

# E.S.G.

## ENVIRONMENTAL SOCIAL GOVERNANCE

**A CLEAR AND COMPLETE ANALYSIS  
OF THE MAIN, CURRENT AND  
FUTURE E.S.G. INDICATORS.**

JULY 2024





# E.S.G.



We are constantly striving to achieve the global sustainable development goals



ENVIRONMENTAL



SOCIAL



GOVERNANCE

SUSTAINABILITY





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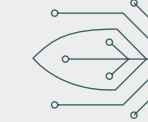
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## Dear Stakeholders,

I am pleased to announce that 2023 has been a year of growth and evolution for the A&T Europe Group. Despite a global economic and political context marked by uncertainty, the Group is experiencing a fundamentally positive phase. We have achieved our goals, closing the year with revenues surpassing our historical record and with solid development prospects.

Another positive aspect is the growth of our positioning as a Company of products and services at an international level, to the point that we are now recognized in most markets as a leading Company in the various fields in which we operate.

Living in an era that requires great flexibility, diversification - both territorial and in terms of channels and activities - has proven to be an important asset for us, especially in recent years, where it has become evident how different activities can well compensate each other in the various market evolutions and fluctuations.

Today, diversification has further expanded with the development of new territories, new product lines, and investments aimed at strengthening our sales networks, as well as supporting our industrial and digital strategy, areas that will continue to be our priorities in the coming years.

## AN INSIGHT INTO PROSPECTIVE DEVELOPMENTS

*I feel confident in saying that the future of our Company looks positive and exciting. Already in the coming year, thrilling prospects will open for our Group. The outlook is broad across all market segments, but I would like to focus on one project that is particularly dear to all of us.*

*In 2024, the Company, under the Myrtha Pools brand, will be an **Official Supporter of the Paris 2024 Olympic and Paralympic Games** and will build 25 pools for competitions and athlete training. I am proud to say that, for the first time in the history of the Olympic Games, an Italian Company, a leader in the sports sector, will have the honor of officially representing national excellence, contributing to consolidating our Country's image on a global level. An even greater source of pride are the reasons why the Company was selected by the Paris Olympic Committee, which go beyond our experience and expertise in creating facilities for world sporting events.*

*The Paris Olympic Committee has placed **sustainability** at the heart of its project for the 2024 Games, committing to achieving some fundamental macro-objectives: reducing environmental impact and implementing the principles of the circular economy, making maximum use of existing or temporary infrastructures.*

*The choice to have our Company as the official supplier of aquatic facilities stems precisely from this: our technologies allow for the creation of temporary pools that, at the end of the event, will be dismantled, reconfigured, and permanently reinstalled in Seine-Saint-Denis, one of the departments with the fewest aquatic facilities in France and with high percentages of young people who cannot swim. In this regard, Myrtha Pools has gone further for the first time, committing with the Paris Olympic and Paralympic Committee to reuse 80% of the materials used for the temporary installations.*

*The Paris Committee has indeed operated in such a way as to leave an important **legacy** in France, providing pools for Olympic athletes while at the same time promoting the future of aquatic sports and the well-being of citizens of all ages and genders in the area, also providing economic opportunities for local communities. Another reason for the Committee's choice concerns the management of the Olympic pools guaranteed by us. In all the pools of Paris 2024, our **digitalization** technologies will be applied for intelligent management of the facilities and water treatment, along with a new patented system that will help improve air quality in aquatic centers and preserve the health of athletes.*

*Regarding **inclusivity**, the goal of the Paris Olympic and Paralympic Committee is very ambitious. They aim to use sport as a means to increase social cohesion, reduce isolation, and unite people with diverse experiences.*

*Part of the legacy program of the Games, supported by the French Government, is born with the idea of enabling every person with a disability to practice a sport of their choice near their place of residence.*

*To achieve this goal, there is a need to build a network of clubs adequately structured to welcome users with disabilities.*

*With the reinstallation of the Olympic pools in various aquatic centers, the Company will contribute to this project.*





## THE GROUP'S SUSTAINABILITY JOURNEY: GROWTH EVOLUTION

*Sustainability has been a cornerstone of our strategy for many years, with the introduction of products and services that promote responsible and low environmental impact transitions.*

*We continue steadfastly in this direction, creating pools that guarantee up to a 50% reduction in CO<sub>2</sub> emissions compared to other construction systems, while also minimizing water consumption thanks to high-performance filtration systems and ensuring a long lifespan for our products.*

*We are also continuing the process of validating the contribution our Group can make to building efficiency and sustainability, through the mapping of products according to **LEED V4, BREEAM, and Green Star standards**, demonstrating how the Group's processes, materials, and products contribute to obtaining specific credits for building energy certification.*

*We have gone further in our sustainability journey by appointing a Group Sustainability Officer in 2023 and establishing a **Sustainability Committee**, which is crucial in supporting ESG efforts and guiding cultural change within the Company, identifying the main challenges the Group must face to successfully implement our sustainability strategy.*

*We have worked to define a three-year roadmap, focusing particularly on strengthening the transition to lower environmental impact alternatives for our main raw materials, as well as on internal processes aimed at reducing our carbon footprint.*

*We have introduced a **new PVC membrane that contains 50% recycled and recyclable materials**, allowing for the reuse of materials multiple times, planning and activating new processes that consider future materials from the outset according to the principles of the circular economy.*

*2023 also gave us the opportunity to test and validate one of our new patents, part of the Group's commitment to sustainability and energy efficiency. This is the **Myrtha Breathe** suction system, which was developed in collaboration with the academic world and, as previously mentioned, will also be used for the Olympic pools in Paris 2024.*

*Myrtha Breathe is a system that improves air quality in indoor pools, reducing the concentration of chloramines and other chemical compounds in the environment. The installation of Myrtha Breathe in Paris for the Olympics represents a strong message and an important step towards creating more ecological and healthy sports facilities, both for athletes and spectators, in line with the vision of a sustainable Olympic event.*

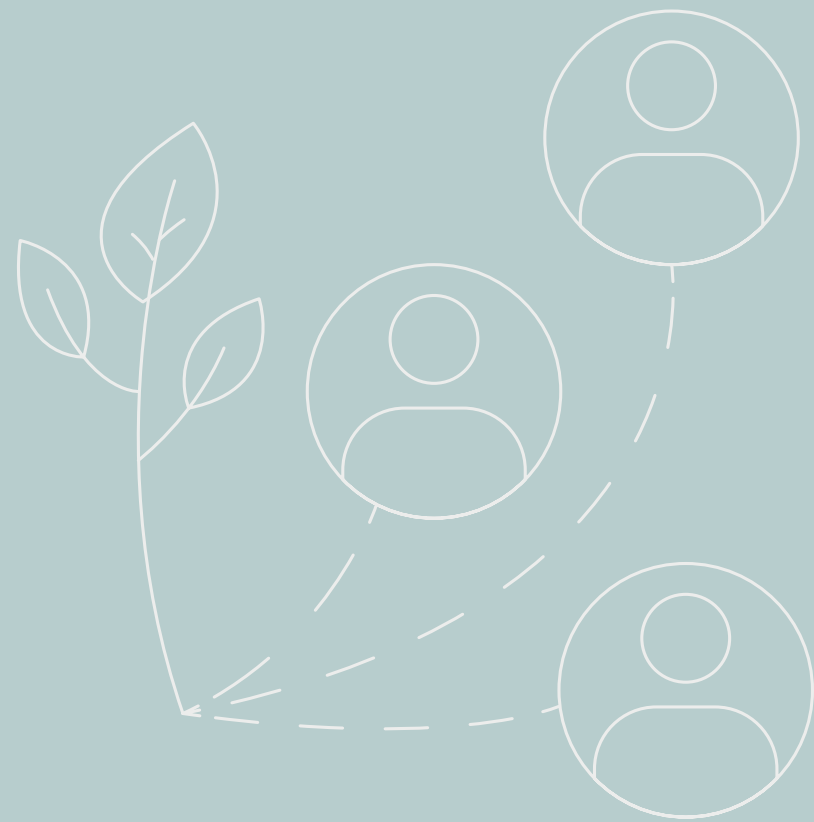
*For pools in general, and particularly for public facilities, it is essential to offer solutions that improve water quality and reduce water consumption to zero. In the context of digitalization processes, the creation of systems that combine regenerative filtration with real-time automated control of filtration and disinfection systems has led to the achievement of energy and water savings goals. These goals are significant both for the environment and for public pool operators. Another element we have introduced to promote the reduction of environmental impact is certainly the **support to customers** in complying with national and international protocols on the use and proper maintenance of pools.*

*The support plan starts with consulting on protocols and best practices for use and maintenance, then develops into raising awareness for responsible management of water, disinfection products, and filtration systems, energy and lighting use, as well as educating customers on the proper disposal of materials used for pool maintenance and recycling of old components and equipment.*

*As anticipated, our commitment to being pioneers in the sustainable pool sector and setting new standards for the industry is not limited to our product but also includes some fundamental aspects of our business management.*

*We are proud to announce that in 2023 we reduced CO<sub>2</sub> emissions by 20% compared to the previous year, thanks to the installation of solar panels on all our plants and the introduction of electric Company vehicles. We will also continue to invest significantly in Research and Development to implement new technologies that can further reduce the environmental impact of our operations and improve the safety and comfort of our employees and stakeholders.*





## ETHICS, INTEGRATION, GOVERNANCE: THE SUSTAINABILITY OF THE GROUP'S PROCESSES

*2023 has seen our commitment to improving every aspect of our business management grow even stronger. This means becoming an increasingly inclusive Company, with ever more sustainable production processes and promoting initiatives dedicated to employees and stakeholders.*

*We continue to invest regularly in excellence to address the major challenges of the moment and adequately support our clients in all areas.*

*We are aware that valuing the talent of our people is the driving force behind the Group's achievements. Therefore, we have continued to work on the strategic goal of retaining top talent through internal projects that directly involve our people with HR, aimed at increasingly spreading our values and pursuing the ambition of being agents of change. We maintain an open and constructive dialogue with employees through regular meetings and a feedback system that allows us to listen, and act based on their needs and suggestions.*

*We also continue to aim to create an increasingly favorable work environment, attentive to issues of diversity, equity, and respect, work-life integration, and career development in a dynamic context.*

*We promote the strengthening of a strong corporate culture, individual and group skills, to the benefit of customer satisfaction.*



*During the fiscal year covered by this report, 73 training courses were delivered, totaling 6,780 hours, through a learning strategy based on a hybrid training model, in-class, virtual, and in homogeneous groups, to promote both digital innovation education and team-building activities.*

*To ensure the continuous development of the Group, we have activated a professional growth plan for the top management, also aiming to have an increasingly cohesive and aligned group in leading business activities.*

*Finally, we have introduced new benefits, greater work flexibility, supplementary health care programs, and initiatives to promote work-life balance.*

**Our Health, Sport & Wellness** program continues to achieve excellent results, created to internally stimulate wellness, health, and welfare criteria, as well as to support one of the Company's core values: the promotion of sports activities. Health, Sport & Wellness offers employees participation in sports competitions, free access to aquatic centers, electric bicycles available to employees, meetings with nutritionists and athletic trainers, fresh seasonal fruit available to employees, free blood tests and flu vaccines, a Company library, and trips for sports or cultural events.





Beyond our Company, there is also a broader **community** of which we are a part and for which we recognize our social responsibility, through the activation of initiatives and projects that can have a positive and lasting effect on customers, people, and society. We collaborate with local and global organizations to support social causes, improve the culture of aquatic sports, and promote well-being. We continue to develop an inclusive corporate culture, valuing diversity, supporting athletes with disabilities who are involved as Ambassadors in numerous initiatives, both sports and social, ensuring equal opportunities for all. We are also active in promoting cooperation between the private sector and institutions, which I believe is an essential tool for achieving goals that concern the entire community. Synergistic and collaborative actions can indeed generate a greater impact than individual actions alone.

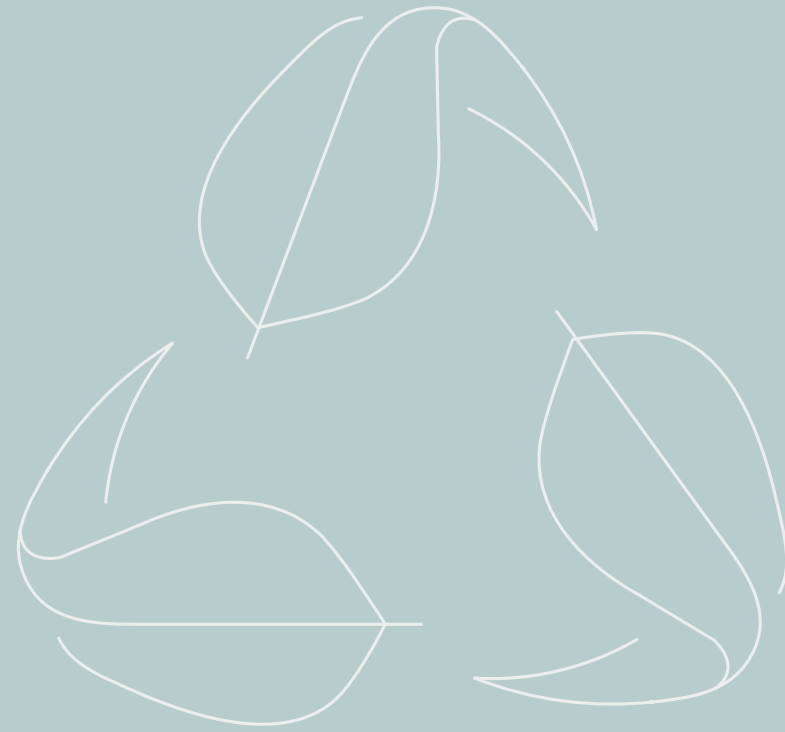
**THE ESSENCE OF THIS DOCUMENT IS TO MAKE MORE EVIDENT TO THE VARIOUS STAKEHOLDERS THE PATH THE COMPANY HAS TAKEN AND IS PURSUING WITH DETERMINATION, TOGETHER WITH THE PEOPLE WHO COLLABORATE IN MAKING OUR COMMITMENT INCREASINGLY EFFECTIVE.**

*Thank you for taking the time to read this Report.*

*Roberto Colletto,*  
CEO of A&T Europe S.p.A.



# METHODOLOGICAL NOTE



The Sustainability Report of A&T Europe S.p.A. (henceforth: “A&T Europe,” “the Company,” or “the Group”) serves as a vital transparent communication tool for the company and its stakeholders. It also functions as a regulatory compliance tool, providing visibility of the company’s commitment to sustainability. Such reporting allows the company to demonstrate its commitment to sustainability by showcasing its initiatives and projects in the economic, social, and environmental spheres, as well as its key performance indicators. The sustainability report serves to communicate the company’s responsible approach, comprising sustainable behaviors and practices.

## ADOPTED GUIDELINES AND REPORTING PROCESS (gri 2-3)

The Sustainability Report of A&T Europe presents the company’s performance during the 2023 fiscal year (January 1, 2023 – December 31, 2023) in terms of economic, social, and environmental impact. This report is published annually.

The document was prepared in accordance with the Sustainability Accounting Standards Board (SASB) standards for the “Engineering & Construction Services” and “Industrial Machinery & Goods” sectors, as updated in December 2023 by the International Financial Reporting Standards (IFRS) Foundation. The structure of the document and a portion of its contents were prepared with reference to the Global Reporting Initiative (GRI) Standards, which came into effect on January 1, 2023, and subsequent updates.

In accordance with the comparability principle set forth in GRI Standard 1, some of the information included is reported for the years 2022 and 2023 only, as this is the second year the company has collected its sustainability information. In the coming years, A&T Europe will also be able to produce a history of the published data, which will provide stakeholders with a clear and wide-ranging view of the company’s performance and its performance over the years. To produce the sustainability report, A&T Europe engaged with the various organizational units within the group companies.

The sustainability report identifies A&T Europe’s most significant economic, environmental, and social impacts based on a materiality analysis conducted via an online questionnaire. The questionnaire was distributed to an internal working group and a representative sample of company figures, including employees, sports associations, public administrations, customers, and suppliers.

## READING GUIDE

In the lower left-hand corner of each page, you will find the SASB and GRI reference indicators. For more information on these indicators, please refer to the SASB index on page 110 and the GRI Table of Contents on page 111. In the upper right-hand corner, where applicable, icons explicitly indicate the relevant SDGs to which the issues described on the page contribute.

## SCOPE (gri 2-2)

The financial statements presented herewith are representative of the company A&T Europe S.p.A.

## SIGNIFICANT CHANGES (gri 2-4)

In comparison to the previous year, A&T Europe’s organizational structure remained consistent throughout 2023. This report presents updated GHG Scope 2 emissions values for 2022. These values differ from those previously reported in the ESG 2022 Report. This is due to two factors: the final 2022 estimate published by ISPRA and an update of the calculation method by the electricity supplier. In comparison to the 2022 figures, the location-based GHG Scope 2 emissions have decreased by 1.7%, while the market-based GHG Scope 2 emissions have increased by 5.2%.

## CONTACTS (gri 2-3)

Contacts for requesting any information contained in the document:

### A&T EUROPE S.P.A.

Via Solferino 27 – 46043 Castiglione delle Stiviere – Mantua - Italy  
info@myrthapools.com



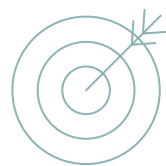
1.



**A&T EUROPE IN  
THE WORLD.**



# OUR MISSION



Our objective is to develop and enhance technologies related to aquatic activities in order to establish ourselves as a global leader in the field, not only in the areas of free or competitive swimming pools, but also in recreational and wellness pools.

The company has accumulated considerable know-how over many years of activity in different countries around the world, enabling us to offer qualitatively superior solutions today. This know-how has been gained from successfully tackling complex projects in a variety of locations.

We combine our expertise with a pioneering spirit to streamline the company's operations across the board, from architectural and technical design to component production, large-scale complex development, and project management.

**We are by choice and by our history, always in search of excellence.**

# OUR VISION



Our vision is to become a reliable and distinctive point of reference for the global market.

We are committed to setting the standard for quality, innovation, and excellence in our products and services. Our goal is to create long-term value for our customers and stakeholders.

# OUR CULTURE



Our corporate mission and vision are underpinned by a robust set of values, which serve as the foundation for our business culture. The organization espouses a culture that fosters the collective success of the group through the articulation of explicit values. These values include a commitment to total quality, a customer-centric approach, collaborative teamwork, a culture of proactive problem-solving, and an enthusiasm for challenging tasks. These values serve as the foundation for the professional conduct expected of employees.

Our identity is built on a foundation of ethical standards and a passion for excellence. We strive to create long-term value through transparency, honesty, and respect for others.

# OUR VALUES



## TOTAL QUALITY

Our objective for the forthcoming years is to definitively achieve the goal of total quality, which is also clearly perceived externally.

In order to achieve our goal, we have set ourselves to work by focusing primarily:

- In research and innovation, both technological and new products
- In the development of designs
- In supply-chain management
- In after-sales

By pursuing this strategy, we can maintain our leading position in the swimming pool market and successfully enter new market segments while meeting the high standards demanded by the market.

## FOCUS ON CUSTOMER

The customer is our most valuable asset. We believe it is right to put the customer at the center of the company's system and activities. We are committed to meeting customer expectations through effective service and an open and cooperative relationship.

## PEOPLE AND COLLABORATION

We foster a collaborative environment to ensure that all team members' contributions are valued and that they take ownership of the company's success. Our commitment to quality and excellence is a company-wide initiative that encourages continuous improvement. We are committed to establishing an open and respectful work environment where employees feel empowered to contribute to the company's success. We believe that open communication and respect for the work of others should be common and widespread traits among our employees. To this end, we are committed to fostering an inclusive work environment where each individual can express themselves freely.

## CULTURE OF ACTION

We encourage our employees to be driven by results and to make decisions that are both responsible and intelligent, in order to achieve their goals.

The company is concerned that all employees receive training and the requisite tools to perform their assigned roles effectively.

## LOVE FOR CHALLENGES AND COMPLEX PROJECTS

Our company philosophy is to embrace new challenges and to apply enthusiasm to the most complex projects.

We undertake a rigorous risk assessment process to ensure that we are fully aware of the potential challenges associated with any new project. However, we also recognize that a certain degree of entrepreneurial risk is inherent in any venture that is new and/or presents a significant challenge.

## LOOKING AHEAD

Our company has been in business for over 60 years. We are fully aware that our activities and services could have an impact on the environment and a future world.

We have been committed for years to reducing our ecological footprint through responsible business practices. This includes adopting material recycling policies, using resources efficiently, and implementing and promoting increasingly eco-friendly innovations, products, and services.



### 1.1.1. OUR HISTORY

#### COMPANY MILESTONES SINCE 1961

A&T Europe S.p.A. was founded in Castiglione delle Stiviere in 1961 and has enjoyed a truly emblematic path of growth. The company began its activities first domestically, then expanded throughout the rest of the world and reached the international leader status in its field within a few years of its founding. The company's strategic plan, which is focused on identifying and integrating the most advanced and reliable technologies, has enabled it to achieve a significant technological breakthrough in the swimming pool market. This has positioned the company for international expansion.

