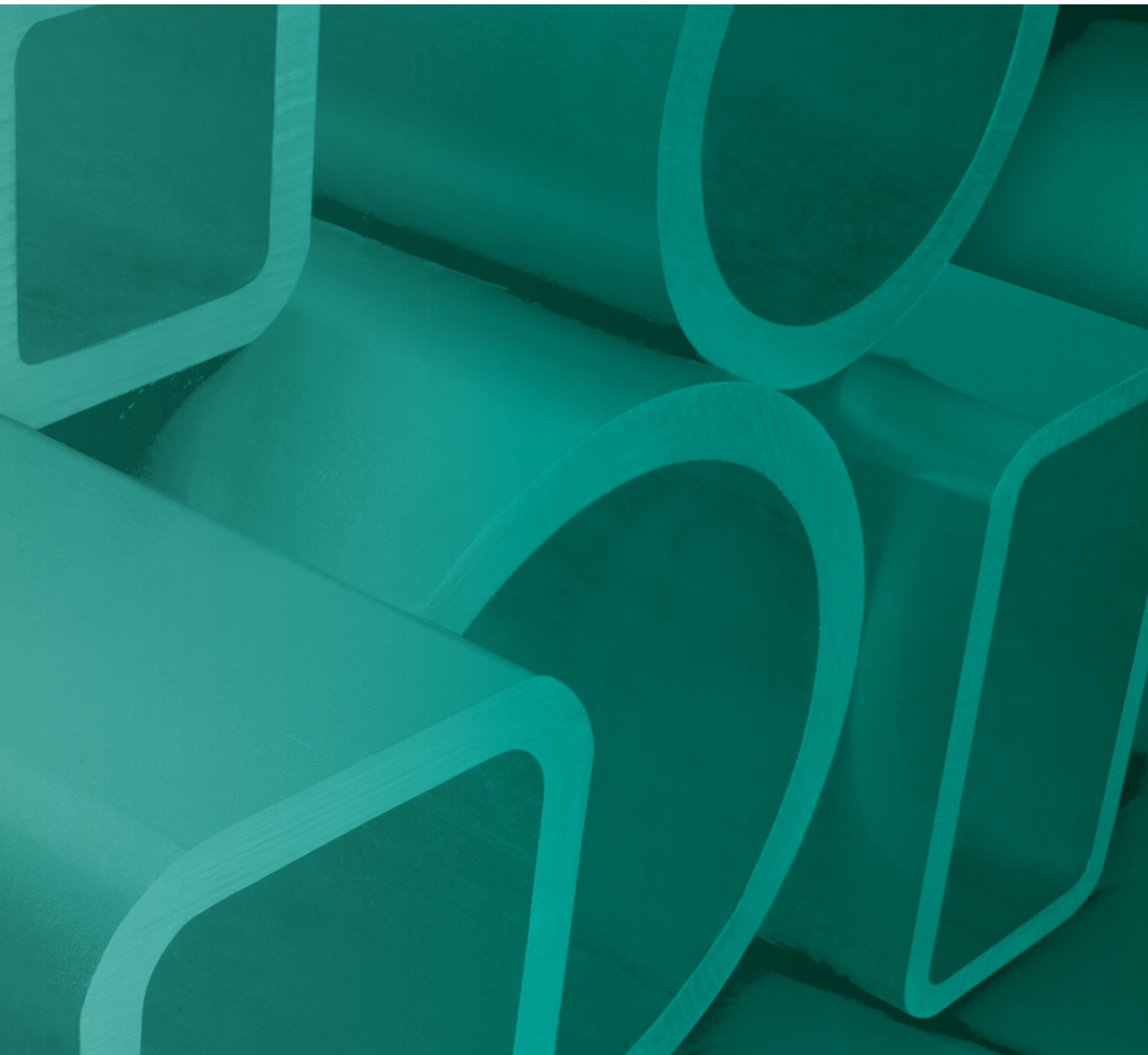


**PADANA TUBI**  
& PROFILATI ACCIAIO S.P.A.

Today, for the future:  
innovation, efficiency, vision  
Sustainability Report 2024



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## Letter to stakeholder

Dear Readers,

We are pleased to introduce the 2024 Sustainability Report with a few comments and reflections, marking our continuous journey of structured reporting and open sharing with you on the key contextual, social, environmental, and governance topics we have managed and addressed over the past year.

In many respects, the global geopolitical landscape in 2024 exhibited dynamics similar to the previous year. The war between Russia and Ukraine continues with no sign of resolution, conflicts in the Middle East have expanded, and acts of piracy in the Red Sea have continued to affect shipping routes—including those for steel products. Natural gas and electricity prices are still under pressure.

According to major statistical indicators, the European industrial production has been in continuous decline since February 2023, and recovery forecasts for many strategic sectors such as automotive, construction, household appliances, and general mechanics appear to be postponed to the second half of 2025.

The economic and social impact of this crisis, the outcomes of political elections in many parts of the world (particularly in Europe and in the USA), the ongoing economic slowdown in China, and the technical and scientific debate on the real potential for replacing non-renewable energy sources have gradually sparked and reinforced new reflections on the methods and on the timelines of the ecological transition.

As a company with deep local roots and a strong awareness of our social role, we see it as both a duty and an opportunity to align our daily work with the protection and enhancement of people—those who work for or interact with Padana Tubi in various ways—and the safeguarding of the environment around us, in all the ways this commitment can be interpreted.

At the same time, we firmly believe that setting unfeasible climate or environmental goals, imposing transition-related costs or regulations that heavily burden European companies or encouraging the use of technologies that are not truly green—or are problematic in other respects—are not the right answers to a valid and pressing need.

Therefore, we hope that Italian and European political institutions will act swiftly with concrete measures to make the ecological transition an opportunity rather than a threat for companies and workers, so that it becomes a stimulus for innovation and the improvement of processes and products, without creating risks of isolation or loss of competitiveness in global markets.

From a strictly business perspective, you will read in these pages that we have renewed and maintained existing organisational certifications such as ISO 9001, ISO 45001, ISO 14001, ISO 14064, and EPD for all product categories, and we have begun the process of obtaining ISO 50001 certification for energy efficiency.

We have delivered training courses for our employees on these topics to spread the values behind formal procedures throughout the organisation. The course organised by our internal health and safety team titled “Safety is a State of Mind,” was particularly appreciated. It deepened employee involvement, awareness, and dialogue in relation to the workplace safety through the analysis of real-life situations.

In terms of supporting our local community, Padana Tubi continued its longstanding collaboration with Third Sector organisations and responded to emergencies caused by unexpected climate events.

In this context of uncertainty, change, and opportunity, we have successfully worked to maintain our market share, focusing on our long-standing core countries—especially in Europe—and key end-use sectors such as construction, mechanical engineering, and infrastructure.

The decline in sales revenue relates solely to value, not to the volume of products delivered; this confirms the strength of our values in doing business: people first, respect for rules, listening to clients, transparent communication, product and service quality, and a straightforward approach to all stakeholders.

These values guide and reassure us as we look ahead to future growth trajectories and strategies.

We leave you to the reading of these pages, as always open to any comments or suggestions you may wish to share.

*Alfieri Family*





Highlights



1970

Year of establishment



60

Countries served annually



400,000 mq

Covered production area



Certifications

ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018  
ISO 14064  
EPD  
REG UE 305/2011  
UKCA  
PED



13

Sites and local unites



79

Supplier evaluation questionnaires

Social Sustainability



748

+5%

compared to 2021

Number of employees



8,161

+34%

compared to 2022

Total training hours provided

6,260

of which health & safety training



94%

Employees with permanent contracts



258,200 €

Amount donated in support of local communities

Environmental Sustainability



99%

Waste sent for recovery



3,121,258 Kwh

Photovoltaic energy produced



98%

Non-hazardous waste



75%

Self-consumed energy



335,145 GJ

-3% compared to 2023

Energy consumed within the organisation



100%

Electricity from renewable sources

Economic Sustainability



946,960,509 €

Revenue



35,691,280 €

Investments in facilities



944,010,499 €

Production value



over 800,000

Steel tonnes sold



41,774,485 €

Net profit



Padana Tubi:  
strong roots,  
global vision

1



# Excellence in the steel tube industry

- Production of:**
- Carbon steel tubes and profiles, in black and galvanised finishing;
  - Stainless steel tubes and profiles;
  - Levelled carbon steel sheets.

**400,000 mq of covered area**  
**Over 800,000 tonnes of tubes sold annually**  
**748 employees**  
**60 countries served**  
**72% of sales abroad;**  
**28% of sales in Italy**

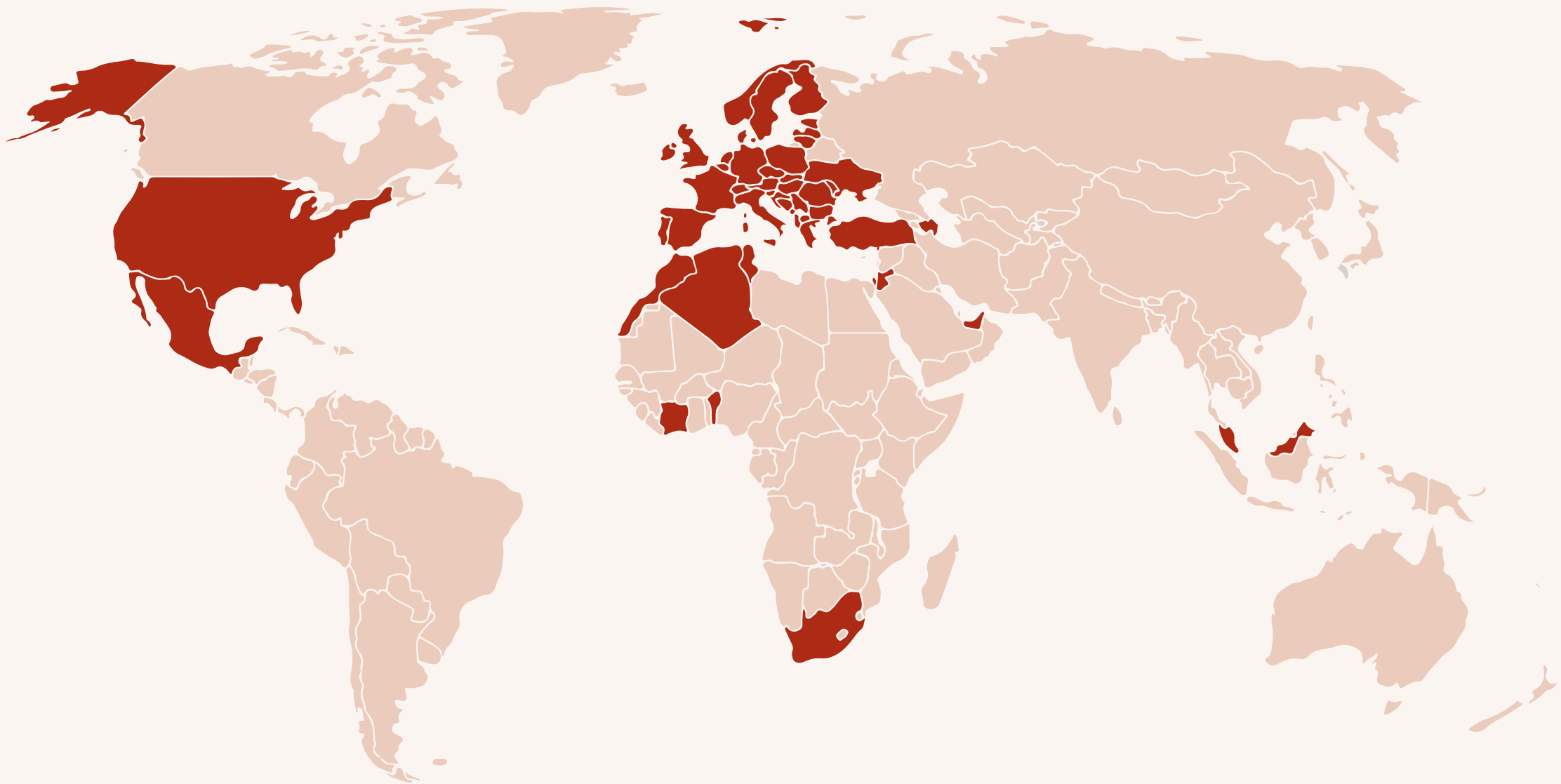
Padana Tubi & Profilati Acciaio S.p.A. is one of the leading players in Europe in the production and sale of welded tubes, primarily intended for structural applications in carbon steel and stainless steel. The company is also active in the sale of galvanised tubes and the distribution of sheet metal and cuttings.

Founded in 1970 in Guastalla by the Alfieri family, Padana Tubi began its journey with the production of welded carbon steel tubes. Continuous development led, in 1989, to the expansion of its range with the introduction of stainless steel tube production. Thanks to targeted investments and steady growth, the company has established new facilities to further broaden its production range, diversify raw materials, and enrich its catalogue of finished products.

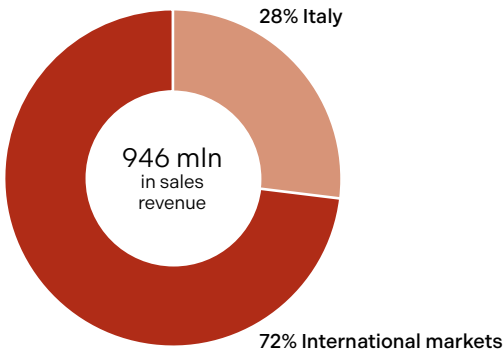
Today, Padana Tubi employs 748 people and occupies a covered area of approximately **400,000 m²**, with all production sites located in Guastalla (RE). Its reputation for reliability and quality is recognised across Europe, **with over 800,000 tonnes of steel tubes sold annually.**

## Local identity, global presence

Padana Tubi maintains a strong bond with its roots in the Emilia region, setting itself apart in a sector increasingly driven by delocalisation. This local grounding is complemented by an international outlook, with **a sales network reaching over 60 countries**. Sales are divided between 28% for the Italian market and 72% for exports, mainly within Europe.



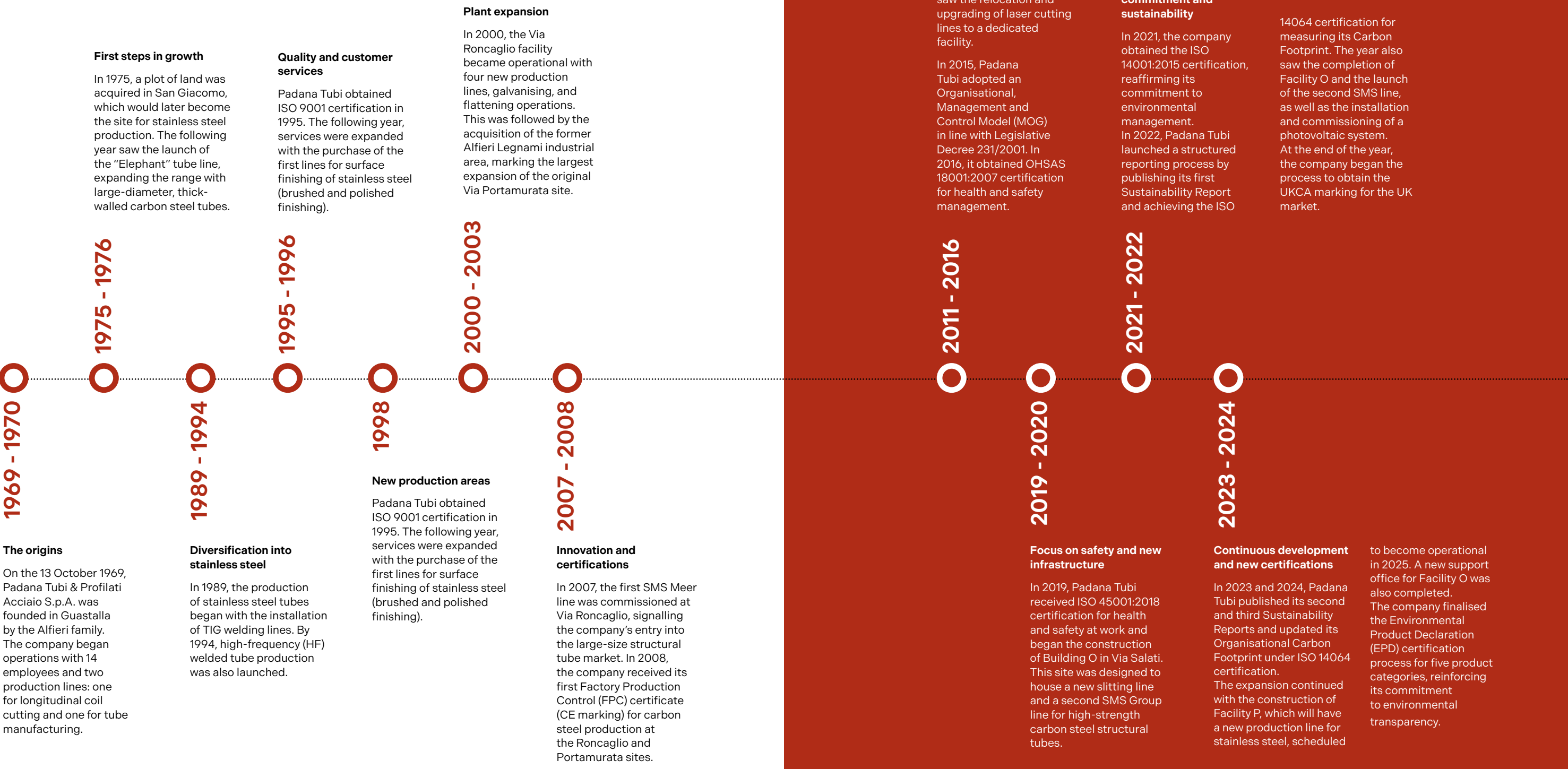
2024 REVENUE BY GEOGRAPHICAL AREA



- |                        |                 |                          |
|------------------------|-----------------|--------------------------|
| Albania                | Hungary         | Poland                   |
| Algeria                | Ireland         | Portugal                 |
| Austria                | Israel          | Romania                  |
| Azerbaijan             | Italy           | Serbia                   |
| Belgium                | Ivory Coast     | Slovakia                 |
| Benin                  | Jordan          | Slovenia                 |
| Bosnia and Herzegovina | Latvia          | South Africa             |
| Bulgaria               | Lithuania       | Spain                    |
| Cape Verde             | Luxembourg      | Sweden                   |
| Croatia                | Malaysia        | Switzerland              |
| Cyprus                 | Malta           | Tunisia                  |
| Czech Republic         | Mexico          | Turkey                   |
| Denmark                | Moldova         | Ukraine                  |
| Estonia                | Montenegro      | United Arab Emirates     |
| Finland                | Morocco         | United Kingdom           |
| France                 | Netherlands     | United States of America |
| Germany                | North Macedonia |                          |
| Greece                 | Norway          |                          |



A growth journey, combining innovation and stability



# Leadership and business model

GRI 2-1 | GRI 2-2

Padana Tubi ranks among the leading players in the sector thanks to a solid business model based on quality, innovation, and safety. Its competitiveness is the result of strategic choices that emphasise the quality of raw materials, the use of advanced technologies in production processes, a strong commitment to customer satisfaction, and a dedicated focus on the safety and well-being of its employees.

## Local roots and industrial development

### 13 production facilities

**2,779 kwp:** total capacity of photovoltaic systems installed on company facilities

**2025 goal:** comissioning of the 14th facility (P), dedicated to the stainless steel division, featuring new state-of-the-art photovoltaic system

Padana Tubi's production facilities are all located in **Guastalla**, the town where the company was founded and continues to grow. The main headquarters, located on **Via Portamurata**, houses the **general management** and one of the plants dedicated to the production of carbon steel tubes.

In addition to this, the company operates:

- **Four main production sites;**
- **Eight complementary facilities**, dedicated to secondary processing and to the storage of raw materials and finished products.

Padana Tubi continues its growth journey: in **2024**, a support office for **Facility O** was completed, which now operates with full autonomy. In 2025, the **fourteenth facility (Facility P)** will be inaugurated, further enhancing the company's production capacity.

TABLE 1  
SITES AND LOCAL UNITS

	Address	Production
A	Via Portamurata	CARBONIO – CARBON STEEL/SEDE
B	Via Roncaglio	CARBONIO – CARBON STEEL
C	Via Dossetti	INOX – STAINLESS STEEL
D	Via De Gasperi	INOX – STAINLESS STEEL
E	Via Togliatti	INOX – STAINLESS STEEL
F	Via Ferrari	INOX – STAINLESS STEEL
G	Via Dossetti	INOX – STAINLESS STEEL
H	Via Nenni	INOX – STAINLESS STEEL
I	Via Dossetti	CARBONIO – CARBON STEEL
L	Via Nenni	INOX – STAINLESS STEEL
M	Via Dossetti	INOX – STAINLESS STEEL
N	Via Portamurata	CARBONIO – CARBON STEEL
O	Via Salati	CARBONIO – CARBON STEEL

The large surface area of the company's facilities has enabled the installation of photovoltaic systems with a total nominal capacity of **2,779 kWp**. Aware of the strategic role of renewable energy, **Padana Tubi continues to invest in this direction:** the new **Facility P** will be equipped with a state-of-the-art photovoltaic system, reaffirming the company's commitment to improving the energy efficiency of its infrastructure.



## Our products

**2 production divisions:**  
stainless steel and carbon steel

**2025 objective:**  
installation of a new production line for large-diameter, thick-walled tubes – stainless steel division

Padana Tubi is recognised as one of the leading European manufacturers of welded tubes, thanks to a winning combination of continuous investment, customer focus, prompt delivery, and product quality.

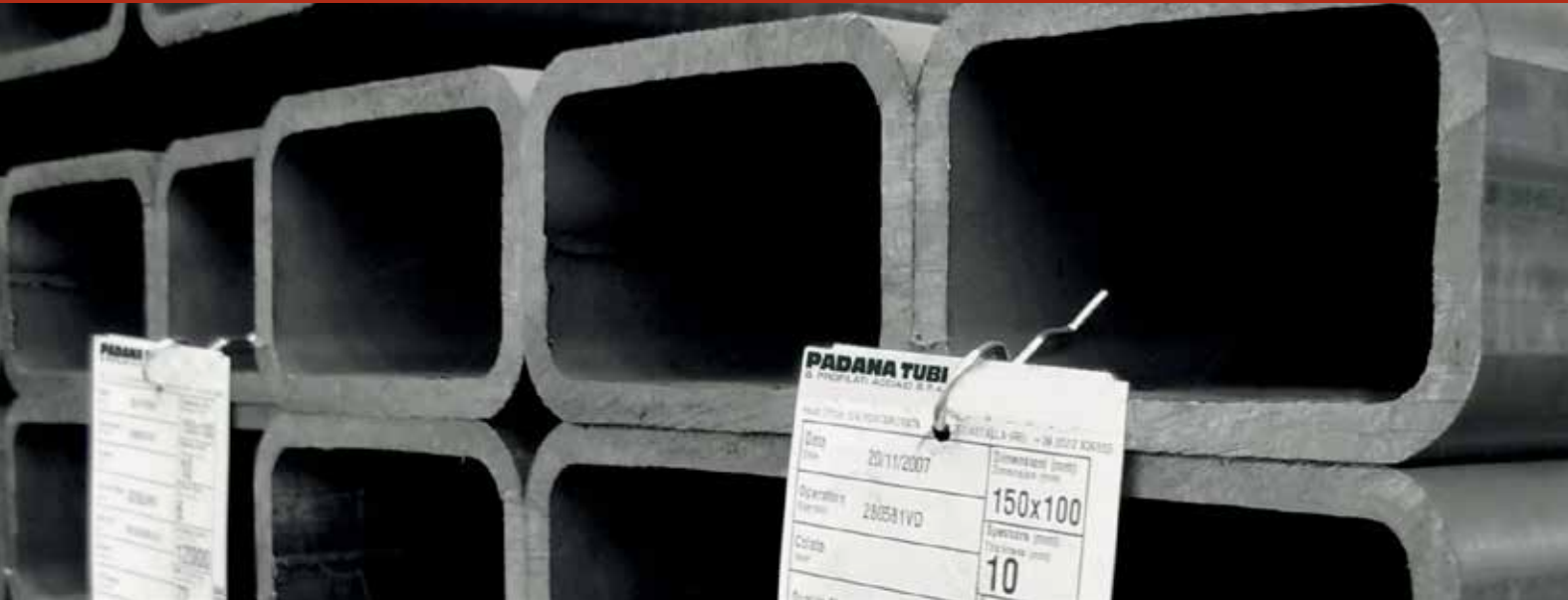
The full product range, developed in accordance with production standards, is structured into two main divisions:

- 1. Carbon steel**
- 2. Stainless steel**

Steel lies at the heart of Padana Tubi's production—a permanent resource with a potentially infinite lifecycle. It plays a vital role in supporting the development of a more efficient and responsible circular economy.



