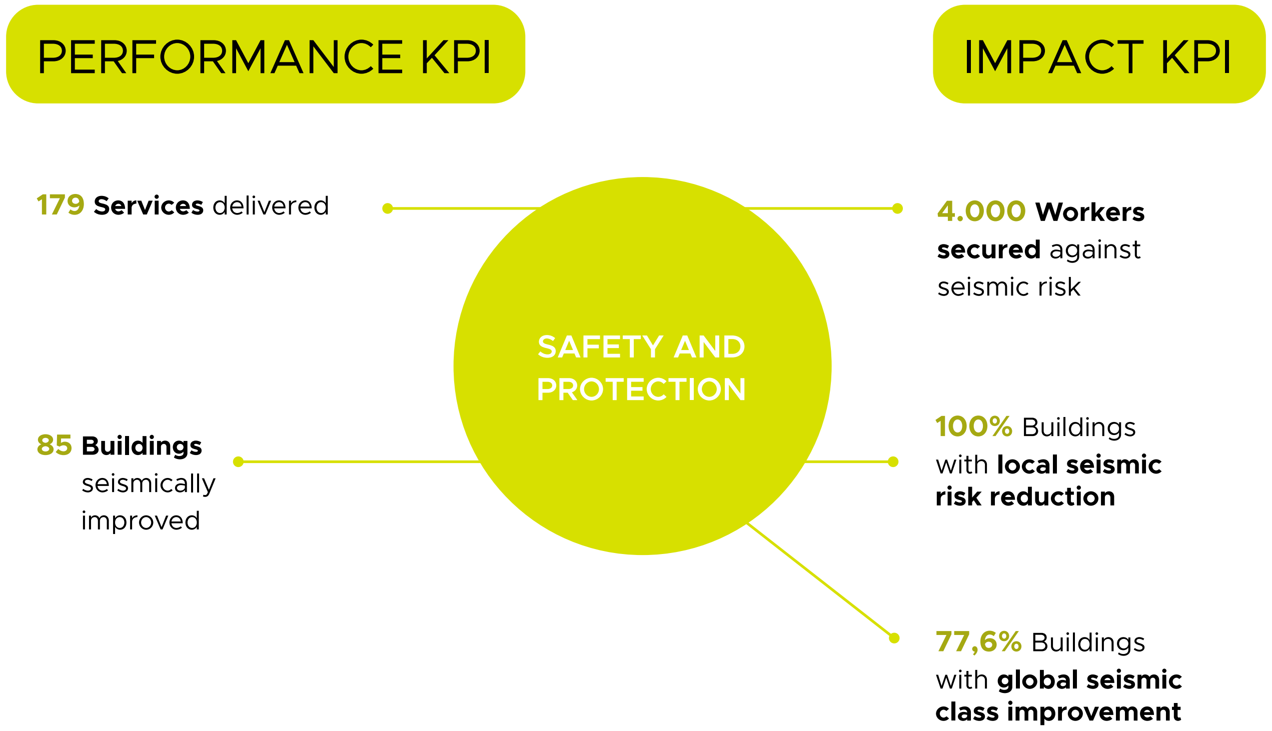
It should be noted that the improvement of the global seismic class represents a relevant indicator, but it is not always applicable to all types of interventions or structural configurations. In such cases, the reduction of risk at the local level remains a **fundamental and measurable result,** consistent with the objectives of ensuring structural safety.

In addition, in 2025, in collaboration with a leading financial institution, Seriana introduced the possibility of **financing investments through an unsecured loan facility,** designed to support all interventions carried out by the company, including seismic retrofitting works and related services.

With an indicative duration of **60 months** (customizable), this solution represents a concrete lever for companies, enabling them to spread payments over time without compromising the **quality and safety level of the interventions.**

During 2025, no financing requests were finalized; however, the solution remains **active and strategic**, and its performance will be **monitored over time** in order to assess its effectiveness and potential impact in supporting safety investments.

This initiative is part of Seriana's commitment to providing **concrete tools to facilitate investments in safety,** supporting companies in protecting buildings and people.



1.2 Promoting a culture of seismic prevention

In 2025, Seriana S.p.A. continued its commitment to promoting a culture of seismic prevention, adopting a more **targeted, qualitative and dialogue-oriented approach.** In a more complex market context, the company chose to prioritize **high-value educational activities,** capable of generating concrete awareness and activating prevention pathways.

The activity was structured through:

- **12 sessions, including training events, seminars and webinars, of which:**
  - **10 training events held with organizations operating in the safety sector,** targeting key roles such as HSE managers (RSPP), employers and safety managers; among these, **9 were held in person,** fostering more direct and effective interaction, and **1 was held online;**
  - **2 meetings with young people,** aimed at orientation and the promotion of a prevention culture;
- **2 B2B events,** not structured as purely training sessions, but characterized by **technical discussions and targeted exchanges on seismic risk and prevention strategies;**

for a total of **387 people involved.**

Compared to 2024, which was characterized by a broader numerical reach due to participation in the **Safety Expo,** 2025 focused on a more **selective and qualified audience,** with the objective of increasing the effectiveness of the message and the depth of discussion.

STEELCOBELIMED – MIELE GROUP MEMBER

"From the very beginning, we appreciated the methodology adopted, from seismic risk assessment to on-site inspection, through design, logistics and finally the execution of the works.

These elements, combined with Seriana's ability to plan and organize the construction phases while minimizing the impact on ongoing operations, made the difference in our decision".

Marco Luison - HSE Facility Specialist

Training and technical consulting

During the year, Seriana delivered:

- **32 hours of external training** across 12 meetings, seminars and webinars, equal to **1.920 minutes** (**+1.180,0%** compared to 2024);
- Approximately **510 hours,** corresponding to **30.600 minutes of technical consulting** provided through active commercial calls;

for a total of **over 32.500 minutes dedicated to promoting a culture of seismic prevention.**

This figure highlights how training is not limited to structured events, but is also an integral part of the **daily dialogue with clients and potential clients,** strengthening the company's **consulting role.**

Training and consulting on seismic risk	2024	2025	EVOLUTION
No. of training events	2	12	500,0%
Training delivered (minutes)	150	1.920	1.180,0%
Technical consulting via calls (min)	50-60% of time on active calls, not monitored	30.600*	N/A

The estimate of total technical consulting time was calculated based on **4.077 active calls in 2025 (approximately **22% of the total,** with an average ratio of 1 active call every 4 contacts).*
*Assuming an average duration of **15 minutes per call** and that **50% of the time** was effectively dedicated to technical consulting, the total amounts to approximately **30.600 minutes,** equivalent to **510 hours of consulting.***
A direct comparison with 2024 is not possible, as monitoring activities were introduced starting from 2025.

Commercial activity as a driver of awareness

In 2025, the following were recorded:

- **4.077 active calls (answered);**
- **14.456 non-active calls;**

with an overall response rate of approximately **22%**, equivalent to **1 active call every 4 contacts.**

Within the active calls, approximately **50% of the time** was dedicated to technical consulting, confirming Seriana's approach, which is oriented not only towards commercial proposals, but also towards **client education and awareness.**

Digital activity and content dissemination

Alongside the activities described above, Seriana continued to invest in the dissemination of a culture of seismic prevention through digital channels, with the aim of expanding the reach of its message and engaging a broader audience.

In 2025:

- **21.034 views of thematic articles** were recorded **(+48,7 % compared to 2024),** out of a total of **103.082 website views;**
- **over 3,7 million views on social media channels** (Facebook, Instagram and LinkedIn), representing an increase of more than **54,2%** compared to 2024 **(2,4 million).**

These data confirm Seriana's ability to maintain strong visibility on the topic of seismic prevention, integrating digital activities with training and consulting initiatives within a **continuous and multichannel communication approach.**

Digital activity and content dissemination	2024	2025	EVOLUTION
No. of social media views (in mln)	2,4	3,7	54,2%
No. of thematic article views (website)	14.146	21.034	48,7%
Total website visits	72.033	103.082	43,1%

Performance and investment indicators

- **Territorial coverage and dissemination of prevention**
  Awareness activities were developed through the distribution of commercial proposals across **71 Italian provinces,** ensuring a structured and widespread presence.
  Coverage is primarily concentrated in **Northern Italy (especially the North-East),** with extension to the Centre-North. The company offers a **diversified and integrated service portfolio** (seismic retrofit, vulnerability assessments, investigations, roofing), with a focus on geographically covered and reachable areas to ensure **operational effectiveness.**
- **Efficiency of marketing and communication investments**
  A **significant reduction in the marketing budget** compared to 2024 was recorded, in line with a more cautious 2025 context, as outlined in the Stakeholder Letter, characterized by increased attention to **resource allocation and investment sustainability.**
  Despite this, the results achieved show **strong growth,** highlighting a strategic approach focused on the **quality of investments.**
  Investment dedicated to the promotion of prevention and awareness reached **61,8% of the total budget** (vs **35,4% in 2024**), excluding activities related to **Reblock 100 by Seriana®** and training events, which are accounted for separately.
- **Customer retention and economic value generated**
  Loyal customers represent **30% of the total,** contributing **41,3% of total revenue,** confirming the strength of established relationships and their continuity over time.

Impact indicators

Overall, 2025 highlights a significant evolution in Seriana's approach to promoting a culture of prevention:

- **reduction in quantity in favor of interaction quality;**
- **greater focus on key professional target groups;**
- **increase in training and consulting hours;**
- **strengthening of the company's educational and consulting role.**

This approach contributes to generating a more **concrete and structured awareness,** a key element in activating seismic prevention pathways.

To confirm the effectiveness of training activities, **18,47% of participants in conferences and webinars responded to feedback surveys.** Among them, a particularly high level of satisfaction and perceived competence emerges:

- **26,8% assigned the highest score (6 out of 6),** declaring they feel highly prepared in managing seismic risk-related topics;
- **39% assigned a score of 5 out of 6;**
- **29,3% assigned a score of 4 out of 6;**
- only **4,9% assigned a score of 3 out of 6.**

Overall, over **95% of respondents rated the effectiveness of the training positively (≥4 out of 6),** confirming Seriana's ability to transfer **concrete and immediately applicable technical expertise.**

PERFORMANCE KPI

12 **Training events**

+1.180% **Time** dedicated to **external training**

2 **B2B** events

387 **People reached**

21.034 **Views** of thematic **articles**

3,7 MLN **social media views**

32.500 **Minutes** dedicated to promoting the **culture of seismic prevention**

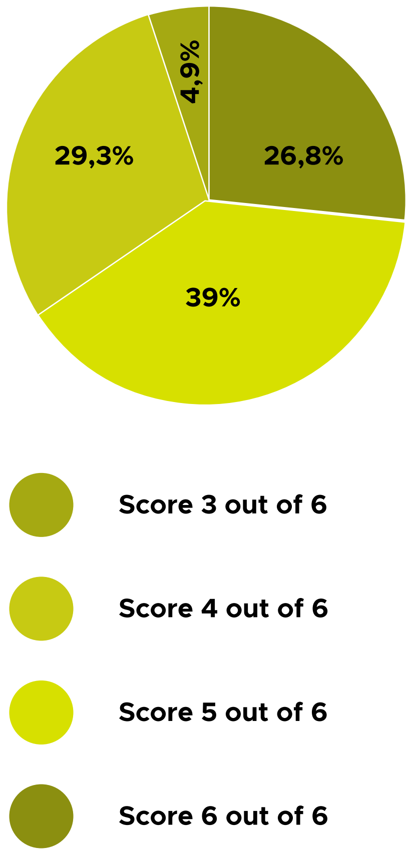
30% **Loyal customers** with
41,3% impact **on total revenue**
61,8% **Marketing budget** invested in **prevention awareness and culture**

Commercial proposals across 71 **provinces**

ENHANCED CULTURE OF PREVENTION

IMPACT KPI

Impact of training events within organizations operating in the safety sector in 2025



1.3 Reduction of environmental impact and protection of the territory

Ensuring the **structural safety of buildings** not only guarantees protection for people and businesses, but also represents an important lever for environmental sustainability. In 2025, Seriana S.p.A. actively contributed to preventing the generation of waste and debris resulting from structural collapses, supporting the reduction of land consumption for new developments and promoting the **enhancement of the existing building stock.**

The activity was carried out through:

- **273.500 sqm of buildings seismically improved,** equivalent to approximately **38 Serie A football fields,** generated by the interventions carried out during the year;
- **37 provinces involved** through **125 projects acquired,** with a primary concentration in Northern Italy and extended presence in the Centre-North, demonstrating a **widespread territorial reach.**

During the period under review, the distribution of activities highlights an **evolving portfolio** and a perspective of further impact on the territory.