#### 1961

The company A&T Europe was established and initially focused on packaging, with positive economic results.

In its early days, A&T Europe was involved in a number of construction projects, including the construction of a harbor and hotel on Lake Garda, which was to be equipped with four swimming pools. The founder, engineer Giorgio Colletto, made the strategic decision to market steel and vinyl pools imported from the U.S. This proved to be a successful business venture, which was driven by a combination of factors, including innovative ideas, courage, and a convergence of fortuitous circumstances: the identification of a market opportunity, entry into trade shows, and advertising in emerging publications. This venture commenced with the establishment of the brand name **Piscine Florida**.

#### 1966

Giorgio Colletto introduces the brand name "**Piscine Castiglione**," which takes its name from the town where the company's business was increasingly taking shape: Castiglione delle Stiviere, in the province of Mantua.

#### 1968

The first sales support point was established near Milan for warranty work and the supply of chemical products. This was the genesis of **Piscine Castiglione's current service network**, which today has a widespread presence throughout Italy.

#### 1971

#### 1974

A&T Europe has commenced a significant research and technological innovation project. The company is introducing HD = Heavy Duty technology, which will enable the construction of galvanized steel pools covered with a double-thickness PVC membrane. This technology will allow the company to overcome all shape and size constraints, and it will also facilitate A&T Europe's entry into the public and commercial swimming pool market. The company has the capacity to produce 400 swimming pools in a single year.

#### 1975-76

A&T Europe is acquiring the **Protea** company, a manufacturer of swimming pool components and accessories. This acquisition will serve as the foundation for **Pool's** commercial division, a network that sells components for various types of swimming pools.

#### 1977

Following an insight from engineer Colletto, the company patents a new technology for building modular steel swimming pools. A&T Europe introduces Myrtha technology for pool walls, which is based on the use of galvanized steel panels laminated, on the side facing the water, with a high-strength PVC membrane. The coating is hot applied by means of a plasticizing line and forms a foil laminated to the sheet and resistant to mechanical processing to make the finished panels. HD technology, introduced a few years earlier, continues its function on the bottom of the tank.

#### 1979

In the early 1980s, the **Sport and Leisure** division was established, enabling the company to diversify its product range to include water-based entertainment. The first comprehensive water park was opened in Cesenatico in 1988.

#### 1980-86

Myrtha modular technology is gaining traction in the public swimming pool market. In the 1980s, the technology was successfully implemented in a number of commercial swimming pools, particularly those used for sports facilities.



1987

The **European Championships** are being held in Strasbourg, where A&T Europe's inaugural major international sports event, the construction of a temporary pool utilizing Myrtha technology, commenced. Following the event, the Strasbourg pool was dismantled and permanently reinstalled in its current location in Canet en Roussillon, France.

1994

In order to continuously improve our products, we are pleased to announce that our Myrtha panels for commercial and sports use pools will now be manufactured using stainless steel.  
 In September 1994, the company was the official supplier of the **7th FINA World Swimming Championships**, held in Rome. On this occasion, a temporary Myrtha pool was installed on a clay tennis court at the **Foro Italico**, the same as the International Tennis Championships.  
 Due to the limitations of the construction site, A&T Europe installed an above-ground pool that was completely self-supporting and could be dismantled at the end of the event. In the same year, the **Piscine Castiglione Dealer** sales network was established in the private sector. This network markets and installs pools with Bluestyle technology in steel lined with flexible PVC reinforced.

1995

FINA has once again selected A&T Europe to construct two temporary swimming pools on Copacabana Beach in Rio de Janeiro for the FINA World Swimming Championships in short pools in December. In addition to their high-tech specifications for competitive use, the Rio 95 facilities on one of the world's most renowned beaches remain among the company's most impressive achievements to date.

1996

Myrtha technology made its debut in Atlanta for the **Centennial Olympic Games** with a temporary pool for water polo competitions. The pool was installed in just 12 days and later disassembled and reassembled at Lake Highland Preparatory School in Florida, where a permanent 50 m pool was constructed. The Atlanta Olympic Games elevated Myrtha's technology for temporary installations in international sporting events to a global standard of excellence and uniqueness.

1997

Meanwhile, the company develops and patents a specific technology for the renovation of obsolete concrete pools. The first projects carried out with **RenovAction** technology commenced in 1997. The use of stainless-steel panels laminated with PVC has proven to be an effective solution for renovating obsolete pools. The Asian Games were held in Almaty, Kazakhstan, in pools that had been renovated with this technology, which was developed and implemented by the research and development team of A&T Europe.

1998

Myrtha technology is a long-term solution for sporting events. The organizing committee of the **FINA World Swimming Championships in Perth** has selected A&T Europe to construct a permanent water polo pool at Challenge Stadium, Australia's most esteemed swimming facility, which is already equipped with four competition pools.

2000

In light of the considerable international success of the Myrtha Pools brand, President Colletto has taken the decision to **establish a subsidiary in the USA**, based in Florida.

2005

At the 2005 FINA World Championships in Montreal, the company constructed seven pools, comprising three permanent and four temporary facilities. **Nine world records** were broken during the championship. **U.S. swimmer Phelps**, one of the most accomplished athletes in international swimming, has praised the pools as "perfect," aligning with the opinion of Mark Spitz, one of the greatest swimmers in history, a record seven-time gold medalist at the Munich Olympics in '72 and a past Myrtha Pools testimonial.

2008

**A&T Europe faced a second Olympic challenge in Beijing in 2008**, this time with the introduction of **RenovAction** technology. The aim was to redevelop two pools within the Ying Tung Natatorium: one for diving and one for 50 m swimming, which was used for modern pentathlon competitions.

2009

**A&T Europe has been designated an official partner of FINA.** This partnership will facilitate an evolutionary shift in the domain of aquatic sports. The partnership was formalized at the 2009 FINA World Championships in Rome. The company installed two temporary pools for water polo and artistic swimming on the Foro Italico tennis courts, as it had done in 1994. Additionally, it constructed a pool for the Swim with Your Champion initiative, which was dedicated to the event's younger spectators. These spectators were provided with the opportunity to swim, challenging the times of their swimming idols.



2010

In the world of private pools, the Piscine Castiglione brand is now an absolute leader in the Italian market. Alongside the Piscine Castiglione proposal, the company chooses to include the **i.Blue** piscine brand, which offers various standard models of modular pools with different shapes and sizes and with an active proposal on pool domotics, for a more digitally-oriented target.

2011

A&T Europe celebrates **50 years of booming business**, also gaining recognition from Confindustria. A&T Europe's list of references reaches more than 20,000.

2012

This marks the third Olympics for A&T Europe, which **constructed seven temporary pools for the London Games, including those for official water polo competitions.** Of greater significance for A&T Europe is the legacy of the London Olympic Games. Following the conclusion of the Games, the pools will remain in the U.K. and be allocated to 14 permanent locations, including town halls, swimming schools, and educational institutions.

2013

The company identifies new developments in the market for slides, spray parks, and themed play areas for children, including on cruise ships. In 2013, MSC Cruises was recognized as an innovator in the field of guest entertainment for its use of the **Vertigo slide and Doremi Castle spray park**, both of which were manufactured by A&T Europe and installed on the MSC Armonia.

2015

A year to be remembered both for some spectacular and hyper-technological realisations inaugurated in various countries around the world, such as the **Galaxy Macau** in China and the **Porsche Design Tower** in Miami.

2016

In its fourth Olympic experience, A&T Europe is building and installing a total of **18 pools for the Rio Olympic Games.** These are both temporary pools and permanent pools.

A&T Europe has also established itself as an international leader in the hospitality industry, with successfully completed projects at Lefay Resort & SPA and SLS Brickell in collaboration with Philippe Starck. The company has also completed the design and construction of a water park on the fabulous cruise ship **Harmony of the Seas.**

2017

A&T Europe has installed a **temporary pool for the high diving discipline** at the FINA World Championships in Budapest, marking a historic first for the event. The circular facility, measuring 15 meters in diameter and 6 meters in depth, has been constructed on the banks of the Danube, situated in close proximity to the Parliament building.

2018

A further challenge has emerged for A&T Europe, namely the introduction of a new line of solutions and products for wellness centres, designated as **Myrtha Wellness.** In the hospitality sector, a number of major hotel chains, including **Hilton, Marriott and Accor,** have selected A&T Europe as their partner for the provision of aquatic spaces.

2019

A&T Europe concludes the year on a positive note with the completion of the Las Vegas pool for the ISL Grand Final. This is the **first temporary pool constructed with a 25-meter transparent methacrylate wall.**

Furthermore, the Marriott International chain has selected Myrtha's innovative technology and design for all its hotel and brand swimming pools and spas.

2020

Three Myrtha pools are scheduled to compete in the **Tokyo Olympics.** However, the pandemic has forced the event to be relocated, postponing the installation of the pools until next year. In the meanwhile, **the private pool and component market in Italy has seen a surge in demand.** Despite the global economic downturn, the appeal of having a pool in one's backyard remains strong. The esteemed International Architecture Master Prize bestowed an honorable mention upon Myrtha Pools from the **Architectural Product Design Award** for the pool design of the SLS Brickell Hotel & Residences in Miami.



## 2021

The private swimming pool market continues to expand, with international swimming events also resuming. These include the U.S. Trials in Omaha for Olympic qualification, the **Olympic Games in Tokyo**, and the FINA World Short Course Swimming Championships in Abu Dhabi. With guaranteed Myrtha presence at every event!

## 2022

A&T Europe has signed an agreement to become a **Supporter Official of the Paris 2024 Olympic and Paralympic Games**. The agreement covers 24 pools, including permanent, temporary, and team training pools. Sustainability and inclusiveness are key themes of the Paris Games, and A&T Europe is a leader in both areas. This was a key factor in the committee's decision to select the company as a sponsor.

## 2023

In 2023, A&T Europe installs five temporary pools for the World Aquatics **World Swimming Championships in Fukuoka, Japan**. As part of the company's sustainable legacy program, two of the Fukuoka temporaries will be reinstalled in four Japanese high schools, reconfigured into 25m pools. These high-quality sports infrastructure facilities will convey the excitement of an international event to future generations of athletes. Additionally, the company was honored with the **Innovative Project 2023 award** for the construction of the **Factory of Water** aquatic center in Szczecin, Poland. This project was recognized for its significant contribution to architectural innovation. In terms of technological innovation and environmental sustainability, the company launches the Myrtha Shark system, which integrates regenerative filtration with automated, real-time control of filtration and disinfection equipment. This system has enabled the achievement of new energy and water saving targets.

### 1.1.2. GROUP STRUCTURE (gri 2-2)

A&T Europe does not prepare consolidated financial statements because the subsidiaries, individually and in aggregate, are not considered to be of sufficient relevance to provide a true and fair view of the group's financial position and results of operations. Consequently, A&T Europe's sustainability reporting encompasses solely the entity A&T Europe S.p.A. The perimeter of A&T Europe's sustainability report aligns with that of the financial statement, encompassing all material topics. There were no notable shifts in the reporting boundary between 2023 and 2022.

### 1.1.3. A&T EUROPE'S GLOBAL PRESENCE (gri 2-1)

A&T Europe has been at the forefront of technological innovation in its target market for over 60 years, laying the foundation for its global expansion. In addition to designing and installing its own pools, the company also manufactures most of the components and accessories in-house, ensuring compliance with national and international regulations. A&T Europe can now claim to have produced thousands of installations in more than 70 countries across five continents. With eight branches worldwide and a structured sales network in Italy and abroad, the company is able to produce more than 1,500 pools a year, including 300 public installations.





**70  
COUNTRIES REACHED**

**11  
WORLD BRANCHES**

**1500  
SWIMMING POOLS  
EACH YEAR,  
INCLUDING 300  
PUBLIC FACILITIES**

**20  
AND BEYOND  
PARTNERSHIPS  
WITH SWIMMING  
FEDERATIONS**

**330  
DIRECT EMPLOYEES**

**200  
FOREIGN  
DISTRIBUTORS**

**170  
ITALY DEALERS**

**100  
SERVICE POINTS ITALY**

## 1.2. BUSINESS MODEL (gri 2-6)

**A&T EUROPE IS A FAMILY-OWNED ENTREPRENEURIAL COMPANY IN ITS SECOND GENERATION. IT IS COMMITTED TO CONTINUING THE LEGACY OF ITS FOUNDER WHILE ADAPTING ITS STRATEGIES TO ALIGN WITH EVOLVING MARKET NEEDS AND OPPORTUNITIES.**

## SUBSIDIARIES

01.	MYRTHA POOLS USA INC.	Florida - USA
02.	MYRTHA POOLS SWITZERLAND S.A.	Friburgo - SWITZERLAND
03.	MYRTHA CONTRACTING USA INC	Florida - USA
04.	WELLNESS SPECIALIST S.R.L.	Bucarest - ROMANIA
05.	MYRTHA POOLS CANADA INC.	Newmarket - CANADA
06.	MYRTHA POOLS SOUTH EAST EUROPE DOO	Portorose - SLOVENIA
07.	MYRTHA POOLS INDIA PRIVATE LIMITED	Bangalore - INDIA
08.	MYRTHA POOLS BRASIL	São Paulo - BRAZIL
09.	MYRTHA POOLS MIDDLE EAST	Dubai - EAU
10.	MYRTHA UK	UNITED KINGDOM
11.	MYRTHA AUSTRALIA	Sydney - AUSTRALIA



# BRAND CHART



## PISCINE CASTIGLIONE



Piscine Castiglione stands as the historic brand under the A&T Europe Spa umbrella. It exclusively caters to the high-end private pool market within Italy, boasting a medium-to-high-end target audience. As the market leader, Piscine Castiglione not only offers premium pools but can also extend its portfolio to encompass wellness projects and products. In such cases, it collaborates with the Myrtha Wellness business unit for design and production. The internal structure is complemented by an external network of around 140 authorised dealers across Italy.

## PISCINE SERVICE



Piscine Service was established alongside Piscine Castiglione and has emerged as Italy's pinnacle in post-sales assistance and maintenance for all types of pools, whether they were constructed by the company or not. This exceptional service extends to both private and public pools. Internally, Piscine Service operates in conjunction with a network of approximately 100 service providers across Italy, ensuring top-notch support and maintenance for pool owners.

## MYRTHA POOLS



Myrtha Pools is the brand that encompasses A&T Europe's global market presence. It caters to various market segments, including pools for major sporting events (both temporary and permanent), competition pools, those for gyms, fitness centers, rehabilitation centers, hotels and resorts, water parks, and holiday parks. Notably, it does not focus on private pools. Myrtha Pools operates internally and through a network of approximately 200 international distributors.

## MYRTHA WELLNESS



Myrtha Wellness is a dedicated business unit under the Myrtha brand, specializing in the design and production of spas and wellness centres in Italy and worldwide. Myrtha Wellness was established with the aim of complementing its offerings by integrating water elements with wellness components such as saunas, steam baths, emotional showers, hammams, frigidarium's, caldarium's, tepidarium's, relaxation areas, and more. Myrtha Wellness is associated with the Myrtha Pools brand and is used internationally. Additionally, wellness products are available in various formulations through Piscine Castiglione and Pool's.



# MYRTHA POOLS

## COMPETITION POOLS

- Pools for sport events (Olympics, World Championships)
- Competition pools for sports centers, municipalities
- Pools for universities and high schools
- Pools for gyms and fitness centers
- Pools for physiotherapy and rehabilitation

## DESIGN POOLS

- Pools for hotels and resorts
- Rooftop and high-rise pools
- Pools for residential complexes, luxury condominiums
- Pools for SPA centers

## MYRTHA WELLNESS

Myrtha Wellness is a cross-sector offering available in all regions and across all the categories listed above. Sales teams can promote wellness solutions globally. It was initially developed as a complementary offering for hotels, which typically have pools and spas. However, it can also be marketed to sports centres, gyms, rehabilitation facilities, campgrounds, and recreational complexes. Given its specific expertise in functional and aesthetic design, a dedicated Business Unit was established to support sales networks. Projects are handled in synergy between the Wellness division and the relevant Area Managers. Wellness has its own brand because it focuses on dry areas, distinguishing it from the core Myrtha product line, which includes pools.

## LEISURE POOLS

- Pools for water parks
- Pools for camping and tourist villages
- Recreational municipal pools
- Pools for cruise ships
- Spray parks

## LEISURE

Referred to as "Leisure" within the company, it is not a standalone brand but rather a package that includes products, accessories, design, and theming for recreational projects. In this case, too, everyone can promote Leisure solutions. However, due to the more creative and complex nature of these projects, there is a specialised Business Unit that supports Area Managers and sales networks. This Business Unit provides expertise in consulting, design, theming, and offers a range of accessories and water games. Accessories and games are not manufactured in-house; we have suppliers and partners, and the division is responsible for their procurement and selection.

# POOL COMP

## POOL'S

Pool's is a commercial organization that manufactures and distributes pool accessories and spare parts in Italy, serving a network of approximately 800 customers.

Among its various accessories and products, Pool's also offers wellness products separately and not under the Myrtha Wellness brand.

## POOL'S SPECIALIST

Pool's Specialist is the brand that identifies the best and most loyal customers within the Pool's customer base.

## PrimaVeraPool

PrimaVeraPool is a product brand under the Pool Comp umbrella. It represents a modular above-ground self-supporting multifunctional pool made of galvanized steel. Available for both the Italian and international markets.

## iBlue® PISCINE

i.Blue Piscine is a commercial organization specializing in the construction of standard models of private pools. It targets the mid to low-end market and distributes exclusively in Italy. It has an internal structure along with external distributors (approximately 50).

## Gloobe Pool in Progress

Gloobe is an e-commerce brand that offers pool accessories and components at reduced prices.



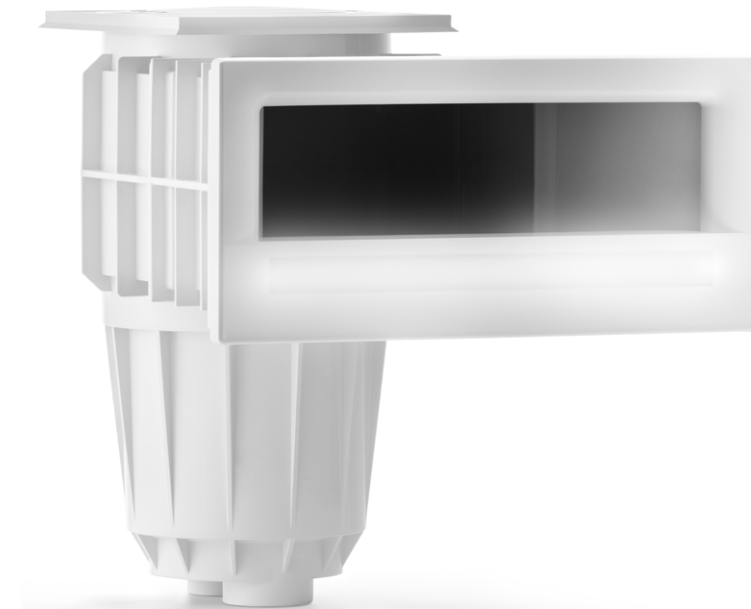
## 1.2.1 BUSINESS SECTOR

A&T Europe's global success can be attributed to its extensive experience and comprehensive understanding of the swimming pool market. The company's product range encompasses the design and manufacture of swimming pools for a diverse array of market sectors, including private pools, competition pools, large sports facilities, hotel pools, gyms, fitness centers, spas, recreational and community pools, and physiotherapy pools.

## 1.2.2. PRODUCTS AND MARKETS SERVED

# PRIVATE POOLS

Since 1961, A&T Europe's primary focus has been on the private swimming pool sector in Italy. The company engages in the design, manufacture, and installation of private swimming pools, pursuing the execution of technically intricate projects that encompass intricate details and special features. It endeavors to advance the frontiers of technology and foster innovative design concepts. Particular attention is paid to details and finishes, which allow for the complete customization of the project and its seamless integration with the surrounding context. Within the Italian territory, the company has established a network of dealers and service centers, which provide both routine and exceptional maintenance services to both customers and external parties. **The company is affiliated with Assopiscine, the Italian Association of Swimming Pool Builders.**



# POOL COMPONENTS

The company has an in-house division dedicated to the production and marketing of swimming pool components. It produces the majority of the items it offers in its catalog and is the sole Italian manufacturer of a comprehensive range of ABS accessories, including skimmers, lights, nozzles, and bottom intakes. The company's historical orientation has been toward quality and customer satisfaction, with an emphasis on service to the customer as a primary objective.





## COMPETITION POOLS

The company has developed and refined its distinctive technologies through a focus on bespoke solutions for the construction of substantial permanent or temporary competition facilities. These include swimming pools, pools for water polo and artistic swimming, diving pools, and high-diving pools. The extreme precision in installation, the extremely short construction times, and the perfect compliance of all projects with the dimensional tolerances imposed by regulations have led swimming federations in many countries to select Myrtha technology for some of the most significant competitions in the world. Since 2009, A&T Europe has been a partner of World Aquatics (formerly FINA) and has entered into an agreement with the Paris 2024 Olympic Committee to construct 24 pools. Additionally, A&T Europe sponsors over 20 of the world's leading aquatic federations.