# Carbon Steel division



## Production within the Carbon Steel Division includes:

- **Tubes for structural applications** in accordance with UNI EN 10219-1;
- **Pickled tubes for precision applications**, in compliance with UNI EN 10219-1 or UNI EN 10305-3 (square and rectangular profiles only);
- **Galvanised strip steel tubes**, including for precision applications as per UNI EN 10305-3;
- **Levelled sheet metal** (black, galvanised, pickled, chequered, and striped);
- **Steel strips**;
- **Special profiles and window/door frame profiles**.

## RAW MATERIALS

The coils used in tube production comply with UNI EN 10025-2, which defines the technical delivery conditions for non-alloy structural steels, and UNI EN 10051, which establishes dimensional and shape tolerances.

For the production of galvanised tubes, the coils are in accordance with UNI EN 10346, which governs the technical delivery conditions for flat steel products galvanised using the Sendzimir process—a continuous hot-dip coating method intended for cold forming applications.

## The product range includes:

- Round tubes: diameters from 12 mm to 457.2 mm, with wall thicknesses from 1.5 mm to 18 mm;
- Square tubes: from 10×10 mm to 350×350 mm, with wall thicknesses from 1.5 mm to 18 mm;
- Rectangular tubes: from 15×10 mm to 500×200 mm, with wall thicknesses from 1.5 mm to 18 mm;
- Galvanised strip steel tubes: thicknesses from 1.5 mm to 4 mm;
- Galvanised square and rectangular strip steel tubes: thicknesses from 1.5 mm to 3 mm, in compliance with UNI EN 10305-3;
- Leveled sheet metal (black, galvanised, pickled, chequered, and striped): in standard formats, thicknesses ranging from 1 mm to 10 mm.

Profile lengths range from 4,500 mm to 18,000 mm. For galvanised products, the weld seam—typically the only uncoated area due to the removal of the external weld bead—can be coated upon customer request using a spray gun that applies a fine mist of zinc wire.

The company also offers hot-dip and cold galvanising services on a subcontracting basis.

In 2023, with the commissioning of the SMS 18" production line, Padana Tubi further expanded its range by introducing the manufacture of large-diameter, thick-walled tubes, up to 457.2 mm in diameter and 18 mm in wall thickness.

## QUALITY

The Carbon Steel Division encompasses the following products:

- S235JRH;
- S275J0H;
- S275J2H;
- S355J0H;
- S355J2H.

Pickled steel:

- S235JRH;
- E220+CR2 → S2 for precision applications.

Galvanised steel:

- DX51D;
- E220+CR2 → S4 for precision applications.

## QUALITY TEST

Strict quality tests are performed throughout the production process, including:

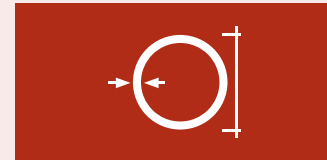
- Dimensional tests, in accordance with UNI EN 10219-2 and UNI EN 10305-3
- Visual inspections, in compliance with the same standards
- Flattening tests for round tubes, per UNI EN ISO 8492
- Weld inspections, using high-frequency (HF) welding and eddy current testing, as specified by UNI EN ISO 10893-2 (formerly UNI EN 10246-3).

Conformity tests continue in Padana Tubi's in-house laboratories. All testing equipment is certified and routinely maintained.

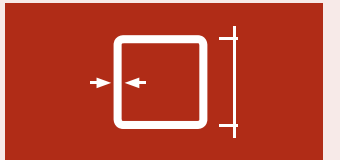
The following tests are performed on tube samples in the company's laboratories:

- Tensile testing, in accordance with UNI EN ISO 6892-1;
- Impact testing (charpy test), in accordance with UNI EN ISO 148-1;
- Spectrometric analysis to determine chemical composition;
- Macroscopic inspection of the heat-affected zone.

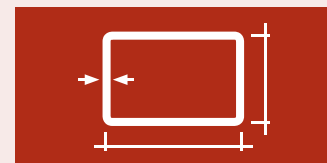
The results of these tests are included in each accompanying 3.1 Inspection Certificate.



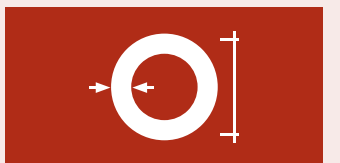
**Round structural tubes**  
Theoretical weight kg/meter



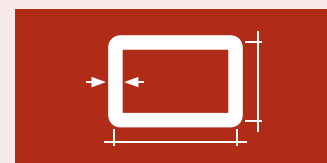
**Square Structural tubes**  
Theoretical weight kg/meter



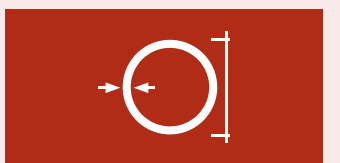
**Square rectangular tubes**  
Theoretical weight kg/meter



**Round big thickness structural tubes**  
Theoretical weight kg/meter



**Rectangular big thickness structural tubes**  
Theoretical weight kg/meter



**Sendzimir and pickled round tubes**  
Theoretical weight kg/meter



# Stainless Steel division



## Production within the Stainless Steel Division includes:

- **Round tubes** with two welding types: HF welding (EN 10296-2) and laser welding (EN 10217-7)
- **Square/rectangular tubes**.

Additional available surface finishes include: standard in-line brushed, polished and mirror-polished.

## RAW MATERIALS

The coils used for tube production comply with **EN 10088-2 and EN 10028-7 standards**.

The steel used is cold-rolled for thicknesses from 1 to 1.6 mm, and hot-rolled for thicknesses from 2 mm to 6 mm.

The product range includes:

- Round tubes: diameters from 6.0 mm to 323.9 mm, with wall thicknesses from 1 mm to 6 mm
- Square tubes: from 10×10 mm to 200×200 mm, with wall thicknesses from 1 mm to 6 mm
- Rectangular tubes: from 20×10 mm to 300×100 mm, with wall thicknesses from 1 mm to 6 mm.

The standard production length for stainless steel tubes is 6,000 mm, although custom lengths ranging from 4,500 mm to 12,000 mm can be arranged with the Sales Department.

Since 2014, Padana Tubi has expanded its stainless steel product range with the installation of a dedicated line for large-diameter, thick-walled tubes.

In 2024, the company further extended its range of HF-welded stainless steel tubes with the introduction of sizes 120×120 mm and 150×100 mm, up to a thickness of 6 mm.

## 2025 OBJECTIVE

For the Stainless Steel Division, and in line with the company's objective of expanding its dedicated production area, the construction of a new facility and the installation of a new line for large-diameter and thick-walled tubes has continued during 2024. The completion of the works and the start of operations are scheduled for 2025.

## QUALITY

- 304L (1.4307) - Cr 17,5 a 19,5 - Ni 8,00 a 10,00;
- 316L (1.4404) - Cr 16,5 a 18,5 - Ni 10,00 a 13,00 Mo 2,00 a 2,5;
- 316Ti (1.4751) - Cr 16,5 a 18,5 - Ni 10,5 a 13,5 Mo 2,00 a 2,5.

## TESTS

Particular attention is paid to continuous quality test during the production, including:

- Dimensional tests according to EN 10217-7, EN 10296-2, EN 10219-2;
- Visual inspections in compliance with EN 10217-7, EN 10296-2, EN 10219-2;
- Drift expanding tests for round tubes, per UNI EN ISO 8493;
- Weld inspections, carried out using the HF/LASER method, with eddy current testing in accordance with UNI EN ISO 10893-1 and UNI EN ISO 10893-2.

Quality tests to verify the conformity of the tubes to reference standards, including those for the Stainless Steel Division, are also carried out in Padana Tubi's own laboratories. The following tests are performed on tube samples:

- Tensile test UNI EN ISO 6892-1;
- Impact test UNI EN ISO 148-1;
- Spectrometric analysis to determine chemical composition;
- Macroscopic inspection of the heat-affected zone.

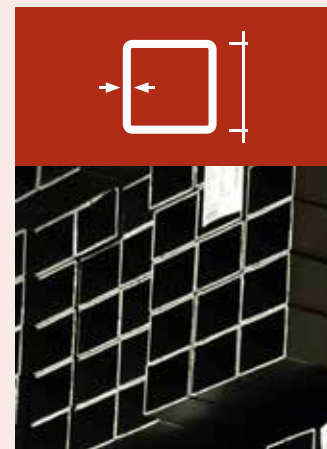
The results of the above tests are included in each accompanying 3.1 Inspection Certificate.



**Round tubes**  
Theoretical weight kg/meter



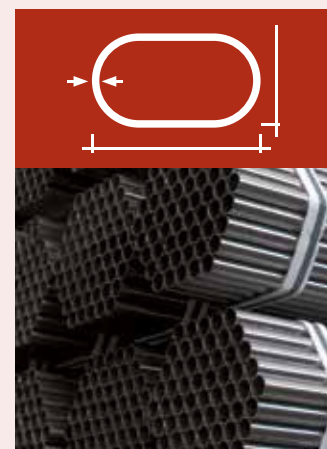
**Rectangular tubes**  
Theoretical weight kg/meter



**Square tubes**  
Theoretical weight kg/meter



**Bead rolled round tubes**  
Theoretical weight kg/meter



**Oval tubes**  
Theoretical weight kg/meter



The value chain: a structured and controlled process

The activities that make up Padana Tubi’s value chain are divided into three main categories, each of which plays a strategic role in value creation:

- 1. **Upstream** activities: these refer to processes involving suppliers of goods and services, particularly steel mills. These activities take place both in Italy and abroad, in European and non-European Countries;
- 2. **Own operations**: this includes all processes that take place within Padana Tubi’s facilities, from the processing of raw materials to the production of the finished product;

- 3. **Downstream** activities: this covers the stages following the distribution of the finished product to end customers, both in Italy and internationally, through to the end of the product’s life cycle.

Padana Tubi’s **value chain** unfolds along a flow that begins with the **extraction of raw materials** and extends to the **recovery of the product at end-of-life**, involving multiple **stakeholders** at every stage of the production process. The diagram below provides a clear visual representation.

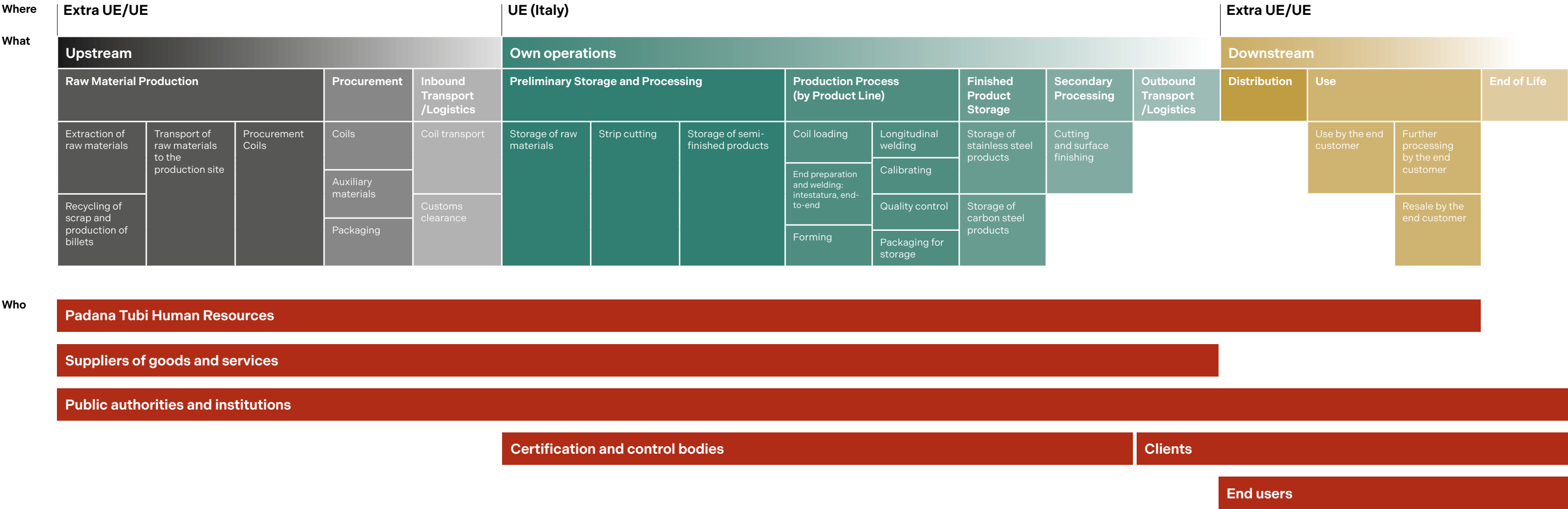
From raw material extraction to production

The first phase of the value chain involves the **extraction and production of raw materials** for steel. This can be carried out either through mining activities or via the **recovery of steel scrap**, a recycled material ready for reuse. **Steel recycling makes a significant contribution to supply chain sustainability**, reducing the use of virgin natural resources.

Next, the raw materials are transformed by steel mills into coils—sheets of steel rolled into coils—which represent Padana Tubi’s primary source of supply. During the procurement phase, the company also sources auxiliary and packaging materials for its finished products. All purchased goods are then transported to Padana Tubi’s facilities, where they are stored pending further processing.

The transport of raw materials and auxiliary goods is carried out using various methods, including maritime shipping, especially for carbon steel and occasionally for stainless steel. In such cases, the material is temporarily **stored at the Port of Ravenna** before being delivered to Padana Tubi’s production sites.

Once at their final destination, the **coils undergo preliminary processing by Padana Tubi**, which includes cutting and temporary storage of semi-finished materials. The cutting process is performed longitudinally, producing strips of varying widths based on the diameter of the tubes or profiles to be manufactured.



## Production: from steel to finished product

The central phase of **own operations** is the **profiling process**, in which steel strips are gradually shaped into the final form of the tube or profile. This process takes place through a series of rotating rollers that progressively form the steel into the desired shape.

The main stages of the production process include:

- End-to-end strip welding
- Forming
- Longitudinal welding
- Calibrating
- Tube quality tests
- Packaging

The finished product is stored waiting to be distributed to customers, or it may undergo **further processing**, such as **surface finishing** for tubes in the **Stainless Steel Division**, including **polished and mirror polished finishing** to enhance appearance and corrosion resistance.

Padana Tubi does not include a design and development phase, as its products are manufactured in accordance with national and international standards, or on specific market norms. The only variations relate to **length, format, and raw material**, depending on customer requirements.

The entire production process is **digitally managed** through a dedicated software system, ensuring complete traceability from receipt of raw materials to shipment of the finished product.

## Product distribution and end of life

Once production is complete, finished products are distributed to customers, who may use them, resell them, or subject them to further processing. Although the use and resale phase is managed directly by the customers, it remains a key element in **Padana Tubi's value creation process**.

At the end of their lifecycle, the products are **recovered and disposed of**, contributing to the steel recycling system and reducing the use of virgin raw materials.

## Stakeholders involved in the value chain

In the upstream section, the main stakeholders identified are suppliers of goods and services, Padana Tubi's human resources – especially the purchasing department –, public authorities and institutions, which primarily regulate customs controls for raw materials entering Italy. In the central section – *own operations* – lies the core of the value chain: company personnel, certification and control bodies, public authorities, suppliers of goods and services, and customers, with whom the company maintains regular dialogue and contact throughout all administrative and operational activities. In the *downstream* section, the identified stakeholders are mainly customers and end users, in addition to Padana Tubi employees and local and international institutions that regulate the requirements for marketing products in the market.

## Compliance and adherence to international sanctions

Since 2022, following the outbreak of the war in Ukraine, Padana Tubi has ended all commercial relationships with Russian companies, both as suppliers and as customers. The company has implemented measures to ensure full compliance with European bans and sanctions, conducting thorough background checks and requesting compliance declarations from its counterparties.







# Organisational structure and governance

# 2





# The organisational framework

GRI 2-9 | GRI 2-10 | GRI 2-11 | GRI 2-26 | GRI 405-1

**BoD:**

- 50% women and 50% men
- 5 out of 11 members of the governing bodies are aged between 30 and 50
- 5 authorised signatories

Since 2021, Padana Tubi has been controlled by a sole shareholder and is subject to the management and coordination of Padana Holding S.r.l.

The company's **corporate governance system** follows a **traditional model**, in which the corporate bodies are:

- **Shareholders' Meeting**
- **Board of Directors (BoD)**
- **Board of Statutory Auditors**

**BOARD OF DIRECTORS (BoD)**

The **Board of Directors** holds the broadest powers for the management of the company, with the authority to carry out all acts of ordinary and extraordinary administration necessary to achieve the company's objectives, except for those reserved by law or by the Articles of Association to the Shareholders' Meeting.

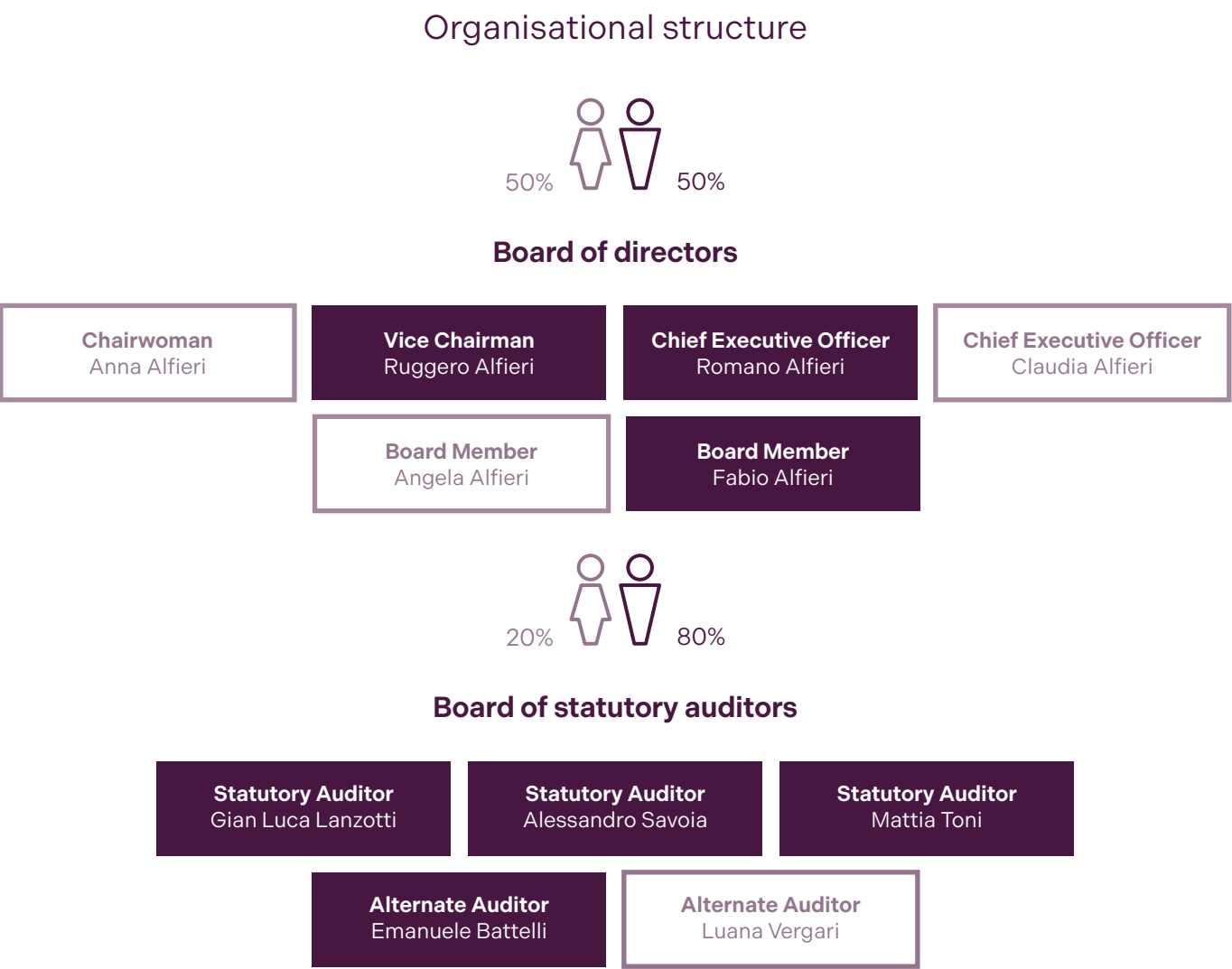
The Board is currently composed of **six members**, serving until the approval of the financial statements as at 31.12.2025. The company's governance is led by the Alfieri family, with **Anna Alfieri** serving as **Chairwoman**. The composition of the BoD reflects gender balance: three men and three women. In terms of **seniority**, five members are over 50 years old, and one member is between 30 and 50.

**BOARD OF STATUTORY AUDITORS**

The **Board of Statutory Auditors** is responsible for **monitoring** compliance with the law and the Articles of Association, ensuring sound management and the adequacy of the company's organisational structure.

The body is composed of **five members**: three acting auditors and two alternates; four members are between 30 and 50 years old, one is over 50, and there are four men and one woman.

FIGURE 3  
COMPOSITION OF CORPORAE BODIES AS AT 31.12.2024



Padana Tubi has implemented a **system of powers** of attorney for employees who operate independently within their respective areas of responsibility, in order to make delegated authority clear to third parties as well. Specifically, five key individuals hold responsibility roles in specific areas such as construction sites, **environmental management**, **health and safety**, and **human resources management**.



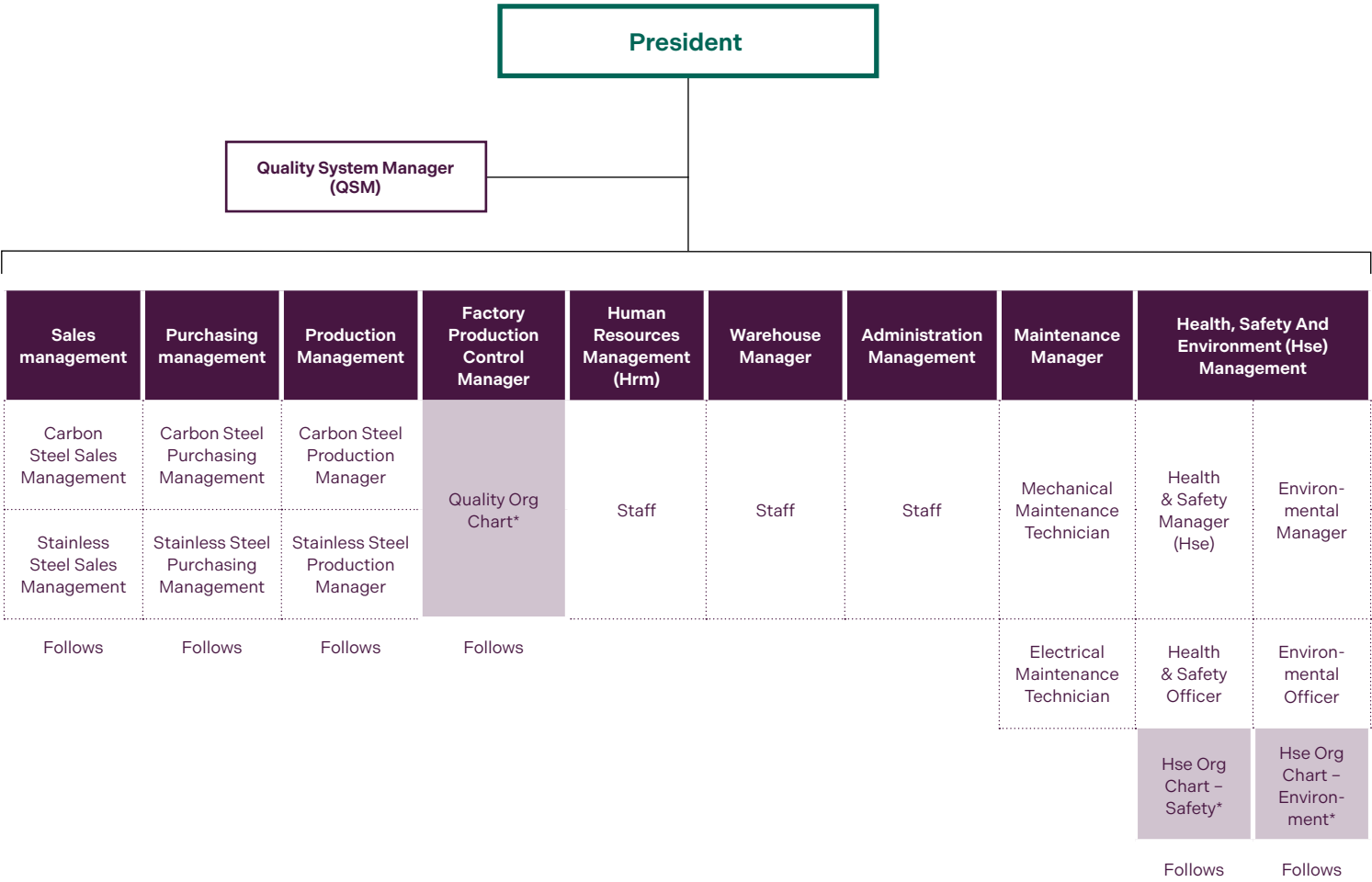


Company organisation chart

As at **31 December 2024**, Padana Tubi has a **workforce of 748 employees**, structured according to a **general organisation chart** and dedicated charts for **Environment, Health & Safety, and Quality**.