At the provincial level, acquired projects are distributed across **37 provinces,** with a higher concentration in the main industrial areas of the country, including **Bergamo (20,0%), Brescia (12,0%) and Milan (11,2%)**, followed by Monza and Brianza, Modena and Padua. This distribution reflects a strong presence in areas with higher industrial density, where **structural safety plays a strategic role.**

An increase in projects in the **Centre-North and North-West** is also observed, supported by the opening of two **Seriana Points,** which enabled greater territorial penetration and growth in activities compared to previous years.

These actions have contributed, and will continue to contribute, to preventing structural degradation and the need for demolition, reducing the generation of **construction and demolition waste,** and supporting the protection of the landscape and territory, in line with Seriana S.p.A.'s commitment to reducing the **environmental impact of construction activities.**

VIDA S.P.A.

"Seismic retrofitting of buildings is a key element that we consider fundamental for reusing existing assets and reducing land consumption, which is another important issue. Reusing what already exists plays a crucial role in protecting the environment".

Arch. Silvia Corsini

Focus on major accident hazard companies (Seveso)

A particularly relevant area in terms of natural disaster prevention is represented by **major accident hazard companies,** such as those subject to the **Seveso Directive,** where seismic risk can generate amplified effects.

In these contexts, an earthquake represents a **credible external event,** capable of triggering **NaTech scenarios (Natural Hazard Triggering Technological Disasters),** with potentially significant impacts on people, the environment and the surrounding territory.

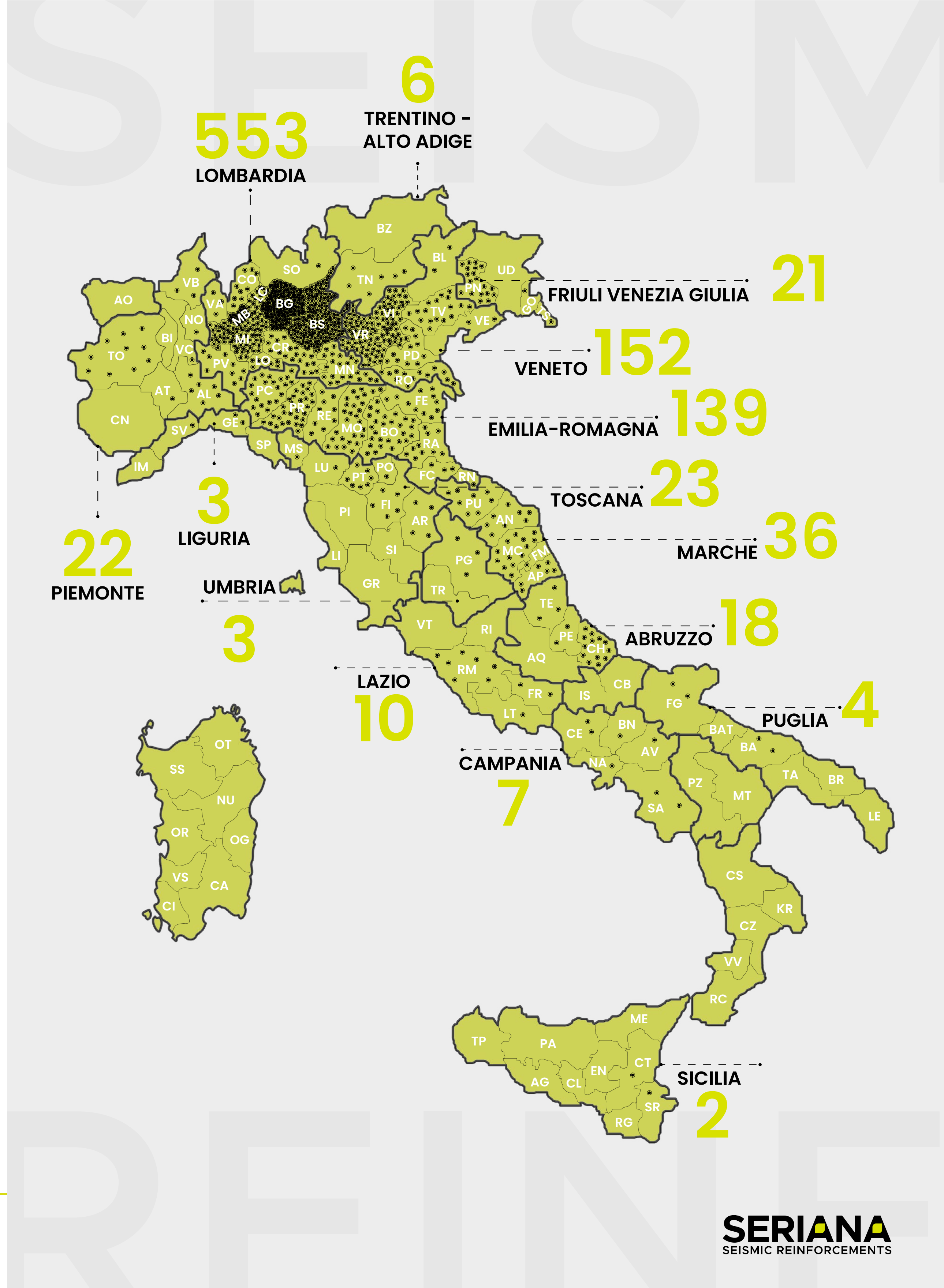
The presence of hazardous substances, a high density of workers and complex plant configurations make the adoption of **effective structural measures** essential.

During 2025, Seriana S.p.A. operated on **10 projects related to 9 Seveso companies,** contributing to the reduction of structural vulnerability and the strengthening of safety conditions in **high-risk environments.**

At the same time, a developing pipeline is observed: approximately **110 active proposals** addressed to **65 Seveso companies.** This figure includes the total number of active proposals, considering that a single company may receive multiple proposals. It also includes both companies currently in contact with Seriana and those that have been contacted and received a proposal but have not yet proceeded further.

These data highlight a growing focus on **seismic risk prevention in complex industrial contexts** and confirm Seriana's role as a **technical-specialist partner** in managing high-impact risks.

The interventions contribute to strengthening the **structural stability of facilities,** preventing environmental disasters, reducing the risk of hazardous substance release and ensuring **business continuity,** with direct benefits for **people's safety and territorial protection.**



This map illustrates the buildings where Seriana carried out interventions in the period 2016–2026, represented by intervention density across regions and provinces.

To view the **GOOGLE EARTH MAP OF ALL COMPLETED INTERVENTIONS**, scan the QR Code.

Impact of structural safety interventions

Seismic improvement interventions carried out in 2025 played a significant role in **reducing land consumption and the generation of debris,** contributing to the environmental sustainability of the existing building stock.

- **In the absence of seismic events,** structural upgrading allows existing buildings to be preserved, avoiding the need for demolition and, consequently, **eliminating debris generation and additional land consumption for new developments;**
- Although the impact of an earthquake depends on its intensity and nature, ensuring the **structural safety of buildings** represents a fundamental strategy to reduce the risk of collapse and mitigate the resulting **environmental and social impacts.**

Despite Italy being a **high seismic risk area** (see “Did you know?” box), in 2025 **no structural damage was reported** in buildings seismically improved by Seriana within the areas affected by seismic events.

PERFORMANCE KPI

IMPACT KPI

PROTECTION OF LANDSCAPE AND TERRITORY

273.500 Sqm seismically improved, equivalent to **38 Serie A football fields**

37 Provinces made safer

9 High environmental impact companies secured against seismic risk

65 High environmental impact companies engaged on seismic prevention through proposals

Demolition and land consumption:
- In the absence of seismic events: **0**
- In the event of an earthquake: **N/A**

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 2025, the Italian National Institute of Geophysics and Volcanology (INGV) recorded **15.759 earthquakes** in Italy and surrounding areas, with an average of **over 43 events per day,** roughly one every 33 minutes.
This figure shows a slight decrease compared to 2024, but confirms the consistent seismic activity observed in recent years.

Explore the frequency of earthquakes in Europe over the past millennium

Impact assessment

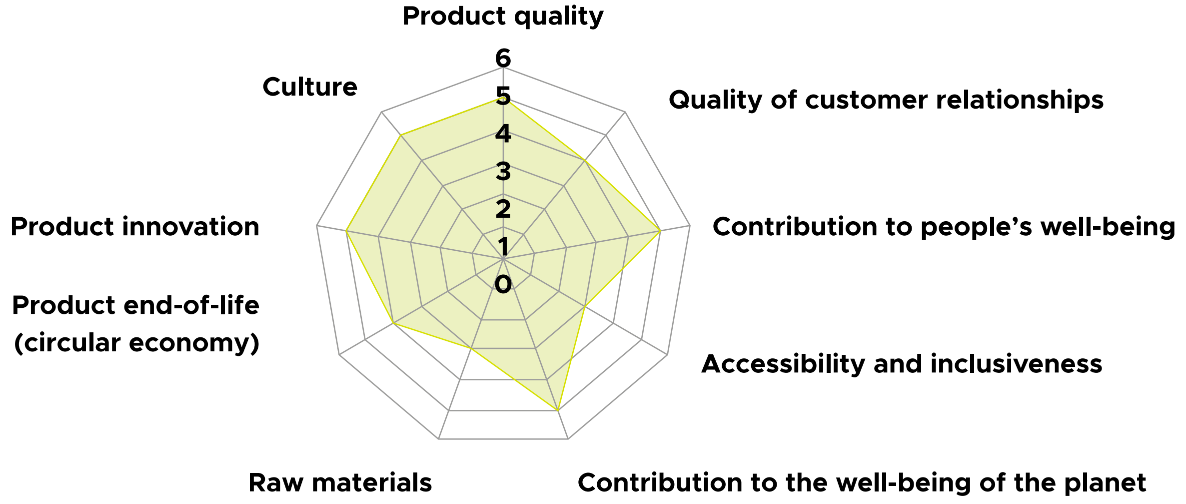
With regard to value creation, each **Common Benefit Area** includes a **radar chart** representing the company’s evaluation against the relevant elements that define it, based on the previously defined **impact materiality assessment.**

The values are defined on a **scale from 1 to 6: 1 = critical issue; 2 = some issues; 3 = acceptable but improvable; 4 = well managed; 5 = outstanding result; 6 = best-in-class.**

The **green line** represents the evaluation assigned by the company through dedicated workshops involving representatives from the main business areas and functions.