## PLAY AND ANIMATED POOLS FOR WATER PARKS AND CAMPINGS

A&T Europe is a leading provider of innovative solutions for transforming swimming pools into multifunctional spaces that offer fun and relaxation for all. Our specialised designs and structures are tailored to suit a range of leisure needs and environments, both indoors and out. We create spaces that are not only enjoyable but also engaging, resulting in the creation of free-form pools, even on a large scale. These pools feature unique features such as "beach" entrances, dedicated areas for whirlpools or special water games, and a range of accessories including slides, mushrooms, fountains, and raised areas above the water surface.

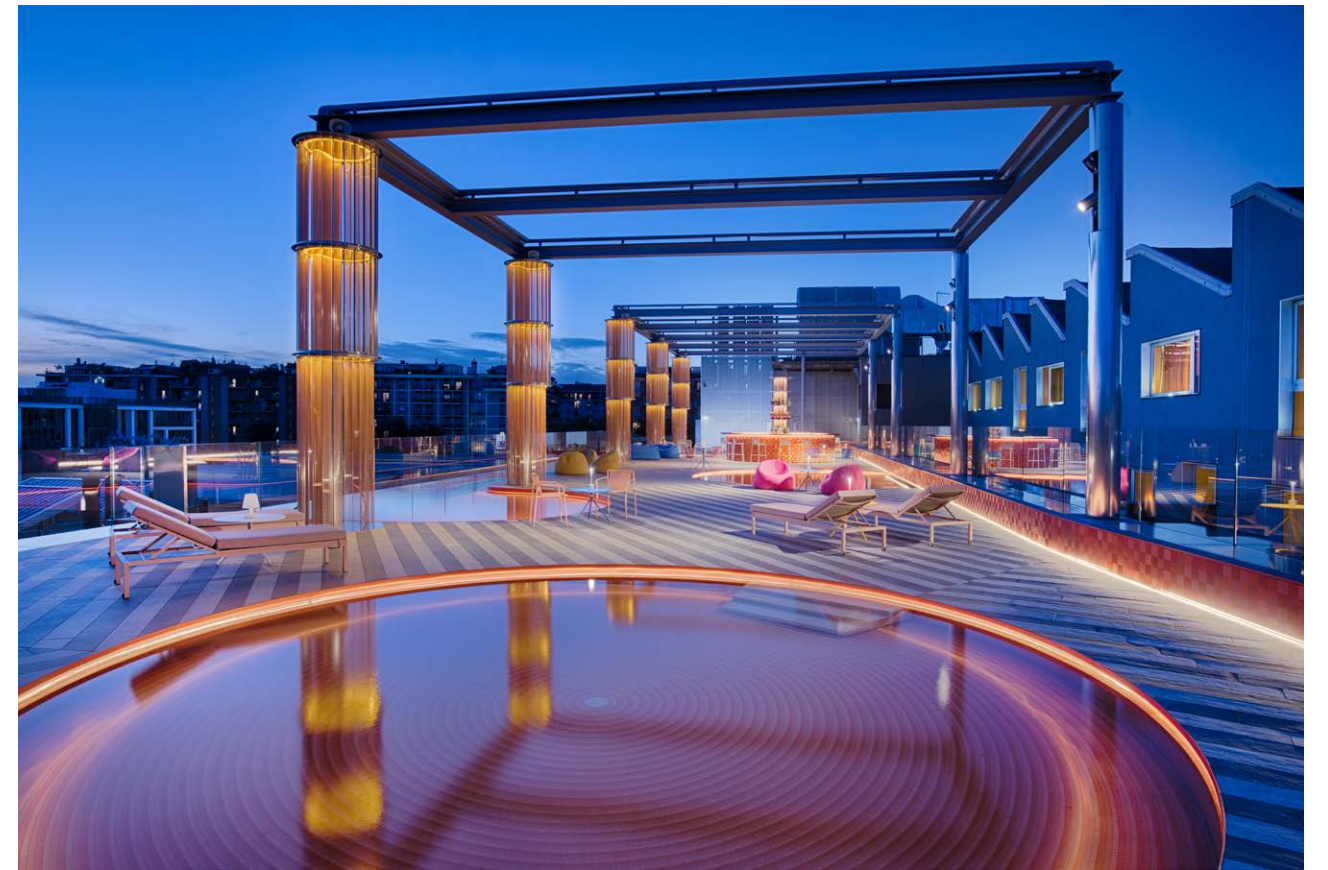




## SURF POOLS AND LAGOONS

The recent surge in interest in large swimming pools for wave surfing, as well as lagoons constructed for tourism or residential purposes, presents a promising new business opportunity.

A&T Europe, in collaboration with White Water, a leading global player in water parks, is spearheading the development of the inaugural Surf Lagoon in Munich and a substantial lagoon project in the Bahamas, scheduled for completion in 2024.



## POOLS FOR HOTEL AND RESORTS

The company guarantees the successful completion of any hospitality project, in accordance with the highest architectural and safety standards, the most innovative structural and aesthetic solutions, and the ability to realise projects in even the smallest of spaces, on terraces and on upper floors of buildings. The company also specialises in the installation of the most complex structures in the shortest possible time, without any inconvenience to tourist activities, and in the provision of extremely easy and quick maintenance. In addition, the company offers a wide range of accessories and water games for recreation and fun in the pool.

In the hospitality sector, the company has formed **strategic alliances** with some of the most renowned international hotel chains, including **Hilton, Marriott, and Accor**.





## POOLS FOR GYMS AND FITNESS CENTERS

The company specializes in the design and construction of swimming pools for the most exclusive fitness centers in the world. The high level of design and exclusive, elegant solutions proposed by A&T Europe align perfectly with the prestige and quality of these centers.

Myrtha technology enables the swift completion of complex projects with minimal disruption to ongoing activities. It also allows for the creation of facilities that adhere to all regulatory standards, including those related to architectural design and user safety. Additionally, the company offers a comprehensive range of fitness-specific accessories and facilities, utilizing cutting-edge solutions in structure, filtration, and water treatment. Among its notable partnerships is with **Virgin Active Fitness**, with whom it has constructed pools in numerous centers across Italy and globally.

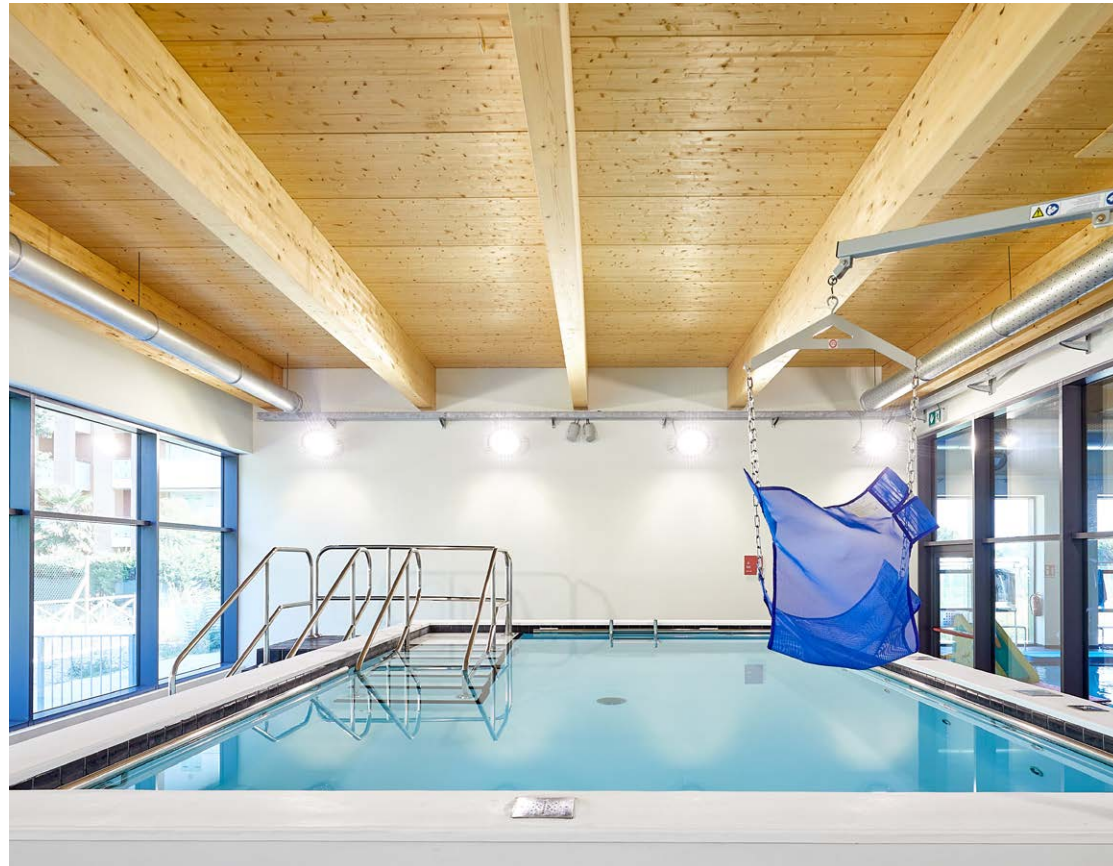


## THERMAL POOLS AND SPAS

A&T Europe has also promoted its experience and technologies internationally in the spa wellness sector, implementing exclusive projects in centers often located in areas rich in hot springs, which are known to offer the best in health solutions and treatments. The materials used are of the highest quality and have been specifically designed for use in swimming pools.

They offer maximum resistance to any type of water, including chlorine-treated, thermal, and salt water. The advantages of Myrtha technology allow for maximum versatility in projects that often present unique challenges. Pools can be designed to communicate with each other, to be partly covered and partly outside, or placed on different levels and connected by waterfalls, whirlpool areas, rivers, and lagoons. A range of accessories can also be included, such as loungers, benches, and whirlpool islands, geysers, and multicolored underwater lights.





## PHYSIOTHERAPY POOLS

It is of great importance that the structure and equipment of the pool meet precise characteristics to ensure the facility's therapeutic value is optimized. A&T Europe's technologies are the optimal solution for pools with therapeutic and rehabilitative purposes. They enable the integration of the pool into existing environments, which are often constrained by space or difficult to access, and the construction of the pool as a standalone structure above ground. This allows operators and medical staff to monitor patients' rehabilitative activities more effectively. A&T Europe has also developed a comprehensive range of essential therapy accessories. In addition to building pools for **hospitals and medical rehabilitation facilities**, A&T Europe operates within **sports centers and football clubs** in Italy and abroad.



## WELLNESS AND SPAS

In recent years, A&T Europe has expanded its operations with the launch of the Myrtha Wellness division. This new division specializes in the design, production, and construction of wellness facilities and spas.

A&T Europe's technologies and expertise enable Myrtha Wellness to offer a distinctive product and project proposition in its target market, which includes spas, home spas, hotels and resorts, fitness clubs, yachts and cruise ships, and club houses.

It is possible to integrate water and wellness facilities into all of these projects. Myrtha Wellness is able to cater to the specific requirements of each client, providing guidance and support at every stage of the design, construction, and management of any required solution.



### 1.2.3. THE SUPPLY CHAIN

**SUPPLIERS ARE ESSENTIAL TO A&T EUROPE'S OPERATIONS, PLAYING A CRUCIAL ROLE IN OPTIMIZING INTERNAL PRODUCTION PROCESSES AND ENHANCING OUR PRODUCTS AND SERVICES. SOME SUPPLIERS ALSO HAVE STRATEGIC IMPORTANCE, AS THEY FORM THE FOUNDATION OF OUR PROPRIETARY PRODUCTS AND TECHNOLOGIES.**

A&T Europe maintains ongoing relationships with its suppliers to ensure that our commitment to responsible business conduct is clearly communicated throughout the supply chain.

The main tool adopted is the supplier qualification process, according to a specific procedure that includes:

- Communication and acceptance of the code of ethics for suppliers
- Completion of the evaluation questionnaire
- Audits and site visits

Based on the results of the evaluation and audits, the company classifies suppliers into three categories: A, B and C.

**Suppliers in Category A (Qualified)** have demonstrated their ability to meet the required standards through a successful assessment, with a score above 50 percent. They have also passed a series of compliance, procurement, ESG, HR, HSE, quality, and finance checks. Finally, they have completed an on-site audit with satisfactory results.

**Suppliers in Category B (Conditional Qualification)** have met the first two requirements above and have an approved audit. However, they are subject to the implementation of corrective plans. Once these plans are implemented, these suppliers are requalified and move to Category A. If they do not take the required measures within the allotted time, they will be reclassified to Category C.

Finally, **category C (Disqualified)** encompasses suppliers who have scored less than 50 percent of the points on the questionnaire and have been identified as having the aforementioned issues or who have failed the audit. These suppliers will have the opportunity to implement a corrective action plan that has been agreed upon with A&T Europe before a final decision is made regarding their disqualification from working with group companies.

In 2023, A&T Europe began considering ESG certification as a preferential factor in supplier selection, although it did not impose it as a mandatory criterion for qualification. In general, only a few large Western suppliers can meet this requirement.





# 1.3. BUSINESS STRATEGY - INCLINATION TO SUSTAINABILITY (gri 3-3)

For A&T Europe, corporate sustainability must be reflected in the implementation of tangible initiatives that yield positive outcomes for people, the environment, and the community. Furthermore, sustainability is linked to the company's innovation, as it enriches business strategies with content and fuels growth. Finally, it also represents an opportunity to improve the quality of products and services, ensure the responsible sourcing of raw materials throughout the supply chain, ensure respect for human rights and the living conditions of the people involved, and promote sustainable practices to preserve natural resources.

In 2023, A&T Europe defined a new strategic direction and initiated a series of sustainability-oriented actions, which are outlined in the management report and listed below

## GENERAL ORGANIZATION OF THE COMPANY

Sustainability remains a core component of A&T Europe's long-standing history and ongoing commitment to the community. Our corporate culture of efficiency, strict cost management, and unparalleled customer service has enabled us to become a leader in our industry. Over the past decade, our sustainability initiatives, such as "Renovaction" technology, have allowed us to produce and deliver innovative, high-quality products to our customers. Our experience demonstrates that responsible corporate citizenship and sustainable performance are essential to the health of our business.

In September 2023, we published the company's inaugural ESG (Environmental, Social, Governance) Report. It is a comprehensive document that outlines the company's approach to sustainable development, showcasing its achievements to date. The actions outlined in the ESG Report 2022 have reinforced our dedication to the company's sustainability. Our objective is to maintain and enhance our position as a sustainable and responsible company within our industry and community.

## STAFF INFORMATION

The Prevention and Protection Service (SPP) has consistently provided employees who travel with information via communications and circulars about the health and logistical conditions present in destination countries. The SPP service regularly updates a list of all European and non EU countries, indicating for each one a risk index (low, medium, high) based on health, environmental, and political-social context parameters.

The option of enrolling in classroom safety courses, including those with a hands-on component, has been reinstated. The possibility of pursuing online (e-learning) and videoconference courses remains.

The safety training program, which constituted a component of the annual training plan, was successfully completed, and scheduled updates were conducted.

The annual health surveillance plan has been successfully concluded with the completion of the scheduled medical examinations.

During 2023, there were no significant accidents, no cases of occupational diseases, and no disputes were generated with personnel regarding to the aforementioned matters.

The present Risk Assessment Document (Company DVR dated 09/27/2022) is subject to continuous updating, as is the related Safety Organization Chart. A Chemical Risk Assessment was conducted during 2023.

In addition, a risk assessment was initiated for the Guidizzolo (MN) Unit (Pool's Commercial Division), which operates in a separate and distinct location, thus in a different logistical environment.

This parallel process was initiated concurrently with the Headquarters activity.

In accordance with the requirements set forth in Decree 231/2001, the company has implemented an updated organizational and management model. As part of this process, the supervisory body (SB) conducted specialized surveillance audits to assess the company's compliance with the prescribed standards.

## ENVIRONMENTAL INFORMATION

The activity encompasses operational management and the fulfillment of documentary requirements across a range of domains, including air emission control and analysis, waste identification and disposal, water discharge, and the issuance of CPI certificates.

Additionally, it involves the management of other related areas).

Among the most important activities during the year 2023 are:

- In accordance with the permit requirements, all necessary environmental analyses have been completed
- Updating Safety Data Sheets (SDS) in Accordance with EU Regulation 878/2020. The SDS management process has been formalized in an operational instruction that delineates the responsibilities of each involved party (SPP and Purchasing Office)
- Explosives Precursors – EU Regulation 1148/2019. The procedure for traceability and sales control of products containing explosives precursors is properly managed and the relevant declarations are updated annually
- Biocides – EU Regulation 528/2012 and DL 179/2021 (Sanctions Decree). It was decided to remove products containing peroxide, sanitizer, and bromine chlorine from the catalog, replacing them (where possible) with products from other suppliers already registered. With regard to products containing trichloro, use will continue for maintenance only. With regard to products containing dichloro, PMC registration in the name of A&T Europe is being pursued



## 1.4 ECONOMIC PERFORMANCE

### 1.4.1. DIRECT GENERATED AND DISTRIBUTED ECONOMIC VALUE (gri 201-1)

The most relevant economic aspects of A&T Europe are presented through the income statement reclassification statement. This is done with the aim of providing evidence of the economic value directly generated by the company and its distribution to internal and external stakeholders.

The **Distributed Economic Value** represents the value of A&T Europe's economic and social impact, as well as the wealth generated and distributed to certain categories of individuals who, through their different contributions, have helped to produce it as the company's main stakeholders.

**Retained Economic Value** represents the portion of economic resources retained within A&T Europe for the purpose of maintaining its own viability and sustainability over time. It reflects the value of depreciation, amortization, provisions, and increases in reserves.

In 2023, the **Economic Value Generated** was approximately 110 million euros. Of this amount, 94% was distributed to stakeholders, as detailed in the table below. The retained share by A&T Europe was 6%, or approximately 6 million euros. This figure represents the invested capital and reflects the value of depreciation, provisions, and increases in reserves.

TABLE OF GENERATED AND DISTRIBUTED ECONOMIC VALUE

	2023	2022	2021
PRODUCTION VALUE	108.391.092	98.493.459	94.839.183
OTHER INCOME	1.524.920	669.270	191.923
<b>TOTAL GENERATED ECONOMIC VALUE</b>	<b>109.916.012</b>	<b>99.162.729</b>	<b>95.031.106</b>
OPERATING COSTS	81.895.540	73.544.167	68.850.740
EMPLOYEES	20.358.720	19.384.260	19.508.358
PUBLIC ADMINISTRATION	1.206.095	1.000.326	1.207.967
LENDERS	198.818	175.027	180.997
<b>TOTAL DISTRIBUTED ECONOMIC VALUE</b>	<b>103.659.173</b>	<b>94.103.780</b>	<b>89.748.062</b>
<b>RETAINED ECONOMIC VALUE</b>	<b>6.256.839</b>	<b>5.058.949</b>	<b>5.283.044</b>

## 1.5. PROCUREMENT (gri 204-1)

The purchasing department is responsible for the majority of the group's procurement activities. Certain business functions have the autonomy to procure specific services directly, such as marketing. The company procures raw materials and components for our production facilities, as well as finished products for brands or products that we do not manufacture ourselves.

The volume handled by the purchasing department in 2023 was 39 million (39 million in 2022). In 2022, 33% of the group's suppliers were product suppliers, representing 65% of the year's purchasing volume. In contrast, there were more service suppliers, representing 67% of the total supplier base in 2023, but they accounted for a smaller volume of purchases, representing 35% in 2023.

In terms of criticality, A&T Europe considers suppliers with procurement expenditures exceeding 50,000 euros to be critical. At the close of fiscal year 2023, A&T Europe had 107 suppliers classified as critical, representing 32 percent of total suppliers and 94 percent of total procurement.

The average supplier payment days in 2023 were 71 days.

In 2023, there are no material changes in the shareholding structure or position of A&T Europe's suppliers that affect our supply chain, except for one company in which A&T Europe has acquired control.

To guarantee the availability of the products and services required by the organization in the quantities and at the times they are needed, we have developed a network of suppliers, both local and international, which allows us to optimize costs and availability while minimizing risk. A&T Europe leverages the network of local product and service suppliers wherever feasible to optimize product efficiency and availability. Purchasing is defined as local when the supplier company is located within 50 km of our production site in Castiglione delle Stiviere (MN).

In the case of installation activities, local purchasing is defined as purchases from suppliers based in the same country as the installer, given that A&T Europe's customers are worldwide. In 2023, purchases from A&T Europe's local suppliers accounted for approximately 22% of total purchases.