The company is divided into **two main divisions: the Carbon Steel Division and the Stainless Steel (INOX) Division**. Below is the **first organisational tier** of the overall company structure.

Organisation chart



\*The latest update to the organisation chart was made on 07/10/2024

Ethics and integrity: pillars of corporate management

SDGs 8,9,10,16

Corporate responsibility, including governance, is based on respect for ethical principles, regulatory compliance, and integrity. These elements are essential to ensure sustainable business management and to strengthen a corporate model grounded in transparency and fairness.

- 2024:
- Update of organisational model 231 and company code of ethics
  - No whistleblowing reports received

The evolution towards an **ethical culture** within the organisation requires continuous commitment, expressed through **employee training**, the adoption of effective **internal controls**, and the implementation of **targeted policies and initiatives**. The goal is to prevent and counteract improper or unlawful behaviour, ensuring that both internal and external relationships are guided by principles of responsibility and legality.

Since **2015**, Padana Tubi has **voluntarily** adopted a **Code of Ethics** and an **Organisational, Management and Control Model**, in accordance with **Legislative Decree No. 231/2001**. These tools represent the company's **core values** and are subject to periodic review by the **Supervisory Body**.

The Code of Ethics and guiding principles

The **Code of Ethics** sets out the rules of **corporate conduct** that Padana Tubi recognises as fundamental and to which it is committed to upholding among its **corporate bodies, employees, clients, and suppliers**. Acknowledgement of these principles is a requirement for all parties working with the company.

In its activities and in pursuing its institutional objectives, Padana Tubi is guided by the following **ethical principles**:

FIGURE 2  
PADANA TUBI'S ETHICAL PRINCIPLES

Legality
Impartiality
Transparency and fairness
Loyalty and good faith
Value of people and human resources
Confidentiality and protection of privacy
Prevention of conflicts of interest
Workplace safety and environmental protection
Protection of competition
Prevention of money laundering
Prevention of corruption
Mitigation of cybercrime
Protection of intellectual property
Proper management of public funding
Proper management of sponsorships

Organisational, management and control model, supervisory body and whistleblowing

The **Organisational, Management and Control Model (MOG 231)**, supported by the Code of Ethics, is the tool through which Padana Tubi promotes a corporate **culture founded on legality**, raising awareness among all stakeholders of the importance of **acting correctly, lawfully and transparently**, in line with the ethical principles that guide the company.

Information on adherence to the MOG 231 is shared through various channels, including emails, purchase orders, internal circulars, dedicated training courses, and targeted communications, in order to ensure full awareness and compliance with the model by all parties involved.

With the adoption of the Model 231 in 2015, the **Board of Directors** appointed a **Supervisory Body (ODV)**, made up of **two external members** and one internal member, with a renewable one-year term. The ODV is **responsible for monitoring compliance with the procedures** set out in the organisational model, ensuring that corporate activities are carried out in accordance with the principles of legality and transparency.

Among the ODV’s main responsibilities is also the **management of reports received** through dedicated channels (whistleblowing platform, email address, physical post boxes at the company sites, and regular mail). The ODV carries out in-depth investigations to assess the validity of reports and regularly informs the Board of Directors, so that any necessary corrective or disciplinary actions can be taken.

To this end, the ODV prepares semi-annual reports for the Board of Directors and plans an annual audit of each business process<sup>1</sup>, with particular attention to the highest-risk areas.

<sup>1</sup> The business processes covered include: the procurement of goods, services, and consultancy; management of production and commercial activities; tax management – tax offences; handling of financial and monetary flows; occupational health and safety management; IT security management; management of sponsorships, donations, and gifts; relations and compliance with public authorities; and the selection, hiring, and management of personnel.

During 2024, Padana Tubi updated both its **Code of Ethics and MOG 231**, following the introduction of new predicate offences under Legislative Decree 231/2001. Additionally, throughout the year, the ODV regularly conducted audits on business processes, reviewed information flows received from department managers, and carried out random checks, without detecting any significant anomalies under the scope of the Decree.

Padana Tubi has implemented a **Whistleblowing** system that allows reports to be submitted **confidentially and securely**. The system includes a dedicated procedure and an **alternative communication channel** that ensures the confidentiality of the whistleblower’s identity, including through digital tools.

All reports are handled in full compliance with **privacy regulations**, including Legislative Decree 196/2003, **EU Regulation 2016/679 (GDPR)**, and laws concerning the protection of whistleblowers.

In line with **GRI standards**, it is noted that **no reports were received in 2024**, as in the previous years.

The internal control system

When defining the **MOG 231**, Padana Tubi integrated the model with its own **internal control system**, assessing its effectiveness in preventing the offences outlined in the Decree. This system applies to all business areas, ensuring a clear **distinction between operational tasks and control responsibilities**, thereby reducing the risk of conflicts of interest.

The company adopts a **structured system of controls**, divided into:

- **Operational and hierarchical-functional controls** (“line controls”), aimed at ensuring the proper execution of business activities;
- Compliance checks and subsequent audits, carried out by control bodies, including the **Supervisory Body**, with the goal of identifying, assessing, and managing risks arising from non-compliance with laws, regulations, the Code of Ethics, Model 231, internal procedures, and other applicable standards.

Management systems and certifications: a commitment to quality, safety and the environment

Certifications held:

- ISO 9001:2015; ISO 14001:2015; ISO 45001:2018
- ISO 14064 E CERTIFICAZIONE EPD;
- EU Regulation 305/2011
- UKCA;
- PED Directive 2014/68/EU

2025 goal:

Achievement of uni en iso 50001:2018 certification

Padana Tubi has adopted an **Integrated Management System (IMS)** that encompasses **Environment and Health & Safety**, ensuring compliance with the requirements of **UNI EN ISO 14001:2015** and **ISO 45001:2018**. This approach reflects core values such as **the protection of people, risk prevention, worker safety**, and **respect for the environment**.

The certifications obtained demonstrate Padana Tubi’s commitment to producing goods in line with the **highest standards of quality and safety, as well as its commitment to environmental sustainability**. The responsible management of business processes guides the company towards clear goals aligned with stakeholder expectations, as formalised in the **Quality, Environment, Health & Safety, and Energy Policy**.

In **1996**, Padana Tubi obtained **UNI EN ISO 9001:2015** certification, recognising quality as a defining element of its business strategy. Over the years, the company has continued to enhance its standards, strengthening its position in the market.

In **2019**, it completed the transition from **OHSAS 18001:2007** certification (originally obtained in 2016) to **UNI EN ISO 45001:2018**, reaffirming its commitment to the **health and safety** of operators, clients, and suppliers. This milestone is part of a broader **continuous improvement process** that places quality and environmental sustainability at the heart of the company’s competitiveness.

In **2021**, Padana Tubi further standardised its processes in line with **UNI EN ISO 14001:2015**, obtaining certification for **environmental management** and strengthening its commitment to protecting the environments in which it operates.

In **2022**, the company achieved the **ISO 14064 certification** for its **Organisational Carbon Footprint (CFO)**, launching a structured process to **quantify and manage GHG emissions**. This process was renewed in 2023 and in 2024 and it will continue in 2025 with an updated assessment and certification.



In **2023**, the company expanded its environmental commitment by obtaining the **EPD certification (Environmental Product Declaration)** for five product categories. This initiative enabled a deeper analysis of the environmental impacts of its products and further strengthened the company’s **accountability and transparency**. The certification process was finalised in **January 2024**.

Looking ahead, Padana Tubi plans to obtain **UNI EN ISO 50001:2018 certification** in the **first half of 2025**, adopting an **energy management system** aligned with the international standards, with the goal of **improving energy efficiency and optimising consumption**.

All certifications are available for download on the company website: <https://www.padanatubi.it/sostenibilita/padana-tubi-per-ambiente-salute-e-sicurezza/>.



<div>UNI ISO 45001</div> <div></div>	<p>The <b>UNI ISO 45001</b> certification represents the <b>international standard</b> for occupational health and safety management. It is the first global standard that defines <b>minimum best-practice requirements</b> to ensure worker protection, providing a structured framework to <b>reduce risks, improve prevention</b>, and promote <b>workplace wellbeing</b>.</p> <p>Padana Tubi chose to adopt this certification to strengthen its <b>prevention policies</b> and more effectively counter workplace <b>accidents and occupational illnesses</b>, ensuring safe working environments that comply with the highest industry standards.</p>	<p><b>Certificate issue date</b> <b>29/04/2019</b> (previously certified to OHSAS 18001 from 05/05/2016 to 04/05/2019)</p>
<div>UNI ISO 9001</div> <div></div>	<p><b>ISO 9001</b> certification defines the criteria for a <b>quality management system</b>, with a focus on <b>process effectiveness</b> and a <b>risk-based approach</b>. This international standard helps companies optimise operations, improve performance, and ensure maximum efficiency in the management of products and services.</p> <p>Padana Tubi chose to obtain the certification to ensure <b>high quality standards</b> across all business processes, with the goal of <b>maximising customer satisfaction</b> through strict control and continuous improvement.</p>	<p><b>Certificate issue date</b></p> <ul style="list-style-type: none"><li>• <b>1996</b>: first certification for the <b>Stainless Steel (INOX) department only</b>, with IGQ.</li><li>• <b>2013</b>: <b>obtained full certification for both Carbon and Stainless Steel</b>, following a process initiated in 2008 for the Carbon division.</li><li>• <b>2024</b>: certification extended to production site <b>O</b></li></ul>
<div>UNI ISO 14001</div> <div></div>	<p><b>ISO 14001</b> certification confirms the adoption of a <b>structured environmental management system</b> aimed at reducing environmental impacts, ensuring regulatory compliance, and building transparent, responsible relationships with the stakeholders.</p> <p>Padana Tubi voluntarily chose to obtain the certification to integrate quality, efficiency, and productivity with a <b>strong commitment to environmental protection</b> and the territory in which it operates, reinforcing its responsible business approach.</p>	<p><b>Certificate issue date</b></p> <ul style="list-style-type: none"><li>• <b>2021</b>: first certification</li><li>• <b>2023</b>: updated to version 3, with extension to production site <b>O</b></li></ul>
<div>UNI ISO 14064</div> <div></div>	<p>The <b>ISO 14064</b> standards provide a methodological framework to ensure <b>credibility and transparency</b> in the reporting and <b>monitoring of greenhouse gas (GHG) emissions</b>. This standard ensures the accuracy of emissions declarations and supports organisations in implementing projects to reduce their <b>carbon footprint</b>.</p> <p>Padana Tubi <b>voluntarily</b> chose to certify in order to monitor its <b>Carbon Footprint</b>, measuring emissions in tonnes of <b>CO<sub>2</sub></b>, and to define concrete objectives for reducing <b>environmental impacts</b>, in line with a path of responsible growth.</p>	<p><b>Certificate issue date</b> <b>06/09/2022</b> first issue</p>

<div>EU CONSTRUCTION PRODUCTS REGULATION (EU) 305/2011</div> <div></div>	<p><b>Regulation (EU) 305/2011</b> governs products intended to become a <b>permanent part of construction works</b>, establishing <b>essential performance requirements</b> to ensure quality, safety, and compliance. Its main goal is to <b>facilitate the free circulation</b> of these products within the European Union by harmonising technical rules and ensuring transparency in performance declarations.</p> <p>Padana Tubi voluntarily chose to obtain this certification to <b>align with the standards required by the European market</b> and to ensure the conformity of its construction products with the requirements for marketing.</p>	<p><b>Certificate issue date</b> <b>30/09/2008</b> first issue</p>
<div>UKCA (REG. UK STATUTORY INSTRUMENT 2019 N. 465 OF THE UNITED KINGDOM PARLIAMENT)</div> <div></div>	<p>The <b>UKCA (UK Conformity Assessed)</b> marking is the new <b>compliance marking</b> required for construction products destined for the <b>Great Britain</b> market (England, Wales, and Scotland). This marking certifies that products comply with <b>current UK technical regulations</b>, replacing the CE marking for sales within Great Britain.</p> <p>Padana Tubi has <b>aligned with the UKCA regulation requirements</b>, ensuring the conformity of its products to <b>maintain market access in the United Kingdom</b> and ensure the continuity of commercial operations.</p>	<p><b>Certificate issue date</b> <b>16/01/2023</b> first issue</p>
<div>PRESSURE EQUIPMENT DIRECTIVE 2014/68/ UE (PED)</div> <div></div>	<p><b>Directive 2014/68/EU</b> applies to the design, manufacturing, and conformity assessment of pressure equipment and assemblies subject to a maximum allowable pressure (PS) greater than 0.5 bar. The aim of the Directive is to ensure product safety and to harmonise national legislation among EU Member States.</p> <p>Padana Tubi voluntarily chose to certify to meet the standards of the <b>European directive</b>, ensuring that its products comply with the design, production, testing, and conformity criteria required for pressure equipment.</p>	<p><b>Certificate issue date</b> <b>15/12/2017</b> first issue</p>
<div>ENVIRONMENTAL PRODUCT DECLARATION (EPD)</div> <div></div>	<p>The <b>Environmental Product Declaration (EPD)</b> is a document that describes the environmental impacts associated with producing a specified quantity of a product or service, based on a Life Cycle Assessment (LCA) study.</p> <p>Padana Tubi chose to certify five product categories to <b>identify the resource consumption and environmental impacts of the various certified references</b> across the different stages of the product life cycle.</p>	<p><b>Certificate issue date</b> <b>10/01/2024</b> first issue</p>

Strategy and  
long-term vision:  
sustainability at  
Padana Tubi

3





A path of growth and awareness

In recent years, the steel industry has undergone a significant shift in its focus on sustainability, with increasing commitment to reducing the environmental impact of production processes. Investments in this area are constantly rising, reflecting a change in perspective that involves the entire supply chain.

Padana Tubi has integrated these principles into its business strategy, initiating a structured path that has enhanced both awareness and growth through a sustainability-focused lens. The publication of the **fourth Sustainability Report** is a concrete step in this direction, reaffirming the company's commitment to stakeholder expectations and to a model based on **transparency and accountability**.

Padana Tubi's strategic choices, operational decisions and performance are not only aimed at achieving business goals but are also shaped by a cross-cutting vision that incorporates the core pillars of sustainability. The company has focused particularly on:

- Certifications for product and management of system quality;
- Monitoring of emissions and implementation of measures to optimise energy consumption;
- Calculation of environmental footprint;
- Valuing people through investment in skills and professional development.

Padana Tubi's vision is long-term, with the goal of combining innovation, responsibility and competitiveness in an ever-evolving market.

The value of stakeholders: guiding a shared and solid direction

Stakeholders are individuals or entities that may be affected by an organisation's activities, or whose actions may influence its ability to implement strategies and achieve its objectives. Padana Tubi maintains direct and ongoing relationships with its stakeholders, promoting continuous and constructive collaboration.

**Stakeholder mapping** provides a clear and structured view of the company's strategic relationships, identifying the main stakeholders and analysing engagement methods based on their specific interests.

The company gathers needs and expectations across various areas, ensuring transparency and attentiveness to the needs of those who interact with it. Shareholders and financial institutions place particular emphasis on profit growth, economic sustainability, and the clarity of financial information. Customers require safe, reliable, and high-quality products, while suppliers value continuity in their relationship with the company, seeking stability, loyalty, flexibility, and a high level of logistical efficiency.

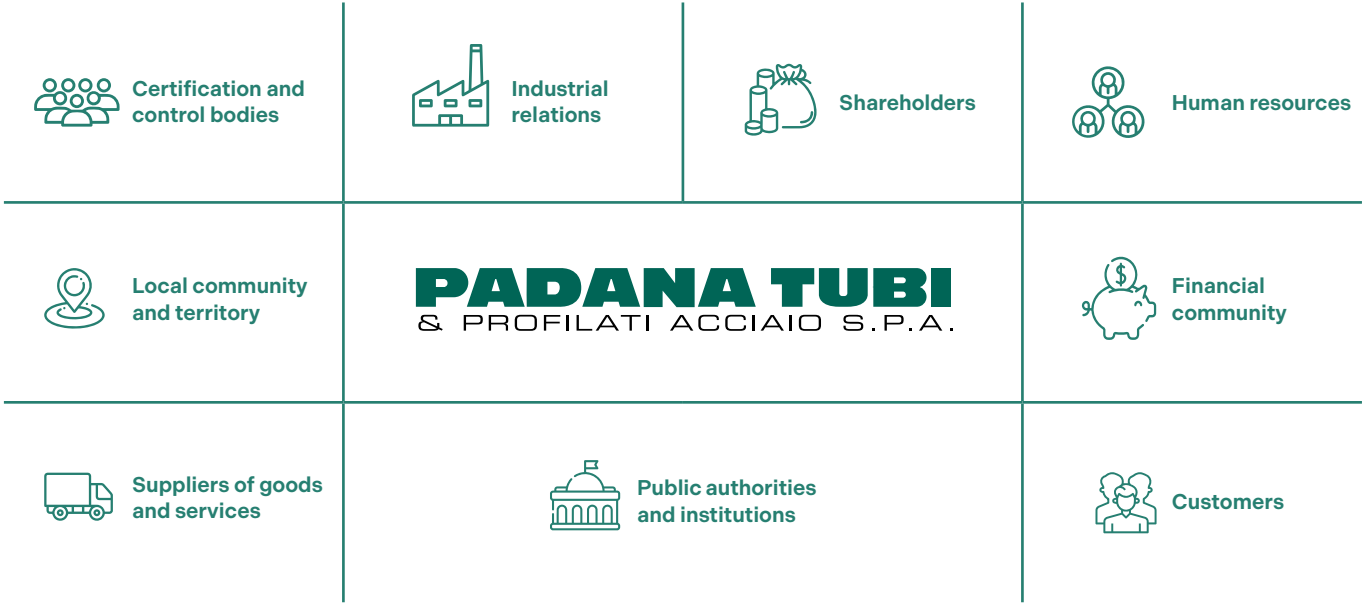
Public authorities, on the other hand, are interested in the value Padana Tubi brings to the region, with a positive impact on the local economy and employment opportunities.










In addition to engaging with key economic players, Padana Tubi invests in its relationship with the local community by collaborating with schools, trade unions, and trade associations.

The company's commitment is reflected in its participation in leading organisations within the manufacturing and steel industries, such as *Confindustria Reggio Emilia*, *Centro Inox*, and *Unsider*.



FIGURE 4  
PADANA TUBI'S STAKEHOLDER MAP



Stakeholder	Interest	Engagement	Results
<b>Shareholders</b> 	<ul style="list-style-type: none"><li>Economic and social sustainability over time</li></ul>	<ul style="list-style-type: none"><li>Participation in Shareholders' Meetings and Board of Directors</li></ul>	<ul style="list-style-type: none"><li>Sharing of the Organisation's economic and social results</li></ul>
<b>Employees</b> 	<ul style="list-style-type: none"><li>Job stability</li><li>Professional development opportunities</li><li>Training and workplace safety</li></ul>	<ul style="list-style-type: none"><li>Training courses</li><li>Direct and individual meetings/ contacts</li><li>Email communication</li></ul>	<ul style="list-style-type: none"><li>Growth of company know-how and skills system</li><li>Updates on changes to internal protocols/information</li></ul>
<b>Financial community</b> 	<ul style="list-style-type: none"><li>Short- and long-term financial and asset stability</li><li>Loyalty</li><li>Transparency</li></ul>	<ul style="list-style-type: none"><li>Direct contacts</li><li>Email communication</li><li>Sending of financial statements</li></ul>	<ul style="list-style-type: none"><li>Sharing and awareness of the Organisation's financial results (financial statements)</li></ul>
<b>Customers</b> 	<ul style="list-style-type: none"><li>Product quality and level of service;</li><li>Fair pricing;</li><li>Continuity and reliability</li></ul>	<ul style="list-style-type: none"><li>Direct individual contacts</li><li>Quality control service</li><li>Logistics service</li><li>Company website content</li><li>Reserved e-commerce portal</li><li>Materiality analysis survey</li></ul>	<ul style="list-style-type: none"><li>Responsiveness to customer needs</li><li>Transparency in relationships</li><li>Identification of ESG topics relevant to customers</li></ul>
<b>Public administration and institutions</b> 	<ul style="list-style-type: none"><li>compliance with regulations and technical standards</li><li>Dialogue</li><li>Informational transparency</li></ul>	<ul style="list-style-type: none"><li>Exchange of information</li><li>Materiality analysis survey</li></ul>	<ul style="list-style-type: none"><li>Compliance with regulatory and technical obligations</li><li>Dialogue between parties</li><li>Identification of ESG topics relevant to Public Administration</li></ul>
<b>Suppliers of goods and services</b> 	<ul style="list-style-type: none"><li>Financial soundness;</li><li>Business and volume growth;</li><li>Continuity and loyalty;</li><li>Workplace safety;</li><li>Flexible organisation and logistical efficiency;</li><li>Technical expertise and prestige</li></ul>	<ul style="list-style-type: none"><li>Direct individual contacts;</li><li>Submission of financial statements upon request;</li><li>Volume agreements;</li><li>Materiality analysis survey;</li><li>Supplier evaluation survey.</li></ul>	<ul style="list-style-type: none"><li>Sharing of know-how and technological innovation;</li><li>Assessment of objectives and strategic projects;</li><li>Identification of ESG topics relevant to suppliers;</li><li>Monitoring of information and good social and environmental practices along the supply chain</li></ul>
<b>Territory and community</b> 	<ul style="list-style-type: none"><li>Job creation</li><li>Community integration and youth engagement</li><li>Financial support for projects</li><li>Involvement in initiatives</li><li>Professional placement of students</li><li>Mitigation of environmental impact</li></ul>	<ul style="list-style-type: none"><li>Donations and support for project initiatives</li><li>Initiatives for local development and economic growth</li><li>Indirect communication through media</li></ul>	<ul style="list-style-type: none"><li>Distribution and sharing of economic, environmental, and social value</li><li>Transparent dialogue and recognition of the company's local role</li></ul>
<b>Certification and control bodies</b> 	<ul style="list-style-type: none"><li>compliance with the specifications set out in reference standards</li><li>Fulfilment of regulatory obligations</li></ul>	<ul style="list-style-type: none"><li>Annual/semi-annual audits for the maintenance or renewal of certifications</li></ul>	<ul style="list-style-type: none"><li>Maintenance of certification and its value in commercial and reputational terms</li></ul>
<b>Industrial relations</b> 	<ul style="list-style-type: none"><li>Constructive dialogue between social partners</li><li>Involvement in local initiatives</li><li>Participation in refresher courses</li><li>Consultancy activities</li></ul>	<ul style="list-style-type: none"><li>Participation in the general council (Confindustria Reggio Emilia)</li><li>Direct contacts, emails, newsletters</li><li>Website communications;</li><li>Surveys for new regulatory proposals</li><li>Regular meetings with social partners</li></ul>	<ul style="list-style-type: none"><li>Sharing of new sector-specific technical and quality standards</li><li>Sharing of company performance in terms of safety</li><li>Understanding of the economic performance and needs of local businesses</li></ul>

Stakeholder engagement is a strategic element for understanding their expectations, interests, and evaluations. A careful and proactive dialogue allows the company to define its objectives more consciously, supporting the decision-making process and creating shared value. For this reason, during previous reporting periods—and specifically in 2023—Padana Tubi engaged its stakeholders to identify strategic and priority ESG topics for its medium- and long-term growth. More specifically, a structured **stakeholder engagement** activity was carried out, directly involving a selected group of key stakeholders. Among these, there were some of the company's main clients and suppliers, as well as the Municipality of Guastalla, who participated in the consultation and in the analysis process. Listening to and actively involving stakeholders proved to be a fundamental opportunity to better understand market and territorial expectations, allowing Padana Tubi to integrate these elements into its corporate vision and future strategies.

The activity led to the development of the materiality matrix, which was the cornerstone of Padana Tubi's previous sustainability reports and also the foundation for the **Double Materiality** Assessment conducted in 2024 in line with the requirements of the European Corporate Sustainability Reporting Directive (CSRD), which will be presented in the following chapter.





## Double materiality assessment

In a spirit of transparency and responsibility, starting with this Sustainability Report, Padana Tubi has voluntarily adopted – before the regulatory obligations introduced by the European **Corporate Sustainability Reporting Directive (CSRD)** – the **double materiality** approach.

The analysis, carried out with the support of an external consultancy firm, made it possible to evaluate both the **impacts** generated by the company's activities and across its value chain on people and the environment (**impact materiality**), and the ESG risks and opportunities that may influence the business model, financial performance, and company value in the short, medium, and long term (**financial materiality**).

The materiality process was conducted through several steps, in line with the ESRS principles and as recommended in the technical document *"Implementation Guidance for the Materiality Assessment"* published by EFRAG (European Financial Reporting Advisory Group):

**1. Understanding and analysing the context:** An in-depth analysis of the internal activities, commercial relationships, and the context in which the company operates was carried out, identifying the key stakeholders involved across all processes. The outcome of this analysis enabled the construction of **Padana Tubi's Value Chain**, presented in the section "The Value Chain: A Structured and Controlled Process," and provided the key inputs for identifying the impacts, risks, and opportunities to be considered in the reporting.