Impact assessment on the PRODUCT

Seriana's self-assessment on value creation through its **Services,** using the Good Impact Self-Assessment Tool



The chart provides a synthetic representation of the value created by Seriana through the delivery of its services to clients, highlighting the elements that have contributed the most.

Overall, the evaluation is very positive, as all scores range between **3 and 5** (on a scale from **1 = critical issue to 6 = best-in-class**).

As highlighted in the previous sections, satisfaction with the quality of services delivered in 2025 was high, and the value of the interventions was recognized by clients, as well as supported by the technical documentation related to the works carried out.

The **contribution to people's well-being** and the **contribution to the well-being of the planet** remain two key strengths: ensuring people's safety and avoiding land consumption through new developments are the founding objectives of Seriana and the values that guide its daily activities.

A significant innovation effort was carried out during the year, culminating in the patenting and promotion of **Reblock 100 by Seriana**®.

Further reflection and improvement opportunities were identified in relation to **raw materials.** This is a complex topic, as the materials used for interventions must meet specific requirements in terms of **strength, long-term performance and effectiveness** in ensuring the structural safety of buildings. However, already in 2025, the use of **certified recycled steel** was tested in selected projects, and the company intends to continue monitoring developments in the **secondary raw materials market.**

Due to the reduced accessibility of the **Sismabonus,** Seriana has also started to explore alternative ways to improve the **accessibility of its services,** particularly for smaller companies or those with more limited financial resources. In 2025, a financing solution was introduced to support interventions under favorable conditions; however, no applications were finalized during the year.

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

Working within our clients' companies, we understood how essential it was to develop an **intelligent approach** capable of making the benefits of seismic retrofitting immediately tangible, while **eliminating any interference and disruption.**

From this objective, we developed ESSEZERO, a dedicated working method: multidisciplinary, proven, high-performing.

CUSTOMER SATISFACTION 2025

In 2025, based on a sample of **20 respondents** among Seriana's clients, the average overall satisfaction rating for the services provided reached **8,8 out of 10,** confirming a high level of appreciation for both the company's performance and the quality of the service delivered.

Discover our clients' testimonials on our working method

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

- **Well-being of people and families:** promoting a positive work environment that fosters engagement and inclusion of each worker, also considering family needs;
- **Workplace safety:** ensuring adequate and risk-free working environments, with special attention to protecting employee health;
- **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**	
Development, well-being, and fulfillment of workers	**2.1** 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	**2.2** Create adequate working conditions, with special attention to **workplace safety**
Individual well-being	**2.3** Create **professional growth opportunities** by enhancing individual skills, attitudes, and specific capacities, and by developing the professional potential of employees	
Health and safety at work		

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.

The 2025 context and what we achieved

For Seriana S.p.A., 2025 represents a year of **consolidation and stabilization,** following a 2024 characterized by particularly strong growth, both in terms of business development and workforce expansion.

In 2025, the company employed a total of **60 people**, including **39 in office-based roles** and **21 in operational roles.** The workforce composition includes **36 men and 24 women.**

From a demographic perspective, the age distribution shows a prevalence of the **30-49 age group (41 people),** followed by **11 employees over 50** and **8 under 30,** highlighting a balanced structure between **consolidated experience and younger talent.**

In a context significantly different from the previous year, the company adopted an approach focused on **organizational rationalization,** with the aim of aligning its internal structure with the evolution of the project portfolio and ensuring **operational sustainability in the medium to long term.**

During 2025, a reduction in workforce was recorded, mainly due to **natural turnover dynamics not fully replaced,** within an uncertain macroeconomic environment. The company adopted a **prudent and responsible approach** to workforce planning, ensuring organizational balance and long-term sustainability, while respecting people and stakeholders.

In light of this context, and despite a **turnover rate of 17,02%**, the company recorded a **+3,47% increase in hires compared to 2024,** confirming a positive trend in workforce development and rebalancing.

*The turnover rate is calculated based on **FTE (Full-Time Equivalent),** which considers the actual duration of employment during the reference year, ensuring a proportional and consistent representation of the data.

A total of **6 new hires** were recorded, in line with a strategy focused on **selective strengthening of competencies,** rather than numerical workforce expansion.

From an operational perspective, 2025 was also characterized by projects with **extended completion timelines,** which led to phases of reduced activity. In this scenario, the company adopted **responsible cost management measures,** making targeted and temporary use of **short-time work schemes,** involving office-based staff for limited periods (**approximately 5–10 working days,** depending on roles and organizational needs). These periods were planned in continuity with vacation periods and aligned with phases of lower commercial intensity.

This set of actions reflects a **forward-looking and responsible resource management approach,** aimed at preserving organizational balance without compromising the **value of people.**

Despite this transitional context, Seriana S.p.A. achieved **positive results in the People area,** confirming its commitment to maintaining a **solid, structured and growth-oriented work environment.**

The main results and indicators are presented in the following sections.

LM S.P.A.

**"I have to say that in 20 days no one complained.
I witnessed a truly impressive workflow: everything was prepared, ladders and materials were exactly where they needed to be, at the right time.
I really admired them. It was impressive to see these people-one up high, another below supporting him-each one already knowing exactly what they had to do".**

Marco Franzoni – Owner and Founder

2.1 Providing a professional environment that promotes the well-being of people and their families, encourages engagement and integration, and enables the full expression of each individual

Personal well-being

Seriana continuously invests in improving the **well-being of its people,** adopting concrete measures to support **work-life balance,** promote integration and foster an **inclusive environment.**

In 2025, the company maintained an approach focused on the **continuity of welfare initiatives,** with increasing attention to the **quality of actions** and their **long-term sustainability,** strengthening the link between people's well-being and overall company resilience.

Performance indicators

- **60 employees,** for a total of approximately **90 people,** including management and collaborators;
- **99,33% permanent contracts** (vs **85,7% in 2024**), confirming greater **employment stability;**
- **20,00% employees with foreign citizenship,** reflecting an **inclusive and multicultural environment.**

Female representation

- **61,5% in office-based roles;**
- **45,45% in managerial roles;**
- **40,00 % on the Board of Directors (2 women out of 5 members);**
- **38,33 % of total employees,** significantly higher than the **industry average (9,9%).**

A female presence is also recorded within the company's **Emergency and Evacuation Team** (staff trained in **first aid, fire safety and defibrillator use for cardiopulmonary resuscitation,** with additional training), equal to **12,5%.**
Although still limited, this figure highlights a **progressive involvement of women in operational safety roles,** contributing to greater **inclusiveness in the management of corporate responsibilities.**

*"Seriana confirms its commitment to protecting health and safety by positioning itself as a **cardioprotected company.** At its headquarters, a **semi-automatic external defibrillator (AED)** is available, with dedicated internal staff specifically trained in its use. The device is registered on the national **AREU (Regional Emergency Agency)** platform and is geolocated, making it available also for potential emergencies in the surrounding area: in case of need, the emergency number **112** can activate the first response network, involving also individuals outside the company. This is a **voluntary choice** – not required by law – that concretely strengthens the company's safety framework. In Italy, approximately **60.000 cardiac arrests** occur every year, and the timeliness of intervention is crucial: in the absence of rescue maneuvers, the survival rate is around 7%; with **cardiopulmonary resuscitation (CPR),** it can rise to **18%,** while the combined use of **CPR and a defibrillator** can increase survival rates up to **60%**".*

Corporate welfare policies and employee benefits

Seriana invests in concrete tools to support people's well-being. In 2025, investments in welfare initiatives and team well-being confirm a structured and continuous commitment:

- **2025/2026 welfare plan** active through Edenred, with a value allocated on the platform as of 31/12/2025 equal to **€ 58.800;**
- **Supplementary health insurance** with Intesa Sanpaolo RBM Salute, with a value of **€ 10.465,01;**
- **Company incentive trip** of 4 days in Puglia (one additional day compared to 2024 in Sardinia), with a total investment of **€ 105.043,** of which **€ 67.724,86** allocated as employee welfare. The initiative involved **77,5% of the team,** for a total of **90 participants** including employees, collaborators and guests;
- **OlivaMi experience** during the company trip, with **48,8 % participation** and an investment of **€ 2.869,01,** aimed at generating **environmental and social impact** through territorial regeneration activities;
- **Visit to Bergamo Stadium** during a company meeting involving approximately **35% of the team,** with an investment of **€ 2.215** for catering services;
- **Company Christmas barbecue,** with **75,2% participation** and an investment of **€ 4.536,28.**

Considering the main initiatives dedicated to team well-being, the **per capita benefit** varies depending on participation levels. However, it is estimated that an employee who took part in the **Puglia incentive trip,** the **OlivaMi experience** and the **company barbecue** benefited from an investment of approximately **€ 1.300**, referring exclusively to these three initiatives and excluding additional welfare tools such as the Edenred plan and supplementary healthcare coverage.

Overall, the company's total investment in welfare and people well-being initiatives in 2025 amounts to approximately **€ 184.000.**

Corporate events and team cohesion initiatives

During 2025, Seriana promoted **8 corporate events and social initiatives,** aimed at strengthening internal cohesion and encouraging shared experiences among employees.

The **company incentive trip to Puglia** represented the key moment of the year, structured over four days and designed to foster interaction beyond the workplace. The experience included several **team-building activities,** such as bocce tournaments, structured social moments, beach activities, and an excursion among the olive groves of Salento in collaboration with OlivaMi.

This initiative is part of a broader project: Seriana has **adopted 100 olive trees,** contributing to the reforestation of an area severely affected by **Xylella.** Each participant symbolically associated their name with an olive tree and received one liter of locally produced extra virgin olive oil, strengthening the connection between **corporate experience, sustainability and territory.** The project will be further detailed in the section dedicated to the **third Common Benefit area – Environment.**

The **company Christmas barbecue** also represented a significant moment of sharing, reinterpreting the traditional Christmas dinner in a more informal way.

The event was organized at the company headquarters, with active team involvement in setting up the spaces, structured in groups to enhance collaboration. The day included external professionals (DJ and grill specialists) and concluded with an award ceremony for the **best Christmas outfit,** aligned with the team spirit and, where possible, oriented towards the use of **sustainable materials.**

Additional moments of sharing took place during the year through the **annual company meeting** and internal events, including a retirement celebration and the visit to Bergamo Stadium, further strengthening the **sense of belonging and relational dimension.**

In all activities, Seriana pays close attention to the diverse needs of its people, considering **age differences, dietary preferences and participation modes,** with the aim of ensuring **inclusive, accessible experiences aligned with company values.**

Impact and results

In 2025, all specific objectives related to **people well-being and engagement** were achieved, including:

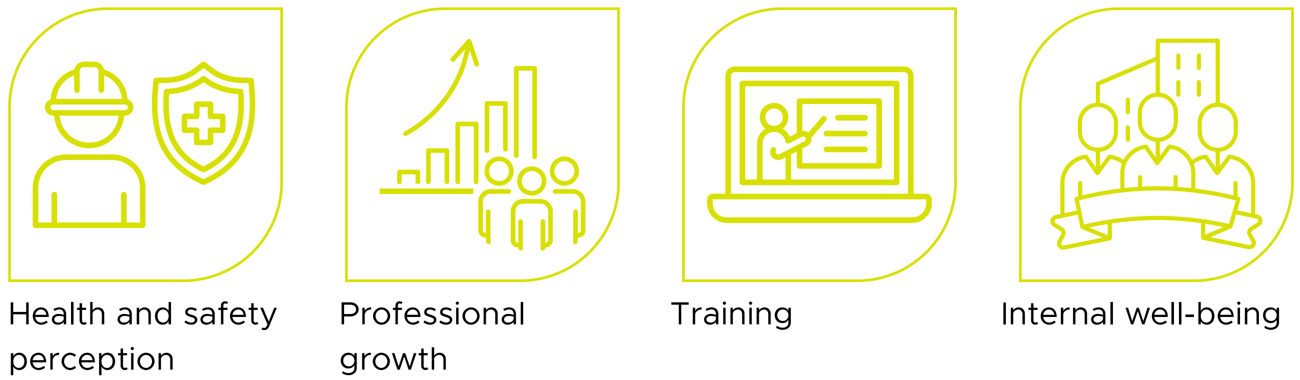
- training needs analysis;
- survey on perceived health and safety;
- survey on well-being and professional growth;
- implementation of the company incentive trip.