SUPPLIER CLASSIFICATION TABLE BY PROXIMITY AND INCLUSION

	2023	
	N.	%
SMALL/MEDIUM SUPPLIERS <sup>1</sup>	90	36.0%
LOCAL SUPPLIERS <sup>2</sup>	54	21.6%
WOMEN-OWNED SUPPLIERS	4	1.6%
SUPPLIERS THAT ARE WORKER-OWNED OR EMPLOY WORKERS FROM VULNERABLE, MARGINALIZED, OR UNDERREPRESENTED SOCIAL GROUPS	1	0.4%
<b>TOTAL SUPPLIERS<sup>3</sup></b>	<b>250</b>	<b>100%</b>
INSTALLATIONS CARRIED OUT BY LOCAL COMPANIES <sup>4</sup>	52	50.5%
<b>TOTAL INSTALLATIONS</b>	<b>103</b>	<b>100%</b>

<sup>1</sup> Companies with turnover < €10 mln/year

<sup>2</sup> Companies located < 50 km away from A&T Europe headquarters in Castiglione delle Stiviere (MN)

<sup>3</sup> Purchasing Department manages 320 active suppliers, but only the top 250 by turnover are considered, as the rest have marginal value

<sup>4</sup> Companies based in the same country in which the installation takes place





2.



**SUSTAINABILITY  
FOR A&T EUROPE.**



A&T Europe's corporate sustainability analysis methodology is based on dual materiality, financial and impact analysis. The first application by A&T Europe has been reported in detail in the ESG 2022 Report.

The concept of materiality is the foundation for understanding how and why certain issues and information are relevant to a company, sector, or industry. Materiality analysis is the cornerstone of a company's sustainability strategy, enabling them to grasp, assess, and holistically consider impacts, risks, and opportunities.

During the course of 2023, the company did not identify any notable shifts in its impacts, operational and financial risks and opportunities. A&T Europe did not discern any substantial changes in its individual circumstances, assumptions, or external environment. This report presents the findings of the materiality analysis conducted for the year 2022.

Prior to examining advancements in the materiality analysis, A&T Europe concentrated on identifying pertinent stakeholders.

## 2.1. THE STAKEHOLDERS (gri 2-29)

In 2023, A&T Europe engaged with stakeholders to communicate and explain the contents of its ESG 2022 Report. This was done with the objective of raising awareness of the company's sustainability profile and establishing a foundation for future interactions that would be mutually beneficial for all stakeholders.

The stakeholder relevance analysis was developed in accordance with the methodology set forth in the volume *Corporate Diplomacy – Witold J Henisz – 2014*.

The methodology allows for a dynamic definition of relevant stakeholders, taking into account both relationships with the company and mutual influence between stakeholders. This is done with the goal of improving interactions with them.

Relevant stakeholders for A&T Europe are:

- Clients
- Sport associations
- Employees
- Suppliers
- Local governments

## 2.2. MATERIALITY FOR A&T EUROPE

A materiality analysis enables a company operating in a specific sector to identify and assess the environmental, social, and economic issues that are of greatest importance to its stakeholders. Materiality is the quality of an aspect of the relationship between a company and its stakeholders that affects the organization's capacity to create value.

The insights derived from the materiality analysis are instrumental in shaping the company's strategic direction and communication approach.

The term "dual materiality" refers to:

1. The effect that sustainable development has on the company's economic performance (financial materiality analysis)
2. The impact of the company on sustainable development (impact materiality analysis)

A&T Europe has elected to utilize the themes specified by the SASB standard for financial materiality analysis and the themes indicated by the GRI standard for impact materiality.

A&T Europe's dual materiality analysis methodology aligns with the recommendations set forth by EFRAG for implementing the European Sustainability Reporting Standards (ESRS)<sup>1</sup>.

<sup>1</sup> EFRAG IG 1: Materiality Assessment Implementation Guidance - May 2024





## 2.2.1. FINANCIAL MATERIALITY

In conducting the financial materiality analysis, A&T Europe employed the themes delineated in the SASB standard.

It identifies the subset of environmental, social, and governance issues that are most pertinent to the company's operational and financial performance in each of the sectors in which it operates.

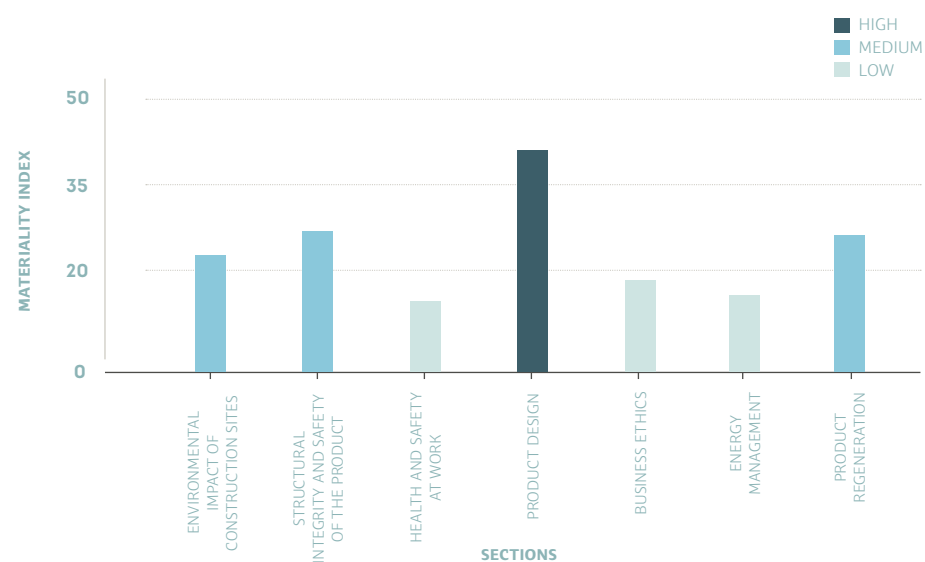
In consideration of the distinctive activities undertaken by A&T Europe, the company elected to examine material topics pertaining to two SICs® (Sustainable Industry Classification System) sectors:

- **Engineering and Construction:** The engineering and construction services sector proposes the topics relevant to those providing engineering, construction, design, consulting, contracting and other related services in support of various building and infrastructure projects. A&T Europe's activity falls within the civil engineering sector, as the company participates with the design and construction of manufactured goods and infrastructure in projects led by a general contractor or local construction companies.
- **Industrial goods:** A&T Europe's business includes elements specific to the production of industrial goods, given the use of large quantities of raw materials, including steel, plastics, and rubber, and given the destination of its products to intermediate goods in the value chain.

Through surveying the SASB standards of the two sectors, A&T Europe identified some sector-specific sustainability issues:

- Product design
- Product regeneration
- Structural integrity and safety of the product
- Environmental impact of construction sites / Biodiversity
- Business ethics
- Energy management
- Health and safety at work

A&T Europe established a relative order of priority for the issues based on their financial materiality, as illustrated in the following histogram:



## 2.2.2. IMPACT MATERIALITY (gri 3-1, 3-2)

In conducting the impact materiality analysis, A&T Europe opted to primarily utilize the themes outlined in the GRI standard.

The analysis yielded a list of impact issues, ordered by priority:

1. GRI-201 Economic Performance
2. Risk management of major events
3. GRI-417 Marketing and Labeling
4. GRI-204 Procurement practices
5. GRI-305 GHG Emissions
6. GRI-306 Waste
7. GRI-303 Water and Effluents
8. GRI-405 Diversity and Equal Opportunity

The list identifies sustainability issues where the company has a significant impact, even if there are limited operational or financial spillovers.





## 2.3. THE CULTURE OF SUSTAINABILITY

A&T Europe views a commitment to environmental and social sustainability as a key differentiator in terms of business performance.



The UN's 2030 Agenda aims to integrate sustainability and innovation in a way that respects the environment and the needs of current and future generations. Endorsed in 2015 by 193 states, the agenda consists of 17 Sustainable Development Goals (or SDGs) and 169 targets, reflecting all three areas of sustainable development: economic, social, and environmental.

Sustainability issues, such as the Sustainable Development Goals (SDGs), are frequently conceptualized as business risks. However, they can also be viewed as potential avenues for corporate development. The SDGs can be pivotal for value creation in specific industries and business models yet may be inconsequential for others.

An approach to the SDGs is needed that helps the company allocate resources to specific activities that can achieve three outcomes:

- Reduce negative impacts
- Realize positive impacts
- Achieve financial goals with an acceptable level of risk

In this context, the company can identify the SDGs with which it is best positioned to make a contribution, thereby also gaining a benefit. This is achieved by identifying links between the specific targets of the SDGs and the company's own activities, products, and services. In this way, the company can make a feasible contribution to the SDGs and maximize its impact.

The outcome of the analysis is presented in a connecting diagram between the themes that emerged from the materiality analysis and the SDGs.

<sup>1</sup> Mandatory topic according to the GRI standard

According to the financial materiality analysis, in line with the corporate strategy, A&T Europe contributes in particular to eight sustainable development objectives, in the following order:



According to the financial materiality analysis, in line with the corporate strategy, A&T Europe contributes in particular to eight sustainable development objectives, in the following order:

# RECONCILIATION TABLE BETWEEN MATERIAL TOPICS AND DSG

MATERIALITY	TOPICS	SDG	
FINANCIAL	PRODUCT DESIGN	6,7,9	
	PRODUCT REGENERATION	8,9,12	
	STRUCTURAL INTEGRITY AND SAFETY OF THE PRODUCT	9	
	ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES – BIODIVERSITY	15	
	BUSINESS ETHICS	16	
	ENERGY MANAGEMENT	7	
	HEALTH AND SAFETY AT WORK	3,8	
	ECONOMIC PERFORMANCE	8	
	RISK MANAGEMENT OF MAJOR EVENTS	17	
	MARKETING AND LABELLING	12	
IMPACT	PROCUREMENT	8	
	GHG EMISSIONS	13	
	WASTE	3,6,12	
	WATER AND EFFLUENTS	6	
	DIVERSITY AND EQUAL OPPORTUNITY	5,8	
	PEOPLE MANAGEMENT <sup>1</sup>	5,8	



3.



**GOVERNANCE  
AND RESPONSIBLE  
LEADERSHIP.**



### 3.1. CORPORATE GOVERNANCE SYSTEM (gri 2-9, 405-1a)

The board of directors (CDA) of A&T Europe S.p.A. oversees the company's operations and is responsible for the following key functions:

- Strategic direction of the group, both business and technology and production
- Financial and asset management of the group
- Addressing organizational and personnel management policies
- Decision-making oversight and general direction on health, safety and environmental issues
- High-level management of external communications

The board of directors is supported in its external communication responsibilities by the board of auditors, whose primary functions are:

- Verify compliance with the law and the bylaws
- To verify compliance with the principles of proper administration
- To verify the adequacy of the organizational, administrative and accounting structure adopted by the company and its actual functioning

In addition to the board of directors, the company benefits from the input of its executives through a system of regular meetings (the Staff Meetings), through which:

- Informs on decisions and guidelines established by the board of directors
- Gathers information and opinions from managers on the basis of dialectical discussion on issues of general interest
- Fosters communication among the various divisions and departments

Finally, the company has set up a supervisory body pursuant to Legislative Decree 231/01.

The composition of A&T Europe's governing bodies in office as of 12/31/2023 is shown in the table.

#### COMPOSITION OF A&T EUROPE'S GOVERNING BODIES TABLE

COMPOSITION OF CORPORATE BODIES	NAME	ROLE	LOCATION	GENUS
<b>BOARD OF DIRECTORS</b>	GIORGIO COLLETTI	PRESIDENT	-	M
	ROBERTO COLLETTI	CHIEF EXECUTIVE OFFICER	-	M
	ANNALISA COLLETTI	COUNCILOR	TECHNICAL CONSULTANT	F
	MARCELLO BALZARINI	COUNCILOR	TECHNICAL CONSULTANT	M
	DAVIDE STROPPA	COUNCILOR	TECHNICAL CONSULTANT	M
<b>BOARD OF AUDITORS</b>	SALVATORE LOPIZZO	PRESIDENT	ACCOUNTANT	M
	SALVATORE PALMI	STATUTORY AUDITOR	ACCOUNTANT	M
	STEFANIA DELFIOR	STATUTORY AUDITOR	ACCOUNTANT	F
<b>SUPERVISORY BOARD</b>	ROBERTO GALDINO	PRESIDENT	EXTERIOR	M
	MARCO BRAGHINI	REGULAR MEMBER	EXTERIOR	M
	ANDREA SELLINI	REGULAR MEMBER	EXTERIOR	M

All governing bodies are elected for a term of three years. The board was renewed in 2023 with the approval of the 2022 accounting budget.

The Board of Directors has appointed Director Davide Stroppa to oversee health and safety, environmental compliance, and serve as the company's employer.

### 3.2. RISK MANAGEMENT SYSTEM (gri 2-25)

The objective of risk management is to ensure the profitability of A&T Europe is preserved throughout the entire value chain. Model 231 contains all the operating principles and procedures aimed at preventing the commission of offenses and promoting proper behavior by those working on behalf of the company, in accordance with the principles of lawfulness, fairness, and transparency.

In order to define the 231 model, A&T Europe conducted a survey to identify the business activities in which the crimes outlined in Legislative Decree 231/2001 may be committed. Furthermore, the activity resulted in the establishment of control protocols for the most sensitive activities identified.

With regard to ESG risks, the model also encompasses aspects pertaining to the environmental dimension. In regard to industrial activity, A&T Europe employs the Risk Assessment Document (DVR) to mitigate and prevent potential risks to workers' health and safety. The DVR, issued in 2022, aligns with the methodologies outlined in Legislative Decree 81/08.

A&T Europe is committed to aligning with ESG risk best practices, in accordance with national and European regulatory requirements. A&T Europe is not subject to regulatory obligations under Legislative Decree 254/2016 (Non-financial Statement). The company considers d.lgs. 254/2016 and the areas referred to in the decree to describe the main risk factors for its sustainability and the tools it has adopted to guard against them and ensure their constant control and monitoring.

SCOPE OF LEGISLATIVE DECREE 254/2016	RISK FACTORS	MONITORING INSTRUMENTS
<b>ENVIRONMENT</b>	ENERGY	MODEL 231, DVR
	WATER	
	GHG EMISSIONS	
	ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES	
<b>SOCIAL</b>	PRODUCT SAFETY	ISO 9001, EN 1090-2, UPC®
	PRODUCT EFFICIENCY	
<b>PERSONNEL MANAGEMENT</b>	EMPLOYEE WELL-BEING	DVR, MODEL 231
	WORKPLACE HEALTH AND SAFETY WORK	
<b>HUMAN RIGHTS</b>	EQUAL OPPORTUNITIES	CODE OF ETHICS
	RELATIONSHIPS WITH EMPLOYEES, SUPPLIERS, PARTNERS	CODE OF ETHICS
<b>FIGHT AGAINST CORRUPTION</b>	COMMERCIAL RELATIONS AND WITH THE PUBLIC ADMINISTRATION IN ITALY AND ABROAD	MODEL 231, CODE OF ETHICS



## 3.3. BUSINESS ETHICS

### 3.3.1. CODE OF ETHICS

The two pillars of A&T Europe's philosophy are ethics and a passion for excellence:

- **Ethics**, understood in the sense of building value over time through transparency, honesty, and respect for others
- **Passion for excellence**, as a love of the beautiful and well-made

Guided by our passion for excellence in all we do, we are committed to pursuing not only the right profit but also to enhancing the quality of life of our stakeholders through the values we uphold.

A&T Europe is aware that its work, carried out with a sense of responsibility and moral integrity, contributes to the process of economic development in Italy and in the world, as well as to the civil growth of the countries in which it operates. The company places a high value on work and considers legality, fairness, and transparency of action to be essential prerequisites for achieving its economic, productive, and social objectives. To this end, the company has adopted a code of ethics, approved by resolution of the board of directors on January 16, 2015, and updated on December 13, 2023.

With the code of ethics, A&T Europe has formally given itself a set of rules:

- Of conduct in relations with external interlocutors, collaborators, the market and the environment, rules to which the company informs its internal and external activities, demanding compliance with them by all collaborators, consultants and, to the extent of their competence, by external interlocutors
- Of organization and management, aimed at implementing an efficient and effective system of planning, execution and control of activities such as to ensure constant compliance with the rules of conduct and prevent their violation by anyone working for the company

A&T Europe is committed to fair and competitive practices. Our actions are guided by a belief in rewarding ability, experience, and efficiency in the pursuit of competitive results. Therefore, the company and its employees are expected to conduct themselves in a fair and ethical manner in all business dealings, including those with public authorities. Any action aimed at altering the conditions of fair competition is contrary to company policy and is prohibited for any person acting for the company. The pursuit of the company's interest cannot justify any conduct by the company's top management or collaborators that is not respectful of the laws in force and in compliance with the rules of the code of ethics. All information regarding the company and its activities must be truthful, clear, and verifiable in any communication with the outside world.

The company's relations with external stakeholders, whether public or private, must be conducted in accordance with the law and in compliance with the principles of fairness, transparency, and verifiability. In particular, relations with public employees must comply with the principles and provisions set forth in Presidential Decree No. 62 of April 16, 2013 (Code of Conduct for Public Administration Employees).

In regard to representatives or employees of public administrations, it is prohibited to pursue or establish personal relationships of favor, influence, or interference that could directly or indirectly affect the outcome of the relationship. It is also prohibited to offer goods or other benefits to representatives, officials, or employees of public administrations, including through intermediaries, unless the offering is a gift of modest value and in accordance with custom, and as long as it cannot be understood as aimed at seeking undue favors. Furthermore, the company does not make contributions, advantages, or other benefits to political parties and workers' trade union organizations, or to their representatives, except in compliance with applicable regulations.

In responding to requests for proposals, the company conducts a thorough assessment of the suitability and feasibility of the proposed services, with a particular focus on technical and economic considerations, safety, and environmental impact. Any identified issues are promptly addressed, where feasible. Bids are formulated in a way that ensures compliance with defined quality standards, reasonable employee compensation, and current safety and environmental protection measures. The company only resorts to litigation when its legitimate claims are not adequately addressed by the other party. In general, any potential conflict of interest is avoided during negotiations.

In light of Legislative Decree No. 231 of June 8, 2001, A&T Europe has adopted its own organizational, management, and control model to regulate its business processes and mitigate the risks associated with the commission of offenses that may also result in criminal liability. In light of the aforementioned legislative interventions that have expanded the list of so-called "231 predicate offenses," as well as the organizational changes that have affected the company, the management has initiated a project to review and analyze its management and control tools. The aim is to verify the compliance of the behavioral principles and procedures already adopted with the purposes pursued by Legislative Decree 231. In this regard, the implementation of the organizational model serves as an effective instrument for fostering awareness and ethical conduct among all individuals employed by or representing A&T Europe.

### 3.3.2. SUPERVISORY BODY

The board of directors appoints the supervisory body, which is a collegial body composed of three members, including the chairman. The supervisory body reports critical issues to the board of directors in compliance with the model drawn up in accordance with Legislative Decree 231/2001. During the course of 2023, there were no reports of violations of the organizational model or code of ethics.

### 3.3.3. WHISTLEBLOWING (gri 2-26)

A&T Europe has established a dedicated process for addressing instances of misconduct and irregularities. In accordance with this procedure, any situation that may potentially violate European Union law, national regulatory provisions, Legislative Decree 231/2001, the organizational model, and the principles of the Code of Ethics can be reported through the designated channel for reporting wrongdoing. In accordance with the relevant regulations, any form of retaliation against individuals who report wrongdoing in the course of their employment with A&T Europe will not be tolerated.

During the course of 2023, the supervisory bodies did not receive any reports.



### 3.3.4. MANAGING AND FIGHTING CORRUPTION (sasb IF-EN-510a.1.,2.,3)

The company has a zero-tolerance policy towards any form of malfeasance and corruption, and ensures full compliance with all applicable laws and national regulations. A&T Europe's commitment to ethical business practices is reflected in our code of ethics, which emphasises the principles of transparency, truth, and honesty, as well as the standard of conduct to be observed in relations with the public administration.

The 231/2001 model outlines the management of sensitive activities and related responsibilities in several protocols. Powers of delegation, signature, and account access are exclusively assigned to specific management figures and transactions. Additionally, the principle of dual control is applied, which involves cross-checks through the involvement of multiple individuals within the company. The code of ethics and model 231/2001, as well as Italian regulations, provide fundamental and sufficient guidance for optimal management by A&T Europe. This approach is also instrumental in combating corruption in the supply chain, as the group's suppliers are required to adhere to the code of ethics and the values it espouses.

With regard to the international arena, A&T Europe had no open procurement contracts with any state among those with the 20 worst rankings on Transparency International's Corruption Perception Index (CPI) as of 12/31/2023.

In the course of 2023, A&T Europe was not subjected to any financial penalties resulting from proceedings pertaining to allegations of active or passive bribery or anticompetitive practices.

### 3.3.5. COMPLIANCE WITH LAWS AND REGULATIONS (gri 2-27)

There were no significant instances of non-compliance with laws and regulations applicable to A&T Europe during 2023.





4.



INNOVATION.



## 4.1. PRODUCT DESIGN

A&T Europe’s design process is informed by a commitment to managing the environmental and social impacts of its products throughout their life cycle.

A&T Europe’s Myrtha technology is comprised of prefabricated modular elements. The structure, which constitutes the assembly of swimming pools and their supporting and anchoring elements in the context of a swimming complex, is engineered on the basis of guidelines and standard modules that are adapted to the context of each specific project.

The characteristics of lightness, flexibility, and longevity that have distinguished Myrtha technology for decades serve to differentiate it from reinforced concrete solutions, including in terms of environmental impact. Those markets most attentive to construction life cycle measurement have already integrated the consequential contributions of choosing A&T Europe solutions.