**2. Mapping of Impacts, Risks and Opportunities (IROs):** Following the sectoral analysis, an alignment was carried out between the sustainability issues (environmental, social and governance) described in the thematic ESRS standards, as outlined in the reporting standard "ESRS 1 – General Requirements," and the material topics reported in the 2023 Sustainability Report. At the same time, positive, negative, actual and potential impacts were identified, as well as the risks and opportunities associated with potentially material sustainability issues.

**3. Evaluation of IROs by the Board:** For each analysed topic, the Working Group, composed of the Executive Management and internal Management team, assessed the related positive or negative, actual or potential impacts in terms of materiality<sup>2</sup>, as well as the risks and opportunities generated or potentially generated<sup>3</sup> in relation to the company's financial position. The evaluation incorporated the perspective of internal stakeholders, including the CEO, to ensure a representative and consistent viewpoint.

**4. Identification of sustainability issues with double materiality:** Following the initial evaluation, the results were discussed and the sustainability issues relevant to Padana Tubi were identified, from both an impact and/or financial materiality perspective. Non-material topics were excluded based on a materiality threshold defined by the average score obtained.

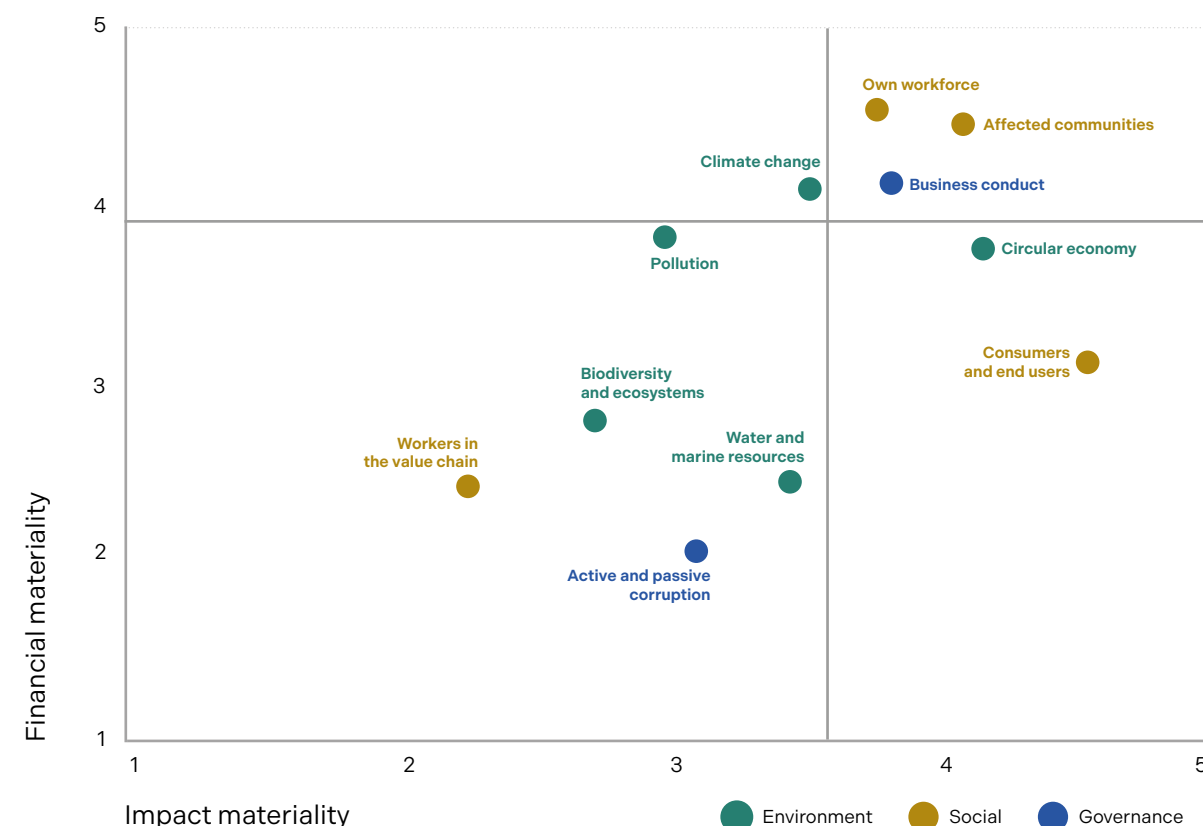
Below is the graphical representation of the results through a matrix, with the horizontal axis representing the impact materiality assessment and the vertical axis representing the financial materiality assessment. The matrix shows the result of the double materiality process carried out, aiming to represent the interdependence between impact materiality and financial materiality in relation to the sustainability areas. The matrix highlights the materiality thresholds used, defined by the average values of the assessments assigned.

<sup>2</sup> The evaluation was based on the significance of the severity, irremediability and likelihood of impacts, using a qualitative/quantitative scale from 1 to 5.

<sup>3</sup> The evaluation was based on the likelihood of occurrence and the magnitude of financial effects, using a qualitative/quantitative range from 1 to 5.



### Double Materiality Padana Tubi







Relevant topic and alignment

The table provides a summary of the **outcomes from Padana Tubi’s double materiality analysis** in relation to sustainability matters. The topics have been aligned with the nomenclature used in the previous reporting period.

Topical ESRS	Impact Relevance <sup>4</sup>	Financial Relevance	Final Materiality	Relevant Sustainability Topics 2023
E1 - Climate Change			Material topic	Energy Management Atmospheric Emissions
E2 - Pollution			Material topic	-
E3 - Water and Marine Resources			Non-material topic	Water and Water Stress
E4 - Biodiversity and Ecosystems			Non-material topic	-
E5 - Circular economy			Material topic	Material Management and Circular Economy Waste Management
S1 - Own workforce			Material topic	Occupational Health and Safet Employee Skill Development Diversity and Inclusion
S2 - Workers in the value chain			Non-material topic	-
S3 - Affected communities			Material topic	-
S4 - Consumers and end users			Material topic	Product/Service Quality and Traceability Customer Satisfaction Focus
G1 - Business conduct			Material topic	Transparency, Ethics, and Integrity
G1 - Active and passive corruption			Non-material topic	Anti-Corruption Measures

Environment Social Governance

For a comprehensive discussion of the relevant IROs associated with the sustainability topics identified as material, please refer to the section Appendix – Impacts, Risks and Opportunities.

<sup>4</sup> The grey cells represent topics that did not emerge as relevant, while the coloured cells reflect the topics that were found to be material from the perspective of impact materiality or financial materiality.



Economic  
performance  
and business  
continuity

4



Economic and financial results

In 2024, Europe experienced a slowdown in industrial production and a contraction in the steel sector, within a global context marked by uncertainty and geopolitical instability.

The war in Ukraine continued into its third year, while conflicts intensified in the Middle East. In the Red Sea, piracy activities continued to disrupt maritime traffic, and the slowdown of the Chinese economy negatively affected international steel trade. Additional contributing factors included high interest rates and sustained energy costs, which continued to hinder investments and affect supply chains both in terms of production and logistics.

At an international level, 2024 saw a further increase in protectionist measures and institutional barriers to free trade, with new trade policies introduced both in the EU and in other strategic markets.

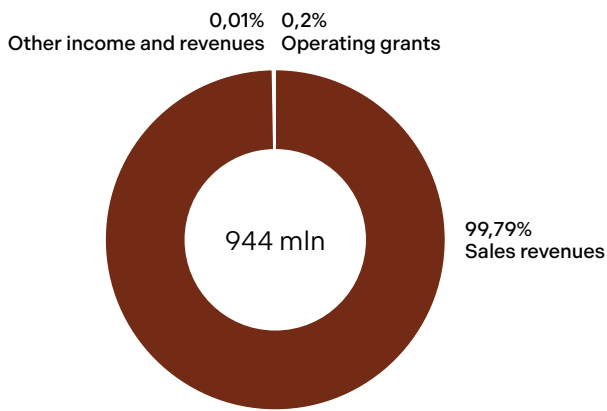
In Europe, in particular, the implementation of the Carbon Border Adjustment Mechanism (CBAM) and the launch of new anti-dumping investigations by the European Commission had a significant impact.

On the sales market front, economic conditions also showed signs of weakness: the economic slowdown in key countries such as Germany and France had a negative effect, with sharp contractions in the automotive and construction sectors.

In this complex scenario, Padana Tubi demonstrated resilience thanks to the strength and flexibility of its commercial and production structure, managing to mitigate the effects of the main risk factors. However, the scope and persistence of many of these negative variables may continue to influence economic performance into the first half of 2025.

In 2024, **sales revenue totalled € 946,960,509**, marking a slight contraction (around -7% compared to 2023), partly due to falling sales prices. At the same time, the Company recorded a **significant increase in net profit, amounting to € 41,774,485**, up +21% compared to € 34,570,918 in 2023.

PRODUCTION VALUE 2024



**Also investments showed a marked increase: in 2024, € 35,691,280 were allocated to plant and machinery—more than double the amount of the previous year.** Work continued on Facility P, which is now nearing structural completion, and new projects related to Industry 4.0 automation were launched. An example is the development of a prototype software system designed to coordinate and monitor the production process, ensuring more efficient, safe, and integrated management of machinery and production systems.

Economic value generated and distributed

Padana Tubi recognises the importance of the fair and responsible distribution of the economic value generated through its operations. This value directly or indirectly involves all stakeholders who contribute to the company's growth every day. The overview below highlights the value generated and distributed, based on the income statement for the reference period and in accordance with GRI standards. For comparison purposes, historical data for 2023 is also provided.

The aim is to clearly and transparently represent how Padana Tubi allocates financial resources to its internal and external stakeholders: employees, suppliers of goods, services and capital, public administration, and local communities.

**Economic value generated** refers to the value of production as reported in the company's financial statements (revenues from sales and services and other operating income), integrated with financial income and changes in inventories of work in progress, semi-finished, and finished products.

**Economic value distributed** refers to the wealth generated and distributed to categories of stakeholders who contributed to the value creation and/or are among the company's key reference stakeholders. The «Suppliers – Operating Costs» item also considers inventories of raw materials, auxiliaries, consumables, and goods.

**Economic value retained** represents the share of financial resources retained within Padana Tubi for its own sustenance and long-term sustainability. The value includes depreciation of tangible and intangible assets and the profit for the year net of the amount of dividends distributed.

**In 2024, Padana Tubi generated an economic value of € 966,571,571**, marking a slight decrease of 5% compared to the previous year. **The economic value distributed to stakeholders amounted to € 874,712,443, equal to 90% of the total generated.** The largest share was allocated to Suppliers, who absorbed 84.6% of the generated economic value, followed by Employees with 4.6%, Public Administration with 1.2%, and finally the local community, which received 0.04%.

**The value retained by the company—representing the difference between the economic generated and distributed values—totalled € 91,859,129**, showing a slight decrease of 3% compared to 2023.

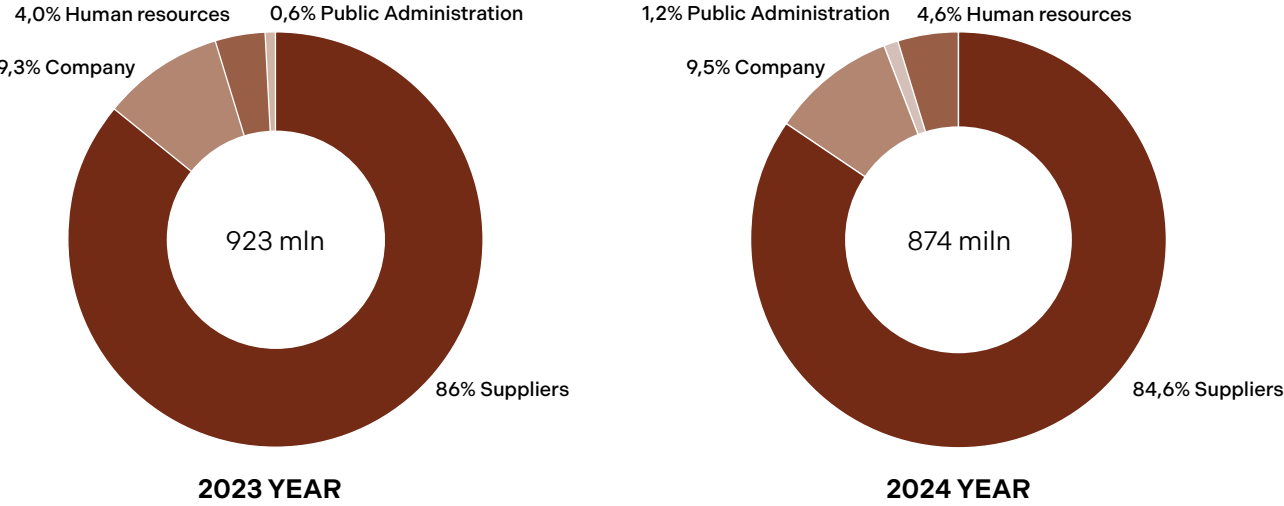
TABLE 2  
KEY ECONOMIC AND FINANCIAL DATA OF PADANA TUBI

Economic data (€)	2023	2024
Revenue	1,014,583,548	946,960,509
Valore della produzione	1,012,056,081	944,010,499
Net profit	34,570,918	41,774,485
EBITDA	93,413,405	79,331,967
EBITDA/VAL of Prod %	0.09	0.08

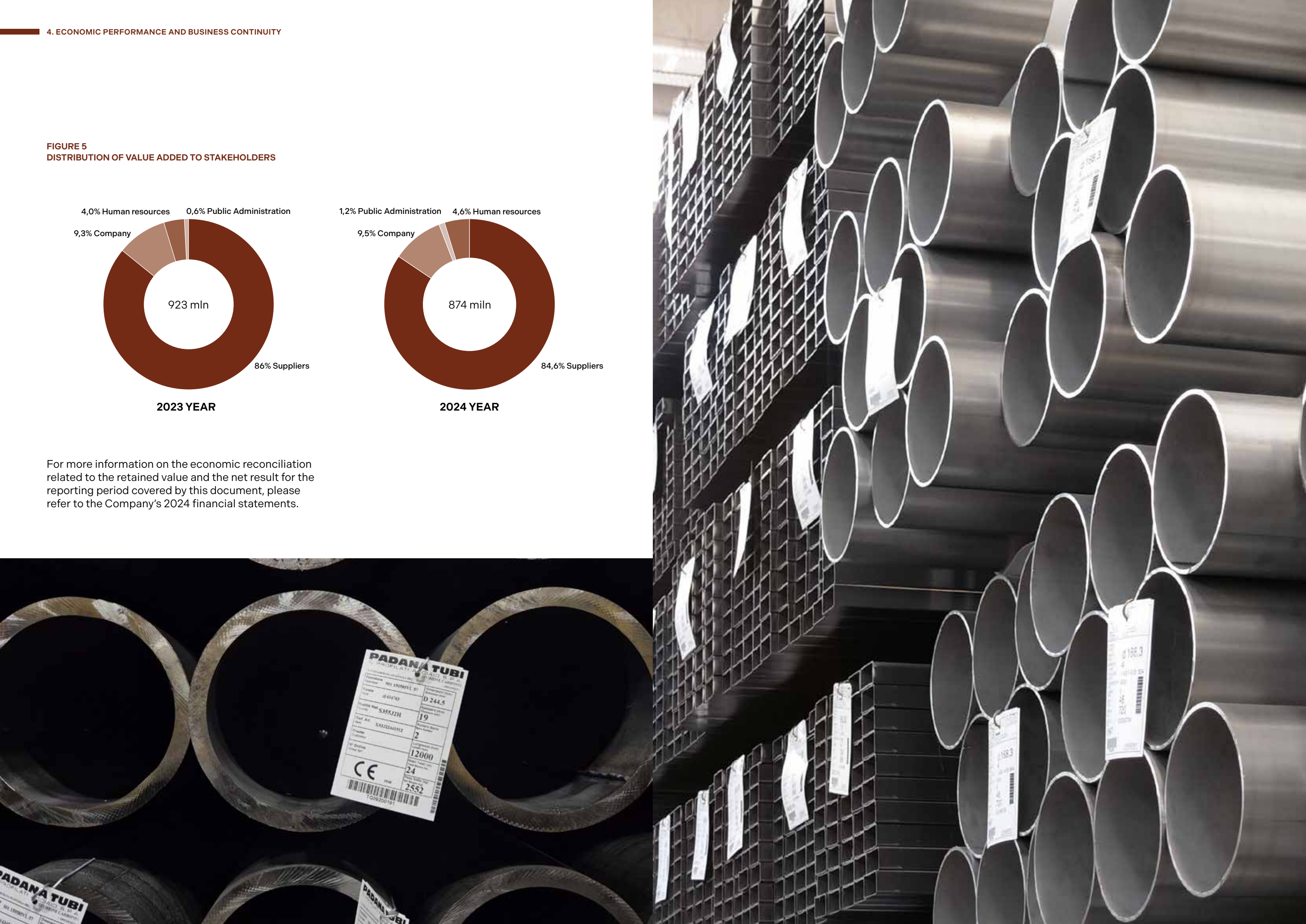
Financial data (€)	2023	2024
Shareholders' equity	838,730,845	847,049,873
Net financial position (NFP)	413,223,490	462,283,298
Investments in plants	16,625,407	35,691,280



FIGURE 5  
DISTRIBUTION OF VALUE ADDED TO STAKEHOLDERS



For more information on the economic reconciliation related to the retained value and the net result for the reporting period covered by this document, please refer to the Company's 2024 financial statements.





Quality and  
continuous  
improvement: at  
the heart of every  
process

5





# The quality management system

SDGs 8,9,12



Ensuring high quality standards through advanced procedures and systems is a priority for Padana Tubi. The company aims to offer a reliable and consistent service, able to adapt and respond effectively to the different needs of the market, while maintaining high levels of product performance and safety over time.

**UNI EN ISO 9001:2015 certification**  
no cases of non-conformity related to product health and safety impacts

**2024:**  
revamping works on the “elephant” line

**2025 goal:**  
enhancement of the quality management system and greater integration with the environmental and occupational health & safety management systems

Padana Tubi is committed to ensuring high standards in the quality of its products, adopting a structured and certified approach. To this end, it has obtained **the international UNI EN ISO 9001 certification**, which confirms that its production and organisational processes comply with globally recognised standards. The company has also adopted a Policy for Quality, Environment, Occupational Health and Safety, and Energy, supported by clear procedures and operating instructions that ensure an effective and systematic management of quality.

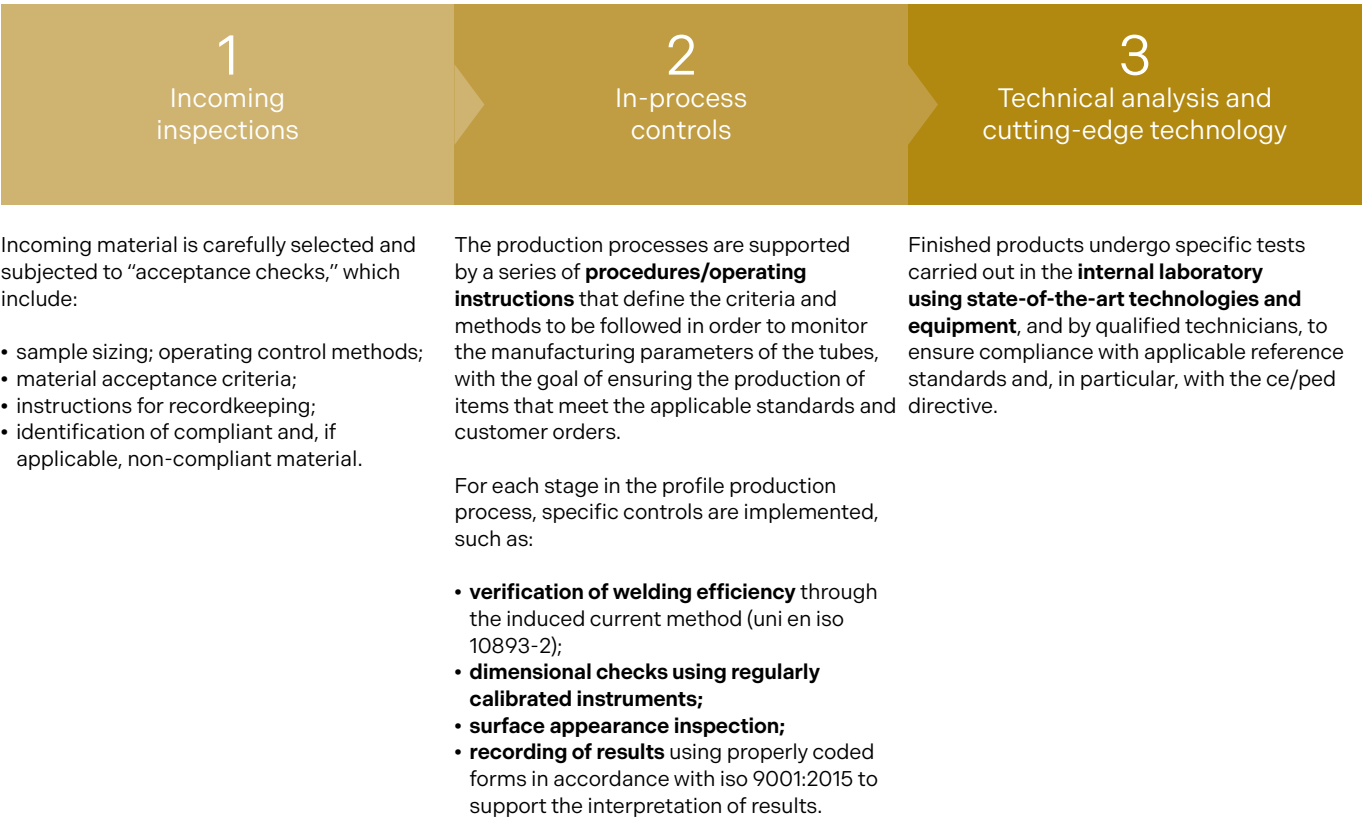
## Traceability, reliability and product safety

To maintain high quality standards, Padana Tubi carries out **constant monitoring of its products and production processes**. Scheduled and periodic audits allow for an up-to-date overview of business activities, **ensuring compliance with procedures and continuous improvement**. Controls are particularly frequent and detailed in key areas such as sales, Carbon Steel production, Stainless Steel production, and procurement. However, the entire company system undergoes at least one audit per year.

A fundamental aspect of quality management is the **traceability system, which makes it possible to track batches of raw materials and finished products**. This activity is governed by a specific procedure compliant with product standards and is managed through a dedicated management system. Every coil, every strip obtained from coil cutting, and every tube produced from a strip are identified by a unique batch code, allowing the product’s history to be reconstructed at any time.

### Main factors ensuring quality at padana tubi:

- appropriate incoming checks on raw material procurement;
- timely monitoring of production processes;
- use of cutting-edge technologies and specialised expertise for testing finished products in compliance with relevant standards.



## State-of-the-art laboratories and technology

Padana Tubi has two laboratories dedicated to quality tests of raw materials and finished products. The first is located at the Portamurata production site, and the second, inaugurated in 2023, in the San Giacomo industrial area. The latter is equipped with cutting-edge instruments to perform hardness, tensile, and impact tests, chemical analyses, and macrographic and micrographic examinations of the base material and heat-affected zones, with particular focus on the weld quality of profiles.

The tests ensure that the finished products strictly comply with the technical specifications of applicable reference standards, in particular:

- for the carbon division, all requirements are applied for the Factory Production Control certification, in compliance with EN 10219-1;
- for the stainless steel division, each product undergoes specific control certifications, in line with the directives on the quality of longitudinally welded austenitic steel tubes, in compliance with the Pressure Equipment Directive 2014/68/EU and standard 10217-7.

In addition, Padana Tubi conducts in-depth assessments of health and safety impacts within its production processes. Special attention is given to stainless steel tube welding, an activity requiring strict controls on welding fume management due to the presence of alloying elements such as chromium and nickel. To ensure worker protection, a dedicated health protocol has been implemented, alongside standard metalworking safety measures.

Thanks to meticulous quality management and constant monitoring of production processes, **no incidents of non-conformity regarding product and service health and safety impacts have been recorded in the past two years in relation to applicable regulations.**

In 2025, Padana Tubi plans to further refine its Quality Management System, aiming to optimise processes and integrate certain operational practices with the Environmental and Occupational Health and Safety Management System, thereby strengthening an increasingly integrated and innovative approach to company management.