The survey, aligned with the objectives of the **2024 Impact Report,** represented a structured internal listening tool, with **77,8% participation** and cross-functional involvement by gender, age and role.

Structured through different types of questions and collected anonymously, it enabled an in-depth analysis of key topics such as **health and safety, professional development, training and internal well-being,** providing meaningful insights to guide future company actions, which will be further explored throughout the report.

The survey is conducted on a **biennial basis** and will be repeated in **2027**.

INTERNAL SURVEY 2025



INTERNAL SURVEY 2025

Team participation:
77,8% of total employees,
of which:

- **57,1 % women**
- **42,9 % men**

Questions:
42 total questions, including:

- **30 rated questions (scale 1–6)**
  1 = not at all | 6 = completely
- **7 open-ended questions**
- **2 yes/no questions**
- **3 demographic questions**
  (gender, age, role – anonymous format)

Puglia incentive trip: key results

The initiative recorded an overall **high level of appreciation,** with a **median score of 6 out of 6,** indicating that at least **50% of participants** assigned the maximum rating. The positive feedback proved to be **consistent across roles, gender and age groups,** confirming a broadly shared appreciation of the company's initiative.

Work–life balance

With regard to work–life balance, the overall picture is positive:

- **68 % vacation usage rate,** indicating a good level of rest and leave utilization;
- **average score of 4,2 out of 6** in the internal survey;
- **limited differences across roles,** with some more frequent challenges in operational roles, mainly related to workload, working hours and travel;
- **greater variability within the 31–49 age group,** more exposed to both family and professional demands.

The company also provides the possibility to request a transition from **full-time to part-time working arrangements,** as a tool to support work–life balance. Requests are evaluated on a **case-by-case basis** by the direct manager, the HR Manager and top management, in order to balance organizational and individual needs.

In 2025, **no new part-time requests** were submitted, although this option remains **available and active,** as in previous years.

THE VOICE OF THE TEAM

"Moving from a full-time to a part-time role was one of the most important decisions in my life, and I am truly grateful to the company for accepting my request. It's not something you take for granted-finding a workplace that genuinely cares about the well-being of its people. Thanks to this opportunity, I am now able to better manage my family life, be more present, and enjoy every moment with my children. Working in such a human-centered environment really makes a difference. Thank you, Seriana".

Teresa Gini – Front Office Employee and mother of two children

INTERNAL SURVEY 2025
INTERNAL WELL-BEING

Questions:

- How well are you able to maintain a satisfactory work–life balance?
  Average: 4,2 / 6
- How much does your team environment contribute to your personal well-being?
  Average: 4,9 / 6
- How motivated do you feel to perform at your best in your role every day?
  Average: 4,4 / 6

Overall assessment

Overall, the data highlight how **people's well-being** requires an increasingly **personalized approach**, attentive to the different stages of life.

Seriana thus confirms its commitment to building a **positive, inclusive and quality-oriented work environment,** integrating the insights gathered into its **future improvement actions.**

INTERNAL SURVEY 2025
INTERNAL WELL-BEING

Questions:

- How proud are you when you tell someone you work for Seriana?
  Average: 5,1 / 6
- How much do you appreciate the RBM Salute supplementary health insurance provided by the company?
  Average: 5,4 / 6
- How much does feeling part of a meaningful business project influence your motivation and performance?
  Average: 4,8 / 6

PERFORMANCE KPI

PERSONAL WELL-BEING

- 99,3% **Permanent contracts**
- **Female representation:**
  - 61,5% in office-based roles;
  - 45,4% in managerial roles;
  - 40% on the Board of Directors;
  - 38,3% of total employees, compared to the **industry average of 9,9%**
- 20% Employees with **foreign citizenship**
- 184.000 € Invested in **team well-being**
- 4 **Days company trip** in Pugli
  3 **Team-building** activities
  77,5% Team **participation**

IMPACT KPI

- 4,2 / 6 **Work–life balance** perception
- 4,9 / 6 **Workplace climate** perception
- 5,4 / 6 Appreciation of **supplementary health insurance**
- 5,1 / 6 **Pride** in working at Seriana
- 68% **Vacation and leave** utilization

2025 – 4-DAY ALL-INCLUSIVE TRIP IN PUGLIA

90 People
Team networking and cohesion activities

2025

2025 – EXCURSION IN THE SALENTO OLIVE GROVE ADOPTED BY SERIANA THROUGH OLIVAMI

44 People
Environmental and social ustainability activity and team cohesion

2025

2025 – COMPANY CHRISTMAS BARBECUE “CHRISTMAS ON FIRE”

73 People
Year-end celebration activity and team cohesion

2.2 Creating safe and adequate working conditions, with particular attention to workplace safety

Workplace safety represents a fundamental pillar for Seriana, which is constantly committed to ensuring protected working environments in line with the highest standards.

In 2025, within a context of **organizational stabilization**, the company maintained a structured approach to safety, consolidating training, monitoring and coordination activities already strengthened in 2024. The choices adopted reflect a logic of **continuity and optimization,** with targeted actions aimed at preserving high levels of worker protection.

Performance indicators

- **110.882 working hours;**
- **462 hours of health and safety training,** with a **44% reduction compared to 2024,** due to the significant training investment of the previous year — also linked to the onboarding of numerous new resources — and to the achievement in 2025 of **already consolidated compliance levels,** in addition to different investment choices;
- Out of the total 462 hours, **240 hours of training** were dedicated to **5 senior roles** and **222 hours** to **15 non-senior roles,** corresponding to an average of **48 annual hours per senior role and 14.8 annual hours per non-senior role.**

Coordination and monitoring

During 2025, the company continued coordination and control activities:

- **2 safety team meetings** (site managers and supervisors);
- **68 preliminary coordination meetings;**
- **12 site inspection visits;**
- **7 formal safety notices.**

Certifications and benefits

Seriana's commitment to safety is also reflected in maintaining certified standards and in the recognition of benefits:

- **ISO 45001 audit successfully completed;**
- **INAIL OT23 incentive confirmed.**

INTERNAL SURVEY 2025

INTERNAL HEALTH & SAFETY PERCEPTION

Questions:

- How adequate do you consider the quality of the PPE provided?
  Average: 5,1 / 6
- How safe do you feel when carrying out your daily activities?
  Average: 5,2 / 6
- Do you feel heard when you report issues or suggestions regarding workplace safety?
  Average: 4,5 / 6

Impact and tangible results

Seriana continuously monitors **accident indicators,** essential tools for assessing and improving workplace safety.

In 2025, an increase in indicators compared to the previous year was recorded:

- **Accident frequency rate: 1.05;**
- **Accident incidence rate: 11.6.**

During the year, **7 non-serious accidents** were recorded, for a total of **282 days of absence.** The trend of the indicators is significantly influenced by **a single accident characterized by a long rehabilitation period (113 days)**, which affected the overall average, although it was not a clinically severe event.

The distribution of absence days* highlights the strong impact of the above-mentioned event:

ACCIDENT DURATION (IN DAYS)	
ACCIDENT 1	113
ACCIDENT 2	60
ACCIDENT 3	32
ACCIDENT 4	25
ACCIDENT 5	23
ACCIDENT 6	22
ACCIDENT 7	7

** It is important to note that some accidents were closed in 2026, but the total number of days also includes absences that began in 2025 and continued into the following year.*

It should also be noted that:

- **no cases required surgical intervention;**
- **the recorded accidents do not fall into the category of very serious injuries,** generally associated with prognoses exceeding 40 days;
- **a prognosis exceeding 30 days entails specific administrative obligations,** impacting statistical indicators.

Overall, the data show that, despite an increase in the indices, the safety management system continues to ensure **effective control of events and accurate monitoring,** with constant attention to improving working conditions and risk prevention.

*Note: the data were calculated based on an average of **60 workers,** taking into account all workforce changes during 2025, including hires and departures.*

THE VOICE OF THE TEAM

QUESTION:
WHAT ARE THE MAIN REASONS WHY YOU WORK AT THE COMPANY?

"A personal belief in the ethics of safety, which is part of this company's DNA, and in an environment oriented towards valuing people and listening. The collaborative atmosphere among colleagues and the example set by the leadership".

"A calm and pleasant environment with a degree of operational flexibility, excellent relationships with all colleagues, who are respectful and collaborative".

"It is a stimulating company that allows me to push my limits day after day, both professionally and personally".

"Creativity, the technical quality of our work, the team spirit, and the great experience of being able to travel across Italy carrying out seismic retrofit interventions".

"I found amazing, motivated and positive people. In short, from the very first time I walked through the glass doors of Seriana S.p.A., I genuinely felt proud and safe".

"In my case, the economic factor is important, but even more important is the opportunity to develop my professional skills and the freedom of expression that I find at Seriana".

"Seriana believed in me and valued me from the very beginning, and I am very satisfied. Few companies highlight young people in this way. We are ahead of many companies in this respect".

Team members of Seriana – anonymous survey 2025

PERFORMANCE KPI

110.882 Working hours

462 Hours of **training** on **health and safety**

2 General meetings and **68 Preliminary** coordination meetings

12 Site inspection **visits**

Audit **ISO 45001**

OT 23 INAIL

HEALTH AND SAFETY OF PEOPLE

IMPACT KPI

Accident **frequency** rate: **1,05**

Accident **incidence** rate: **11,6**

5,2 / 6 Workplace safety perception

5,1 / 6 PPE quality perception

2.3 Professional growth opportunities and enhancement of skills

Seriana invests in the potential of its people through targeted training and professional development paths, with the aim of enhancing individual skills, aptitudes and capabilities.

In 2025, the company oriented its activities towards a more focused and qualitative approach, aimed at responding precisely to the emerging needs of the different business functions.

INTERNAL SURVEY 2025
PROFESSIONAL GROWTH

Questions:

- How much does your job allow you to express your potential?
  Average: 4,1 / 6
- How much does the company enable you to develop new skills?
  Average: 3,9 / 6
- How clear are the objectives of your role and their connection with company goals?
  Average: 4,3 / 6

What we did in 2025

In 2025, **15 employees were involved in 5 training courses,** selected based on the specific needs of each individual and defined in collaboration between Management, the HR Manager and Department Heads.

Training activities covered a variety of topics, for a total of **78 hours of training,** in addition to the **462 hours dedicated to health and safety** already reported in the previous section.

Training hours show a decrease compared to 2024 **(78 hours in 2025 compared to 160,5 hours in 2024),** in continuity with the strong training effort carried out in the previous year.