In 2023, A&T Europe initiated the implementation of a Life Cycle Assessment (LCA) analysis of a 50 x 25m Olympic swimming pool destined for the upcoming Paris 2024 Olympic Games. The LCA analysis will assess the inputs, outputs, and potential environmental impacts of the Olympic swimming pool throughout its life cycle in accordance with the ISO 14040 and ISO 14044 standards. The analysis is scheduled for completion in 2024.

In the late 1990s, the issue of the energy cost of a swimming pool, translated into CO<sub>2</sub> equivalent emissions, was analyzed by the largest engineering firm in Australia (<https://www.acor.com.au/>). Based on data and academic studies on the energy required for the production of construction materials, the firm concluded that Myrtha technology has a carbon footprint of less than 50 percent compared to the equivalent work made of reinforced concrete.

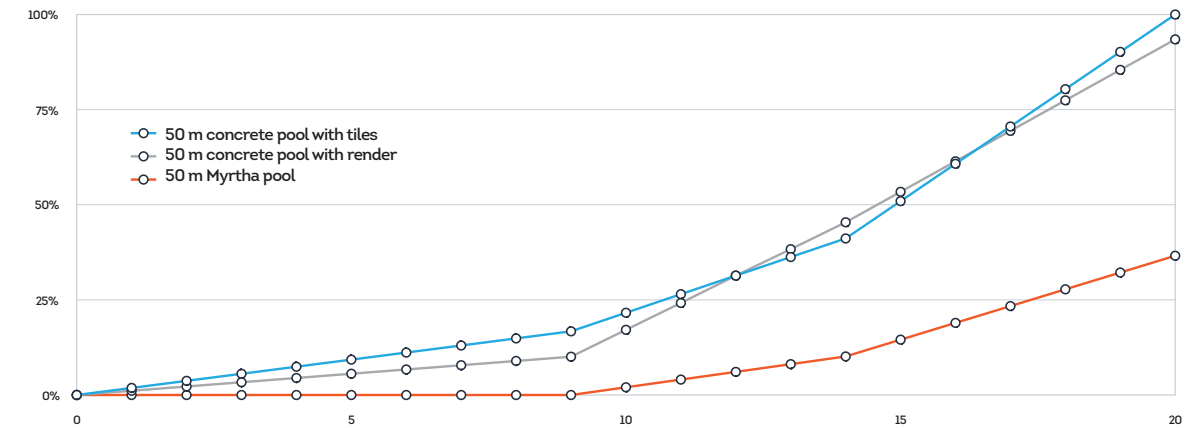
Generic European 50mx25mx2m Pool																	
Pool Systems	Quantity of Materials													TRANSPORT (MJ)	TOTAL EMBODIED ENERGY (MJ)	GREENHOUSE GAS EMISSIONS (kgCO <sub>2</sub> )	REDUCTION IN CO <sub>2</sub> EMISSIONS
	Concrete (kg)	Steel (kg)				Adhesives		Tiles	Epoxy Joint Filler	Polyester resin for the gutter	Hard PVC sheet for the walls and gutters	Reinforced PVC floor membrane	Adhesive Water Based Solvent				
Myrtha	558,576	17,116	6,150	3,690	3,495	141	1,080	97	0	279	2,375	14	0	N/A	N/A	-	-
Reinforced Concrete	1,222,387	60,316	0	0	0	6,201	24,789	4,282	153	0	0	0	773	N/A	N/A	-	-
Embodied Energy (MJ/kg)																	
Embodied Energy of Materials	1.17	24.60	56.70	56.70	56.70	87.00	9.00	139.30	139.30	68.60	68.60	87.00	165.00	-	-	-	-
Myrtha	653,534	421,041	348,705	209,223	198,167	12,246	9,720	13,540	0	19,162	162,925	1,240	0	153,348	2,202,851	215,879	53%
Reinforced Concrete	1,430,193	1,483,764	0	0	0	539,510	223,103	596,510	21,313	0	0	0	127,463	296,753	4,718,608	462,424	

Accor Studio

The architectural firm GT+3 Architects (<https://www.gt3architects.com/>) conducted simulations on the entire pool life cycle. The results show that the maintenance costs of an A&T Europe pool are lower than traditional technologies in the medium to long term.



Medium and long term maintenance costs of a 50m Myrtha Pool compared with 2 types of 50m concrete.



GT+3 architecture Studio simulations

### 4.1.1. PRODUCT CERTIFICATION (sasb IF-EN-410a.1)

A&T Europe has benchmarked itself against major national and international sustainability standards to obtain certifications that are useful to its customers while simultaneously enhancing its product and service offerings in a market that is becoming increasingly attuned to environmental impact issues.

Since 2011, the company has had product mapping LEED certified by TÜV.

Mapping of Myrtha Pools and Piscine Castiglione compared to the LEED® standard.



Libretto Prodotto n. 004 del 25/10/2011



The LEED standard's evaluation criteria apply to buildings as a whole. Therefore, the certifications (with their performance levels: Silver, Gold, Platinum) are not applicable to individual building components. A&T Europe can provide a list of the credits it can offer to help achieve building certification.

The company has made significant investments over the years to upgrade its values to meet the latest standards, including LEED V4 mapping in 2019 and extending its product range to align with other international standards, such as BREEAM and GBC Australia's Green Star, in 2020). <https://www.myrthapools.com/en/our-dna/myrtha-green-for-leed-certification/>

Habitec's Greenmap program is responsible for ensuring that A&T Europe products meet the standards set by LEED and BREEAM. <https://www.greenmap.it/en/company/myrtha-pools-piscine-castiglione-at-europe-spa/>

The process of obtaining certification for A&T Europe products with the SGBC (Singapore Green Building Council) is currently underway.

In accordance with the aforementioned international standards, LEED, BREEAM, and others, A&T Europe products are fully certifiable for both prefabricated tanks and water treatment systems. The certification status of a building project depends on the general contractor, who is not required to communicate this information to suppliers. Therefore, the number of projects listed as certified or certifiable in progress in 2023 is purely indicative.

#### TABLE OF PROJECTS CERTIFIABLE ACCORDING TO A THIRD-PARTY SUSTAINABILITY STANDARD

N.	COMMERCIAL ORDER	NATION	CERTIFICATION	UNDERWAY/ CONCLUDED
1	ITC COLOMBO	SRI LANKA	LEED	UNDERWAY
2	SOUTH DUNES	SAUDI ARABIA	LEED, FSC	UNDERWAY
3	HOTEL H11 RED DUNES	SAUDI ARABIA	LEED	UNDERWAY
4	H12 RED SEA	SAUDI ARABIA	LEED	UNDERWAY
5	CAO 2024	FRANCE	HQE	UNDERWAY
6	SOTOGRADE VILLAGE VERDE	SPAIN	BREEAM	UNDERWAY
7	VILLAGE VERDE TERRAZA	SPAIN	BREEAM	UNDERWAY
8	GOOGLE KGX1	UNITED KINGDOM	BREEAM	CONCLUDED
9	YSGOL CEDEWAIN NEWTON WALES	UNITED KINGDOM	BREEAM	CONCLUDED
10	NEOM SKI VILLAGE	SAUDI ARABIA	LEED	UNDERWAY
11	WIND CREEK CASINO	U.S.A.	LEED	UNDERWAY
12	U.C. SAN DIEGO STUDENT BLOCKS	U.S.A.	LEED	UNDERWAY

## 4.1.2. HOW WE INTEGRATE ENERGY AND WATER EFFICIENCY INTO PRODUCT DESIGN (sasb IF-EN-410a.2)

A&T Europe has a dedicated research and development department with processes and resources that prioritize the sustainability aspects of new products and services. In 2010, the company initiated a complex technology transfer process to adopt CFD (Computational Fluid Dynamics) tools, initially in the pool sector. Following years of investment to develop its capabilities and resources, A&T Europe has become a leading global provider of swimming pool simulation solutions.

The process developed in the company makes it possible to:

- Optimize the design of the pool (shapes, nozzle positions, flow rates, etc.) so as to ensure the success of the staining test defined by EN-15288
- Minimize the consumption of disinfection products, ensuring proper distribution of water

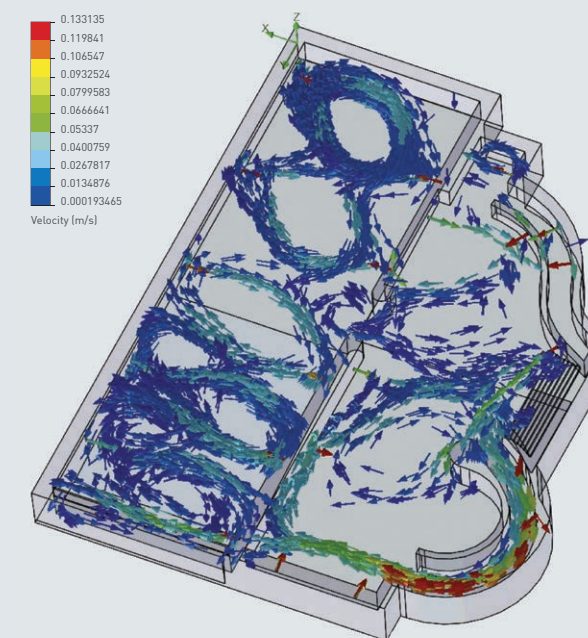
The enhanced performance resulting from CFD analysis is not a regulatory or contractual obligation. It is part of the company's strategy to reduce energy and water consumption during product use, which is a distinctive feature of A&T Europe.

### Computational Fluid Dynamics

Myrtha Pools is the industry leader in the application of this technology. 2D and 3D Computational Fluid Dynamics (CFD) simulations applied to a specific pool design provide essential information regarding anticipated water circulation. Through the use of digital dye tests, information is gathered that provides verification and the opportunity for optimisation of the circulation, as well as aiding in development of special features and accessories.

Inlets around the edge of the pool are designed to recover the water from the pool, sending it to the filter, disinfect and then enter it again in the pool. The recirculation of water includes the route from the gutter to the balance tank through the overflow collectors and subsequent return to the pool and it determines the chemical parameters of water. Getting the jets to reach the centre of the pool and help disinfect the water here has always been problematic. Myrtha's unique Strahlenturbulenz inlet allows for a preventive recycle system test that avoids mistakes and "surprises" and allows the inlets to cover the full pool.

The picture on the right shows the results of a digital dye test applied to a pool with 3 different depths after 15 minutes, revealing erlochrome concentration.





A&T Europe produces data and documentation at the bidding stage to demonstrate the energy savings of our solutions. This is achieved by simulating operating costs against initial investments in new technologies. In some cases, principals have specific product efficiency requirements related to local conditions and/or regulations. Examples of this include adherence to local certification standards such as Green Mark and SGBC.

A&T Europe has developed the Myrtha Shark system, which integrates all water treatment functions (filtration, disinfection, UV, heat exchange, etc.) into a single module. This module is managed by a single “brain” that is constantly connected to monitor all useful parameters.

The Myrtha Shark system was developed with the objective of optimizing the energy and management efficiency of pool water treatment. The system is designed to immediately identify a possible water leak, allowing for timely maintenance intervention and, consequently, the limitation of water wastage and potential damage to facilities. Furthermore, the leak detection system allows for improved scoring according to the BREEAM standard).

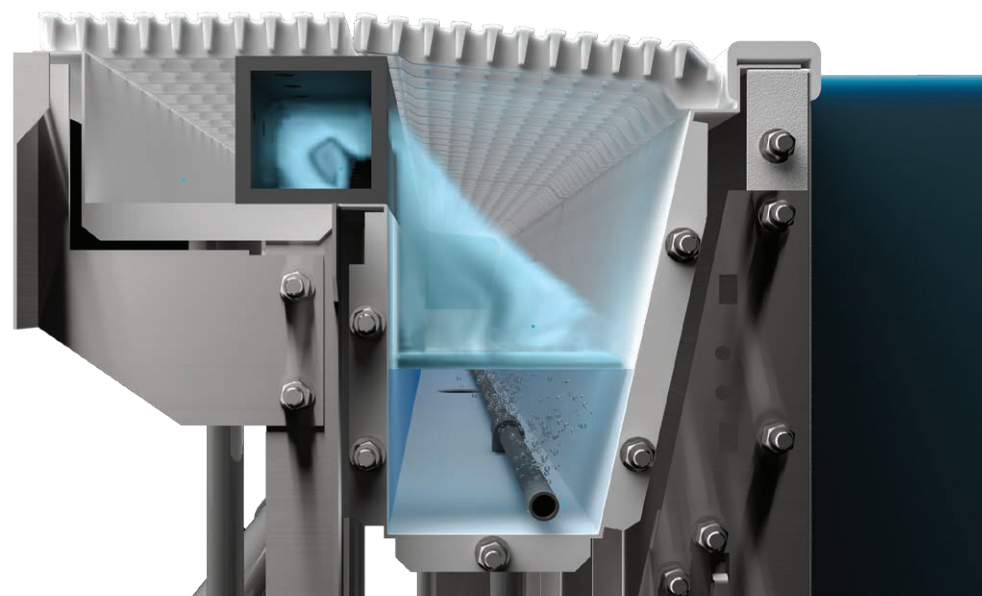
### 4.1.3. THE QUALITY OF THE INDOOR ENVIRONMENT

A&T Europe’s research and innovation team has developed the Myrtha Breathe system with the objective of removing volatile disinfection-derived products (DBPs), including chloramines and halomethanes, from the atmosphere of an indoor swimming facility. This innovative system preserves the quality of the pool environment and prevents the possible onset of illness caused by prolonged exposure to DBPs.

Many DBPs are chemically active substances that can attack surfaces throughout the structure, causing premature degradation to accessories and infrastructure around the pool and affecting the air-exposed structural parts of the building itself.

The Myrtha Breathe system comprises an overflow channel equipped with porous pipes installed at the bottom of the channel. A duct is situated between the main channel and the adjacent secondary channel, drawing polluted air from the aforementioned channels and the tank floor.

This latest innovation represents a significant advancement in the creation of sustainable aquatic structures. The use of Myrtha materials in place of traditional tiles and concrete not only enhances sustainability but also aligns with LEED and BREEAM certification standards. When combined with Myrtha Breathe, the result is a sustainable and environmentally conscious structure with an extended life cycle.

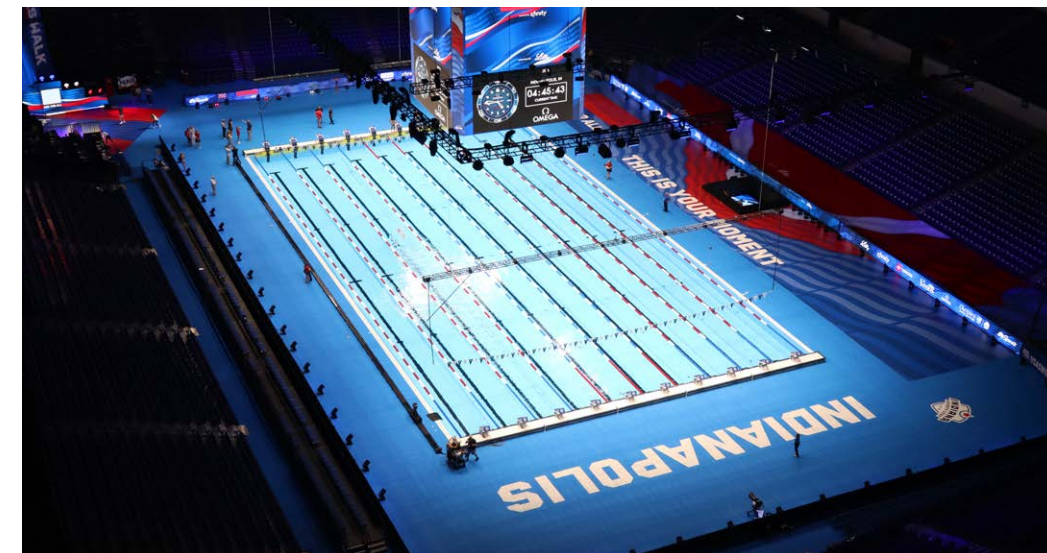


## 4.2. RISK MANAGEMENT OF MAJOR EVENTS

A&T Europe oversees the management of hundreds of projects annually, encompassing a diverse range of categories (competition, hospitality, leisure, etc.). The majority of these projects are long-term in nature, while others are temporary, serving a specific purpose such as providing a natatorium site for competitions during a designated event.

Of all the projects implemented by A&T Europe, large temporary events (GETs) present the greatest systemic risk.

The acronym GET is used to refer to events of international significance, such as the World Aquatics Swimming Championships (formerly FINA), as well as continental or national events run by local federations. Undoubtedly, the Olympic Games are at the top of the list of GETs. While they bring prestige and resonance to all the companies involved, they also represent a major challenge that requires careful risk management, particularly with regard to the very high level of quality standards and strict timelines.



A&T Europe has been managing GETs for over a decade and is a trusted partner to all industry players and partners. FINA recognizes the company as a vital partner, capable of not only mitigating risks related to its own activities but also supporting and resolving any issues caused by external factors or interference from other suppliers, which are typical of GETs.

At A&T Europe, the PMO (Project Management Office) has the specific responsibility of managing GETs. This involves formalizing the lessons learned from each event in order to facilitate a process of continuous improvement and revision of standards.

In addition to the PMO, the Site Management team is directly involved in each GET throughout the entire project, from the planning stages to the actual installation, through to management throughout the event and final disassembly.

Following the London 2012 GET, A&T Europe has established a dedicated committee to oversee GETs and address associated systemic risks. The committee is comprised of a representative from the CDA with experience in major events in the international competitive swimming arena, the PMO manager, and the corporate marketing manager. Its role is to assess and mitigate the specific risks associated with each GET, whether these are logistical, timing-related, safety-focused, sustainability driven, communication-based, or coordination-related.



### 4.3. PRODUCT REGENERATION (sasb RT-IG-440b.1)

A&T Europe generates revenue from the remanufacturing of new swimming complexes, which vary in size and functionality. The company also remanufactures pools intended for large temporary events (GET). Once the pools have completed their intended function, they undergo a remanufacturing process comprising several steps: disassembly, quality and compliance selection, remanufacturing and partial modification (with stock recoding), storage, and reuse.

For over three decades, A&T Europe has been a prominent provider of competition pool construction services. From the European Championships in Strasbourg in 1987 to the World Championships in Fukuoka 2023, and including Olympic events, these are events that attract large audiences to specific locations for a limited period of time. Thanks to Myrtha's prefabricated and modular technology, it is possible to reuse materials to create permanent structures derived from swimming pools.

Examples include the 2012 London Olympics, whose legacy has enabled numerous permanent swimming complexes in the UK, as well as the 2023 World Aquatics Championships in Fukuoka, which will include materials used in Gwangju 2019, Copenhagen 2017, and even Rio 2016.

These capabilities are made possible by advanced design processes that provide solutions for product reuse and regeneration from the outset, leveraging the product's inherent modular prefabrication characteristics. Quality aspects such as disassembly management are also considered, as this is a crucial stage in ensuring the circularity of the process as a whole.

Remanufacturing and reinstallation projects represent approximately 5% of A&T Europe's annual turnover.

LONDON 2012



MOUNT KELLY COLLEGE  
TAVISTOCK



SCARBOROUGH SPORT VILLAGE  
NORTH YORKSHIRE

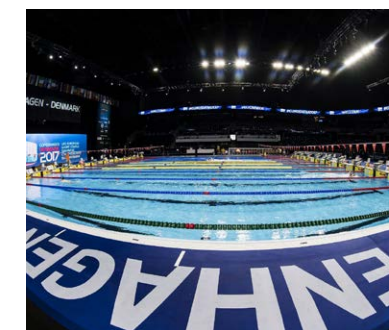
FUFUOKA 2023



RIO DE JANEIRO 2016  
XXXI OLYMPIC GAMES



GWANGJU 2019  
18<sup>th</sup> FINA WORLD CHAMPIONSHIPS



COPENHAGEN 2017  
XXIII LEN EUROPEAN CHAMPIONSHIPS

## MYRTHA RENOVATION TECHNOLOGY

IN RESPONSE TO THE NEED FOR TOTAL OR PARTIAL RENOVATION OF EXISTING POOLS (USUALLY REINFORCED CONCRETE AND NOW OBSOLETE POOLS), A&T EUROPE HAS CREATED A TECHNOLOGY BASED ON THE SAME MODULAR MYRTHA MODULAR PRINCIPLE: RENOVATION.

Depending on the case, this system may involve rebuilding the walls, the overflow channel, the bottom lining, or even the entire pool structure. The key technological innovation of RenovAction is that renovation, whether partial or total, does not require total demolition of the existing structure.