### Performance verification according to the CE directive

CE marking requires manufacturers to adopt a Factory Production Control (FPC) system, which entails continuous verification of the performance characteristics of profiles. To ensure compliance with required standards, Padana Tubi conducts thorough testing in its in-house laboratory, using advanced methodologies to assess material properties. The main tests carried out include:

**tensile test according to UNI EN ISO 6892-1**, which involves applying an increasing uniaxial tensile load to a standardised specimen until failure. This analysis determines elongation, tensile strength, and yield strength — key parameters for evaluating steel quality;

**impact test according to UNI EN ISO 148-1**, conducted by releasing a free-falling pendulum on a specimen supported at both ends. This test measures the toughness of the steel, or its ability to absorb energy before breaking;

**chemical analysis** using a mass spectrometer, which determines the percentage of elements present in the alloy. This test also allows calculation of the steel's weldability index (CEV), essential for ensuring the integrity of welded joints;

**non-destructive testing of welds**, conducted directly on the production line using the eddy current method, in compliance with UNI EN ISO 10893-2. This technique allows detection of any discontinuities or defects in the material without compromising its integrity.

## Investments in innovation and digitalisation for more efficient and safer processes

In recent years, technological **innovation and sustainability have been the main drivers of Padana Tubi's** investments, with the goal of increasing productivity and creating an increasingly interconnected network between its production lines. **The Industry 4.0 digitalisation process** launched by the company aims to optimise production stages, enhance real-time monitoring, and enable detailed analysis of costs, malfunctions, intervention times, and abnormal consumption. This approach is expected to **reduce waste and energy use over the long term, thereby boosting production efficiency.**

In this context, a prototype software has been developed, alongside specific platforms and applications for managing and coordinating production. These tools interface directly with factory information systems to monitor machine and production system operating conditions, assessing efficiency, maintainability, and quality.

In 2024, a major **revamping operation** was carried out on the **"Elephant" line** in plant B, which was the focus of the year's main interventions. Additional upgrades were made in several production halls, including the extension of both monitoring systems that track energy consumption in two more facilities. The company plans to expand this initiative to the INOX division, further widening the scope of monitoring technology implementation.

The various revamping projects over time have brought significant improvements in automation, making tasks easier for operators. The adoption of shared safety procedures with suppliers, together with the installation of new physical and digital safety systems, has further increased safety levels for personnel on profiling lines. Furthermore, the introduction of new and semi-automated machines on existing equipment has improved product quality and expanded the range of profiles that can be produced, consolidating Padana Tubi's position in the sector.





## Customer relations: listening, efficiency and innovation

SDGs 8,12



Customer relationships and satisfaction are key elements for a strong market positioning. A lasting and fruitful relationship is built on the continuous improvement of service quality, supported by transparent and digital communication. Padana Tubi places great emphasis on customer satisfaction and protection, adopting an approach focused on listening to and understanding their needs. This philosophy guides the company in strengthening its market presence, ensuring increasingly reliable and effective solutions.

Padana Tubi's customers are mainly **steel distributors** and **service centres**, which in turn resell the products or carry out further processing before sale. These processes include length reductions, surface treatments, laser perforations, and end forming or deformation of tubes.

**As of 31 December 2024, Padana Tubi had 792 active customers, of which 309 were based in Italy and 483 abroad, with a strong presence in the European market.**

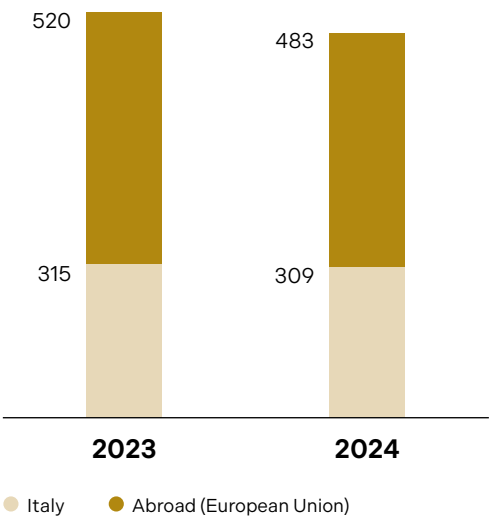
The company manages **customer relations** through continuous **monitoring of overall satisfaction**, also tracking the number of complaints received. Complaints not submitted via Non-Conformity Reports are recorded in the "Non-Conformity Management" form, which identifies the issue and the corrective actions to be implemented.

Customer satisfaction is assessed through an indirect approach, based on direct contact between customers and the relevant sales representative, in addition to the monitoring of specific indicators reported in the "Management Review". Since 2024, Padana Tubi reinforced this method of analysis, considering its prominent market position in both the Carbon Steel and INOX divisions. The company analyses both implicit and explicit aspects: the former concern expectations the customer takes for granted, while the latter are specific requirements stated in contracts and offers.

In 2024, complaints recorded for the Carbon Steel division showed a slight increase compared to 2023, although they remained stable compared to the previous two-year period. Conversely, the INOX division saw a slight decrease in complaints, with consistent figures in the last two years.

To further improve the customer experience, Padana Tubi developed an **e-commerce integrated system** with its own management system. This platform allows customers to submit digital requests quickly and efficiently, with automated processing that optimises response times and order entry, enhancing request management and the overall quality of service offered.

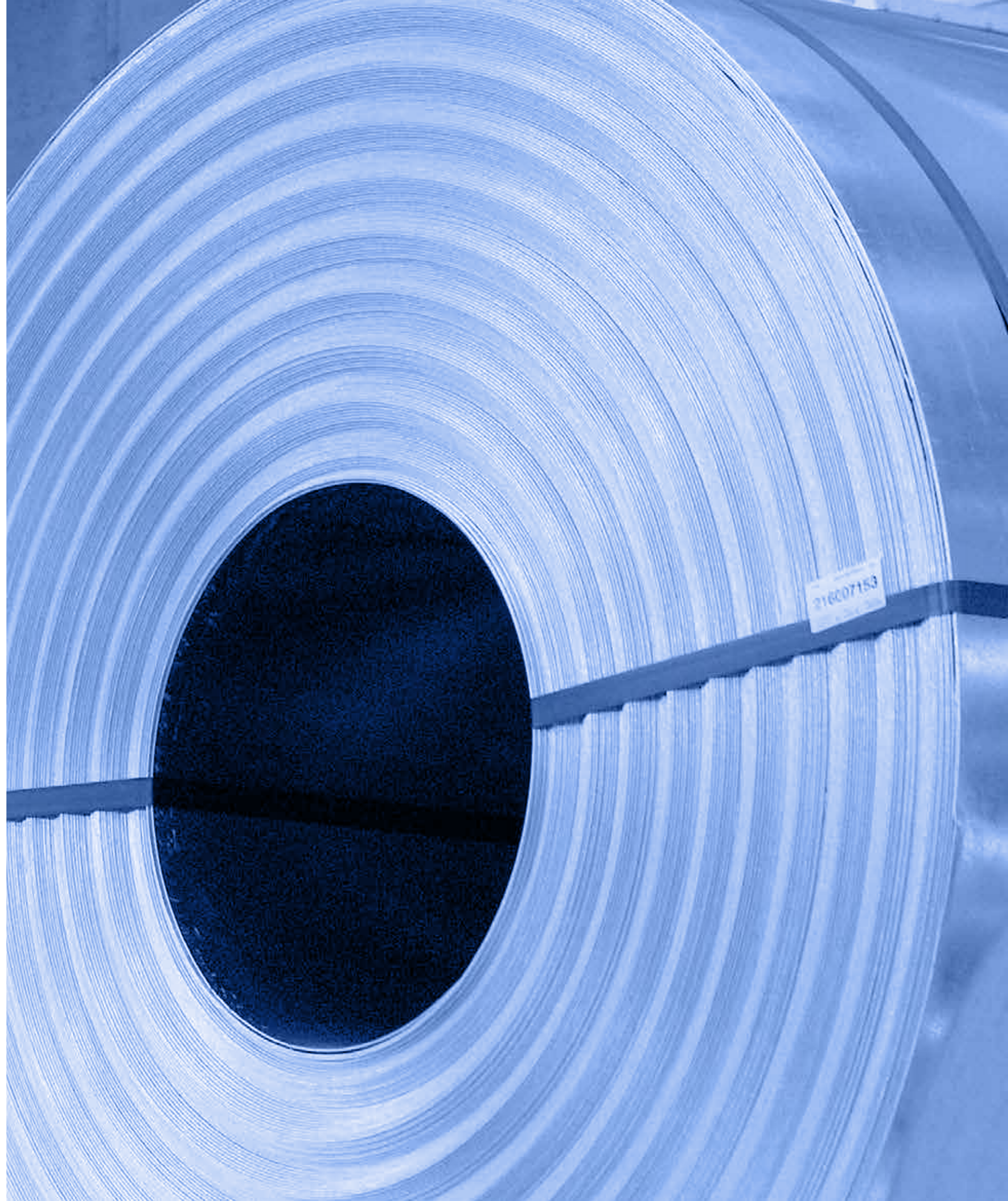
### CUSTOMERS BY LOCATION





Suppliers and  
procurement:  
transparency  
and reliability

6





# A long-term relationship-oriented approach

A responsible management of the supply chain requires careful monitoring and constant evaluation of the social and environmental impact of suppliers. The selection of partners must be based not only on the quality of the products and services offered, but also on compliance with current regulations, ensuring fairness, transparency, and respect for human rights. This approach allows for the promotion of a culture of sustainability throughout the entire supply chain, encouraging more responsible practices. In selecting its suppliers, Padana Tubi carefully assesses key factors such as stability, reliability, and ethical commitment—essential elements for building strong, long-term relationships.

842 suppliers in 2024

61% of budget spent on local suppliers

79 questionnaires sent for the assessment of new suppliers

43 responses received  
(response rate of 54%)

45%:  
Proportion of new suppliers assessed with an esg perspective

2024:  
Launch of a supply chain assessment initiative

2025 goal:  
drafting of a supplier code of conduct

To address the challenges of the current context and strengthen the resilience of its supply chain, in 2024 Padana Tubi launched, with the support of external consultants, a **strategic advisory project aimed at conducting an in-depth analysis of its procurement processes**. The goal of this initiative is to identify risks and opportunities to optimise the supply chain, with particular attention to ESG aspects.

In the long term, the company aims to develop initiatives to:

- improve the **sustainability of operations**;
- reduce **environmental impact**;
- ensure **ethical standards** throughout the supply chain;
- strengthen **transparency in supplier relationships**.

The initiative launched in 2024 is expected to conclude its analysis by the first half of 2025. In addition, among the 2025 goals, Padana Tubi plans to develop a **Supplier Code of Conduct**, which will define clear principles and requirements to be met. This initiative will support improved monitoring and collaboration with partners, fostering more responsible procurement aligned with international standards.

## Supply chain composition

Padana Tubi’s supply chain is composed of several categories, each playing a specific role within the production cycle:

- **Raw material suppliers** (steel mills), for the procurement of carbon steel and stainless steel coils;
- **Service and consulting providers**, including outsourced processing such as galvanising, satin finishing, and polishing;
- **Suppliers of consumables/secondary materials**, including packaging and lubricating oils;
- **Suppliers of equipment/plants and maintenance**, ensuring the operational efficiency of the production sites;
- **Suppliers of goods and general/administrative expenses**, including telecommunications, representation expenses, and office supplies;
- **Transporters**, responsible for handling raw materials and delivering products to customers;
- **Agents and Customs**, with whom the Company manages logistical and administrative matters related to import/export.

Thanks to this diversified network, Padana Tubi is able to ensure an efficient and structured supply flow — crucial to maintaining **high production and operational standards**.

**During the reporting period covered by this Sustainability Report, Padana Tubi collaborated with 842 active suppliers. Total procurement expenditure amounted to € 892,216,841<sup>5</sup>.**

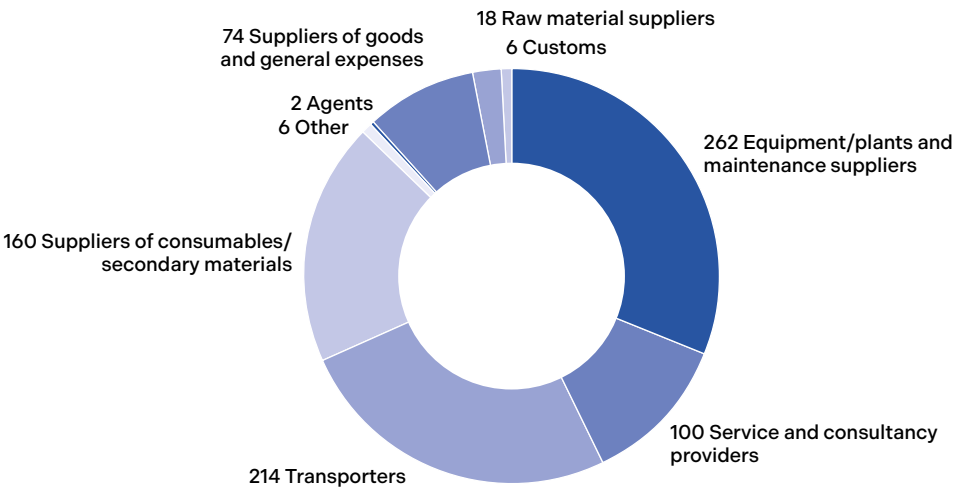
An analysis of the supply network composition shows that most suppliers fall into the following categories:

- Suppliers of equipment, plants and maintenance, accounting for 31% of the total;
- Transporters, accounting for 25%;
- Service and consultancy providers and suppliers of consumable materials, together accounting for 31%;

The remaining categories complete the procurement network, ensuring Padana Tubi has a robust and diversified system essential to supporting the company’s production and operational activities.

<sup>5</sup> Please note that starting from 2024, the calculation base for supply-related expenditure has changed, and only taxable supplies are now taken into account.

SUPPLIER TYPES – 2024 CLASSIFICATION



**Local procurement**<sup>6</sup> saw an increase compared to the previous year, reaching **61% of total purchases**, amounting to **€539,943,876**.

Of this amount, **suppliers based in Emilia-Romagna** accounted for about **6% of the total**, with a value of **€30,081,676**.

Specifically, for **raw material suppliers**, **62% of total 2024 expenditure** was allocated to suppliers based in **Italy**. Similarly, in other **strategic categories** such as equipment, plants, maintenance, and transport, spending was primarily focused on **Italian suppliers**.

In detail:

- **42% of transport expenditure** was allocated to **Italian suppliers**;
- **98% of spending on equipment and maintenance** was directed to **Italian partners**.

These figures confirm the **importance of national and local sourcing** in Padana Tubi's strategy, promoting a **more integrated and resilient supply chain**.

<sup>6</sup> By local procurement, we refer to supplies sourced from within the national (Italian) territory.

### Supplier selection and assessment: from quality to sustainability principles

The relationships Padana Tubi establishes with key suppliers go beyond mere commercial transactions; they are a strategic lever for building mutual trust and fostering innovation, with a view to responsible growth. Padana Tubi manages supplier relationships with loyalty, fairness, and professionalism, encouraging stable and synergistic partnerships.

**Supplier selection and purchasing conditions are based on objective and impartial criteria, including technical and economic parameters such as quality, price, guarantees offered, and requirements of necessity and usefulness.**

Padana Tubi carefully evaluates the selection of its suppliers and contractors, verifying compliance with health and safety obligations, as well as wage, contribution, and tax requirements. The company works exclusively with qualified and reputable businesses and professionals, requiring adherence to its Code of Ethics and encouraging adoption of the 231 Model to ensure a responsible and regulatory-compliant approach.

**Padana Tubi's focus on ethically responsible conduct has led the company to strengthen its supplier evaluation process by integrating social and environmental criteria.** As early as 2023, the company introduced a **questionnaire** for new suppliers, aimed at collecting **information on environmental and social sustainability**. This survey complements the standard documentation required at the start of a partnership, such as the Chamber of Commerce registration, DURC, DURF, and—specifically for steel mills—documents like DoP, REACH, RoHS II+III, and Conflict Minerals. Additionally, where available, Padana Tubi requests EPD studies or LEED certificates and Organisation Carbon Footprint documentation, along with information on the environmental management system in use, waste management methods, adoption of the Organisational, Management and Control Model under Legislative Decree 231/01, and workplace safety procedures.

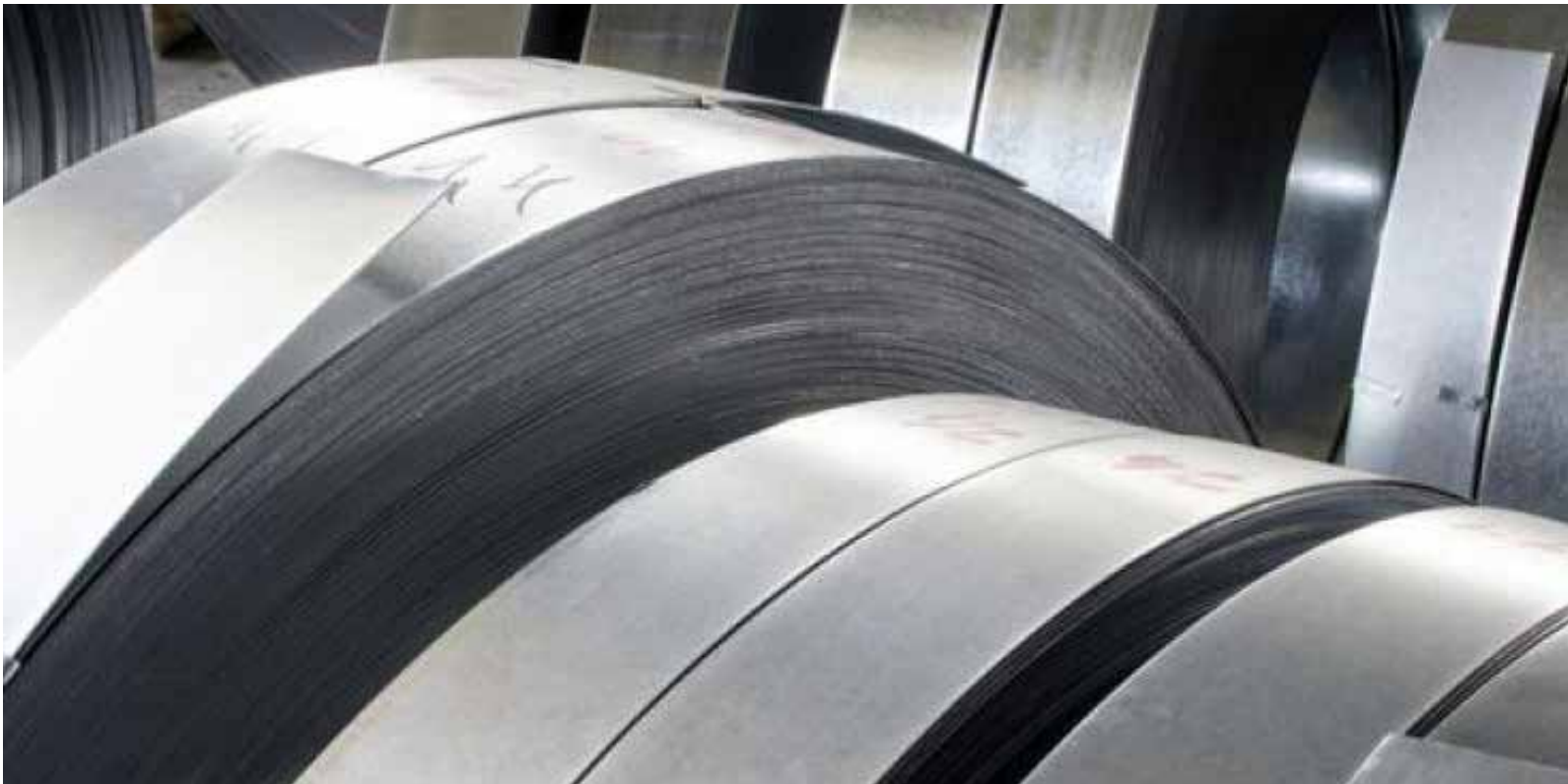
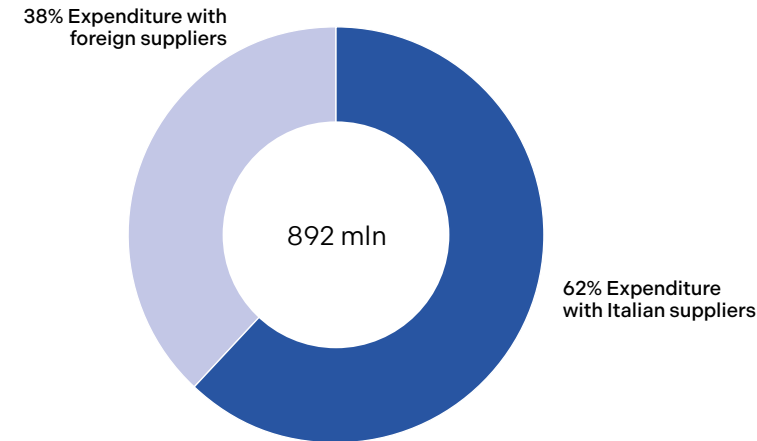
**In 2024, the company expanded this initiative by sending 79 questionnaires, up from 56 in 2023.** The responses received were 43, nearly double the previous year (22 in 2023), resulting in a 54% response rate. Overall, **45% of new suppliers were subject to a specific evaluation on environmental and social criteria**, with 43 responses received from a total of 95 new suppliers.

### Privacy and data management

Padana Tubi ensures the protection and responsible management of personal data of clients and suppliers, in accordance with current privacy legislation. **All collected information is stored and processed with the utmost security, in full compliance with legal provisions.**

Through its Privacy Register, the company monitors the number of verified reports concerning violations of customer privacy. From 2022 to 2024, no cases of personal data breaches or cyberattacks were recorded, confirming the effectiveness of the protection measures implemented.

#### PROCUREMENT EXPENDITURE 2024 (%)







## People at the heart of business growth

# 7





## Workforce, skills, and professional development

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 401-1 | GRI 404-1 | GRI 405-1 | GRI 406-1

Human resources are the beating heart of Padana Tubi and represent a key element in the company's success. Human capital is a vital and strategic asset, essential for the development and progress of the organisation.

**748 employees** (+1% compared to 2023)

**93% men, 89% blue-collar workers**

**94% employees on permanent contracts**

**99% full-time employees**

**59% employees aged between 30 and 50**

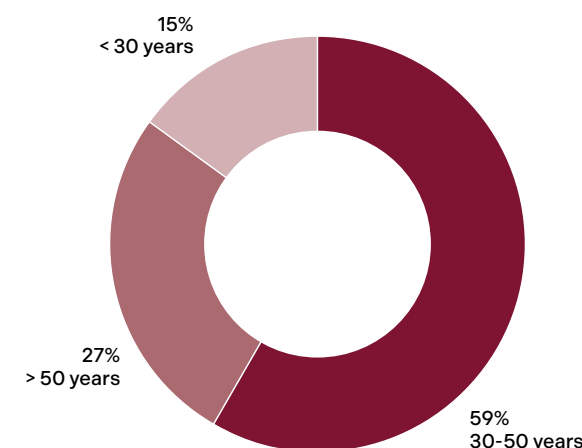
Attention to people is inspired by the principles set out in the Code of Ethics, promoting a working environment based on dialogue, communication and mutual respect. Padana Tubi is committed to providing an inclusive environment, preventing any form of discrimination, and fostering a climate of collaboration and professional growth.

As of 31.12.2024, the company employed **748 people** (+1% compared to 2023), including **697 men** and **51 women**. The increase is due to the hiring of seven new male employees.

**Gender composition remained unchanged from the previous year: 93% of the workforce are men, and 7% are women**, who mostly hold clerical roles. This distribution reflects both the nature of the company's activities and a broader cultural context in which the sector is traditionally male-dominated.

Looking at age distribution, most employees fall into the 30–50 age group (59%), followed by 27% over 50s and 15% under 30s. In 2024, the first two groups recorded a percentage increase of +6% and +8% respectively compared to the previous year, highlighting an evolving demographic structure within the company.

EMPLOYEES BY AGE AS OF 31.12.2024



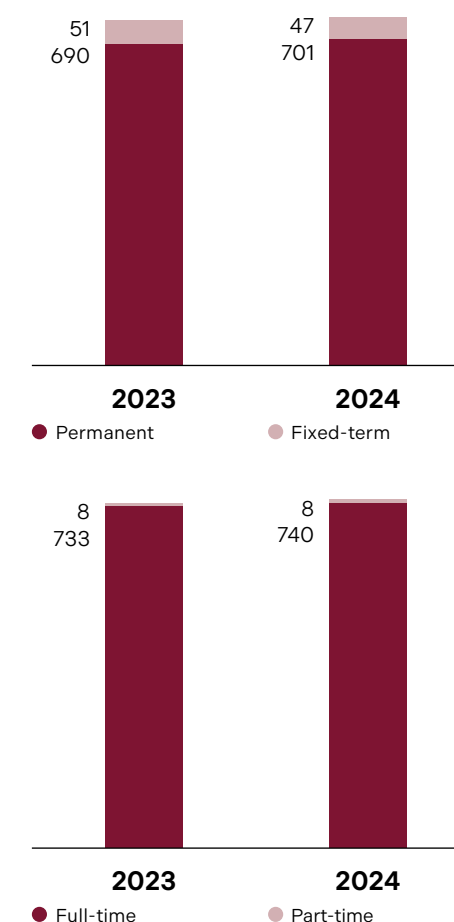
Analysing the workforce composition by job category, it emerges that the most represented category is that of production workers, who, as of 31 December 2024, total 667 employees, equal to 89% of the overall workforce. They are followed by 81 office workers, representing 11% of the workforce, of whom 45 are women. This distribution reflects the operational structure of Padana Tubi, where the majority of personnel are directly involved in the production processes.