In 2024, in fact, the company had invested significantly in strengthening managerial skills through a structured **Leadership Lab** program lasting a total of **64 hours,** aimed at supporting new organizational structures and consolidating the management team following recent hires.

In 2025, this training foundation made it possible to orient activities towards more **targeted and focused** interventions, addressing technical and role-specific needs, resulting in a natural reduction in total hours alongside a greater qualitative focus.

INTERNAL SURVEY 2025
TRAINING

Questions:

- How much do you apply in your daily work the guidance received during safety training?
  Average: 4,6 / 6
- How well do training activities respond to your actual professional needs?
  Average: 4,1 / 6

Internships

During the year, Seriana hosted **2 curricular interns,** offering them a practical and educational experience to support their professional growth path.

Internal growth

As evidence of the enhancement of internal talent, in 2025 **10 employees obtained a promotion or a change of role.**

THE VOICE OF THE TEAM

"I started as a worker and became a site surveyor.
Attending surveyor school was something I actually managed to do thanks to Seriana. Watching the guys on site, observing the head surveyor I now work with, really made me want to learn something new and not stop.

It wasn't easy at the beginning, because working and studying - especially working at night and studying during the day - was very challenging.

Thanks to the support of the school and Seriana, which gave me the opportunity to take exams and the time to study, I was able to successfully complete my studies".

Andrii Rusnak - former Worker, current Worksite Technical

THE VOICE OF THE TEAM

"Moving from warehouse employee to Head of Purchasing was a great opportunity for me to step up and grow professionally. Seriana supported me in this transition with trust, support and a strong collaborative spirit, allowing me to enter a new and stimulating environment where you learn every day.

Here, people are valued and even mistakes are not seen as limits, but as opportunities to improve and do better.
With the right motivation and passion, everyone can make a concrete contribution to the company's growth and improvement".

Francesco Farina - former Warehouse Worker, current Purchasing, Warehouse and Services/Facility Manager

Contract changes occurred both by accommodating employees' requests and upon proposal by department managers. The process was carefully managed by the HR Manager and the Management, ensuring **fairness, consistency and merit-based recognition.**

PERFORMANCE KPI

IMPACT KPI

PROFESSIONAL DEVELOPMENT

5 Training **courses**

78 Training **hours**

2 **Interns**

10 **Level advancements and role changes**

4,1 / 6 Expression of **potential**

3,9 / 6 Development of **skills**

4,3 / 6 Clarity of **objectives**

SOCIAL SUSTAINABILITY INITIATIVES 2025

- AMICI DELLA PEDIATRIA (FRIENDS OF PEDIATRICS)

In 2025, on the occasion of the Santa Lucia tradition, Seriana S.p.A., in collaboration with the "Amici della Pediatria" ETS ODV Association of Bergamo, supported an initiative dedicated to children hospitalized at Papa Giovanni XXIII Hospital. The initiative aimed to bring a smile and a moment of serenity to young patients, even when the magic felt far away.

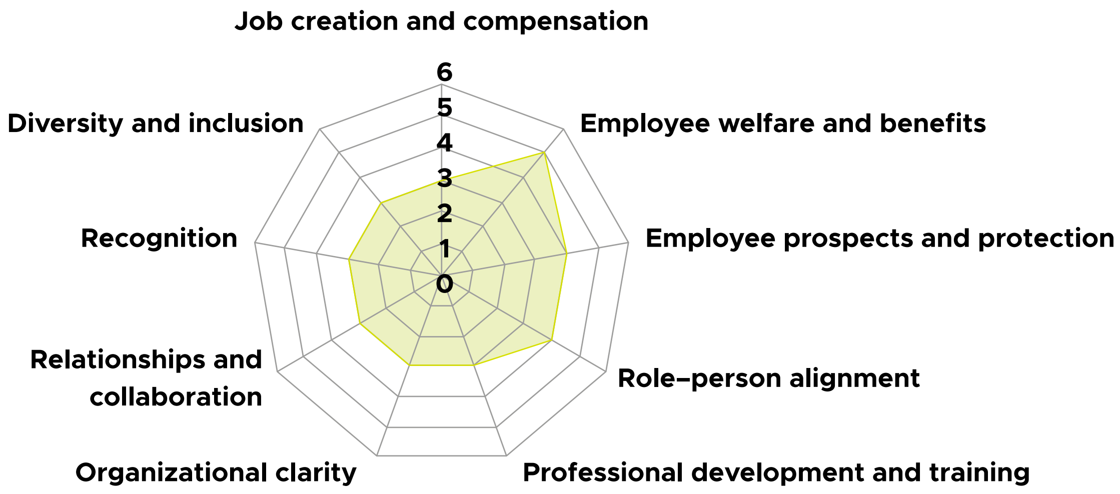
- REGALATI UN SORRISO (GIFT YOURSELF A SMILE)

Also in 2025, Seriana S.p.A. took part in the solidarity initiative "Regalati un sorriso", promoted by the Young Entrepreneurs Group of Confindustria Bergamo, contributing to the collection of toys for children in need. The initiative actively involved the team, strengthening the sense of participation and social responsibility, and contributing to generating a positive impact on the local community through support for local associations.

Learn more about Seriana's initiatives over the years on our blog

Impact assessment on PEOPLE

Seriana's self-assessment for **value creation through Work,** using the Good Impact Self-Assessment Tool



On the employment creation front, 2025 represented a year of consolidation, as previously outlined. The **self-assessment is positive,** meaning that Seriana believes it has **mobilized** all available resources, skills and attention, and has managed even complex decisions with professionalism, foresight and sensitivity.

Particularly noteworthy is the area of **corporate welfare and benefits:** a dimension in which Seriana has always been committed and which in 2025 also led to the implementation of dedicated initiatives, from the welfare plan with health insurance to the summer trip in Puglia, the company barbecue, and team activities.

In a year marked by some uncertainty, the use of temporary wage support measures (for a very short period and involving a limited number of employees) represented a way to ensure **stable employment conditions for everyone,** safeguarding the entire workforce. A decision that was not simple, but was clearly explained to employees and, in hindsight, proved to be appropriate and responsible.

The dimension of **role-person alignment** is also well developed: human resource management and development strategies are based on understanding each employee's skills and strengths and on identifying roles that best enhance their potential.

This path saw a first significant step in 2025 with the administration of the **first listening survey** involving all team members, which can be further developed in the coming years through new dedicated initiatives.

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.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

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)	SPECIFIC OBJECTIVES	
Circularity and resource use Climate change	**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 2025

3.1 Reducing the negative environmental impact of business processes

During 2025, Seriana continued its path toward reducing environmental impact, adopting an approach focused on the **progressive improvement of processes** and greater awareness in the use of resources.

The actions undertaken focused on two main directions:
process efficiency and reduction of direct consumption, with the aim of building over time an increasingly robust monitoring system and identifying concrete areas for improvement.

Main actions in 2025:
Energy efficiency and renewable sources

In 2025, a significant data point emerged regarding the company's energy supply: the energy used is **100% from renewable sources,** certified through Guarantees of Origin and consistent with the characteristics of the active supply.

This means that the energy consumed is not associated with direct CO_2 emissions, contributing significantly to the reduction of overall emissions impact and the containment of indirect emissions related to energy consumption.

This condition was already in place in previous years but had not been previously monitored or reported, and now allows for greater awareness of the environmental impact of company activities.

At the same time, the internal efficiency path continued:

- Replacement of approximately **7% of lighting fixtures** in 2025, in addition to the **23% already replaced in 2024,** for a total of **30% of overall lighting** upgraded since the company became a Benefit Corporation;
- Development of a **feasibility study for the complete replacement of lighting systems.**

The objective is the gradual achievement of **100% replacement.**

The introduction of lighting systems with sensors in common areas (restrooms, cafeteria, shared spaces) is also planned, with a significant expected improvement in terms of energy efficiency.

Overall, these initiatives allow for an estimated reduction in energy consumption of up to **approximately 50% for the lighting system.**

During 2025, an additional strategic milestone was achieved:
the implementation of a structured monitoring system for consumption (electricity, gas, and water).

This represents the first year of conscious monitoring, intended as an initial step in building a reliable data base, essential for guiding future decisions.

The data recorded for 2025 are:

ANNUAL UTILITIES CONSUMPTION	2025
Electricity	124.121 kWh
Gas	12.498 m^3
Water	1.350 m^3

In the coming years, the availability of historical data will make it possible to analyze trends over time and identify potential improvement actions, further strengthening the structured approach to resource management.

Monitoring and optimization of paper use

In 2025, a more structured and comprehensive monitoring of paper consumption was introduced, representing a key first step toward more conscious management.

Unlike 2024, when monitoring was limited to specific types of printing (double-sided and black and white), in 2025 it was possible to track the overall figure.

Consumption and usage:

- **80 reams purchased** in 2025, in addition to estimated 2024 stock **(310 reams)**, for a total estimated availability of **390 reams;**
- **3 rolls of A0 paper** for technical drawings;
- **37.842 total printed copies.**

Monitoring provides the basis for activating internal awareness initiatives and guiding a gradual reduction in printing, with a view to greater efficiency and future sustainability.

In this direction, the company plans:

- **Internal team awareness initiatives;**
- **Discussion and brainstorming sessions to identify concrete consumption reduction solutions.**

Key element: 100% of the paper used is FSC certified, an objective defined in the previous Impact Report and achieved in 2025, consistent with the commitment to responsible resource use.

INTERNAL SURVEY 2025

INTERNAL WELL-BEING – PERCEPTION IN THE FIELD OF SUSTAINABILITY

Questions:

- How much do you appreciate initiatives supporting the community and the environment?
  Average: 5,2 / 6
- Do you believe that social and environmental initiatives generate real value for the community?
  Average: 5,1 / 6
- To what extent do you feel you have been trained and made aware of socio-environmental objectives?
  Average: 4,2 / 6

Reduction of plastic, sustainable materials and environmental protection actions

In 2025, the structured path toward reducing single-use plastic continued, supported by a more reliable monitoring system that enabled a more accurate analysis of consumption.

Single-use cup consumption:
5.950 units per year, with a **52,6% reduction** compared to the initial 2024 estimate.
All cups used are **FSC certified,** in line with the commitment to responsible resource use.

It should be noted that in 2024, being the first reporting year, the data was based on a preliminary estimate, whereas in 2025 the figure is more structured and reliable thanks to stronger monitoring.

This result is attributable to:

- **More careful consumption management;**
- **The adoption of reusable solutions;**
- **Increased internal awareness.**

At the same time, Seriana continued to promote sustainable behaviors among employees and stakeholders: **11 new employees received a reusable bottle** as part of their welcome kit.

Purchased in December 2025 (distribution planned for 2026):

- **200 glass bottles** for internal use;
- **800 aluminum bottles** for external stakeholders;
- **200 ceramic cups** for internal use.

In line with this approach, the company maintains **3 water dispensers** within the headquarters, with the aim of reducing single-use plastic consumption.

Based on an estimate of the average daily consumption of people present in the office, this choice avoids the use of approximately **18.250 one-liter plastic bottles per year.**

This reduction corresponds to an estimated **1,4 tons of CO_2 avoided annually,** related to the avoided production and management of those bottles.

In 2025, Seriana also continued introducing sustainable alternatives for guests, through the use of **WAMI water cans in 100% recyclable aluminum,** contributing to the progressive reduction of single-use plastic.

During the year:

- **432 cans were purchased,** of which **370 were actually consumed,** with a dual objective:
  - reducing environmental impact related to single-use materials;
  - supporting a high social impact project.