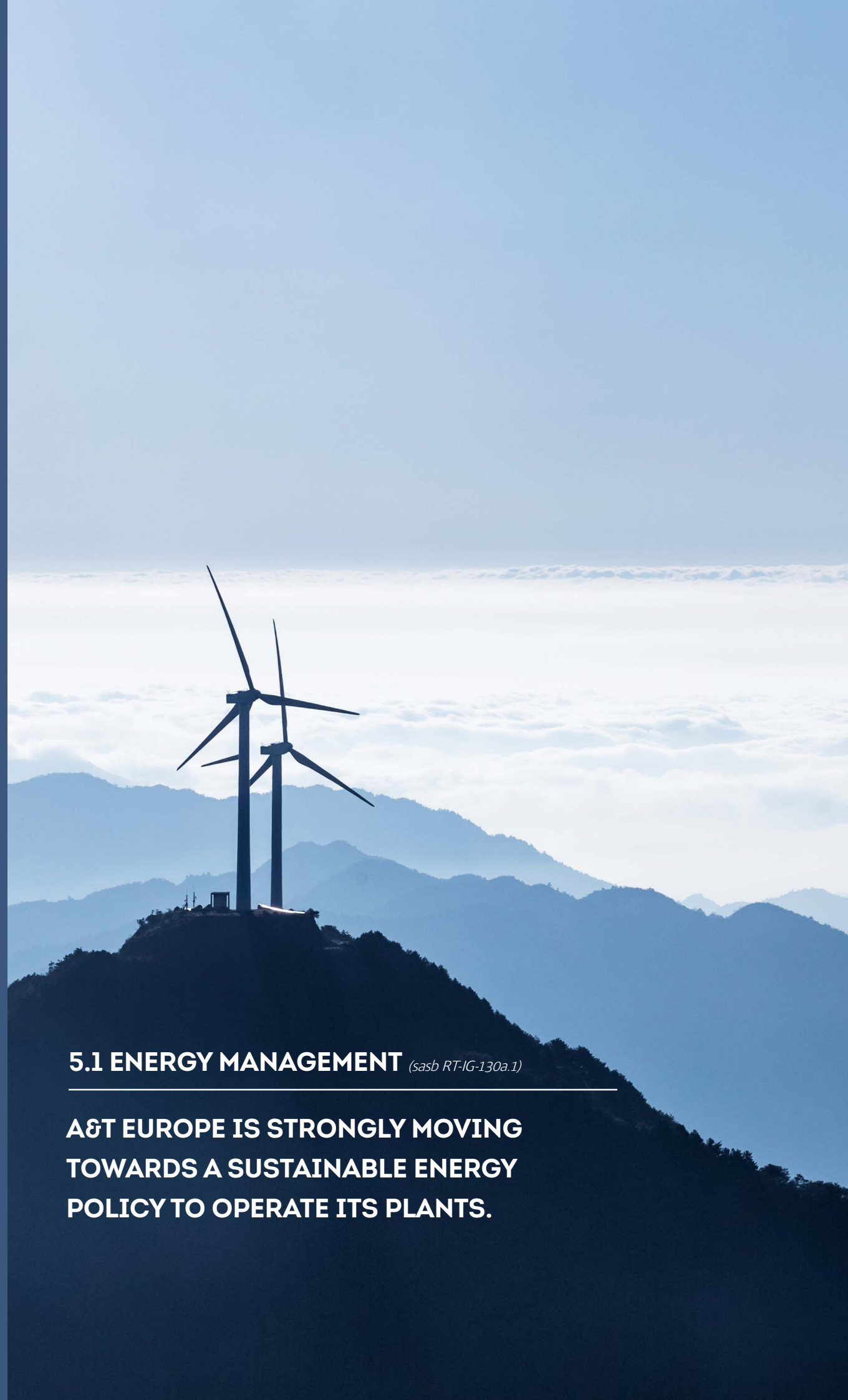


5.



ENVIRONMENT.





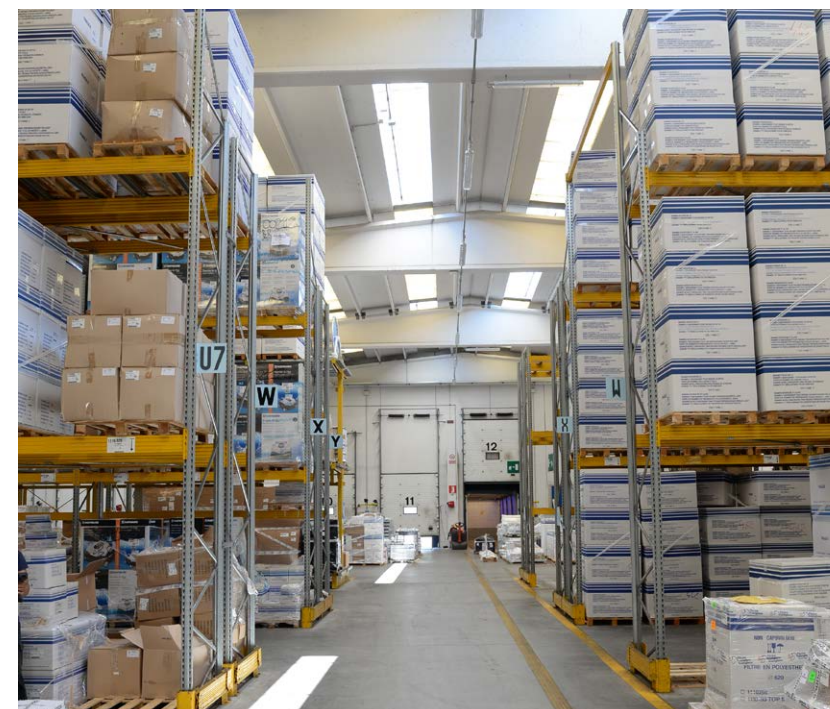
## 5.1 ENERGY MANAGEMENT (sasb RT-IG-130a.1)

**A&T EUROPE IS STRONGLY MOVING  
TOWARDS A SUSTAINABLE ENERGY  
POLICY TO OPERATE ITS PLANTS.**

In 2022, A&T Europe made a significant investment in the installation of a 150 kWp photovoltaic system to cover at least part of the energy needs of its industrial complex due to the significant increase in energy costs. The success of this project has led the company to budget for an additional investment for 2023.

In July 2023, A&T Europe initiated the installation of a second photovoltaic system with a capacity of 206 kWp, scheduled for completion in early 2024. This expansion is designed to enhance the company's energy independence.

In late 2023, the company made a significant investment in replacing all the skylights in the warehouses with new, energy-efficient models. The new skylights have significantly reduced the need for interior lights to be turned on during working hours, leading to notable electricity cost savings.



A&T Europe has adopted an energy policy of environmental sustainability for the operation of its facilities, reflecting its commitment to reducing its environmental footprint. This policy is aligned with the company's goal of achieving net-zero emissions and is supported by the self-consumption of energy produced by its own photovoltaic system and the purchase of electricity from a supplier that produces a significant share of energy from renewable sources.

Data on total energy consumption, expressed in terms of gigajoules (GJ), include consumption related to:

- Electricity
- Thermal energy from natural gas
- Thermal energy from diesel fuel

The electricity used for service activities in all offices, as well as for industrial activities attributable to production and warehouse activities, is derived from both renewable and fossil sources.

The share of non-renewable thermal energy from natural gas is utilized for both office heating and production departments.

The share of nonrenewable thermal energy from diesel fuel is used to power three light commercial service vehicles for A&T Europe.

Please find the breakdown of consumption by energy carrier and source type below.



## ENERGY CONSUMPTION TABLE 2023 IN GIGAJOULES (GJ)

CARRIER	TYPE	2023	PERCENTAGE	2022	PERCENTAGE
ENERGY	ENERGY TAKEN FROM THE GRID	2634	48.9%	2556	46.6%
	SELF-CONSUMED ENERGY FROM PHOTOVOLTAICS	494	9.2%	681	12.4%
METHANE GAS	GAS FOR HEATING	1328	24.6%	1369	24.9%
	GAS FOR PRODUCTION	866	16.1%	881	16.1%
DIESEL FUEL	AUTOMOTIVE DIESEL FUEL	65	1.2%	n.d.	–
<b>TOTAL</b>		<b>5387</b>	<b>100.0%</b>	<b>5487</b>	<b>100.0%</b>

Following the completion of renovation works, the Commercial Division of Pool relocated its offices and warehouse to a new building in Guidizzolo, MN. Activities in the new building will commence in 2024, so they will not contribute to the company's energy consumption in 2023.

The share of electricity used for the provision of company services has not been broken down by sector, since in 2023 the company had only one meter from which all electrical loads and utilities emanated; therefore, it is accounted for solely by source of supply.

In addition to increasing its focus on the use of renewable energy sources, the company has already planned and developed an efficiency path that includes LED lighting and a technical study on the efficiency of thermal systems using heat pumps.

The 150 kWp photovoltaic system produced about 148 MWh during 2023, generating savings on energy purchased from the grid of about 137 MWh; the difference between what was produced and what was consumed (about 9 MWh) was sold to the grid as energy from renewable sources, further contributing to the sustainability of the community.

The proportion of thermal energy derived from methane can be broken down by sector; in particular, we can determine how much is directly attributable to office heating and how much is directly attributable to the specific production processes of A&T Europe's manufacturing operations.

A&T Europe has three commercial vehicles for direct use and a fleet of company cars leased on a long term basis from some of the major national players. Each vehicle in the fleet is assigned directly to the employee who needs it and has it contractually as a fringe benefit. A&T Europe has decided not to take into account the proportion of energy used by the company's fleet for the time being, since each vehicle is not used exclusively for business purposes, but also for personal use. This dual use makes it impossible to determine the specific consumption related to the company's activities and, in any case, it would have a limited impact compared to the company's overall business.

Starting in 2023, A&T Europe began to collect consumption data from commercial motor vehicles for completeness, even though they are of residual amount compared to total consumption.

In the field of *energy purchasing management*, A&T Europe is part of a consortium of companies, coordinated by Assindustria of Mantua through specialized consultants, which implements energy purchasing policies according to both short- and long-term market trends in order to purchase at the best available price.

A&T Europe prepares an annual energy report to monitor and measure consumption and, through a certified ESCO, report it on the ENEA portal; it carries out an energy diagnosis of the entire industrial complex every five years.

## 5.2. GHG EMISSIONS (gri 305, 3-3)

Based on 2023 energy consumption, the greenhouse gas (GHG) emissions shown in the table "GHG Emissions Summary A&T Europe Year 2023" have been estimated".

With the commissioning of the photovoltaic plant in 2022, A&T Europe has sourced energy directly from renewable sources, ensuring a significant reduction in CO<sub>2</sub> emissions and consequently a lower impact on climate change. A second photovoltaic plant was implemented in 2023, which will further improve the environmental sustainability performance in 2024.

The base year for A&T Europe's GHG emissions calculation is 2022, as this is the first available year.

### 5.2.1. GREENHOUSE GAS EMISSIONS (GHG) (Scope 1) (gri 305-1)

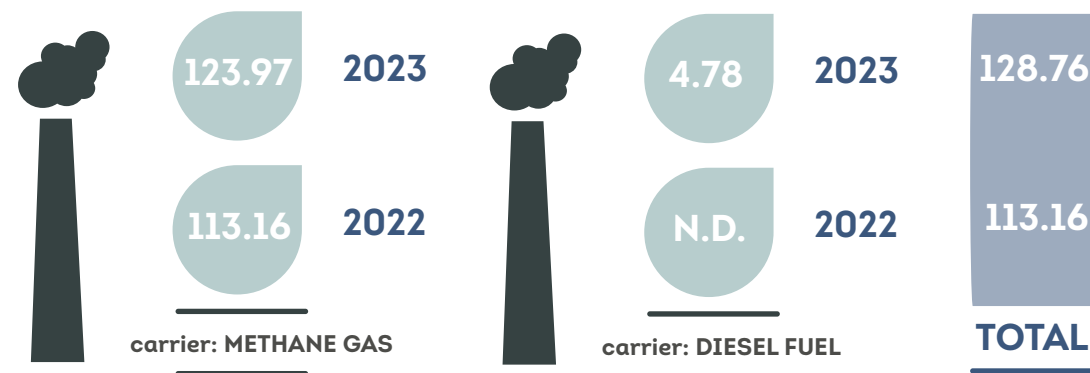
In relation to A&T Europe's production activities, as the building housing the production departments is newly built and equipped with a 150 kWp photovoltaic system, the main residual emissions attributable to electricity consumption from renewable sources are considered to be very low and negligible.

Direct (Scope 1) GHG emissions therefore refer only to emissions generated by the fossil GHG sources present in the company, i.e. physical units or processes that release GHGs into the atmosphere (fuels fuel cells).

The main activities involving the use of fossil fuel (methane) in the production area are the Myrtha sheet metal plasticizing plant and the building and departmental heating system, which must be sufficiently heated to ensure the mechanical processing result of the manufactured products. For the calculation of direct CO<sub>2</sub>-equivalent emissions, we used the conversion and emission factors given in the National Standard Parameters Table (source: ISPRA 2024), which are used to calculate EU ETS (Emission Trading Scheme) emissions with estimates valid for 2023. The coefficients include all greenhouse gases in the calculation.

Compared to the year 2022, the estimated diesel fuel consumption of commercial vehicles under the control of A&T Europe was added.



DIRECT GHG EMISSIONS TABLE (SCOPE 1) IN tCO<sub>2</sub>e

## 5.2.2. INDIRECT GREENHOUSE GAS EMISSIONS (GHG) Scope 2 (gri 305-2)

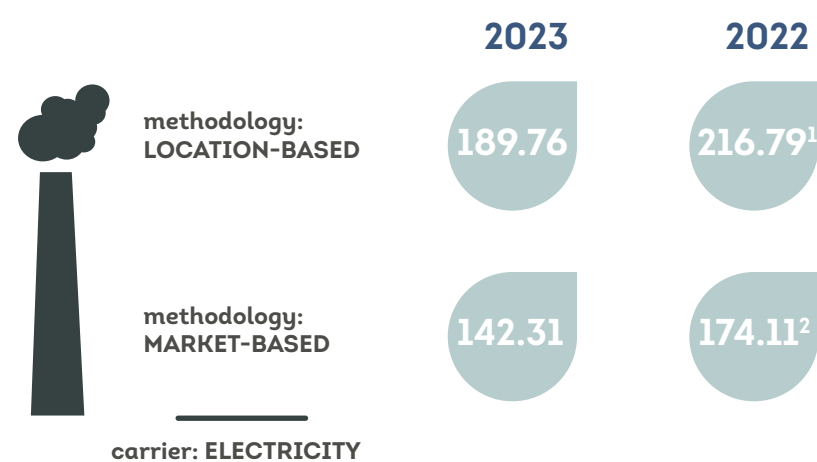
Indirect GHG emissions (Scope 2) from energy consumption include, but are not limited to, CO<sub>2</sub> emissions from the generation of electricity, heating, cooling, and steam purchased or acquired and consumed by an organization.

A&T Europe has decided to report two separate values for Scope 2 GHG emissions: one based on geographic location (location-based) and one based on market (market-based).

The location-based methodology considers the average GHG emission intensity of the energy produced and fed into the local grid to which it belongs. To calculate local Scope 2 emissions, we used the estimated GHG emission factors for Italian electricity production fed into the grid in 2023 (source: ISPRA database).

The estimate includes three greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O), which account for 99% of CO<sub>2</sub> emissions.

The market-based methodology considers GHG emissions resulting from the energy mix used by suppliers. To calculate the market-based Scope 2 emissions, we used the conversion factor calculated from the GHG emissions published by the electricity supplier that our organization deliberately chose to contractually purchase from the open market for the year 2023. The estimate includes all GHG.

INDIRECT GHG EMISSIONS TABLE (SCOPE 2) IN tCO<sub>2</sub>e

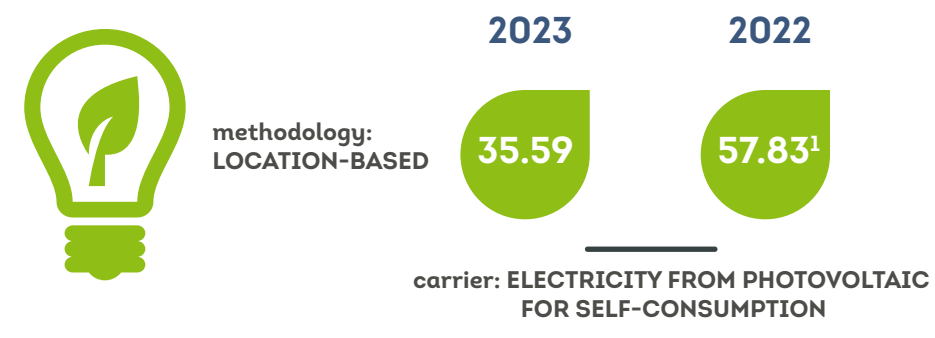
<sup>1</sup> Figure updated with ISPRA's final estimate for the year 2022

<sup>2</sup> Figure updated to reflect the change in the supplier's calculation methodology for the year 2022

## 5.2.3. SAVINGS IN INDIRECT GHG EMISSIONS (SCOPE 2) (gri 305-5)

The presence of a photovoltaic plant in 2023 allowed A&T Europe to directly generate electricity from renewable sources, saving the purchase of electricity from the grid and the associated release of emissions.

Here are the details of the emissions saved.

INDIRECT GHG EMISSIONS SAVINGS TABLE (SCOPE 2) IN tCO<sub>2</sub>e

<sup>1</sup> Figure updated with ISPRA's final estimate for the year 2022

A&T EUROPE GHG EMISSIONS SUMMARY TABLE IN tCO<sub>2</sub>e

TYPE	2023	2022
GHG EMISSIONS SCOPE 1	128.76	113.16
LOCATION-BASED GHG EMISSIONS SCOPE 2	189.76	216.79
<b>TOTAL</b>	<b>318.52</b>	<b>333.78</b>
MARKET-BASED GHG EMISSIONS SCOPE 2	142.31	174.11
SAVINGS ON GHG EMISSIONS SCOPE 2	35.59	57.83



## 5.3. WATER AND WASTEWATER

### 5.3.1. SUPPLY OF WATER *(gri 303-1)*

A&T Europe has water from both wells and aqueducts for its activities and services to its buildings.

With regard to water discharged from wells, the use is for irrigation of green areas located perimeter to its facilities and necessary to mitigate the industrial impact towards neighboring residential areas.

The irrigation of landscaped areas with well water was introduced in order to avoid overloading the water supply from the aqueduct, thus relieving the drinking water distribution system to the various households in the area.

The water from aqueducts is of a higher degree of purity, control, and treatment than well water.

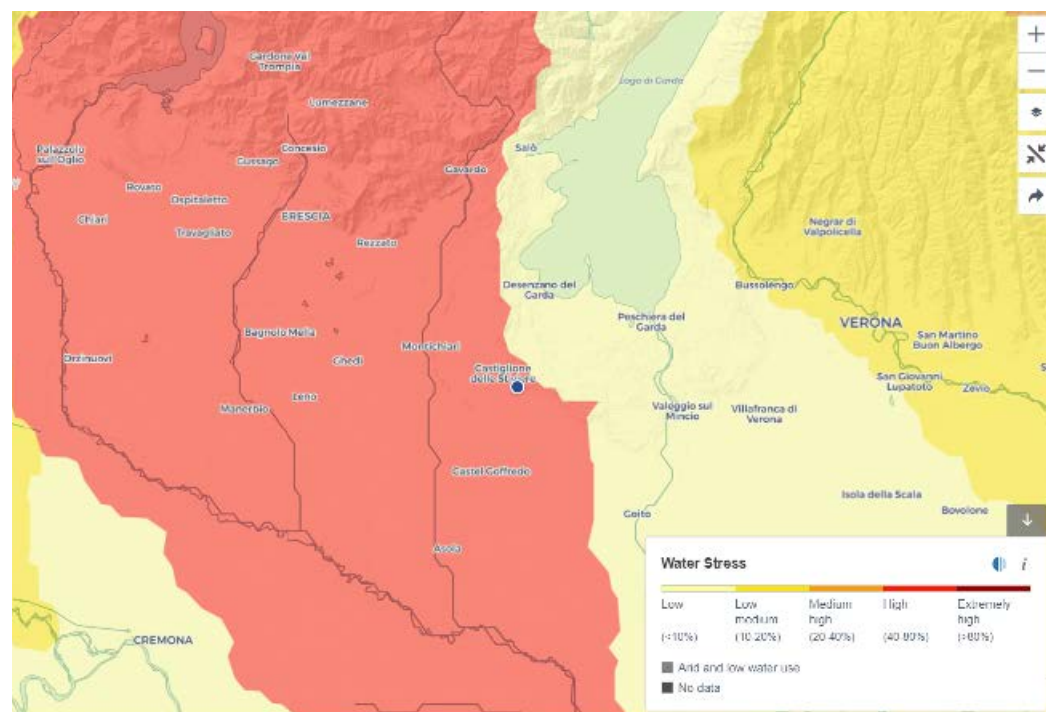
It is a precious commodity, and its intelligent use is recommended as much as possible.

In recent years, during periods of high temperatures, municipalities have initiated awareness campaigns to rationalize the distribution of drinking water and meet the demands of their populations.

### 5.3.2. WATER WITHDRAWAL *(gri 303-3)*

A&T Europe is situated within an area that has been identified as experiencing a high level of water stress. The map, updated to August 16, 2023, is provided below for reference.