Padana Tubi gives preference to permanent employment contracts, which in 2024 applied to **94% of its workforce**, and to full-time roles, which account for **99% of employees— a percentage that has remained stable for several years**. The remaining portion consists of fixed-term contracts, involving 47 employees in 2024. The company manages all hiring processes internally, without resorting to temporary agency work, thus ensuring a direct and stable relationship with its personnel.

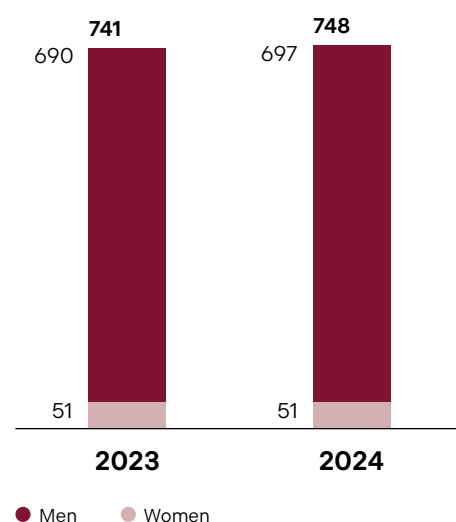
Padana Tubi does not employ non-staff workers for core organisational activities. However, when needed, it engages specialised professionals for specific tasks such as advanced maintenance, construction of facilities and buildings, and cleaning and sanitisation.

These figures confirm the company's commitment to employee retention, with the aim of offering job stability and supporting ongoing professional development.

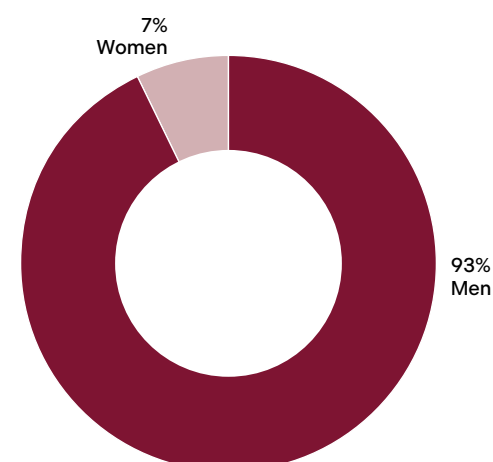
EMPLOYEES BY CONTRACT TYPE



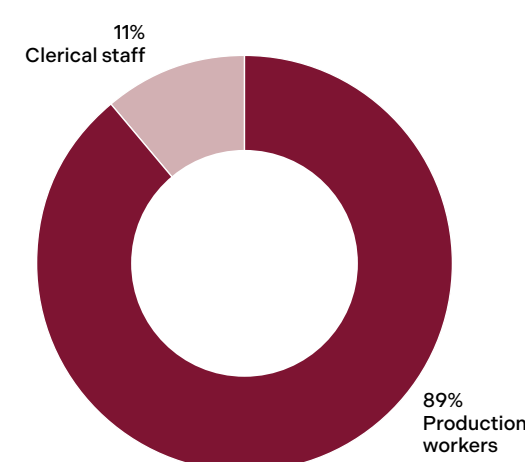
EMPLOYEES - PADANA TUBI



EMPLOYEES BY GENDER AS OF 31.12.2024

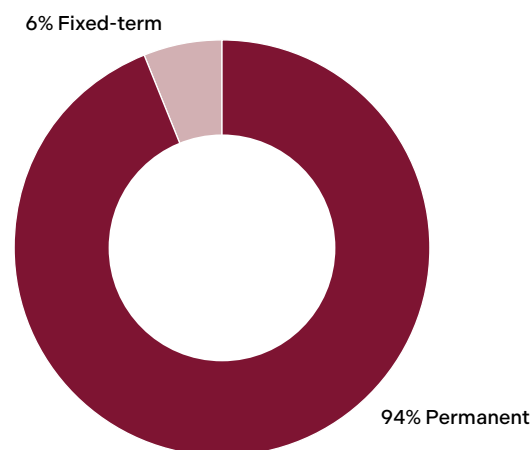


EMPLOYEES BY JOB CATEGORY AS OF 31.12.2024

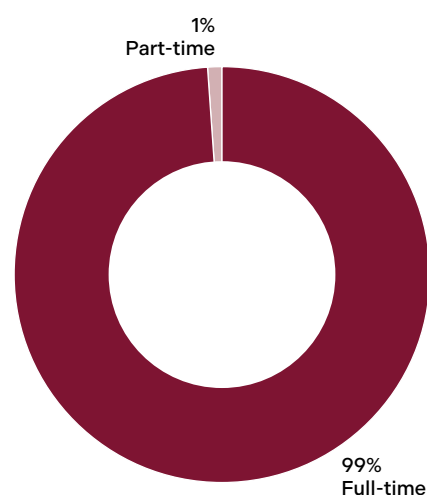




## EMPLOYEES BY CONTRACT TYPE AS OF 31.12.2024



## EMPLOYEES BY EMPLOYMENT TYPE AS OF 31.12.2024



The management of employment policies and working conditions for all Padana Tubi employees is governed by national regulations, the National Collective Labour Agreement (CCNL) for the metalworking and plant installation industry, and a supplementary company agreement, which further enhances employee protection.

## NEW HIRES AND TURNOVER

In 2024, the company recorded **73 new hires** (2 women and 71 men) and **66 departures** (2 women and 64 men) due to voluntary resignations, contract terminations, and retirements.

**The company's focus on youth employment is confirmed by the fact that around 51% of new hires were under 30 years old, while 47% were between 30 and 50 years old.**

For newly hired young employees, a voluntary vocational training programme was introduced, as established in the new company agreement.

With regard to turnover<sup>7</sup>, it has remained broadly in line with the previous year, decreasing from +12% in 2023 to +10% in 2024. The outgoing turnover rate<sup>8</sup> has instead increased by one percentage point, reaching 9%.

**Overall, net turnover remained positive** with a balance of **+1%**, confirming the company's ability to attract and retain talent, with a view to growth and consolidation of internal skills.

## PARENTAL LEAVE

During the year, 23 employees took parental leave, including 21 men and 2 women. The return-to-work rate was 100% for both genders, confirming Padana Tubi's commitment to ensuring a balance between professional and family life and facilitating the reintegration of employees at the end of their leave.

<sup>7</sup> The incoming turnover rate (or positive turnover rate) is calculated as the ratio between the number of people hired during the reporting period and the total workforce at the beginning of the year.

<sup>8</sup> The outgoing turnover rate (or negative turnover rate) is calculated as the ratio between the number of people who left the company during the reporting period and the total workforce at the beginning of the year.

## Continuous training and enhancement of potential

SDGs 4,5,8,10

Human resources management at Padana Tubi includes training, research and development, and employee engagement, with the aim of enhancing people's potential and supporting talent growth. Professional development is viewed as an ongoing process, allowing employees to refine existing skills and acquire new ones, responding ever more effectively and confidently to the demands of daily work. Padana Tubi recognises training as a strategic element to ensure quality, safeguard safety, and support the strength of its industrial model.

**8,161 Hours Of Training** (+34% Compared To 2022)

**11 Average Training Hours Per Employee Per Year**

## Topics Covered:

- Occupational health and safety
- Cybersecurity and IT security
- Environmental management system
- CBAM (Carbon Border Adjustment Mechanism)
- New Customs Code
- Tax and fiscal updates
- Understanding payslips

## 2025 OBJECTIVE:

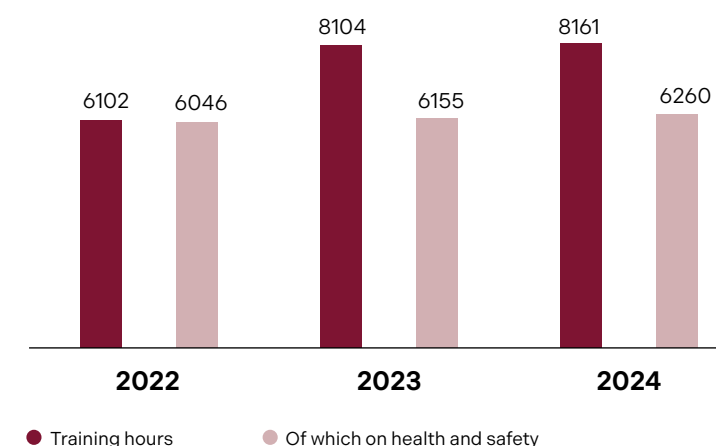
awareness campaign on occupational health and safety and training on UNI EN ISO 50001:2018

The steel industry requires a high level of technical specialisation, constant attention to process innovation, and efficient management of energy resources. These aspects, which are closely linked to the value chain, generate both direct and indirect impacts on companies' competitive advantage and on relationships with stakeholders, particularly employees.

**In this context, Padana Tubi promotes personnel management based on compliance with regulations—particularly those concerning health and safety at work—and on structured initiatives focused on training and professional development.** In light of the growing complexity of technical roles, due to the use of cutting-edge equipment, the company enhances the value of its people by enriching their skills, knowledge, and experience through targeted training programmes.

The annual training plan includes both mandatory courses and programmes for technical updates and skill enhancement, carried out in collaboration with specialised external providers. **In 2024, a total of 8,161 hours of training were delivered to employees, in line with the previous year (+1%) and showing a significant increase compared to 2022 (+34%).**

## TOTAL TRAINING HOURS 2022-2024



Of these, **6,260 hours** – equal to **77% of the total** – were dedicated to **Health and Safety at Work**, through general and specific training courses as required by Art. 37, paragraph 2 of Legislative Decree 81/08.

For more details on the training activities carried out in this area, please refer to the dedicated section: “*Health and safety: a priority integrated into processes*”.

Alongside mandatory training, Padana Tubi continued to implement initiatives focused on professional development and cross-disciplinary topics. In **2023**, employees took part in training sessions on:

- the content and application of **Legislative Decree 231/01**;
- the **correct interpretation of payslips**;
- the **use of the corporate welfare platform**;
- professional training courses aimed at **task updates, quality management, and fiscal/tax compliance**.

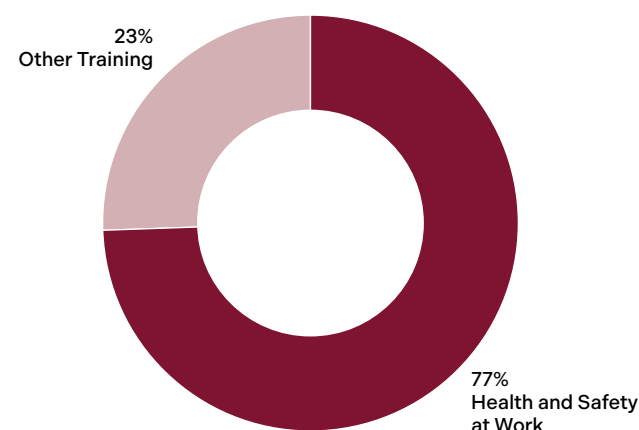
In 2024, the company achieved its objective of delivering training hours on **cybersecurity and IT security**, in addition to a refresher course on the implemented environmental management system, to clarify procedures and goals required by the application of the ISO 14001 standard.

Further training was provided on regulatory and administrative updates, including CBAM legislation and the new Customs Code, and the payslip training courses continued, with plans to extend these into 2025.

In 2024, employees received an average of 11 training hours, with a higher participation rate among manual workers, who totalled 7,768 hours, corresponding to an average of 11.6 hours per person.

Looking ahead to **2025**, Padana Tubi intends to intensify **awareness campaigns on health and safety**, acknowledging the importance of this issue within the company’s operational context. Additionally, in preparation for achieving **UNI EN ISO 50001:2018 certification**, the company will launch training courses on the **Energy Management System** for employees.

TRAINING HOURS YEAR 2024



## Equal opportunities and workplace well-being

### SDGs 8,10

Respect for the fundamental values of diversity, equity, and inclusion is upheld by recognising the unique value each employee brings to the company, actively combating all forms of discrimination and workplace violence, and ensuring equal opportunities for professional and personal growth in a safe and protected working environment.

### Benefits:

- € 200 shopping voucher
- Medical and healthcare assistance
- Scholarships for employees’ children

### 2025 goal:

screening campaign in collaboration with the gastroenterology department of Reggio Emilia for employees

The company is committed to upholding the principles contained in the fundamental Human Rights Conventions of the *International Labour Organisation (ILO)*, ratified by Italy, and declares that **no episodes of discrimination occurred during the reporting period**.

As of 2024, Padana Tubi’s workforce includes 32 individuals belonging to protected categories, comprising 31 male manual workers and one female employee.

Padana Tubi recognises and supports the right to freedom of association and collective bargaining, maintaining constant dialogue with trade union representatives to ensure compliance with regulations and to promote employee wellbeing. Collective bargaining agreements apply to 100% of the workforce, in **accordance with both first- and second-level national metalworking contracts (CCNL)**.

The Organisation, Management and Control Model and the Code of Ethics detail all aspects to be safeguarded in relations with employees and social partners. In line with collective bargaining provisions, employees benefit from a *flexible benefits* system, which includes an annual €200 **shopping voucher** and access to healthcare programmes such as the Fondo Metasalute. Also in 2024, as per the company’s supplementary agreement, Padana Tubi renewed its commitment to support employees’ children who earned high marks in their school-leaving exams, awarding a €400 **scholarship**. Specifically, two students benefited from this initiative during the year.

Since 2022, Padana Tubi has allowed employees to **convert their company bonus into welfare credit**. This tool, provided for in the second-level collective agreement, has been further enhanced by the company by adding an extra 10% of the converted amount, along with an additional fixed bonus in the case of full conversion. Finally, among the objectives for 2025, Padana Tubi has scheduled **health screening campaigns** in collaboration with the gastroenterology department of Reggio Emilia and the Guastalla Cancer Prevention Association, aimed at all employees.

This initiative builds on a previous effort launched in 2020, marking the company’s 50th anniversary, when Padana Tubi promoted an awareness campaign focused on healthy lifestyles and the prevention of cardiovascular diseases.



# Health and safety: a priority integrated into all processes

GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-8 | GRI 403-9 | GRI 403-10

SDGs 3,8



Health and safety protection for employees is a core value and strategic objective for Padana Tubi, closely linked to the organisation's success and resilience.

The company is deeply committed to promoting a shared culture of safety, built on the active involvement of all workers and on continuous, structured monitoring.

This approach enables the company to maintain an integrated and accurate view of all aspects related to health and safety, strengthening its ability to prevent risks and ensure safe and protected working conditions.

## UNI EN ISO 45001:2018 certification

Accident severity index down compared to previous years

6,260 hours of health and safety training

2024:

Awareness campaign "safety is a state of mind"

In Padana Tubi's daily operations, the handling of heavy loads and the use of complex machinery make it essential to maintain a constant focus on ensuring a safe and reliable working environment.

To strengthen its protection system, the company has voluntarily adopted and certified its occupational health and safety **management system in accordance with the ISO 45001:2018 standard. This commitment extends to every location where personnel are active and aims to promote prevention, protection, and worker well-being.**

In line with the principles set out in the Integrated Policy, Padana Tubi is committed to:

- ensuring the active involvement of personnel, promoting shared responsibility in maintaining safe working conditions;
- adopting tools, procedures and operational methods capable of reducing risks, preventing accidents and occupational illnesses, and ensuring the highest safety standards.

## The health and safety service

At Padana Tubi, every employee is encouraged to actively contribute to maintaining a safe working environment by adopting responsible behaviours to protect their own safety and that of others.

The **Health and Safety Management System** allows all employees to **report any non-conformities** encountered during operational activities by communicating with the **Health and Safety Service**.

Reports — which may be submitted anonymously or with names — are recorded in a dedicated register that forms an integral part of the Management System. These reports may trigger corrective actions, which are monitored until closure. This tool complements more traditional reporting methods, such as direct discussions with company supervisors or with the Workers' Safety Representative (RLS).

All accidents, incidents, or near misses are analysed by the Health and Safety Service, which, when necessary, conducts interviews with the employees involved or witnesses, in order to identify the most effective preventive measures to avoid recurrence. To support this effort, meetings are held periodically with supervisors and department managers to review reports and share the outcomes of the investigations into any recorded events.

## Occupational health services

Padana Tubi provides an efficient and accessible occupational health system with the aim of continuously protecting the health of its employees. The quality and accessibility of the service are ensured through various structured actions:

- drafting of a **personalised health protocol** based on risk assessment documents;
- **periodic site inspections** by the appointed physician whenever operational conditions change, issues arise, or there are doubts about a worker's suitability for a specific task;
- **the option for every employee** to voluntarily request additional medical **examinations** if circumstances arise that may affect their fitness for work.

In addition, the company offers all employees the opportunity to receive a free annual flu vaccination, as a measure of prevention and collective health protection.

## Workplace injuries

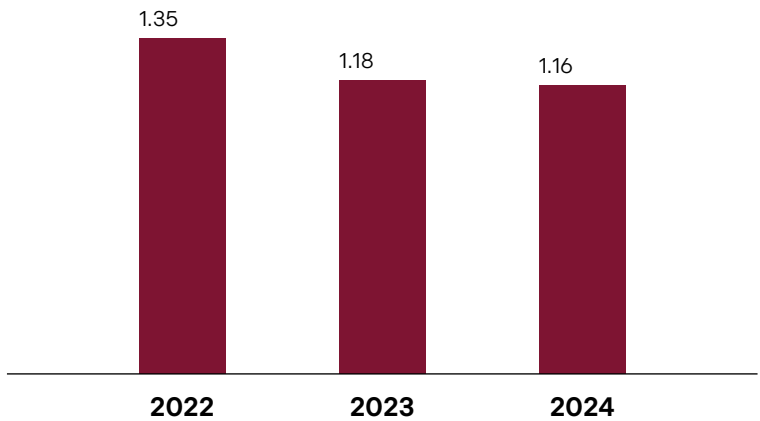
During the reporting period, no fatal accidents occurred, although there was an increase in the total number of workplace injuries compared to the previous year. However, the incidents recorded were less serious than in previous years: **the frequency rate increased (+28%), while the severity rate showed an improving trend.**

In particular, the number of days lost due to injuries decreased by 12% compared to 2022 and by as much as 51% compared to 2019, confirming the effectiveness of the safety initiatives and training provided. In 2024, the severity index stood at 1.16, slightly down from 1.18 in 2023 and 1.35 in 2022. The recorded injuries mainly involved impacts, falls, and slips, none of which resulted in serious consequences.

As further proof of its commitment to prevention, Padana Tubi launched the awareness campaign **"Safety is a State of Mind"** in 2024, which engaged over 600 employees and will continue into 2025. The initiative aims to significantly reduce incidents caused by distraction, carelessness, or failure to comply with operational procedures.

In addition, after every workplace injury, a thorough assessment of the circumstances is carried out to identify — and where possible, eliminate — hazards at the source. If elimination is not feasible, the company implements temporary or permanent corrective measures to reduce residual risks and enhance operational safety.

### SEVERITY INDEX





## Noise Risk

The working environment at Padana Tubi consists of large open-space areas where reducing environmental noise is a significant concern—both for workers directly involved in production and for those operating nearby. For this reason, the company constantly **monitors noise levels** and, when necessary, implements measures such as **installing soundproof enclosures or dedicated silencers**.

In 2023, an acoustic remediation project was launched to reduce noise exposure risk for workers at Plant B. The work, completed in September 2024, included several types of interventions, such as:

- Acoustic enclosures and barriers for sections of the production lines (in addition to those already in place), with particular focus on areas with higher noise emissions;
- Replacement of compressed air blower nozzles with next-generation components featuring silencing technology.

These measures were complemented by the **installation of new soundproof cabins**, and further installations are planned for 2025, confirming Padana Tubi's ongoing commitment to improving workplace environmental quality.

## Safety training

Padana Tubi consistently promotes training and education activities on occupational health and safety, in accordance with current regulations and the specific operational needs of its various departments. The training programmes include both general and specific content, with a particular focus on raising awareness of safe and responsible behaviours.

The company defines a structured annual training plan, subject to updates, and relies on accredited schools and qualified professionals for course delivery, most of which takes place directly on company premises.

**In 2024, a total of 6,260 hours of health and safety training were provided, marking an increase of +1% over 2023 and +4% over 2022—confirming a steady commitment to reinforcing a culture of safety across all operational areas.**

The main training activities delivered between 2022 and 2024 included:

- Safety training for all workers (general and specific, in accordance with the State–Regions Agreement);
- Training for Managers, Supervisors, and Workers' Safety Representatives (RLS);
- Fire safety training;
- First aid training;
- Training on safe working procedures for various tasks carried out on different production plants;
- Training for operators working at height;
- Training for workers operating in confined spaces;
- Training for operators working on live electrical systems;
- Refresher courses for ASPP (Health and Safety Officers) and RSPP (Health and Safety Managers);
- Training on the use of equipment such as overhead cranes, forklifts, MEWPs (Mobile Elevating Work Platforms), tractors, AEDs (Automated External Defibrillators), oxy-acetylene torches, and welding licence qualification courses.

## Territory and community: a lasting relationship

For Padana Tubi, sustainability also means maintaining an active and ongoing relationship with the local territory and community, contributing concretely to the social, cultural, and economic development of the area in which it operates.

The bond with the municipality of Guastalla and neighbouring areas has been strong and deeply rooted since the company's founding. Over time, Padana Tubi has generated stable employment, contributing to the strengthening of the local industrial fabric and the growth of the community. Over the years, **Padana Tubi has taken part in initiatives promoting Corporate Social Responsibility** in the Reggio Emilia area and has supported numerous cultural, sporting, and social projects. The company has offered support to healthcare facilities, nurseries, charitable and cultural associations, as well as organisations focused on enhancing the local environment.

Padana Tubi intends to continue along this path, reinforcing its contribution to collective, conscious, and locally rooted growth.





Social responsibility  
and shared value projects

€ 258,200 in donations made in 2024  
of which € 166,950 allocated to support social and  
volunteer initiatives

1 post-internship student hired by the company

Padana Tubi is committed to the community through donations and collaborations with local organisations and associations, helping to promote initiatives that generate positive social, cultural and environmental impacts.

Its support takes the form of partnerships with charities, research projects and voluntary activities, grounded in the belief that corporate social responsibility is built through tangible, long-term actions.

**In 2024, the company allocated €258,200 to the funding of social and cultural initiatives.** Of this amount, 65% was reserved for volunteer and social inclusion projects, while 26% supported medical-scientific research campaigns. A smaller share was used for the restoration of local artistic and architectural heritage, such as the Sanctuary of the Blessed Virgin of the Gate in Guastalla.

In 2024, the company also supported local populations affected by the flooding and the collapse of the banks of a secondary river that occurred in the city and province of Reggio Emilia, and collaborated with external bodies on various social solidarity projects, including:

- the “Progetto Cesare” (Reggio Emilia Food Solidarity Centre), aimed at creating a modern, centralised logistics platform for the distribution of food aid in collaboration with “Caritas Reggio Emilia-Guastalla”;
- the project promoted by the “Anfass” association, dedicated to supporting people with disabilities.

Alongside these activities, Padana Tubi has continued to support local sports, school and volunteer initiatives, consolidating a lasting relationship with the local community.

Between 2023 and June 2024, the company also hosted three Ukrainian families free of charge in company-owned homes, as part of a reception project promoted by Caritas.

Looking ahead, Padana Tubi plans to expand its contribution to the field of medical-scientific research, with particular attention to supporting associations active in the fight against cancer, starting in 2025.

SUPPORT TO THE LOCAL COMMUNITY (€)

	2023	2024
<b>Social-healthcare assistance and medical-scientific research</b>	<b>50,500</b>	<b>68,250</b>
of which support to the Brain Research Foundation Verona	12,500	15,000
of which support to the Italian Lymphoma Association	20,000	-
<b>Social and volunteering initiatives</b>	<b>168,011</b>	<b>166,950</b>
of which donations to sports and/or volunteer associations	49,011	86,450
of which support to the Parishes of Guastalla and the Diocese of Reggio Emilia for social initiatives	119,000	80,500
<b>School and education</b>	<b>10,000</b>	<b>13,000</b>
<b>Culture and artistic and civic heritage</b>	<b>40,000</b>	<b>10,000</b>
of which restoration of the Blessed Virgin of the Gate in Guastalla	40,000	10,000
<b>Total</b>	<b>268,511</b>	<b>258,200</b>

Healthcare  
Medical and Scientific Research Sector



**Padana Tubi provides annual support to the Brain Research Foundation ONLUS in Verona**, an organisation established in 2010 through the initiative of a group of researchers, doctors, and philanthropists led by Prof. Massimo Gerosa. The Foundation **promotes biomedical research on the nervous system and contributes to the advancement of neuroscience**, with particular attention to neurology and neurosurgery. It collaborates on an ongoing basis with the University of Verona and the Verona University Hospital Trust (AOUI), both internationally recognised for their medical-scientific expertise and cutting-edge technological facilities. The aim is to foster both basic and clinical research, encouraging the adoption of new technologies in the medical and surgical fields, in order to improve the diagnosis and treatment of nervous system diseases.

