

Sustainability report **2024**



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Sustainability Report

2024

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“Aware that sustainability is not a destination but a continuous journey, we renew our commitment to improve every day, with our eyes set on the future.”

Roberto Spezzapria - Chairman of Compagnia Siderurgica S.p.a.

Letter to Stakeholders

| ESRS 2 GOV 4, GRI 2-22

Dear Stakeholders,

With a strong sense of responsibility, we present the 2024 Sustainability Report of our company. This document represents not only an accurate account of the results we have achieved, but also a tangible commitment to an increasingly sustainable, innovative, and inclusive industrial model.

The year 2024 was marked by global challenges, but also by significant milestones. In a sector like metalworking—historically associated with energy- and resource-intensive processes—we have made a determined choice to embark on a path of transformation.

We have invested in more efficient technologies, reduced emissions from our plants, and optimized the use of raw materials by adopting circular economy solutions and certified environmental management systems.

Over the course of the year, we pursued and achieved nearly all of the numerous social, environmental, and governance goals we had set for 2024 in our 2023 ESG Report—marking a major step forward in our sustainability journey.

Among the most significant results achieved in 2024, we highlight:

- The achievement of ISO 45001 and ISO 50001 certifications;
- The maintenance of ISO 14001 and ISO 9001 certifications, ensuring responsible management and continuous improvement;
- The installation of a photovoltaic plant, a concrete step toward reducing environmental impact;
- The deepening of near miss and incident investigations, underscoring our commitment to workplace safety;
- The review of GDPR compliance and the Privacy Register, ensuring procedures remain aligned with the company's organizational structure;
- The strengthening of corporate welfare policies, including continued coverage with supplemental health and accident insurance;
- The update of whistleblowing procedures and the implementation of training initiatives on ESG topics and business ethics;
- The enhancement of governance, including the integration of ESG criteria into supplier evaluations and the mandatory signing of the Code of Conduct;
- The reduction of plastic waste through the water dispenser project, which led to a saving of approximately 408 plastic bottles..

However, some objectives were not completed within the expected timeframe and have been rescheduled for 2025, including:

- Company-wide ESG training, to be completed in the coming months;
- Additional training on topics related to our core business (e.g., whistleblowing), included in the 2025 training plan;
- Assessment of rainwater collection, which was postponed due to ongoing construction work to expand our facilities.

The goals we set and achieved demonstrate our commitment not only to environmental protection but also to people and communities. For this reason, we have strengthened workplace safety policies, implemented targeted short-term training courses for our staff based on direct feedback from employees, and supported social initiatives in the areas where we operate.

We are fully aware that sustainability is a continuous and challenging journey. That is why we remain focused on the ongoing improvement of our processes and our responsibilities toward the environment, people, and the communities we are part of.

This Report is the result of the contribution of everyone: employees, partners, clients, suppliers, and institutions. To each of you, we extend our sincere thanks for your trust and for the role you play in our path toward responsible growth..

Happy reading,

Roberto Spezzapria

Chairman of Compagnia Siderurgica S.p.a.



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