For every can purchased, WAMI contributes to donating **100 liters of clean water** to communities without access to drinking water, concretely supporting **SDG 6 – Clean Water and Sanitation.**

Based on the **432 cans purchased in 2025,** the total contribution is estimated at **43.200 liters of water donated.**

During 2025, additional sustainability-oriented choices were introduced in consumable materials, such as the purchase of **1.000 recycled aluminum pens** for institutional use.

These initiatives are part of a broader path aimed at progressively reducing plastic use also in everyday and corporate materials.

To support more efficient resource management, the **rainwater collection system** remains active, used for the automatic irrigation of green areas and as a water reserve for the fire protection system.

WAMI water with a mission

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

In 2025, Seriana continued its commitment to the projects of **WAMI - Water with a Mission,** a social impact company that transforms the everyday act of drinking into an opportunity for change. For every 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.

The results achieved by WAMI from 2016 to today:
- **70+ aqueducts** built;
- **80.000+ people** have gained access to drinking water, permanently;
- **14 billion liters** donated since 2016;
- **3 continents reached:** Africa, South America, Asia;
- **Projects in:** Tanzania, Guinea Bissau, Senegal, Madagascar, Kenya, Ethiopia, Ecuador, Nicaragua, Sri Lanka.

OlivaMi

ENVIRONMENTAL AND LOCAL TERRITORY SUSTAINABILITY PROJECT IN PARTNERSHIP WITH OLIVAMI

In 2025, **environmental commitment** also expanded to include **territorial regeneration initiatives.**
Seriana joined the **OlivaMi** project, a **non-profit initiative** aimed at restoring the countryside of Salento affected by **Xylella,** which caused the loss of millions of olive trees with significant impacts on the **landscape, environment and local economy.**
Through this initiative, Seriana contributed to the **creation of a garden of 100 olive trees** and the **regeneration of approximately 0,45 hectares of olive grove,** while also supporting a **local farmer.**
The project also includes the planting of **native plant species** (such as **lentisk, myrtle and fig**) along the perimeter of the olive groves, helping to promote **biodiversity** and the **resilience of ecosystems,** an activity **co-financed by the company.**
With regard to emissions, the initiative also contributes to **CO_2 absorption**: the estimated average capacity over a **20-year horizon** is approximately **70 kg/year per tree,** for a total of about **7.000 kg (7 tons) per year for the 100 planted olive trees.**

Sustainable Development Goals (SDGs)
By supporting OlivaMi, Seriana has contributed to achieving some of the Sustainable Development Goals (SDGs) adopted by the United Nations, in particular:

- Goal 13 **- Climate Action;**
- Goal 15 **- Life on Land.**

The initiative generates **tangible environmental and social benefits:** it supports olive grove reforestation processes, protects biodiversity, assists small farmers in preserving local traditions, and contributes to generating value along the supply chain, strengthening the connection between business, territory and community.

Participation in the project is part of the company's sustainability plan and contributes to the restoration of the Salento landscape and the revival of **extra virgin olive oil (EVO) production Made in Italy.**


SERIANA
SEISMIC REINFORCEMENTS

OlivaMi

CERTIFICATE OF ADOPTION

OF 100 OLIVE TREES IN THE COMPANY GARDEN

SERIANA

ADOPTING COMPANY NAME

SERIANA

Seriana S.p.A. contributed to the restoration of the Salento countryside devastated by Xylella by supporting farmers in planting 100 new olive trees.

Locate the Garden

SCAN

Alessandro Coricciati

President Olivami Association

Waste management

The management of industrial waste generated from construction site activities continues to be entrusted to certified external operators, in compliance with current regulations and with an approach oriented, where possible, toward material recovery.

During 2025, in addition to managing the main waste categories already present in previous years, new separate collection streams were introduced, with the aim of improving the control and traceability of specific waste categories.

Types of waste managed

The main waste categories managed by Seriana in 2025 are:

- **Mixed industrial waste (CER 150106):** includes packaging made of mixed materials (cardboard, plastic, wood, etc.), destined for recovery or disposal depending on composition;
- **Mixed construction and demolition waste (CER 170904):** includes inert and non-inert materials (concrete, bricks, ceramics, metal, wood, plastic, glass), mainly sent for recovery;
- **Iron and steel (CER 170405):** fully recyclable materials, destined for recovery within the metallurgical supply chain.

In 2025, two additional specific streams were introduced:

- **Special construction waste (CER 170802 and 170302):** materials such as plasterboard and membranes, managed through a dedicated storage area and subsequent disposal;
- **Potentially contaminated industrial waste (CER 190905):** non-recyclable epoxy resin packaging, collected separately and disposed of under controlled conditions (big bags).

2025 data

In 2025, waste management resulted in the following outcomes:

Mixed industrial waste (CER 150106)

- **Total managed:** 23.760 kg;
- **Recovery rate:** 61%;
- **Sent to landfill:** 9.266 kg.

Construction and demolition waste (CER 170904)

- **Total managed:** 14.890 kg;
- **Recovery rate:** 100%.

It should be noted that this value is influenced by the management of a particularly complex construction site, for which Seriana was also entrusted with waste management, originally not included among standard activities.

Iron and steel (CER 170405)

- **Total managed:** 3.740 kg;
- **Recovery rate:** 100%.

This figure shows a significant reduction compared to 2024 (14.890 kg), reflecting greater design accuracy and improved operational management, which contributed to reducing metal waste.

New streams introduced in 2025

Special construction waste (CER 170802 – 170302)

- **Total managed:** 1.475 kg;
- **Destination:** disposal.

Potentially contaminated waste (CER 190905)

- **Total managed:** 1.245 kg;
- **Destination:** controlled disposal.

The introduction of these categories represents an improvement in waste classification and management, making the system more consistent with the actual composition of materials handled.

Overall summary

In 2025, considering all categories:

- **Total waste managed:** 45.110 kg;
- **Overall recovery rate:** 73%.

Data interpretation

The overall figure shows a reduction in the recovery rate compared to 2024 (78,7%), mainly due to:

- The introduction of new **non-recoverable waste categories** (plasterboard, membranes, contaminated packaging);
- Greater accuracy in the classification of waste streams, making the data more representative of operational reality;
- The management of **extraordinary construction activities,** with specific impacts on volumes.

At the same time, positive elements emerge:

- **100% recovery** for the main structural categories (demolition materials and metals);
- Significant reduction in **metal waste,** indicating improved operational efficiency;
- Improved **traceability and data quality.**

Overall, 2025 confirms Seriana's commitment to **more accurately monitoring its environmental impacts** and to building an increasingly solid data base to support future decisions. In several areas, this represents the **first year of structured data collection,** essential for correctly interpreting trends and defining truly effective improvement actions. The objective for the coming years will therefore be to **consolidate monitoring, increase internal awareness,** and implement **progressive measures to reduce impacts.**

PERFORMANCE KPI

IMPACT KPI

REDUCTION OF THE ENVIRONMENTAL IMPACTS OF OUR BUSINESS

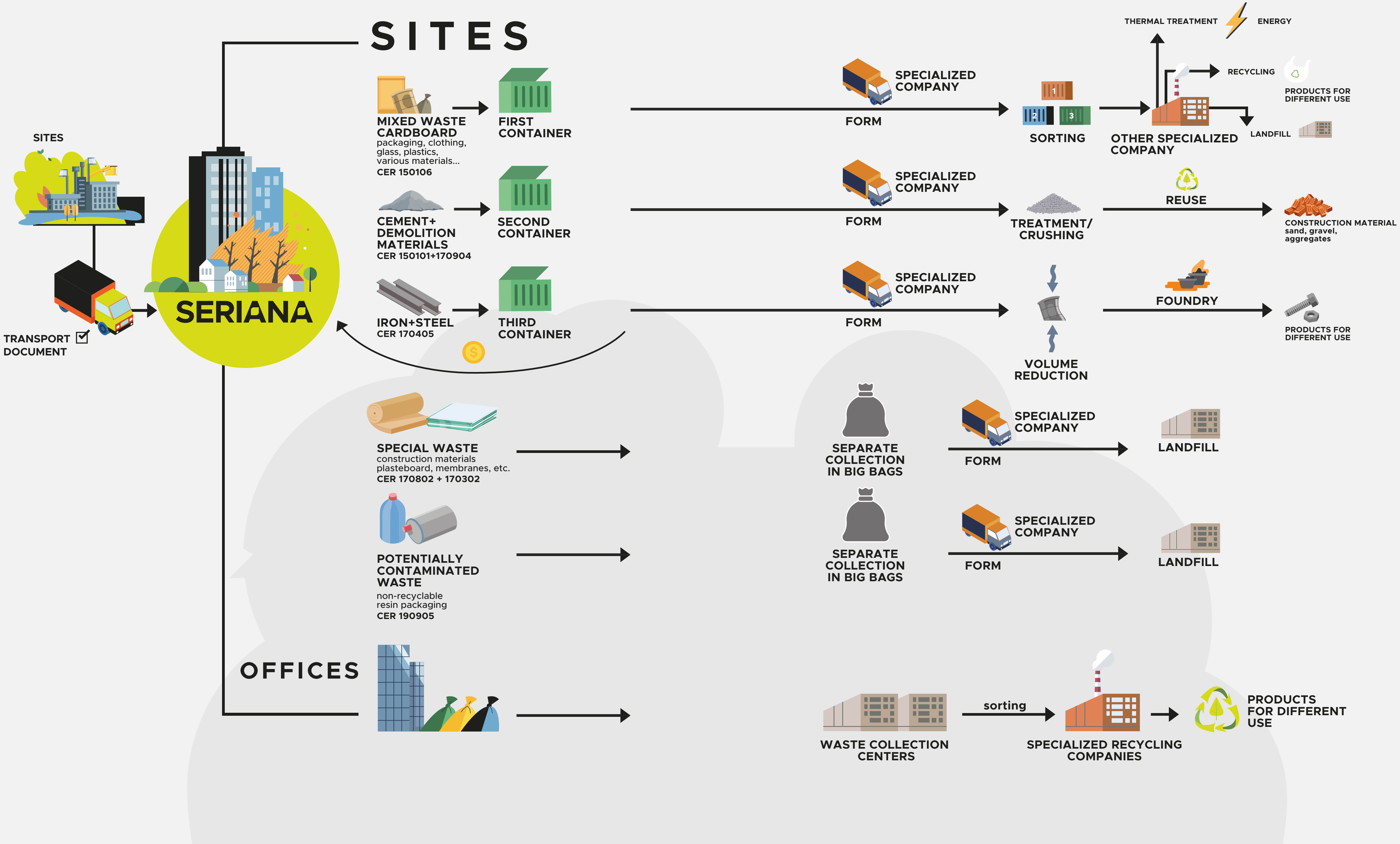
Performance KPI

- 100% **Energy from renewable sources** (GO certified)
- 100% **FSC paper**
- Reduction 7% **incandescent lamps**
- 37.842 **Total printed copies**
- 100 **Olive trees** adopted in Salento through **OlivaMi**
- 73% **Industrial waste** in recovery and reuse processes
- **Rainwater** for irrigation and fire prevention

Impact KPI

- **Avoided** the use of approximately 18.250 **Plastic bottles** per year
- 0,45 **Hectares regenerated** with olive trees
- 7 **Tons of CO_2 absorbed**
- 1 **Farmer supported** in Salento through **OlivaMi**
- Purchased 432 **cans in** 100% **recyclable aluminum**
- 43.200 **Liters of water donated** to communities without access to this resource, in collaboration with **WAMI - Water with a mission**

WASTE FLOW MANAGEMENT



Nota: The following graphic representation details the company's waste life cycle.