€ 52,500 is the total amount donated by Padana Tubi from 2021 to date.

Culture and local artistic heritage



RESTORATION OF THE  
SANCTUARY OF THE BLESSED  
VIRGIN OF THE GATE IN  
GUASTALLA

**Padana Tubi** is among the supporters of the **restoration project of the Sanctuary of the Blessed Virgin of the Gate in Guastalla, one of the city's most significant landmarks in terms of architectural, religious, and cultural identity.** The closure of the Sanctuary, following the detachment of some stucco decorations and the damage caused by the 2012 earthquake, deprived the community of one of its most cherished and frequented spaces. The restoration works, also financed by the Government's Extraordinary Commissioner for Reconstruction, were preceded by an in-depth study and survey phase, essential to identifying the most suitable solutions to restore safety and structural integrity. The project includes structural interventions, the restoration of the decorative stucco that characterises its Baroque style, and the upgrading of internal systems, with particular attention to lighting and heating.

€ 135,000 is the total contribution donated by Padana Tubi since 2021, as a testament to the company's ongoing commitment to the promotion and preservation of local cultural heritage.

In 2024, Padana Tubi welcomed four students as part of school-to-work transition programmes, particularly from the “Bertrand Russell” High School and the “Mario Carrara” Vocational Institute in Guastalla. In line with the goal set for 2024, the company also hired one individual at the end of a curricular internship carried out at its facilities. The same commitment to local schools will be upheld in 2025.





# Natural resources and environmental protection: a conscious approach




8





Concrete responsibility towards the environment

Padana Tubi carries out its activities with a constant focus on environmental protection, striving to reduce its impacts and manage natural resources in an increasingly responsible manner.

Padana Tubi's environmental commitment is reflected in concrete and measurable actions, structured around three main strategic and operational pillars:

 **Mitigation of environmental impact**  
**Limiting emissions and waste, minimising noise, and reducing the impact on natural ecosystems.**

 **Efficient use of resources**  
**Sustainable management of water, energy, raw and secondary materials to reduce consumption and waste.**

 **Promotion of a circular economy**  
**Enhancing the recovery, reuse and recycling of waste materials.**

Steel and circularity: Padana Tubi's practices and vision

SDGs 3,11,12 

Steel is one of the most recycled materials in the world and, thanks to its potentially infinite life cycle, it represents a truly permanent resource. This characteristic makes it strategic for the development of production models focused on the circular economy.

In this context, it is essential that incoming and outgoing materials are managed with the goal of extending their life cycle, promoting practices of sharing, reuse, and regeneration. This approach translates into conscious operational choices and efficient resource management, fully aligned with the principles of environmental sustainability.

Steel and the steel industry play a central role in the economy and across numerous industrial sectors – from manufacturing to agriculture, from transport to infrastructure – thanks to the material's strength, durability, and versatility.

The quality of steel makes it possible to create long-lasting and safe structures. At the end of its useful life, steel can be recovered and remelted an infinite number of times without any loss in quality or degradation of its mechanical properties: it is, in every respect, a permanent material.

Although the steel sector is among the main contributors to global CO<sub>2</sub> emissions, it is now undergoing a major transformation. The entire supply chain is being called upon to identify innovative solutions for decarbonisation, fully aware of the **crucial role steel can play in the ecological transition and the development of low-impact infrastructure.**

Padana Tubi is aware of the environmental challenges facing the steel sector and has pursued continuous improvement for years. The company operates with the goal of reducing energy intensity per unit of product, increasing production process efficiency, boosting the use of energy from renewable sources, and carefully monitoring CO<sub>2</sub> emissions generated by its activities.

Materials

**4,067,565 kg of material used excluding raw materials**  
**75% materials of renewable origin**  
**85% recycled stainless steel**  
**2% recycled carbon steel**

The **main input materials** used by Padana Tubi include: **raw materials** (carbon steel and stainless steel coils, hot-rolled unalloyed steel), **materials used in the production process but not found in the finished product**<sup>9</sup> (such as machine oils and lubricants), and packaging materials (plastic stretch film, lifting straps, metal strapping), as well as **wood**.

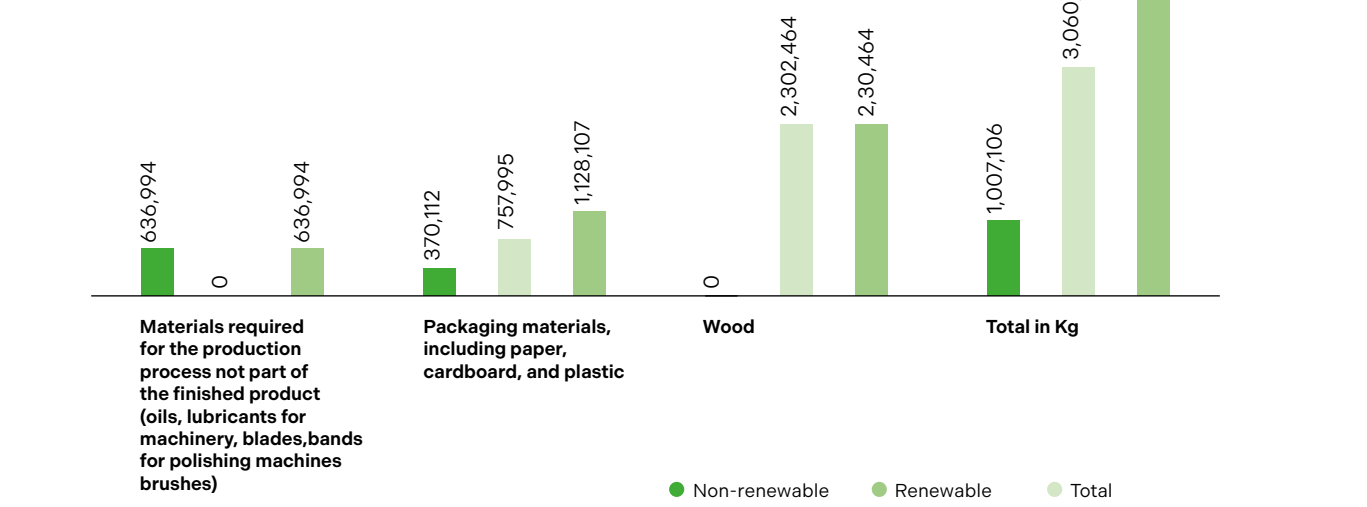
Excluding raw materials, in 2024 there was a 20% increase in packaging materials compared to the previous year, mainly due to the greater use of lifting straps and, to a lesser extent, metal strapping. Conversely, consumption of plastic stretch film decreased by 45%, and the purchase of plastic strapping was completely eliminated. Wood consumption also rose (+6%), along with the use of technical materials used in the production cycle, such as oils and lubricants for machinery, which increased from 347,000 kg in 2023 to 636,994 kg in 2024. This increase is linked to more accurate monitoring introduced in 2024, which made it possible to include materials that had previously not been counted, with the exception of packaging materials and wood, which are tracked separately. Overall, **75%** of the materials used were **renewable**<sup>10</sup> (such as wood and metal strapping), while the remaining 25%<sup>11</sup> is made up of non-renewable materials (plastic derivatives, oils, and other technical materials).

<sup>9</sup> Starting in 2023, the company has committed to providing even more detailed reporting compared to previous years regarding the quantities of materials used, particularly with reference to packaging materials.

<sup>10</sup> Renewable materials are those derived from abundant resources that naturally regenerate rapidly through ecological cycles or agricultural processes.

<sup>11</sup> Raw materials (steel coils) are excluded from this calculation.

AUXILIARY MATERIALS 2024





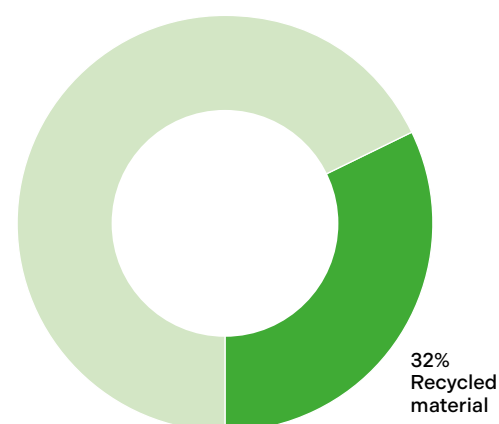
## Recycled materials

In 2024, Padana Tubi strengthened its analytical capacity regarding the procurement and use of recycled materials, thanks to data obtained through EPD studies and specific requests made to supplying steel mills. This enabled a more accurate reconstruction of the percentage of recycled content in the steel purchased, both for the stainless steel and carbon steel divisions.

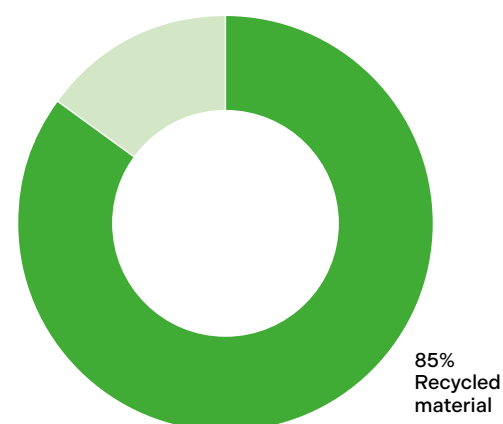
Several suppliers provided updated and detailed data, giving the company a more comprehensive overview compared to previous years. The findings show a significant increase **for stainless steel: the share of recycled material reached 85%**, up from 76% recorded in 2023. **As for carbon steel**, a more in-depth assessment conducted in 2024 estimated the recycled steel content at **32%**.



% RECYCLED  
CARBON STEEL DIVISION



% RECYCLED  
STAINLESS STEEL DIVISION



## Waste management

SDGs 12,13



Waste management covers all phases in the lifecycle of waste materials, from their generation to final treatment, which may include recycling, disposal, or reuse. In this process, Padana Tubi pays particular attention to the proper handling of solid, liquid, and gaseous substances, with the aim of preventing negative environmental impacts and contributing to the reduction of air pollution.

**40,845 tonnes of waste produced**  
(+6% compared with 2024)

**98% non-hazardous waste**

**99% of waste sent for recovery**

**-43% of waste sent for disposal compared with 2024**

**The waste generated by Padana Tubi in 2023 amounted to 40,845 tonnes**, of which<sup>12</sup> 2% were hazardous waste (808 tonnes)<sup>13</sup> and 98% non-hazardous waste (40,037 tonnes)<sup>14</sup>. Compared to 2023, there was a slight overall increase in waste produced, equal to +6%. This variation is partly due to maintenance and structural expansion works carried out during the year. The increase mainly concerned non-hazardous waste (+6%), while hazardous waste decreased by 7% compared to the previous year.

**Padana Tubi sent 99% of the waste generated in 2024 for recovery**, confirming the figure from the previous year. Specifically, 74% of hazardous waste was directed to recovery (preparation for reuse and recycling), while the remaining 26% was disposed of. Non-hazardous waste was almost entirely recovered, with a rate of 99.9%. Overall, there was a significant reduction in waste sent for disposal: -21% for hazardous waste and -85% for non-hazardous waste.

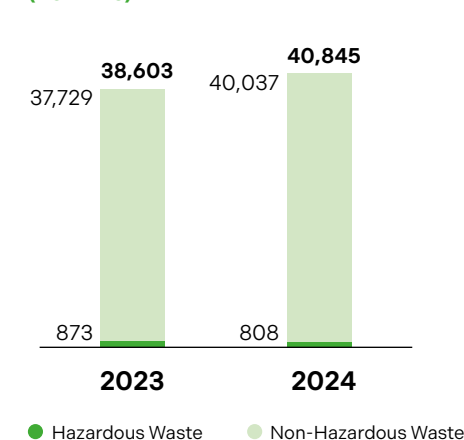
Waste classification by management method also includes metallic scraps generated during processing in Padana Tubi's various production plants. Since these wastes are made of steel, the treatment method applied is material recovery, in line with the high recycling rate of this material in Italy, which exceeds 90%.

<sup>12</sup> The classification of waste is based on the EER system, the code used to classify both hazardous and non-hazardous waste within the European Waste Catalogue (EER).

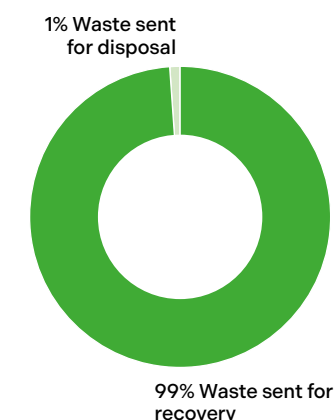
<sup>13</sup> Hazardous waste includes: emulsions and solutions for machinery not containing halogens; spent waxes and greases; non-chlorinated mineral oils for hydraulic circuits; oil-containing waste; sludge and filtration residues produced by flue gas treatment containing hazardous substances; absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing contaminated with hazardous substances; and processing sludge containing hazardous substances.

<sup>14</sup> Non-hazardous waste includes: sludge produced from on-site effluent treatment; filings and shavings of ferrous metals; processing sludge; waste not otherwise specified; metal packaging; mixed-material packaging; iron and steel; cables; components removed from decommissioned equipment; plastic; filings and shavings of non-ferrous metals; iron and steel (again); ferrous material dust and particulates; spent tooling and grinding materials.

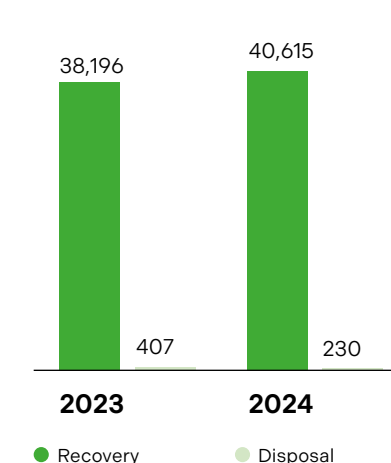
WASTE GENERATED  
HAZARDOUS AND NON-HAZARDOUS  
(TONNES)



WASTE MANAGEMENT  
AND DESTINATION



WASTE MANAGEMENT  
DISPOSAL AND RECOVERY (TONNES)





Water consumption

SDGs 6,12



Water is an essential resource and increasingly subject to scarcity risks, which is why promoting its responsible use through monitoring and reducing consumption linked to business activities is crucial. Padana Tubi acknowledges the importance of environmental protection in this area as well and adopts a careful and conscious approach to water resource management.

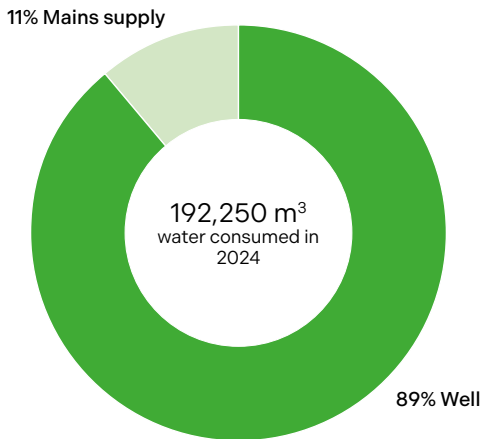
192,250 cubic metres of water withdrawn  
89% drawn from well sources

The water used is mainly intended for industrial purposes and comes exclusively from on-site production facility wells or from the mains water supply. Where technologically feasible, the production systems operate on a closed-loop basis, thus limiting the use of new water resources to top-ups that compensate for evaporation or actual consumption.

In 2024, the total volume of water withdrawn was 192,250 cubic metres, of which 89% came from wells and 11% from the mains. Compared to 2023, there was a 59% increase in water drawn from wells (equal to 171,420 cubic metres), while withdrawals from the mains remained stable (+1% compared to 2023). The overall increase is mainly attributable to the full operation of plant O and the progress of construction at plant P. However, the recorded figures remain in line with 2022.

Water discharges for the year 2024 were estimated at 20,830 cubic metres. In the absence of dedicated meters, this figure was estimated based on the withdrawn volumes. Volumes related to rainwater runoff (from yards and roof drains) were not included, as they could not be estimated with sufficient accuracy.

WATER WITHDRAWAL BY SOURCE - 2024



Energy management and emissions

SDGs 3, 12, 13



The contribution of businesses to the fight against climate change relies on responsible energy management and awareness of the carbon emissions generated by their activities. Monitoring one's environmental footprint and implementing targeted measures for reduction, mitigation, and adaptation has become an essential requirement.

In the steel industry, the production and processing of steel involve high energy consumption. In this context, reducing consumption and increasing energy efficiency is not only an environmental goal, but also a strategic necessity from an economic standpoint.

335,145 GJ of energy consumed in 2024  
(-3% compared to 2023)

100% energy purchased from the grid 100% from renewable sources

75% self-generated energy consumed internally  
renewable energy carriers account for 60% of total consumption

Energy intensity index down 4% compared to 2023

2025 goal:  
obtain uni en iso 50001:2018 certification

Sustainability is now one of the key pillars guiding Padana Tubi's investment decisions. For the first time in 2024, The company began aligning with the **UNI EN ISO 50001:2018** standard with the goal of developing a structured energy management system.

Integrating energy performance management into daily operations will allow the company to monitor consumption, optimise processes, and control costs—generating both economic and competitive advantages. In a context where gas and electricity prices are increasingly volatile, precise and systematic control over consumption is not only an opportunity for internal efficiency but also a tangible contribution to the conservation of global energy resources, with clear environmental benefits.





Energy carriers

Padana Tubi uses different types of energy carriers based on operational needs. Electricity, used for production processes and general and auxiliary services, represents the main source of consumption, accounting for 60% of the total. This is followed by natural gas (37%), mainly for heating, and fuels (diesel and petrol), used for transport and internal logistics, which together account for 3%.

The highest energy demand is concentrated in the core production activities: coil loading, head-to-tail strip welding, forming, welding, calibration, tube inspection, and bundling. This is followed by auxiliary services (compressed air, suction systems, emulsified water systems) and general services (lighting and heating of indoor areas through natural gas boilers).

Regarding lighting, Padana Tubi has already begun the gradual replacement of neon lights with LED solutions across all facilities, although the systems are not yet equipped with timers or twilight sensors.

During the reporting period, total energy consumption (including electricity, natural gas, diesel and petrol) amounted to 335,145 GJ, marking a slight reduction of -3% compared to 2023 (344,802 GJ).

As for electricity, the share drawn from the grid in 2024 remained stable compared to the previous year. There was a slight decrease in self-generated energy from photovoltaic systems, totalling 11,237 GJ in 2024 compared to 12,395 GJ in 2023. However, the share of self-consumed photovoltaic energy increased significantly, reaching 75% of the total produced, up from 66% the previous year.

Additionally, all electricity purchased by Padana Tubi originates from certified renewable energy sources, further confirming the company's commitment to a more responsible management of energy resources. With regard to other energy carriers, there was an overall 8% reduction in natural gas consumption compared to 2023, while diesel consumption remained essentially unchanged. Conversely, petrol consumption increased, mainly due to higher internal use by the company fleet.

Overall, in 2024, energy from renewable sources accounted for 60% of the organisation's total energy consumption.

Energy intensity

To measure efficiency levels, Padana Tubi calculated its energy intensity indicator, which represents the specific energy consumption within the organisation per tonne of processed steel. In 2024, Padana Tubi's energy intensity was 0.433 GJ/t, showing an overall positive performance: compared to the previous year, a 4% reduction was recorded. This improvement reflects the effectiveness of the company's long-standing policies on energy efficiency and savings, alongside an increase in steel production.

Atmospheric emissions

SDGs 3, 7, 12, 13

Energy and emissions management has a direct impact on achieving targets for limiting and mitigating the negative effects of climate change. An organisation's ability to establish an infrastructure geared towards proper energy management, energy efficiency, and CO<sub>2</sub> emissions reduction results in direct benefits, such as cost savings, and facilitates access to alternative energy sources.

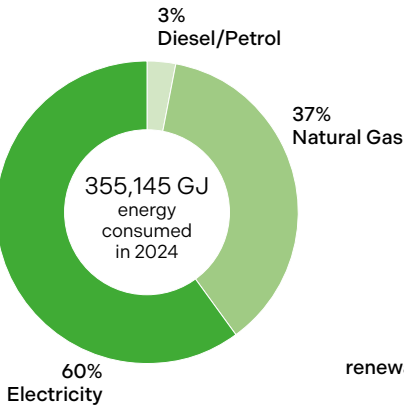
In line with its environmental commitment, Padana Tubi uses exclusively green electricity for its operations—100% sourced from renewable energy, backed by Guarantees of Origin (GO) certificates purchased by the company.

During 2024, as in the previous two-year period, the Company continued its **process of accounting for and monitoring its greenhouse gas (GHG) emissions for the 2023 calendar year**. As part of its commitment to continuous improvement, with a specific focus on its environmental impacts, Padana Tubi achieved—**for the fourth consecutive year**—certification of its Organisational Carbon Footprint in accordance with **UNI EN ISO 14064-1:2019**. The aim is to quantify the impact of its core activities in terms of greenhouse gases (GHGs) generated in 2024 and compare the results with those of previous assessments. This allows the company to identify new improvement targets based on its established emissions monitoring system, and to develop a medium- to long-term integrated strategy.

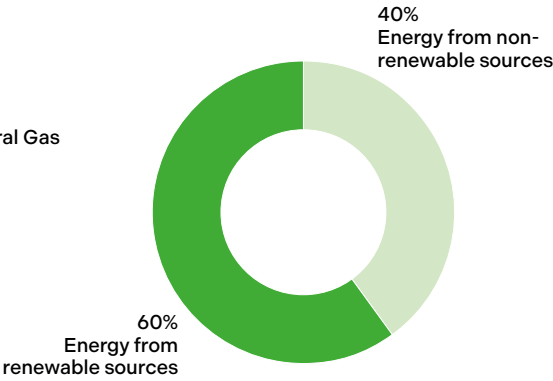
Below are the detailed figures relating to **direct emissions (Scope 1)**, **indirect emissions from energy consumption (Scope 2)**, and **other indirect emissions arising from upstream and downstream activities of the organisation (Scope 3)**, as identified in the study<sup>10</sup> for the 2024 calendar year.

<sup>10</sup> The emissions classified here as Scope 1, 2, and 3, in line with the definitions provided in the GHG Protocol, are reported in Padana Tubi's Carbon Footprint of Organisation (CFO) study and broken down into Categories 1, 2, 3, 4, and 5 according to the UNI ISO 14064:2019 standard.

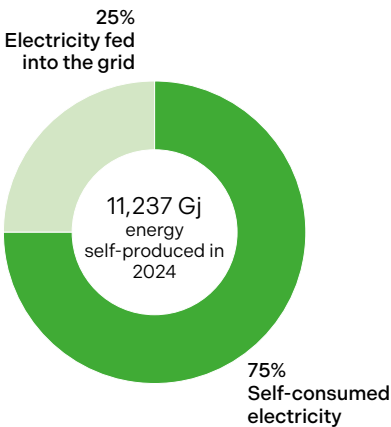
ENERGY CONSUMED WITHIN THE ORGANISATION - 2024 (%)



ENERGY CARRIERS FROM RENEWABLE AND NON-RENEWABLE SOURCES - 2024 (%)



SELF-GENERATED ENERGY FROM PHOTOVOLTAIC SYSTEM - 2024 (%)





GHG emissions and removals are divided into the following categories:

**Scope 1**  
**Direct emissions generated by the company's operations**

- *Combustion from stationary sources* (consumption of natural gas used for heating or production processes);
- *Combustion from mobile sources* (fuel consumption from company-owned vehicles used for employee transport and goods delivery within and outside the facilities);
- Leakage of refrigerant fluids.

**Scope 2**  
**Indirect emissions from imported energy**

- *Electricity drawn from the grid.*

**Scope 3**  
**Other indirect emissions from upstream and downstream activities of the Organisation**

- *Inbound logistics* (transport of raw materials, round trips of semi-finished products);
- *Outbound logistics* (transport of finished products to customers, transport of company waste to treatment sites)
- *Business travel by employees;*
- *Employee commuting;*
- *Purchased goods and services;*
- *Purchase of capital goods;*
- *Disposal of liquid and solid waste;*
- *Upstream part of fuel used in company-owned vehicles;*
- *Upstream part of electricity* (production of fuels for electricity generation, transmission and distribution losses).