Map of water stress on the territory (source: [www.wri.org/aqueduct](http://www.wri.org/aqueduct)).



The tables below present the quantities of water withdrawn by each utility available to A&T Europe.

TABLE OF QUANTITY OF WATER WITHDRAWN IN m<sup>3</sup>

SOURCE	2023	2022	USE	CATEGORY
V. SOLFERINO WATER MAIN	16522	10374	DOMESTIC AND INDUSTRIAL	DRINKING WATER
V. FONTANE WATER MAIN	498	622	DOMESTIC	DRINKING WATER
WELL	49	7527	IRRIGATION	OTHER WATER
<b>TOTAL</b>	<b>17069</b>	<b>18523</b>		

During the summer of 2023, the well water withdrawal system ceased to function. Consequently, the volume of drinking water withdrawn from the aqueduct on Via Solferino had to be increased to compensate for the interruption of the irrigation source. Nevertheless, the total volume of water consumed in the same areas remained unchanged.

In particular, the water drawn on Via Solferino is utilized primarily for domestic purposes, serving as a source for A&T Europe's largest office and warehouse complex, which employs approximately 260 individuals. Some of this water is used to fill the pools located in the outdoor exhibition center, which is set up for guests and clients. Lastly, some of this water is also used within the plasticizing production process to cool the sheet metal coming out of the Myrtha Line. The plasticization process consists of coupling steel sheet with PVC film, resulting in a hot-plasticized sheet, which is the main element of A&T Europe's swimming pools.

The water drawn on Fountains Street is exclusively utilized by an office building that houses approximately 60 individuals.

In the A&T Europe buildings, water drawn from the aqueduct is utilized not only in restrooms but also in the provision of sparkling and natural water columns situated in various work areas. This initiative offers employees a sustainable source of drinking water, an alternative to bottled water.

During the summer months, water is extracted from wells and utilized for the irrigation of all green areas within the farm property, encompassing an approximate total area of 55,000 m<sup>2</sup>. Of this total, approximately 8,000 m<sup>2</sup> is comprised of green areas.

### 5.3.3. WASTEWATER COLLECTION *(gri 303-4)*

In accordance with the prevailing regulatory framework, A&T Europe has submitted and received authorization for the regular discharge of wastewater. The permit application entailed the delineation of all discharge points, encompassing both domestic and assimilated wastewater, as well as industrial wastewater.

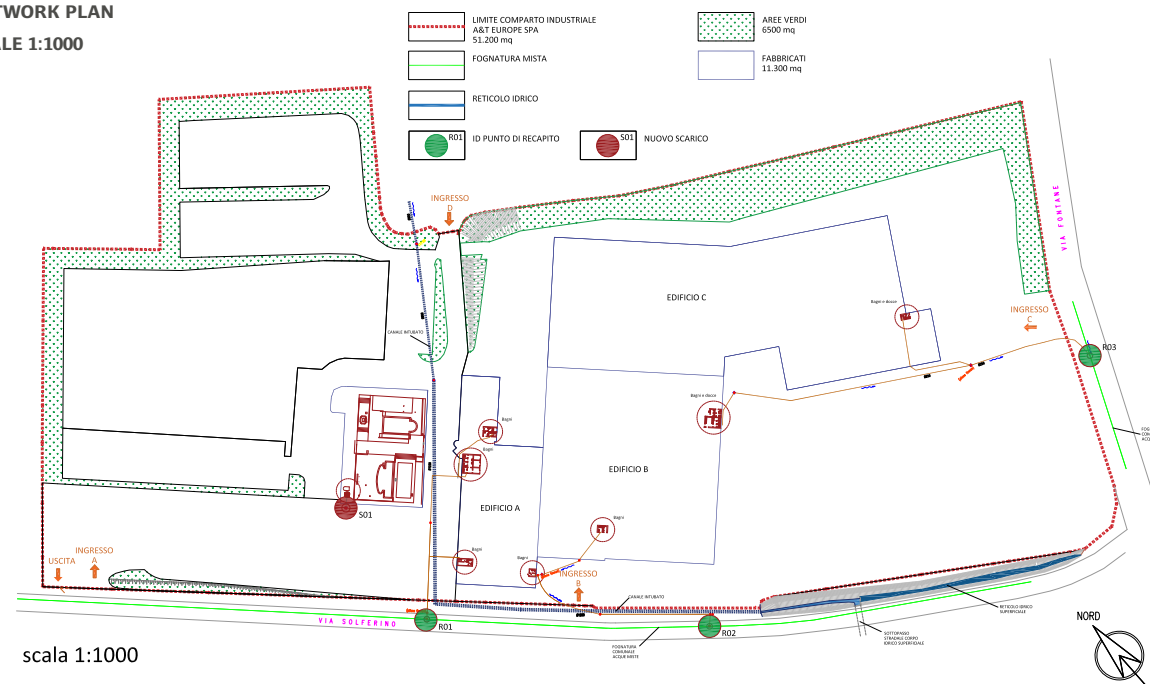
Furthermore, the company conducted a comprehensive mapping of all stormwater wastewater, encompassing both the buildings and the uncovered parking lots and yards.



All wastewater is discharged into the public sewer system, with the exception of stormwater related to the newly constructed shed (2021). The latter is collected in a special lamination tank and discharged into a surface water body that ultimately empties into green areas downstream via specific pumps.

The following table presents a summary of water discharges.

#### A&T EUROPE DOMESTIC AND ASSIMILATE WASTEWATER NETWORK PLAN SCALE 1:1000



## TAV C

It should be noted that wastewater produced by A&T Europe is not accounted for, with the exception of industrial wastewater. In the case of industrial wastewater, the environmental permits obtained require that the relevant agencies be informed on an annual basis.

During the year 2023, the industrial wastewater produced was a negligible percentage of the total water used (less than 1%).

## 5.4. WASTE

### 5.4.1. HAZARDOUS AND NON-HAZARDOUS WASTE

(gri 306-1, 306-3, 306-4)

Waste generated by A&T Europe is almost exclusively non-hazardous waste (over 97%), with a small remainder of hazardous waste (less than 3%).

A statistical analysis of the types of waste produced indicates that the overwhelming majority are destined for recovery (exceeding 98%).

It is also important to consider which sector is responsible for the generation of waste.

The company has determined that the volume of waste produced at the construction site is significantly less than that generated by the production and warehouse departments at the headquarters.

The figures for the years 2021-23, presented below, indicate a high degree of similarity in percentage values. In 2023, A&T Europe produced approximately 12.4 t more waste than in 2022.

#### SUMMARY TABLE OF WASTE PRODUCED

	2023	%	2022	%	2021	%
HAZARDOUS WASTES	6.9%	2.2%	7.3	2.5%	1.9	0.5%
NON-HAZARDOUS WASTE	301.7%	97.8%	288.9	97.5%	384.4	99.5%
<b>TOTAL WASTE</b>	<b>308.6</b>	<b>100.0%</b>	<b>296.2</b>	<b>100.0%</b>	<b>386.3</b>	<b>100.0%</b>
WASTE RECOVERY	304.0	99.6%	292.1	98.6%	384.8	99.6%
WASTE DISPOSAL	4.6	0.4%	4.1	1.4%	2	0.4%
<b>TOTAL WASTE</b>	<b>308.6</b>	<b>100.0%</b>	<b>296.2</b>	<b>100.0%</b>	<b>386.3</b>	<b>100.0%</b>
WASTE PRODUCED IN HOUSE	303.9	97.5%	266.4	89.9%	376.8	97.5%
WASTE PRODUCED BY CONSTRUCTION SITES	4.7	2.5%	29.8	10.1%	9.5	2.5%
<b>TOTAL WASTE PRODUCED (t)</b>	<b>308.6</b>	<b>100.0%</b>	<b>296.2</b>	<b>100.0%</b>	<b>386.3</b>	<b>100.0%</b>

A review of the waste produced by type of EWC (European Waste Code) indicates that the majority of the waste is non-hazardous solid ferrous waste (EWC 17.04.05). The entire amount of ferrous waste produced is sold to metallurgical companies that recover it by smelting.

The following is a summary of waste generated during 2023 by hazard and destination.

#### AGGREGATE SUMMARY TABLE OF WASTE PRODUCED 2023

WASTE (t)	HQ	CONSTRUCTION SITE	TOTAL
<b>NON-HAZARDOUS</b>	<b>297.03</b>	<b>4.69</b>	<b>301.72</b>
RECOVERY	297.03	4.69	301.72
DISPOSAL	-	-	-
<b>DANGEROUS</b>	<b>6.86</b>	<b>-</b>	<b>6.86</b>
RECOVERY	2.27	-	2.27
DISPOSAL	4.59	-	4.59
<b>TOTAL</b>	<b>303.89</b>	<b>4.69</b>	<b>308.58</b>



In light of the type of non-hazardous waste produced and subsequently sent to designated recovery centers, the company is demonstrating a commendable commitment to environmental sustainability, striving to the greatest extent possible to separate and sort waste.

This same principle is also applied inside the offices. The company employs a targeted selective collection process through specialized containers that facilitate the proper separation of urban assimilable.

## 5.5. ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES / BIODIVERSITY (sasb IF-EN-160a.1.,2)

The primary activities conducted on the site involve the assembly of:

- Bolted structures for swimming pools made of PVC laminated stainless steel panels
- PVC reinforced linings
- PVC piping
- Finishing tiles
- Competition accessories

In addition to the above, the company has introduced new product lines for which assembly is performed. Specifically:

- EPS wellness cabins
  - Wooden wellness cabins
  - Steel wellness cabins
  - Systems for operation of wellness cabins
  - Metal carpentry structures for decks and movable bottoms
  - Methacrylate walls
  - Carpentry structures for slides
  - Fiberglass structures for slides
- A&T Europe does not have in-house personnel to perform installation activities; these activities are subcontracted to third-party companies

In-house personnel primarily serve as technical advisors and trainers and are occasionally directly involved in special or high-priority assemblies. The majority of installation activities are outsourced to third-party companies. In most cases, A&T Europe subcontracts for the general contractor of the projects in which it participates.

In contract schemes, activities with the highest environmental impact, such as waste management, are often excluded from the contract and instead managed by the general contractor.

In instances where these activities are part of A&T Europe's contractual obligations, they are managed through subcontractors with expertise in waste management.

A Site Manager is assigned to each directly managed job. The Site Manager is responsible for planning site activities and checking the progress of the subcontractor's work. The Project Manager-Site Manager determines whether there is a need to engage a waste disposal company and, if so, applies to it for registration in the National Register of Environmental Managers and any waste transport/storage permits.

A&T Europe adheres to a policy of subcontracting work execution to qualified partner companies, both in Italy and abroad. Subcontracting companies are selected by A&T Europe personnel through a rigorous qualification process, which includes Pool Academy training, document verification, and a thorough review of their work performance.

In order to cope with the increasing workload and manage the complexities arising from strong differentiation, both product and geographic, the company is seeking local subcontractors to work alongside product specialists. The local organization allows for greater capacity to respond to the specific requirements of different countries.

During the course of the aforementioned activities in 2023, there were no notable incidents or reports of noncompliance with environmental permits, standards, laws, and regulations.





6.



COMMUNITY.





## 6.1. STRUCTURAL INTEGRITY AND SAFETY OF THE PRODUCT (sasb IF-EN-250a.1.,2)

A&T Europe manufactures its pools with a proprietary modular system that utilizes stainless steel panels onto which a layer of thick and hard PVC is laminated at high temperature. The quality of the stainless steel used ensures the structure's long life, strength, and reliability in any situation. All elements, including rails, panels, and channels, are bolted together to avoid welds, which are particularly susceptible to corrosion. PVC provides optimal waterproofing and is now a common choice for public swimming pools due to its exceptional resistance to UV rays and chemicals, as well as its ease of cleaning and pleasant tactile quality. PVC is utilized for all wall joints, at the pool bottom, and between the wall and pool bottom, ensuring a comprehensive final seal.

In 2023, A&T Europe did not incur any costs related to product safety rework, which were the responsibility of the company.

The company incurred product rework costs related to defects, amounting to a total of 267,716.86 euros. The total amount was calculated based on the costs of various activities, including removal of installed items, material, design, production and installation of replacements, necessary equipment, and shipping. Of the total amount, 35,866.70 euros were spent due to company errors, while 231,850.16 euros were spent due to supplier errors.

The most significant cost associated with supplier reworks was incurred on a project where the movable bulkhead supplied by the supplier did not meet the required safety, welding, and material standards. The total amount paid for these reworks was 165,019.25 euros.

To prevent and reduce this type of error, we have implemented several measures, including regular meetings with the supplier, introduction of product inspection checklists, and expansion of the technical resource group. Additionally, we have incorporated formal audits at supplier sites into our processes to assess the maintenance status of equipment, including the organization of materials to prevent inadvertent exchanges between fungible materials of different quality.

In 2023, A&T Europe incurred total expenses of €314,374.24 related to legal proceedings and signed agreements associated with incidents or allegations related to product defects and safety. These expenses represent a negligible percentage of the company's overall activities and are within the expected margin of error.

In accordance with privacy regulations, we are unable to provide details about the parties involved, the type of proceedings, or the context.

The monetary disbursement was made in order to rectify issues caused by defects in the product's watertightness, errors made during the installation process, product defects, or imperfections in the waterproofing.

While corrective actions have not yet been implemented, an evaluation of the products and installation process involved in the sanction process has been initiated.

## 6.2. PRODUCT CERTIFICATIONS AND LABELLING

(gri 417-1, 417-2)

A&T Europe has obtained EN 1090-2 certification for the structural steel component of its construction products, thereby meeting the requisite standards for quality and safety.

The harmonized standard EN 1090-1:2009/EC 1-2011, entitled "Execution of steel and aluminum structures Part 1," The "Requirements for Conformity Assessment of Structural Components" outlines the requirements and methods for affixing the CE marking in accordance with European Regulation (EU) No. 305/2011. All manufacturers of steel and aluminum structures are required to implement CE marking according to EN 1090-1 for their products and production facilities. This implementation became mandatory as of July 1, 2014. The manufacturer must preliminarily qualify its products through initial type tests or calculations and certify its FPC (Factory Production Control) through the intervention of an authorized notified body.

In regard to the requisite construction specifications, the pertinent references are to EN 1090-2 for steel structures and to EN 1090-3 for aluminum structures. The stipulations for conformity assessment for all structural types are delineated according to a singular standard.

The products covered by the standard represent some of the most critical offerings in the civil works sector, including structural metalwork and its diverse applications in construction projects such as buildings, educational institutions, commercial premises, and road infrastructure.

While the UNI EN 1090-1 standard does not directly contain standards governing structural design and calculations related to construction, it does make reference to them on occasion.

A&T Europe is pleased to announce that we have achieved Uniform Plumbing Code (UPC) certification of our solid surface materials, in accordance with the ANSI/ICPA standard SS1-01. The UPC is a model code developed by the International Association of Plumbing and Mechanical Officials (IAPMO) with the aim of regulating the installation and inspection of plumbing systems in a manner that promotes public health, safety and welfare. The UPC is a rigorous and internationally recognised marking.

In the course of 2023, the company did not discover any instances of non-compliance with regulations and/or voluntary product marking codes.

## 6.3. MARKETING (gri 417-3)

Our company is committed to maintaining the highest standards of transparency in our brand communication. We base our messaging on tangible, factual evidence and measurable scientific data, which aligns with our core values and reflects our commitment to integrity and accountability.

A recognition of our corporate values also entails presenting ourselves to the world in a unified and consistent manner, representing all companies within the Industrial Group as a unified entity.

Ethical marketing and related codes of business conduct are fundamental elements of our corporate culture. Our company is committed to fostering ethical conduct among employees and business partners in all aspects of our operations, including product and service promotion and production. The decisions made by our employees and representatives have a significant impact on the way we communicate as a company. We strive to make choices that align with our core values of respect, fairness, transparency, truthfulness, and a healthy awareness of the user's needs. This approach enhances the credibility and reliability of our brand while benefiting the entire community.



## ETHICS AS A GUIDELINE

Our company has always operated in full compliance with various legal protocols, including 231 and GDPR, to ensure transparent and respectful administration of user privacy.

**THE PURPOSE OF CORPORATE COMMUNICATION IS TO PRESENT PRODUCTS AND SERVICES IN A CLEAR AND HONEST WAY, RESPECTING CUSTOMERS, STAKEHOLDERS, AND THE COMPANY'S OWN ETHICS. VIRTUOUS COMMUNICATION ENABLES CORPORATE BRANDS TO BE RECOGNIZED BY CONSUMERS AS BRANDS CAPABLE OF OPERATING ACCORDING TO SOUND LOGIC, THUS FOSTERING THEIR CONSOLIDATION IN THEIR TARGET MARKETS AS CREDIBLE AND RELIABLE BRANDS FOR THEIR AUDIENCES.**

During FY2023, there were no instances of noncompliance with regulations or voluntary codes pertaining to marketing communications, including advertisements, promotions, and sponsorships.



7.



PEOPLE.



## 7.1 PEOPLE MANAGEMENT

### 7.1.1. EMPLOYEES (gri 2-7)

As of December 31, 2023, A&T Europe's workforce consists of 322 resources, representing a slight increase compared to the previous year. The majority of the workforce is comprised of permanent employees.

A&T Europe's workforce is comprised of 62% male and 38% female employees. The majority of our employees (82%) are on a full-time basis, with the remainder on temporary contracts. In 2023, the majority of employees are in the 30-50 age group, representing 62% of the total workforce. Ten percent of employees are under 30<sup>1</sup>.

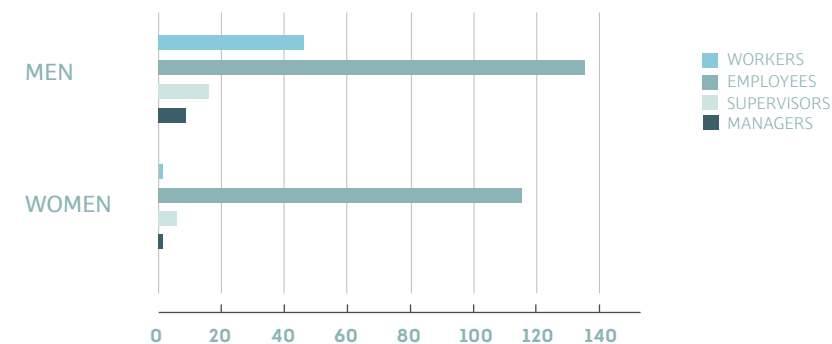
<sup>1</sup> The calculation does not include managers



The majority of the group's staff (79 percent) are white-collar employees, while 15 percent are blue-collar.

The remaining 6 percent are in executive or middle management.

#### PEOPLE BY CLASSIFICATION AND GENDER



A&T Europe has a presence in Italy, with the majority of employees based at the company headquarters in Castiglione delle Stiviere (MN).

A&T Europe reports the total number of employees according to the number of people in the company at the end of the reporting period, which is set at December 31. There were no significant changes in the number of employees in 2023 compared to the previous year.

#### EMPLOYEES DATA TABLE

EMPLOYEES BY TYPE OF CONTRACT AND GENDER	2023			2022			2021		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
PERMANENT	111	187	298	115	187	302	107	186	293
FIXED TERM	10	14	24	4	6	10	8	9	17
<b>TOTAL</b>	<b>121</b>	<b>201</b>	<b>322</b>	<b>119</b>	<b>193</b>	<b>312</b>	<b>115</b>	<b>195</b>	<b>310</b>



## 7.1.2. SELF-EMPLOYED PERSONNEL (gri 2-8)

Due to an unforeseen surge in workload and elevated staff turnover, A&T Europe had to augment its workforce with non-employee personnel sourced from cooperatives.

A&T Europe reports the total number of non-employee workers according to the number of people in the company at the end of the reporting period, which is set as of December 31.

### SELF-EMPLOYED PERSONNEL TABLE

JOB DESCRIPTION	2023
WAREHOUSEMEN	9
RECEPTION	1
INTERNS	3
EMPLOYEES	1
<b>TOTAL</b>	<b>14</b>

## 7.1.3. NEW HIRINGS AND TURNOVER (gri 401-1)

A&T Europe employed a total of 34 individuals during 2023, including 12 women and 22 men. The rate of new hires is 10.6%, with a balanced distribution between women (9.8%) and men (11%). The number of discharged employees is 26, in line with the number of hires, and the respective turnover rate is 8%. Compared to 2022, turnover rates are stable at a physiological level<sup>1</sup>.