3.2 Monitoring the environmental and social impact of suppliers

In continuity with the path started in 2024 and in line with the 2025 objectives, Seriana strengthened the monitoring and evaluation activities of its supply chain, with the aim of developing greater awareness of ESG topics across the entire value chain.

In this context, the oversight ensured by the **ISO 9001 certification** continues, supporting a structured approach in the selection, evaluation and monitoring of suppliers, helping to ensure compliance with quality and environmental standards and to progressively integrate ESG criteria into procurement processes.

Main actions in 2025:

- **7 key suppliers** of the company's supply chain were visited;
- A **sustainability survey** was administered to the 7 visited suppliers;
- A **first model for classifying supplier sustainability levels** was introduced.

Supply chain monitoring and evaluation:

From the analysis of the surveys, an **average sustainability level of 69%** emerges, highlighting an overall positive situation, although with differences among the various companies.

The distribution of suppliers by maturity level is as follows:

- 3 suppliers with an **advanced level;**
- 3 suppliers with an **intermediate level;**
- 1 supplier with a **basic level.**

SUPPLIER	TOTAL SURVEY SCORE	SUSTAINABILITY POLICY	RENEWABLE ENERGY	WASTE RECYCLING SYSTEM	CO_2 MONITORING	EMPLOYEE SUSTAINABILITY TRAINING	SOCIAL RESPONSIBILITY
SUPPLIER 1	100%	✓	✓	✓	✓	✓	✓
SUPPLIER 2	100%	✓	✓	✓	✓	✓	✓
SUPPLIER 3	83,3%	✓	!	✓	✓	✓	✓
SUPPLIER 4	66,6%	✓	!	✓	!	✓	✓
SUPPLIER 5	50%	!	✓	✓	✓	!	!
SUPPLIER 6	50%	!	✓	✓	✓	!	!
SUPPLIER 7	33,3%	✓	!	✓	!	!	!
AVERAGE	69%						

Larger suppliers show more structured sustainability management systems, with formalized environmental policies and concrete initiatives; smaller companies, on the other hand, tend to adopt more operational but less structured approaches.

Good practices identified:

- Progressive elimination of plastic in packaging, with predominant use of paper-based materials;
- Widespread adoption of photovoltaic systems, present in approximately **50% of the suppliers analyzed;**
- Introduction of electric company fleets and, in some cases, **100% electric equipment;**
- Presence of procedures for the management and disposal of batteries;
- Use, within production processes, of materials with at least **25% recycled content.**

At the same time, there is a limited presence of long-term structured strategies, with only one case of formally defined environmental targets (emission reduction of up to **50% by 2035**).

Overall assessment:

The analysis highlights a supply chain already oriented toward sustainable practices, but still evolving in terms of structure and strategic planning.

Seriana confirms its commitment to progressively strengthening supply chain oversight, promoting greater awareness, data collection and the development of shared ESG practices across the entire value chain.

Commitment to sustainable growth

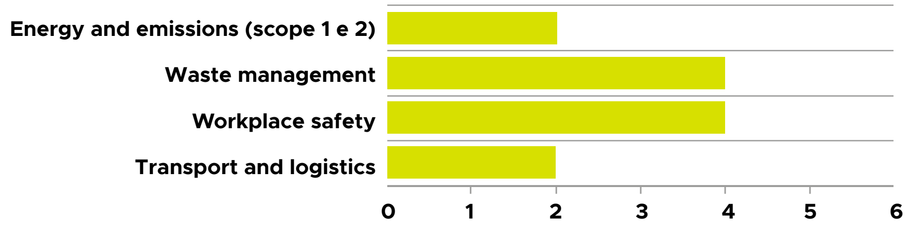
Seriana confirms its commitment to responsible business growth, combining innovation, environmental protection and supply chain engagement. The path undertaken aims at a more efficient management of resources and an increasingly strong integration of **ESG (Environmental, Social, and Governance)** criteria within the company strategy.

Impact assessment on the ENVIRONMENT

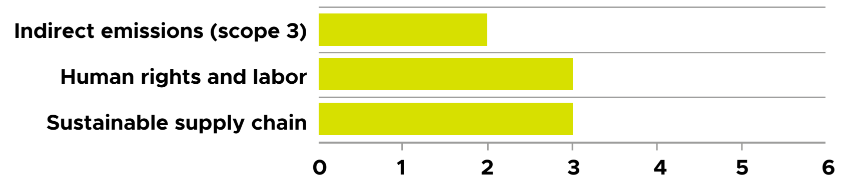
Seriana's self-assessment for the **Sustainability of Operations,** using the Good Impact Self-Assessment Tool

Below are the detailed results of the self-assessment regarding the sustainable management of its Operations, considering both internal production processes and supply chain management.

Production processes



Supply chain



With respect to its own production processes, Seriana demonstrates—naturally—a particular focus on **workplace safety** for its employees and on the proper **waste management.** These are the two areas most closely linked to the core business, and those to which Seriana has been committed since its foundation. These are now well-established practices: ensuring complete **safety for employees,** carefully monitoring any incidents, understanding their causes, and intervening promptly to identify solutions and corrective actions where necessary. Also regarding **waste management,** as illustrated, there is maximum attention not only to proper disposal in compliance with regulations, but also to recovering and recycling as much material as possible.

The monitoring of consumption and the calculation of Scope 1 and Scope 2 are instead in the early stages: this year marked the beginning of monitoring energy consumption and conducting initial analyses on the vehicle fleet, as a first step toward greater environmental responsibility.

The mapping of key suppliers, carried out for the first time in 2025, made it possible to assign a positive evaluation regarding the **sustainable supply chain** and the **respect for human rights within the supply chain.** Although it is a partial analysis compared to the broader supplier base, it still represents a first step toward a more comprehensive approach to impacts, extending across the entire supply chain.

3 OBJECTIVES

2025 Objectives and level of achievement

2025 shows a **high level of progress on objectives,** with **almost all planned actions completed** across the three Areas of Common Benefit: **15 objectives** were defined, of which **14 achieved,** corresponding to an **achievement rate of 93.3%.**

The results demonstrate a **structured approach** both in **operational and seismic prevention activities,** and in initiatives related to **people and employee well-being,** as well as a **strengthening of actions in environmental and supply chain areas.**

There remains a **development area,** particularly in activities related to **measurement and more advanced planning,** which represents the foundation for the **evolving objectives of the coming years.**

Area	2025 Objective	Status
PRODUCT/ SAFETY	Increase the number of seismic risk assessments	✓
	Develop a monitoring tool to track the number of people protected through completed interventions	✓
	Calculate the average percentage improvement in seismic performance indicators before and after interventions	✓
	Conduct a supplier survey on awareness and prevention activities related to seismic risk	✓
PEOPLE	Implement a project to assess employees' training and development needs	✓
	Conduct an employee satisfaction survey on internal well-being and professional growth	✓
	Conduct a survey to assess perceptions of health and safety in the workplace	✓
	2025 company trip with the team	✓
ENVIRONMENT	Carry out a feasibility study for the installation of photovoltaic panels	✓
	Establish a monitoring system for resource consumption (electricity, water, gas)	✓
	Achieve 100% sourcing of FSC-certified paper for company use	✓
	Implement a sustainability survey for suppliers	✓
	Carry out a feasibility study on carbon emissions offsetting	!
	Organize site visits to key suppliers within the supply chain	✓
	Optimize the waste management system to reduce waste generation	✓

Description of objectives for 2026

In light of what has been outlined in the 2025 Impact Report, Seriana has defined a set of improvement objectives for 2026 across its three Areas of Common Benefit. Specifically:

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

SPECIFIC OBJECTIVES 2026

- **Strengthen accessibility to safety interventions** by promoting dedicated financial tools, also for organizations with lower investment capacity
- **Develop greater focus on customer satisfaction** as a lever for continuous service improvement
- **Increase the adoption of seismic retrofit interventions**, enhancing the use of **innovative** and high-impact solutions
- **Initiate a structured reflection on the impact of raw materials,** actively involving the supply chain
- **Consolidate and expand the company's presence and visibility,** both online and offline, to promote a **culture of seismic prevention**

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

SPECIFIC OBJECTIVES 2026

- **Structure an integrated training and skills development plan,** aligned with company needs
- **Enhance active listening of employees,** transforming survey results into concrete improvement actions
- **Review and strengthen the corporate welfare plan,** in line with emerging team needs
- **Promote and monitor employee health and well-being** through structured awareness and continuous improvement initiatives
- **Optimize internal processes,** with the aim of improving efficiency and operational flow

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

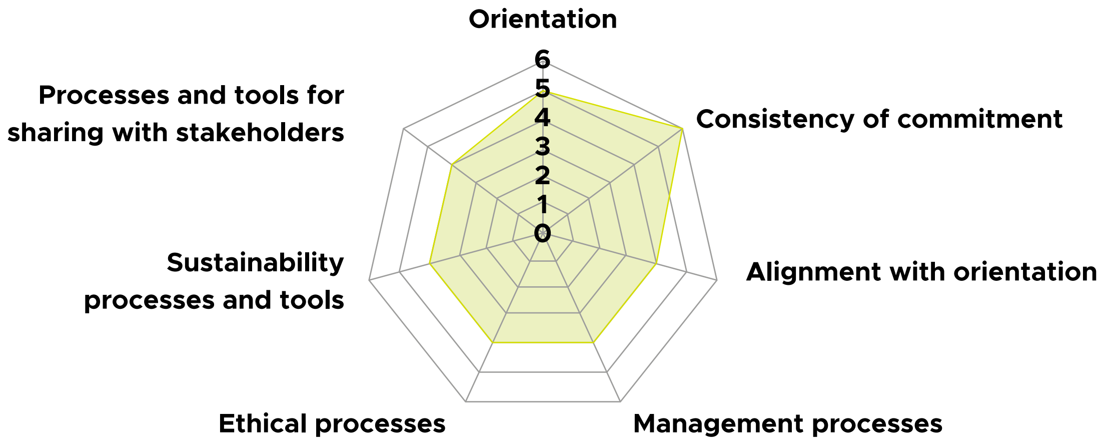
SPECIFIC OBJECTIVES 2026

- **Strengthen supply chain oversight,** consolidating dialogue with suppliers and expanding ESG evaluation tools
- **Improve waste management,** increasing the level of sorting and control
- **Initiate CO_2 emissions monitoring,** through improved tracking of consumption and business travel
- **Promote responsible behaviors within the organization,** through awareness activities on resource use (e.g. paper, electricity, etc.)
- **Promote actions to reduce energy consumption,** through efficiency improvement measures

4 ASSESSMENT AGAINST STANDARDS

Evaluation against the Good Enterprise standard

1. Governance



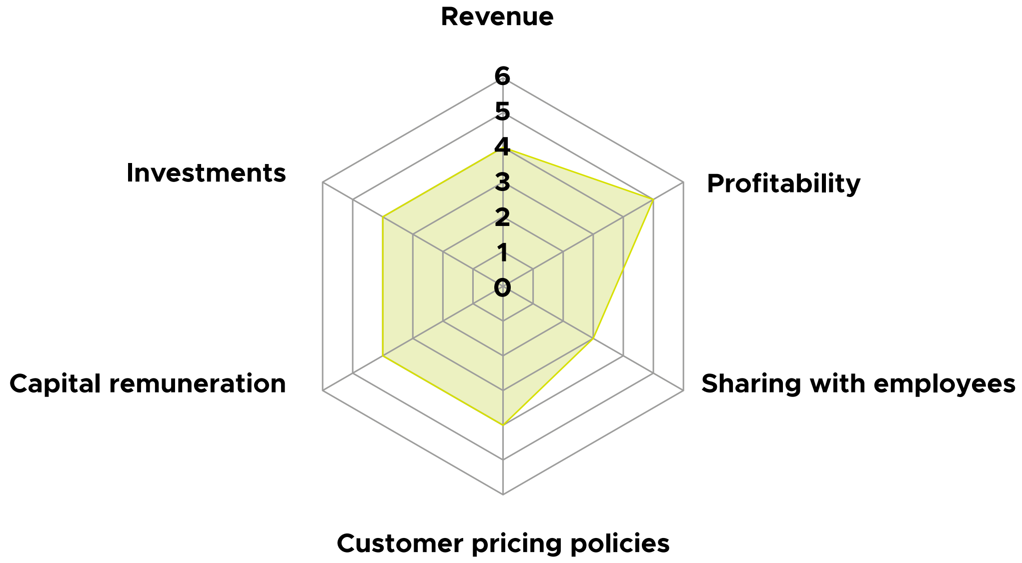
The chart examines the key elements of **Good Enterprise governance,** understood as the set of strategic choices, processes and practices that ensure the concreteness and continuity of value creation.

Seriana has adopted a governance model that places **economic prosperity, societal development** and **environmental protection** on the same level. The company does not limit itself to generating profit, but intentionally commits to creating a positive impact or reducing potential negative effects, integrating this approach into its corporate strategy.

Confirming 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 operate with awareness and alignment toward impact objectives. The corporate governance is structured to integrate sustainability into decision-making processes, with clearly defined internal roles and responsibilities and active leadership involvement.

To ensure effective 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.** In addition, it invests in the active involvement of management and other key figures to further strengthen the culture of sustainability within the organization.

2. Value creation through Economic Value



Seriana is aware that the creation and sharing of economic value is not only a responsibility but also a key impact lever for any company. In recent years, the company has experienced **exponential growth,** establishing itself as a **leader in its sector** and consolidating significant revenues.

The 2025 evaluation is **very satisfactory across all areas,** with a peak in **profitability,** exceeding expectations thanks to strengthened management and the evolution of internal processes. This occurred in a year that, as highlighted in previous sections, represented a phase of **consolidation and stabilization,** despite elements of complexity. Profitability was largely allocated to supporting structural activities and business development, while a portion was dedicated to **capital remuneration.**

The strong market positioning of the company's services supports **pricing policies aligned with the market** and recognized by clients. Pricing definition requires continuous balance, as it is strongly driven by **high quality standards** and **non-compressible technical and operational costs** (materials, processes, safety).

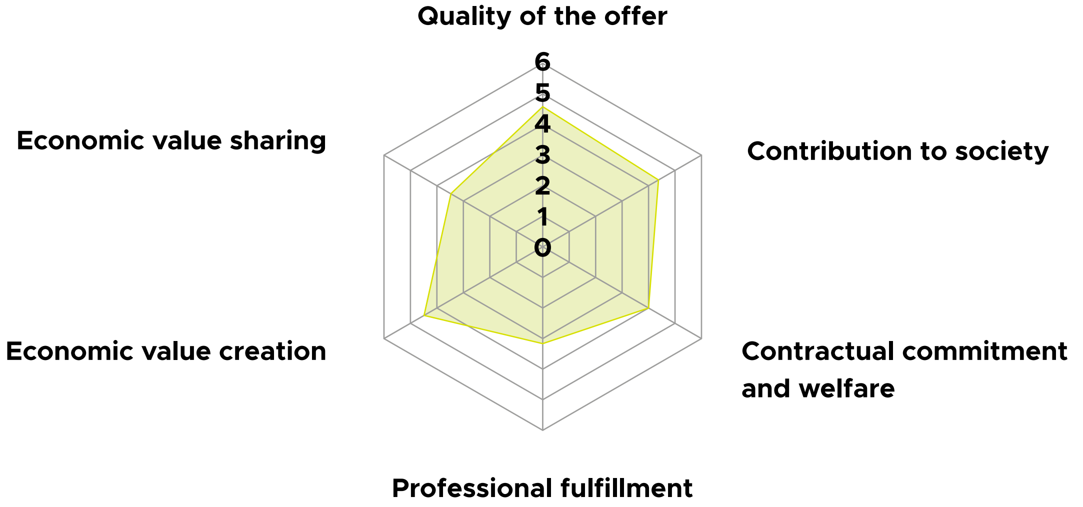
The evaluation of **value sharing with employees** remains an open point: in 2025, within a context characterized by unpredictable market dynamics, it was not fully possible to achieve the predefined objectives related to the variable welfare plan, which is linked to company performance. However, value was still shared with employees through the initiatives and activities described in Chapter 2, confirming the company's commitment to supporting **well-being and employee engagement.**

Overall, the assessment is **positive,** while still highlighting **room for improvement** in this specific area.

3. Overall value creation

In this section, we aim to summarize the results of the overall assessment carried out through **SABI – the Good Impact Self-Assessment Tool,** using summary charts.

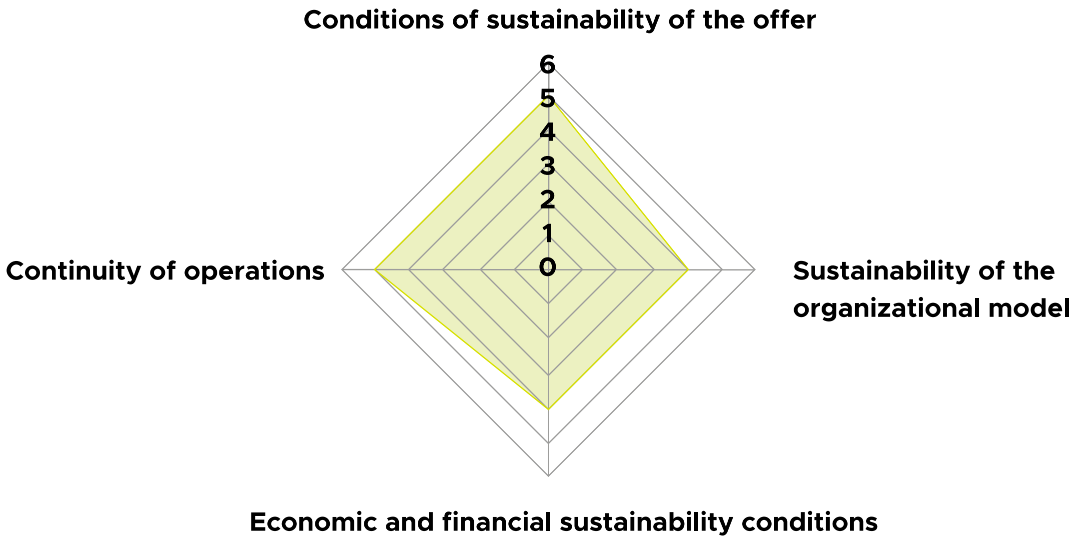
The first chart provides an overview of Seriana's **overall value creation:** the three main pillars (**Service, Work, Economic Value**) are each structured into **two dimensions,** which are in turn derived from the aggregation of the elements analyzed in the previous sections.



The overall value creation for Seriana is **significant** and fairly **consistent across all areas** (with average scores between 4 and 5, and only one slightly above 3).

The **Work pillar,** as already highlighted, while being **largely satisfactory,** was the one that experienced greater pressure in 2025 compared to the other two.

On the other hand, the evaluation related to **economic value creation** is excellent: the company was able to effectively overcome a period of uncertainty and closed the year with **strong results.**



The second chart provides an overview of a key element in the **Good Enterprise model,** namely the ability to continue generating value for society over the long term. This is enabled by the continuity of the offer (and **customer loyalty**), organizational continuity (employee retention), economic continuity (shareholder and investor loyalty), and the sustainability of operations (strength of relationships with suppliers and business partners). These factors are interpreted as fundamental to ensuring long-term business success.

Overall, Seriana's assessment indicates that the conditions are in place for **continuous value creation over time.** The company believes it can rely on strong loyalty from **customers, shareholders and investors,** as well as solid cohesion with its employees. A positive evaluation also emerges regarding relationships with suppliers, where the initiation of dialogue, listening and supply chain analysis represents a key development and a factor strengthening trust across the value chain.

4. Overall impact assessment

This section presents the overall evaluation of the impact generated by Seriana through its business activities, preceded by a preliminary condition: the analysis of **sustainability risks.**

A. Sustainability risk assessment

All minimum requirements across the different sections of the self-assessment are met. The company has assessed its existing and potential environmental impact, both within its operations and along its upstream and downstream value chain, identifying improvement paths where necessary.

This initial *screening* is useful to identify any risks that are still **unmanaged or insufficiently addressed,** which are important conditions to be taken into account in order to comply with 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	✓

B. The traffic light of material impacts

Below are the **material impacts,** meaning the relevant impacts, of Seriana, along with an evaluation of performance in relation to the impacts generated, in line with the **United Nations Sustainable Development Goals (SDGs)**.
The assessment is structured into two columns:

- the first refers to the impacts **directly generated by Seriana;**
- the second refers to the impacts **potentially generated by the supply chain.**

This summary framework derives from the results of the responses provided in the previous phases of the self-assessment.

IMPACT	SDG	EVALUATION FOR SERIANA	EVALUATION FOR SUPPLY CHAIN
Individual well-being	3 GOOD HEALTH AND WELL-BEING	✓	✓
Development, well-being, and fulfillment of workers	8 DECENT WORK AND ECONOMIC GROWTH	✓	✓
Circularity and use of resources	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	!	!
Education, information, and culture	4 QUALITY EDUCATION	✓	✓
Health and safety of workers	8 DECENT WORK AND ECONOMIC GROWTH	✓	✓
Diversity, Equity, and Inclusion	5 GENDER EQUALITY	✓	!
Climate change	13 CLIMATE ACTION	!	!
Societal progress and innovation	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	✓	✓

The evaluation of the impacts **directly generated by Seriana** is positive across all areas, with a point of attention related to **climate change and resource use.** As illustrated, Seriana is at the beginning of its journey in monitoring and analyzing environmental impacts, both in relation to its own operations and to the environmental impacts of the services provided to clients. Attention to the topic is high, the path has begun, and the company's awareness is growing year by year.

As for **supply chain impacts,** the assessments are very similar. The first analysis of a selection of suppliers carried out in 2025 led to more positive evaluations compared to the previous year; however, there remains an awareness that the oversight of supply chain practices, policies, and therefore impacts, is still **extremely partial.**

Final Acknowledgements

A sincere thank you to all members of the **Board of Directors** for their support and vision; to all colleagues, collaborators and stakeholders who contribute every day to our mission and to the positive impact we generate as a company; to the **Seriana Benefit Team,** to **SeLab** and **Genoma Web Company,** as well as to all those who contributed to identifying and monitoring the KPIs of this Report.

A special thanks to **Goodpoint** for their valuable support throughout our journey as a Benefit Corporation, and to **Gierre** for the graphic design and printing.

A truly special thank you to everyone.

Would you like more information?

WWW.SERIANASPA.IT
INFO@SERIANASPA.IT
TEL. +39 035 659 1371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