<sup>1</sup> The calculation does not include managers

### NEW HIRINGS AND TURNOVER TABLE

2023	WOMEN				MEN				TOTAL
	< 30 YEARS OLD	30-50 YEARS OLD	>50 YEARS OLD	TOTAL WOMEN	< 30 YEARS OLD	30-50 YEARS OLD	> 50 YEARS OLD	TOTAL MEN	
NUMBER OF EMPLOYEES	16	76	29	<b>121</b>	16	123	62	<b>201</b>	<b>322</b>
NUMBER OF NEW HIRES	6	10	0	<b>12</b>	6	11	1	<b>22</b>	<b>34</b>
NUMBER RESIGNED	2	7	1	<b>10</b>	2	9	5	<b>16</b>	<b>26</b>
NEW HIRE RATE	37.0%	13.2%	0.0%	<b>9.8%</b>	37.5%	8.9%	1.6%	<b>11%</b>	<b>10.6%</b>
RATE RESIGNED	12.5%	9.2%	3.4%	<b>8.3%</b>	12.5%	7.3%	8.0%	<b>8.0%</b>	<b>8.0%</b>

2022	WOMEN				MEN				TOTAL
	< 30 YEARS OLD	30-50 YEARS OLD	>50 YEARS OLD	TOTAL WOMEN	< 30 YEARS OLD	30-50 YEARS OLD	> 50 YEARS OLD	TOTAL MEN	
NUMBER OF EMPLOYEES	15	78	25	<b>118</b>	16	122	47	<b>185</b>	<b>303</b>
NUMBER OF NEW HIRES	6	5	0	<b>11</b>	6	9	1	<b>16</b>	<b>26</b>
NUMBER RESIGNED	2	1	7	<b>10</b>	1	13	4	<b>18</b>	<b>28</b>
NEW HIRE RATE	40.0%	6.4%	0.0%	<b>9.3%</b>	37.5%	7.4%	2.1%	<b>8.6%</b>	<b>8.9%</b>
RATE RESIGNED	13.3%	1.3%	28.0%	<b>8.5%</b>	6.3%	10.7%	8.5%	<b>9.7%</b>	<b>9.2%</b>

2021	WOMEN				MEN				TOTAL
	< 30 YEARS OLD	30-50 YEARS OLD	>50 YEARS OLD	TOTAL WOMEN	< 30 YEARS OLD	30-50 YEARS OLD	> 50 YEARS OLD	TOTAL MEN	
NUMBER OF EMPLOYEES	18	68	29	<b>115</b>	14	128	44	<b>186</b>	<b>301</b>
NUMBER OF NEW HIRES	4	9	0	<b>13</b>	4	7	2	<b>13</b>	<b>26</b>
NUMBER RESIGNED	0	2	7	<b>9</b>	0	12	0	<b>12</b>	<b>17</b>
NEW HIRE RATE	22.2%	13.2%	0.0%	<b>11.3%</b>	28.6%	5.5%	4.5%	<b>7.0%</b>	<b>8.6%</b>
RATE RESIGNED	0.0%	2.9%	24.1%	<b>7.8%</b>	0.0%	9.4%	0.0%	<b>6.5%</b>	<b>5.6%</b>

## 7.1.4. EMPLOYEE BENEFITS (gri 401-2, 401-3)

### ATTENTION TO EMPLOYEE SATISFACTION.

**A&T EUROPE HAS CONSISTENTLY DEMONSTRATED A COMMITMENT TO ADDRESSING EMPLOYEE HEALTH AND WELL-BEING IN THE WORKPLACE.**



In this regard, the company has implemented numerous initiatives and is continuously developing new ones, as well as enhancing existing ones. Notably, it has incorporated second-level supplementary bargaining into the traditional labor contract, incorporating various elements designed to enhance satisfaction, including a non-absorbable collective superminimum, a holiday bonus, a performance bonus, a company welfare plan, meal vouchers, and hourly flexibility in and out.

A&T Europe provides access to a range of health services, including blood tests and flu shots, delivered directly in-house once a year.

In addition to these activities, which promote health and wellness in the workplace in a broad and inclusive manner, the company has initiated several programs related to WHP (Workplace Health Promotion) and Health Sport & Wellness. These programs, launched in 2018, encourage healthy lifestyles and physical movement. In this regard, the company provides fresh fruit in common areas on a weekly basis. Additionally, meetings are held with nutritionists, personal trainers, and physical therapists with the objective of increasing awareness and preventing diseases related to nutritional deficiencies and sedentary lifestyles. Another example is the pedal-assisted bicycle rental service, made available for the summer season.

Health Sport & Wellness also includes organizing company tournaments, as well as sponsoring events and competitions in sports, walks, and bike rides. These events are designed to encourage cohesion and sharing. One of the most recent initiatives has been to offer admission to Aquamore centers to employees and a concession for access to family members. This is intended to promote the positive value of activities carried out in the water.

In 2023, the number of events remained unchanged. However, efforts were made to diversify the offerings, including new educational and informational meetings on active breaks and diseases such as atrial fibrillation, as well as new sports events such as SUP yoga.

The most sought-after benefit among full-time employees is health insurance, followed by the company's supplementary contribution to the company pension fund.

**BENEFIT TABLE FOR FULL-TIME EMPLOYEES**

BENEFIT	2023	2022	2021
HEALTH CARE	255	260	249
PARENTAL LEAVE	10	6	6
PENSION CONTRIBUTIONS	67	65	60

The rate of return to work from parental leave in 2023 was 100 per cent, as well as in 2022 and 2021.

**PARENTAL LEAVE TABLE**

PARENTAL LEAVE	2023			2022			2021		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
THOSE ELIGIBLE	5	5	10	9	5	14	10	4	14
USED	5	5	10	9	5	14	10	4	14
RETURNED BY THE END OF THE YEAR	2	5	7	9	4	13	9	3	12
STAYED BEYOND 12 MONTHS	2	5	7	9	4	13	9	3	12
RETURN RATE	40%	100%	70%	100%	80%	93%	90%	75%	86%
LOYALTY RATE	67%	100%	88%	90%	100%	93%	n.d.	n.d.	n.d.

**7.2. TRAINING AND EDUCATION** *(gri 404-1, 404-3)*

The number of employees included in the calculation of training provided is the average of the absolute values for the years 2022 and 2023.

**TABLE AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE FOR THE YEARS 2022-2023**

CATEGORY	WOMEN	MEN	TOTAL
MANAGERS	-	12.0	12.0
SUPERVISORS	16.7	21.4	19.6
EMPLOYEES	19.9	22.0	21.2
WORKER	-	88.6	88.6
<b>TOTAL</b>	<b>19.8</b>	<b>27.3</b>	<b>24.3</b>

A&T Europe places a strong emphasis on actively listening to the needs of its employees. In order to facilitate this, the company has introduced a new evaluation system, known as VCC (Evaluation of Competencies and Behaviors), which is designed to assist in defining the annual training plan. The benefit to the employee is the opportunity for constant improvement of their knowledge and skills, as well as ongoing training.



TABLE PERIODIC ASSESSMENT OF SKILLS YEAR 2023

CATEGORY	% SUBJECT TO EVALUATION
MANAGERS	67%
SUPERVISORS	100%
EMPLOYEE	100%
WORKERS	n.d.
<b>TOTAL</b>	<b>84%</b>

### 7.3. INVOLVMENT, DIVERSITY AND INCLUSION (gri 405-1b)

A&T Europe has achieved substantial gender parity at the white-collar level. However, the blue-collar category continues to have a higher male presence, reflecting the nature of the work on the shop floor. To achieve full gender equality, there is a need for greater commitment to gender equality at the management level.

EMPLOYEE DIVERSITY TABLE BY CATEGORY

EMPLOYEES BY PROFESSIONAL PROFILE AND GENDER	2023			2022			2021		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
MANAGERS	1	8	9	1	8	9	1	8	9
SUPERVISORS	3	17	20	4	18	22	3	18	21
EMPLOYEES	116	131	247	113	124	237	111	123	234
WORKERS	1	45	46	1	43	44	1	45	46
<b>TOTAL</b>	<b>121</b>	<b>201</b>	<b>322</b>	<b>119</b>	<b>193</b>	<b>312</b>	<b>116</b>	<b>194</b>	<b>310</b>
<b>PERCENTUAL</b>	<b>37.6%</b>	<b>62.4%</b>	<b>100%</b>	<b>38.1%</b>	<b>61.9%</b>	<b>100%</b>	<b>37.4%</b>	<b>61.6%</b>	<b>100%</b>

A&T Europe is firmly committed to diversity and inclusion. In this regard, we are pleased to announce our collaboration with the Aole Amateur Sports Association. The Aole Amateur Sports Association is a company with the purpose of promoting and developing projects for the autonomy, social, and cultural integration of people with disabilities. We look forward to a fruitful partnership.

In 2023, A&T Europe provided support to the Aole association in their participation in events organized by Special Olympics France, a sports organization for people with disabilities. The annual meeting at the Sophia-Antipolis center marked its 15th anniversary. Its success was made possible thanks to the support of sponsors, who enabled as many as 150 athletes with intellectual disabilities, along with their coaches, families, and supporters, to participate. This year’s swimming competitions, which included four disciplines and over four distances, were attended by a team of athletes aged 9 to 37 from Aole.

Furthermore, the company plans to implement equal opportunity regulations with the objective of advancing gender equality and preventing all forms of discrimination related to gender and sexual orientation.

### 7.4. HEALTH AND SAFETY AT WORK

#### 7.4.1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (gri 403-1)

A&T Europe operates an occupational health and safety management system in compliance with legal obligations under the Health and Safety Consolidation Act (Legislative Decree 81/2008).

These obligations can be identified in the following general protection measures:

- Assessment of risks to which workers are exposed, adoption of relevant prevention measures, provision of PPE (Personal Protective Equipment) related to risks
- Information, education and training of workers
- Health surveillance
- Participation and consultation of workers and their representatives, in relation to prevention and safety activities. A specific HSE (Health Safety Environment) software was activated to manage the activities and related documentation.

A&T Europe has not yet achieved ISO 45001 certification for its management system, which is designed to ensure occupational health and safety).

For subcontracted activities, for which A&T Europe is a guarantor to its principal, or which are carried out at external construction sites (e.g., pool installation construction sites, cruise ships, etc.), or to be carried out in workplaces that are in any case under the control of A&T Europe (internal construction sites), the company requires its contractors to provide, prior to the awarding of the work, all documentation attesting to the regular fulfillment of safety requirements, both by the organization and towards its employees or collaborators.

All documentation attesting to the regular fulfillment of safety requirements by the organization and towards its employees or collaborators must be provided. This includes attestations of the safety and training of workers/collaborators, as well as proof of compliance with civil, tax, social security, and safety legal obligations (CCIAA/DURC, DUVRI, POS, etc...).



## 7.4.2. HAZARD IDENTIFICATION, RISK ASSESSMENT, AND ACCIDENT INVESTIGATION (gri 403-2)

To guarantee the impartiality of the investigation and the requisite expertise, the identification and assessment of risks are outsourced to industry consultants.

Investigations are conducted by sharing information with internal safety roles, including the Prevention and Protection Service Manager (RSPP), Officer (ASPP), and Area/Sector Managers. These roles work in collaboration with relevant personnel to inspect workplaces and conduct interviews to gather pertinent information.

The results of verification and monitoring activities, accompanied by the relevant documentation (photos, technical reports, etc.), are formalized in special periodic audits conducted by the RSPP. Any critical issues (accidents, incidents, other events, etc.) are reviewed during specific meetings held among personnel with safety roles and, if necessary, interested personnel directly involved in the issues under review. The purpose of these meetings is to investigate the circumstances surrounding the issue and implement appropriate corrective and improvement actions.

Specific forms of the Quality Management System (ISO 9001) have been updated to report critical issues, harmful events, accidents and near misses, as well as any staff discomfort. The report is sent to the Prevention and Protection Service Manager (RSPP). The most critical damaging events are also evaluated in depth as part of the Annual Meeting of the Safety and Prevention Service (Art. 35 Legislative Decree 81/2008).

Furthermore, the company encourages the utilisation of insights and investigations when modifications are implemented to business processes or production and logistics layouts.

## 7.4.3. PROFESSIONAL HEALTH SERVICES (gri 403-3)

In accordance with the health and safety requirements set forth in Consolidated Act 81/2008, occupational health services are provided in a manner that ensures the general protective measures are met by the employer. These measures are included in the management system.

The company's Prevention and Protection Service has the following figures:

- Prevention and Protection Service Manager (RSPP)
- Person in charge of the Prevention and Protection Service (ASPP)
- Supervisors
- Competent physician
- Workers' safety representatives (RLS)

In accordance with Article 50 of Legislative Decree 81/2008, workers are entitled to participate in activities related to safety management within the company. (Attributions of the RLS). Health surveillance activities are conducted under the direction of the duly qualified physician. Individual health records, which contain data regarding each worker, are managed and accessible only by the physician responsible for overseeing the health surveillance activities. Any limitations and/or requirements set out in the certificate of fitness for duty are communicated to the RSPP, who is responsible for sharing this information with the individual whose activities they relate to, in order to ensure that they are enforced. Health surveillance activities are conducted in a dedicated room at the company's headquarters, equipped with the necessary furnishings, during regular business hours. These activities are carried out in strict compliance with the provisions that safeguard the right to privacy.

## 7.4.4. WORKER PARTICIPATION AND CONSULTANT (gri 403-4)

The involvement of employees in matters pertaining to occupational health and safety is primarily reflected in the rights enshrined within the Safety Consolidation Act, particularly in the prerogatives recognized to the role of the RLS (Art. 50 Legislative Decree 81/2008).

In the context of the company's Prevention and Protection Service (PPS), the RLSs are also involved in the Verification and Control Audits conducted on a regular basis by the company's RSPP, in collaboration with the head of the relevant area. Minutes of these audits are prepared, signed by the relevant parties, and kept on file.

The RSPP convenes select committees to investigate specific safety issues at events. These issues may include instances of malaise, accidents, or near misses. The RSPP also addresses other critical matters related to safety at events. . .).

In the event that a worker's behavior gives rise to critical issues, the worker shall be invited to attend the meeting. The proceedings shall be documented in minutes, signed by all participants, and retained in the official records.

At the annual meeting of the SPP (art. 35 d.lgs. 81/2008), please pay particular attention to the critical issues and how they have been addressed and resolved.

In the event that the facts give rise to disciplinary charges, the activities are handled by the SPP in conjunction with the personnel department and with the participation of the company's RSUs (unitary union representatives).

## 7.4.5. STAFF MEMBER TRAINING (gri 403-5)

Training on occupational health and safety is provided to employees in a manner that is both general and specific to their roles. General training is provided to all employees. Specific training is supplementary to general training and is based on the risk index associated with each worker's particular job role (low, medium, high). Additional specific training is provided for activities that present unique risks, such as working at heights, in confined spaces, with electricity, and with chemicals.

The company offers specialized training for personnel assigned to emergency response teams, including firefighting, first aid, and defibrillator operator roles.

Training activities are provided by external training providers during working hours and are compensated accordingly. The effectiveness of each course is evaluated at the conclusion of the program through the administration of a specialized questionnaire. Some courses are conducted externally at the facilities of contracted entities, while others are held on-site.

A&T Europe also facilitates training programs designed to enhance awareness of potential risks and hazards associated with specific activities conducted by company personnel.

These include:

- Course on safe access to construction sites
- Course on safely escorting guests to storage rooms



### 7.4.6. FOSTERING STAFF MEMBERS' HEALTH (gri 403-6)

A&T Europe promotes access to additional free and voluntary health services provided in the company and within working hours, specifically:

- Flu vaccination program: administered by nursing staff, with the assistance of the company physician
- Blood tests: administered by licensed nursing staff, with physician present

As part of the more general health promotion services and programs, A&T Europe organizes the following services and activities:

- Nutritionist
- Fruit distribution
- Provision of electric bikes
- Sports conventions (gyms, swimming pools, physiotherapy studios, etc.)
- Company bookstore
- Off-the-job sports trips
- Recreational leisure activities (e.g., beach volleyball tournament, padel tournament, etc..)

### 7.4.7. PREVENTION AND MITIGATION RELATED TO OPERATIONAL ACTIVITIES (gri 403-7)

The need for occupational health and safety protection related to A&T Europe's operational activities arises from overseas travel by sales personnel, and in particular from:

- Health conditions present in foreign countries
- Sociopolitical and logistical-environmental conditions of personnel's stay there
- Risks from Covid contagion -19 (as of 2020)

The SPP provides comprehensive information to personnel prior to their international assignments. This includes detailed health and safety guidance on the potential risks associated with the destination countries, as well as recommendations for specific prophylaxis where necessary.

In the event that the sociopolitical environment of the destination country presents any risks, the company provides on-site support services with the objective of ensuring the highest possible security for its staff (e.g., escorted travel). There is a corporate travel policy which contains directions and recommendations to be followed while in countries deemed to present a risk.

Since the onset of the pandemic in 2020, information activities have been a key component of risk management strategies for travel and destination country precautions. These rules and directions are available on government sites, particularly that of the Ministry of Health.

They have been implemented by providing staff with operational support in carrying out all required investigations and certifications (Green Pass, molecular swabs, etc.) in order to travel safely.

Despite the reduced risk of infection from the virus, the SPP continues to ensure careful monitoring efforts.

### 7.4.8. MANAGEMENT SYSTEM COVERAGE (gri 403-8)

A&T Europe's occupational health and safety management system applies to all A&T Europe employees. It is implemented through compliance with regulatory safety requirements and by means of the monitoring, supervision, and control activities described in the previous points (audits, select committees, annual service meeting, etc..).

In relation to external organisations contracted to carry out works and services under a contracting regime, the management of health and safety aspects is the responsibility of the acquiring the documentation required for the activities entrusted by the reference legislation (Legislative Decree 81/08). The same is done for the personnel of external firms to whom activities are contracted within the corporate sites of A&T Europe.

### 7.4.9 ACCIDENTS AT WORK (sasb RT-IG-320a.1, gri 403-9)

In 2023, A&T Europe achieved a significant safety milestone with no deaths or serious occupational injuries among its employees. While there was one minor injury, the company's robust data monitoring and management reporting system ensures that every incident is closely tracked and days generated, divided by sector.

Incidence rates were calculated on the basis of 200,000 hours.

TABLE OF EMPLOYEE ACCIDENTS AT WORK

	2023	2022	2021
NUMBER OF DEATHS	0	0	0
NUMBER OF SERIOUS INJURIES	0	0	0
NUMBER OF RECORDABLE INJURIES	1	0	3
NUMBER OF NEAR-MISSES	2	0	1
HOURS WORKED	508831	541686	513805
	2023	2022	2021
DEATH RATE	0	0	0
OF SERIUOS INJURIES	0	0	0
RECORDABLE INJURY RATE (TRIR)	0.39	0	1.17
NEAR MISS FREQUENCY RATE	0.78	0	0.39



## INDEX SASB 2023

TOPIC	ACCOUNTING METRIC	DATA	PAGE	CODE
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	No recorded incidents	<b>88</b>	IF-EN-160a.1
	Discussion of processes to assess and manage environmental risk associated with project design, siting, and construction	-	<b>88</b>	IF-EN-160a.2
Structural Integrity & Safety	Amount of defect-and safety-related rework costs	€ 267,716.86	<b>92</b>	IF-EN-250a.1
	Total amount of monetary losses as a result of legal proceedings associated with defect-and safety-related incidents	€ 314,374.24	<b>92</b>	IF-EN-250a.2
Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	(1) 2 (2) 10	<b>69</b>	IF-EN-410a.1
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	-	<b>71</b>	IF-EN-410a.2
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	(1) None (2) None	<b>64</b>	IF-EN-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices	(1) None (2) None	<b>64</b>	IF-EN-510a.2
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	-	<b>64</b>	IF-EN-510a.3
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 5,487 GJ (2) 48.9% (3) 9.2%	<b>78</b>	RT-IG-130a.1
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	(1) 0.39 (2) 0 (3) 0.78	<b>109</b>	RT-IG-320a.1
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	5% of total revenue	<b>74</b>	RT-IG-440b.1

Declaration of use	A&T Europe S.p.A. has reported the information cited in this GRI content index for the period from 1/1/2023 to 31/12/2023 with reference to the GRI standards.
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GRI 1 Used	GRI 1 - Fundamental principles – 2021 version
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STANDARD GRI	MARKER	DESCRIPTION	PAGE
GRI 2: General Disclosures 2021	2-1	Organizational details	<b>27</b>
	2-2	Entities included in the organisation's sustainability reporting	<b>27</b>
	2-3	Reporting period, frequency and point of contact	<b>15</b>
	2-4	Review of information	<b>15</b>
	2-6	Activities, value chain and other business relationships	<b>29</b>
	2-7	Employees	<b>98</b>
	2-8	Self-employed	<b>100</b>
	2-9	Governance structure and composition	<b>60</b>
	2-22	Declaration on sustainable development strategy	<b>6</b>
GRI 3: Material Topics 2021	2-25	Process aimed at remedying negative impacts	<b>61</b>
	2-26	Mechanisms for requesting clarification and raising concerns	<b>63</b>
	2-27	Compliance with laws and regulations	<b>64</b>
	2-29	Approach to stakeholder engagement	<b>53</b>
	3-1	Process of determining material topics	<b>55</b>
	3-2	List of material topics	<b>55</b>
	3-3	Management of material topics	<b>46</b>
GRI 201: Economic Performance 2016	201-1	Direct generated and distributed economic value	<b>48</b>
GRI 204: Procurement Practices 2016	204-1	Proportion of spending made with local suppliers	<b>49</b>

## INDEX GRI 2023



## INDEX GRI 2023

GRI 303: Water and effluents 2018	303-1	Interactions with water as a resource	<b>84</b>
	303-3	Water use	<b>84</b>
	303-4	Water discharge	<b>85</b>
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