To facilitate comparison between the effects of different greenhouse gases, a specific index called

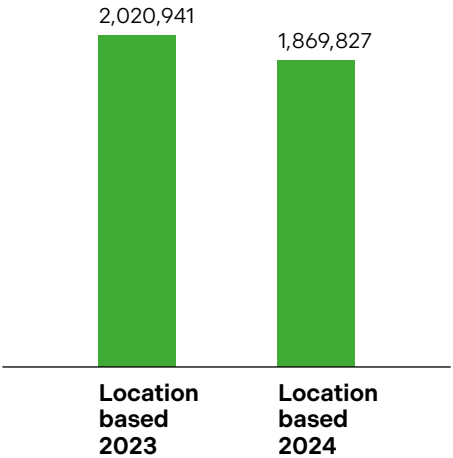
Global Warming Potential (GWP) is used, through which the impact of each gas is compared to that of CO<sub>2</sub>.

In 2024, **Padana Tubi's Carbon Footprint, calculated using the Location-Based approach**, amounted to 1,869,827 tonnes of CO<sub>2</sub> equivalent, marking a 7% reduction compared to 2023, when emissions totalled 2,020,941 tonnes. This result was achieved partly due to a decrease in natural gas consumption recorded during the year and partly due to the reduction in emissions associated with purchased goods and related upstream logistics.

The table in the "Reporting Package" section provides a breakdown of emissions by category and source, covering the company's entire value chain. It includes both direct and indirect emissions deemed significant based on a materiality assessment.

Also in 2024, the Organisational Carbon Footprint of Padana Tubi & Profilati Acciaio S.p.A. is predominantly composed of indirect emissions, which account for 99.6% of the total emissions generated, while direct emissions represent 0.4% of the total Carbon Footprint.

TOTAL CFO (Tonnes CO<sub>2</sub> eq)

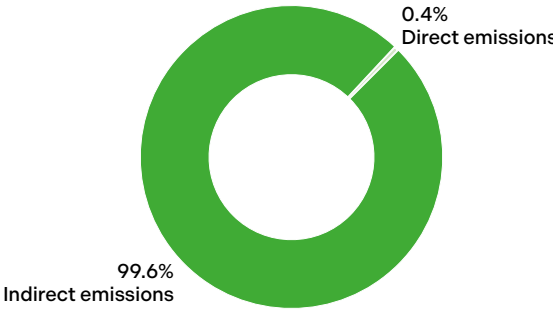


Specifically, Category 4, which includes indirect emissions from products and services used by the Organisation, is the most significant category in the inventory, accounting for approximately 1,595,818 tonnes of CO<sub>2</sub> eq. This is followed by Category 3 (emissions related to transport processes), which generates 249,432 tonnes of CO<sub>2</sub> eq. Other contributing categories include electricity purchased (Category 2), direct emissions (Category 1), and

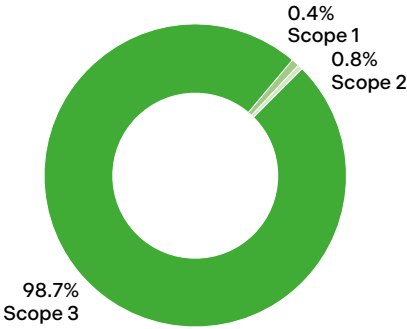
indirect emissions associated with the use of sold products (Category 5), accounting for 15,764, 7,853, and 960 tonnes of CO<sub>2</sub> eq respectively.

In particular, the subcategory for purchased goods and services (Category 4.1) accounts for the majority share of total emissions, with 1,569,407 tonnes of CO<sub>2</sub> eq, representing 84% of the total.

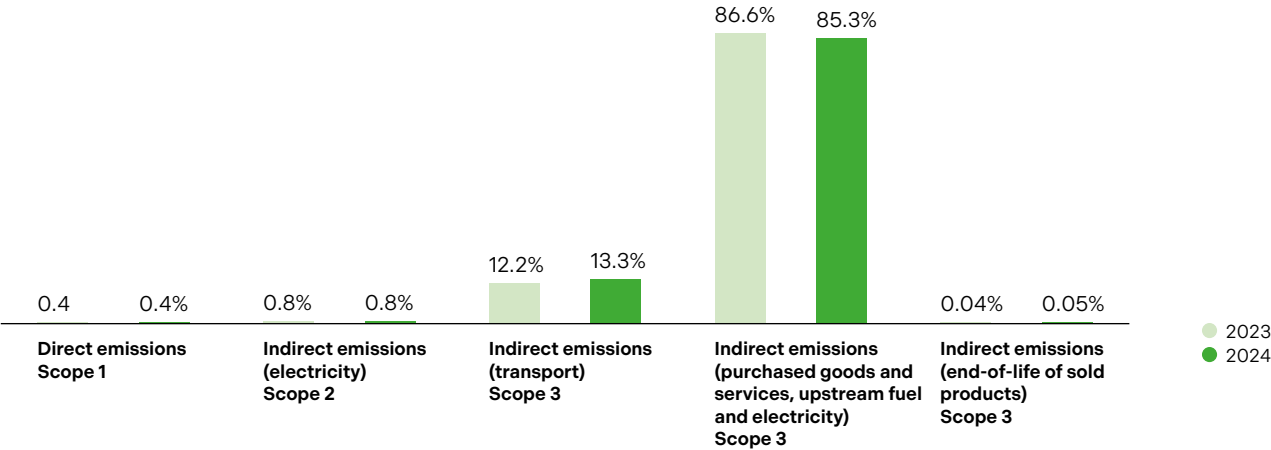
EMISSIONS BY TYPE  
(DIRECT AND INDIRECT) - 2024



EMISSIONS BY SCOPE (1, 2, 3)  
2024



INVENTORY - EMISSION TYPE AND % OF TOTAL EMISSIONS  
2023-2024



Monitoring and awareness of emissions drive Padana Tubi to contribute directly to the reduction of global CO<sub>2</sub> emissions. For this reason, the company remains committed to identifying and implementing solutions aimed at medium-long-term improvement.



# Methodological note

GRI 2-1 | GRI 2-2 | GRI 2-3 | GRI 2-4

## The document

This document represents the **fourth Sustainability Report of Padana Tubi & Profilati Acciaio S.p.A.** (hereinafter also referred to as “Padana Tubi” or “the Company”). The information contained herein has been gathered and reprocessed to ensure a comprehensive understanding of the Company’s activities, performance, results, and impacts.

The **scope of reporting** for both qualitative and quantitative data and information refers to Padana Tubi’s performance during the 2024 calendar year.

To facilitate the comparison of data over time and assess the Company’s progress, comparative data from the 2023 financial year are also presented.

The Sustainability Report is published on an annual basis. Data have been calculated precisely using general accounting records and other information systems; in cases where estimates were required, the methodology used for their calculation is clearly indicated.

This Sustainability Report has been prepared on a voluntary basis and does not constitute a sustainability disclosure in accordance with the “Corporate Social Responsibility Directive”. The Company is not currently subject to the scope of Directive 2022/2464, which mandates sustainability reporting for organisations exceeding certain quantitative thresholds.

## References used

The Sustainability Report has been prepared in accordance with the guidelines issued by the Global Reporting Initiative (GRI), an independent international body recognised by the United Nations and the leading global standard for sustainability reporting. Specifically, a set of indicators was selected from those contained in the **“GRI Sustainability Reporting Standards”**, updated as of 2021, as outlined in the GRI Content Index included in this report.

The general principles applied in drafting the Sustainability Report are those defined by the GRI Standards: relevance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.

The **selected performance indicators** correspond to those set out in the adopted reporting standards, representative of the specific sustainability areas analysed and consistent with the activities carried out by Padana Tubi and the related impacts. The reported indicators are “general”, relating to the legal and organisational profile of the company; “economic”, relating to economic performance and the value generated and distributed; “environmental”, relating to aspects such as materials, energy, emissions and waste; and “social”, relating to health and safety in the workplace, training, equal opportunities and relations with the local community.

The selection of these indicators was based on a relevance analysis of material topics for the Organisation and the sector of reference, as described in the section “Double Materiality Analysis”.

The **Double Materiality analysis**, was carried out voluntarily and in advance of the regulatory requirements introduced by the **European Corporate Sustainability Reporting Directive**, as part of Padana Tubi’s sustainability journey. It involved the active participation of Management and the Company’s Executive Team.

The Sustainability Report is published on the Company’s official website

**[www.padanatubi.it](http://www.padanatubi.it)**.

For further information, please contact:

**[sustainability@padanatubi.it](mailto:sustainability@padanatubi.it)**

# Appendix

## Impacts, risks and opportunities

The following table provides a comprehensive account of the relevant IROs (Impacts, Risks and Opportunities) associated with the sustainability topics identified as material. Specifically, it presents a summary of Padana Tubi’s distinctive features in relation to each of the relevant sustainability topics.

Each topic is presented along with a description of the **impacts** (classified as positive or negative, actual or potential) and the part of the **value chain** where they occur (*upstream, downstream* or within *own operations*), as well as the related risks and opportunities identified as relevant.

Topical ESRS	Sub-topic	Impacts <u>InsideOut Perspective</u>	Type	Value Chain	Risks/Opportunities <u>OutsideIn Perspective</u>
ESRS E1 Climate change	Adaptation to climate change				<p><b>Improved market positioning</b> due to reduced competition from smaller companies that are not adequately structured to comply with CBAM system requirements, and due to improved scores in environmental assessments such as EPDs. <i>(Opportunity)</i></p> <p><b>Risk of non-compliance with CBAM regulations.</b> <i>(Transition risk)</i></p>
	Climate change mitigation	<b>Generation of GHG emissions</b> due to production activities (Scope 1 and 2) and across the value chain (Scope 3)	Negative Effect	Entire value chain	<b>Physical damage caused by extreme weather events</b> related to climate change and the associated management and/or repair costs. <i>(Physical risk)</i>
	Energy	<p><b>High electricity consumption</b> required for the execution of business activities</p> <p>Increase in the <b>procurement of electricity from renewable sources and consequent reduction in emissions generated (Scope 2)</b>, thanks to the purchase on the market of electricity with Guarantees of Origin (GO) certifying its provenance from renewable sources</p>	<p>Negative Effect</p> <p>Positive Effect</p>	<p>Own Operations</p> <p>Own Operations</p>	<p><b>Negative financial impacts on energy procurement</b> costs caused by rising market energy prices and overall volatility. <i>(Risk)</i></p> <p><b>Reputational advantage and positive ESG assessment</b> resulting from the reduction in Scope 2 emissions due to the issuance of Guarantees of Origin (GO) by the GSE. <i>(Opportunity)</i></p> <p><b>Long-term reduction</b> in energy costs thanks to energy efficiency initiatives. <i>(Opportunity)</i></p> <p><b>Competitive advantage on the market</b> and lower risk of customer loss due to the company’s failure to meet expectations on climate change mitigation. <i>(Opportunity)</i></p>
ESRS E2 Pollution	Water and soil pollution	<b>Water pollution</b> caused by contamination with metals and polluting substances.	Negative Effect	Upstream	<b>Risk of non-compliance</b> with regulations and exposure to sanctions due to incidents of water and/or soil contamination caused by accidental spills of chemical products. <i>(Risk)</i>
	Air pollution				<b>Risk of non-compliance with regulations</b> and exposure to sanctions for exceeding the threshold limits of substances emitted into the atmosphere. <i>(Risk)</i>



	Substances of concern				<b>Increased costs</b> caused by the management of workplace incidents relating to employee health and safety due to the handling of hazardous substances. <b>(Risk)</b>  <b>Reputational risk</b> linked to workplace accidents involving the handling of hazardous substances by employees. <b>(Risk)</b>
ESRS E3 Circular economy	Resource inflows, including resource use	<b>Contribution to the development of a circular economy</b> through the use of steel in the production process, which contains a high percentage of recycled raw material (scrap)	Positive Effect	Own Operations	
		Reuse of production residues and <b>waste minimisation</b> due to the recyclable properties of steel as a raw material	Positive Effect	Own Operations	
	Waste	<b>Optimisation of internal waste management</b> and promotion of environmental awareness	Positive Effect	Own Operations	<b>Reduction in waste disposal costs through</b> optimisation of the waste management process. <b>(Opportunity)</b>
		<b>Generation of hazardous and non-hazardous waste</b> resulting from company operations	Negative Effect	Own Operations	<b>Risk of regulatory non-compliance</b> and exposure to penalties due to lack of or incorrect waste characterisation and segregation. <b>(Risk)</b>
ESRS S1 Own workforce	Working conditions	<b>Occurrence of workplace accidents</b> inherent to the nature of the business, with a resulting impact on the health and well-being of workers	Negative Effect	Own Operations	<b>Increase in management costs</b> due to the occurrence of workplace accidents. <b>(Risk)</b>
		<b>Reduction in serious accidents/incidents</b> involving personnel (lower severity rate) thanks to a high level of maintenance and monitoring of plants and equipment	Positive Effect	Own Operations	<b>Reputational risk</b> linked to the occurrence of workplace accidents. <b>(Risk)</b>
		<b>Promotion of a corporate culture</b> focused on health and safety, and the widespread adoption of preventive measures	Positive Effect	Own Operations	<b>Reduction in costs</b> related to the occurrence/management of serious workplace incidents thanks to a high level of plant and equipment maintenance and monitoring. <b>(Opportunity)</b>
		<b>Noise exposure for operators</b>			<b>Reputational benefit</b> resulting from a decrease in serious workplace accidents due to strong maintenance and monitoring practices. <b>(Opportunity)</b>
			Negative Effect	Own Operations	<b>Lower accident-related costs</b> due to the promotion of a corporate health and safety culture and widespread adoption of preventive measures. <b>(Opportunity)</b>
					<b>Increased resources</b> required to stay updated and compliant with European environmental and safety regulations. <b>(Risk)</b>
					Stricter regulatory requirements perceived as an opportunity to improve company performance. <b>(Opportunity)</b>
					<b>Higher costs borne by the company for managing occupational illnesses</b> related to noise exposure among operators. <b>(Risk)</b>

	Equal treatment and equal opportunities for all	<b>Promotion of employees' personal and professional development</b>			
ESRS E3 Interested communities	Economic, social and cultural rights of communities	<b>Socio-economic and employment development of the territory and local community</b>	Positive Effect	Downstream	<b>Reputational advantage and greater</b> legitimacy of the company in the region thanks to a workforce largely drawn from the local area and community. <b>(Opportunity)</b>
		<b>Support for the local community and international</b> causes through charitable donations to volunteer organisations, sports associations, and parishes	Positive Effect	Downstream	<b>Reputational opportunity</b> through activities supporting the local community and international causes via charitable donations to volunteer organisations, sports associations, and parishes. <b>(Opportunity)</b>
		<b>Enhancement of the local artistic and architectural heritage</b> through funding of restoration projects	Negative Effect	Downstream	<b>Reputational opportunity through enhancement of the local</b> artistic and architectural heritage by financing restoration projects. <b>(Opportunity)</b>
		<b>Impact on the quality of life of the local community</b> caused by increased traffic, noise, and pollution near the company's facilities	Negative Effect	Downstream	<b>Reputational risk</b> arising from the company's extensive physical presence in the region (industrial development) and its impact on the local community's quality of life (increased traffic, noise, and pollution). <b>(Risk)</b>
ESRS S4 Consumers and end users	Impacts related to information for consumers and/or end users	Guarantee of a <b>high level of information for end customers</b> through the implementation of a traceability system	Negative Effect	Entire value chain	
ESRS G1 Corporate conduct	Corporate culture	<b>Legislative compliance, adherence to requirements and applicable regulations</b>	Positive Effect	Own Operations	<b>Improvement of reputation among key</b> stakeholders through managing the company according to principles of ethics and transparency. <b>(Opportunity)</b>
		<b>Management of the company according to principles of ethics</b> and transparency, in full compliance with the corporate Code of Ethics and Model 231	Positive Effect	Own Operations	<b>Potential reduction</b> of legal dispute costs and penalties for administrative offenses and breaches of applicable regulations. <b>(Opportunity)</b>  <b>Strengthening and expansion of market opportunities</b> as the company can meet customer demands for corporate ethical safeguards. <b>(Opportunity)</b>

Protection of whistleblowers	<b>Safeguarding of wrongdoing-reporting mechanisms</b> (a whistleblowing system ensuring stakeholders can report illicit conduct)	Positive Effect	Own Operations	<p><b>Legal and reputational exposures</b> related to the disclosure of sensitive data. <b>(Risk)</b></p> <p><b>Reduction of potential reputational damage and losses</b> in litigation costs, penalties, and possible operational shutdowns. <b>(Opportunity)</b></p> <p><b>Support for fostering an open culture</b> by encouraging employees to report issues, thereby improving trust and productivity. <b>(Opportunity)</b></p> <p><b>Lower costs</b> associated with managing and remediating cyberattacks. <b>(Opportunity)</b></p> <p><b>Reduced risk of operational disruptions</b> resulting from cyberattacks.</p> <p><b>Decreased exposure to end-customer dissatisfaction due to delays</b> caused by operational interruptions from cyberattacks. <b>(Opportunity)</b></p>
Political engagement and lobbying activities				<p><b>Reputational opportunity and improved market positioning</b> due to increased engagement and active participation in industry associations. <b>(Opportunity)</b></p>
Management of supplier relationships, including payment practices	Management of supplier relationships, including payment practices			<p><b>Increased costs due to the introduction of tariffs and anti-dumping measures.</b> <b>(Risk)</b></p> <p><b>Narrowing of the supplier base and difficulty sourcing raw materials</b> due to global political, financial, and market instability as well as the introduction of tariffs and anti-dumping measures. <b>(Physical Risk)</b></p> <p><b>Ability to attract key suppliers on favourable terms</b> thanks to the company's distinguishing factors (strong financial position and sustained market presence); competitive advantage. <b>(Opportunity)</b></p> <p><b>Ability to attract new customers</b> given safeguard quotas even on imports of non-EU pipes. <b>(Opportunity)</b></p> <p><b>Higher costs for CO<sub>2</sub> charges upon import</b> from countries with greenhouse gas emissions (currently unanticipated costs, effective from 01/01/2026 unless extended or amended). <b>(Risk)</b></p>





# Reporting package

GRI 201-1 ECONOMIC VALUE GENERATED AND DISTRIBUTED

Determination and distribution of added value	2023		2024	
		%Val		%Val
Economic value generated	1,018,302,217	100%	966,571,571	100%
Economic value distributed	923,396,738	90.7%	874,712,443	90.5%
Suppliers	875,384,908	86%	817,987,233	84.6%
Personnel	40,940,794	4%	44,498,756	4.6%
Banks and other financiers	667,741	0.1%	-	-
Public administration	6,069,951	0.6%	11,858,171	1.2%
Local community	333,344	0.0%	368,283	0.04%
Economic value retained	94,905,479	9.3%	91,859,129	9.5%

GRI 204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS

Procurement category	2023	2024			
		€	%	€	%
Total expenditure on suppliers	937,851,232,40		100%	892,216,841	100%
Budget spent with local suppliers	468,744,407,21		50%	539,943,876	61%

301 - MATERIALS

Materials used (in Kg)	2023			2024		
	Non renewable	Renewable	Total	Non renewable	Renewable	Total
Materials for production processes not part of the finished product (oils, lubricants)	347,000	-	347,000	636,994	-	636,994
Packaging materials	285,085	652,396	937,481	370,112	757,995	1,128,107
Wood	-	2,172,978	2,172,978	-	2,302,464	2,302,464
Total in kg	632,085	2,825,374	3,457,459	1,007,106	3,060,459	4,067,565

GRI 302 - ENERGY

Energy consumption	2023	2024
Total energy consumed within the organisation (GJ)	344,801	335,145
Natural gas (thermal uses)	133,956	123,208
Electricity (GJ)	199,833	200,947
of which:		
Purchased electricity (from renewable sources)	191,707	192,518
Self-generated solar PV electricity	12,395	11,237
Self-consumed solar PV electricity	8,126	8,429
Solar PV electricity exported to the grid	4,270	2,808
Non renewable fuel consumption (GJ)	11,013	10,991
of which:		
Diesel (company fleet)	10,988	10,952
Petrol (company fleet)	25	39

Energy intensity ratios (GJ/t)	2023	2024
Natural gas	0,175	0,159
Electricity	0,261	0,260
Fuel	0,0144	0,0142
Overall organisational energy intensity	0,450	0,433

GRI 303 - WATER

Water withdrawal	2023	2024
Total water withdrawal (m³)	128,560	192,250
Groundwater (well)	108,000	171,420
Third-party water resources (municipal supply)	20,560	20,830

GRI 305 - EMISSIONS

GHG Scope 1 Emissions – tCO <sub>2</sub> eq	2023	2024
Direct emissions from stationary combustion (natrual gas) <sup>16</sup>	7,624	7,065
Direct emissions from mobile combustion <sup>17</sup>	764	763
Fugitive direct emissions <sup>18</sup>	22	26
Total Scope 1	8,410	7,853

GHG Scope 2 Emissions – tCO <sub>2</sub> eq	2023	2024
Purchased electricity <sup>19</sup> (location based)	15,695	15,764
Total Scope 2	15,695	15,764

GHG Scope 3 Emissions – tCO <sub>2</sub> eq <sup>20</sup>	2023	2024
Inbound logistics of goods (raw materials) – Upstream transport & distribution	101,275	100,625
Outbound logistics of carbon steel tubes – Downstream transport & distribution	142,731	147,015
Employee commuting	1,576	1,592
Business travel	4	10
Upstream phase of fuels used by company fleet	186	189
Purchased goods and services	1,731,524	1,569,407
Purchase of capital goods	12,206	18,059
Disposal of liquid and solid waste	102	298
Upstream share of electricity and fuels from stationary sources (location based)	6,346	8,054
Products sold	886	960
Total Scope 3	1,996,836	1,846,210

GHG Scope 1 + Scope 2 + Scope 3 - tCO <sub>2</sub> e Emissions	2023	2024
GHG Total Emissions (location-based)	2,020,941	1,869,827

<sup>16</sup> Sources of emission factors considered for natural gas:

- CO2: Italian Ministry for the Environment 2024
- CH4 and N2O: DEFRA 2024.

<sup>17</sup> Sources of emission factors considered for diesel fuel:

- CO2, CH4 e N2O: DEFRA 2024;
- Sources of emission factors considered for petrol (gasoline): CO2, CH4 e N2O: DEFRA 2024.

<sup>18</sup> Sources of emission factors considered for refrigerent gases: R407C: DEFRA 2024.

<sup>19</sup> Sources of emission factors considred for imported electricity: CO2, CH4 e N2O: ISPRA 2024.

<sup>20</sup> Category-specific emission factor sources:

- Categories 3.1, 3.2, 3.3, 3.5, 3.6: DEFRA 2024;
- Category 4.1: Ecoinvent 3.10, DEFRA 2024, and ISPRA 2024;
- Category 4.2: Environmentally-Extended Input-Output model by Eurostat;
- Category 4.3: Ecoinvent 3.10;
- Category 4.6: DEFRA 2024 (for natural gas) and Ecoinvent 3.10 (for electricity);
- Category 5.3: Ecoinvent 3.10.



GRI 306 - WASTE

Waste not sent for disposal (kg)	2023	2024
Hazardous waste		
Preparation for reuse (R13)	598,895	578,220
Recycling (R4)	10,000	20,980
Total hazardous waste	608,895	599,200
Non-hazardous waste		
Preparation for reuse (R13)	3,266,769	25,201,985
Recycling (R4) or reuse (R13)	33,997,140	14,508,806
Other recovery operations	322,910	304,520
Total non-hazardous waste	37,586,819	40,015,311
Total not sent for disposal	38,195,714	40,614,511

Waste sent for disposal (Kg)	2023	2024
Hazardous waste		
Other disposal (D01/D9/D15)	264,330	208,946
Total hazardous waste	264,330	208,946
Non-hazardous waste		
Other disposal (D01/D9/D15)	142,580	21,340
Total non-hazardous waste	142,580	21,340
Total sent for disposal	406,910	230,286

Total waste produced (EER) <sup>21</sup> (kg)	2023	2024
Hazardous waste	873,225	808,146
Non-hazardous waste	37,729,399	40,036,651
Total waste produced	38,602,624	40,844,797

GRI 2-7 - EMPLOYEES

Employees by gender	2023	2024
Women	51	51
Men	690	697
Total	741	748

Employees by contract type and gender	2023			2024		
	Women	Men	Total	Women	Men	Total
Permanent	50	640	690	49	652	701
Fixed-term	1	50	51	2	45	47
Total	51	690	741	51	697	748

Employees by contract type and gender	2023			2024		
	Women	Men	Total	Women	Men	Total
Full-time	45	688	733	45	695	740
Part-time	6	2	8	6	2	8
Total	51	690	741	51	697	748

GRI 405-1 - GOVERNANCE BODIES AND EMPLOYEES CLASSIFIED BY GENDER AND AGE

Governance bodies by gender	2023				2024			
	Women	Men	Other	Total	Women	Men	Other	Total
Board of Directors	3	3	-	6	3	3	-	6
Board of Statutory Auditors	1	4	-	5	1	4	-	5
Special Proxies	3	2	-	5	3	2	-	5
Total	7	9	-	16	7	9	-	16

Governance bodies by age group	2023				2024			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Board of Directors	-	1	5	6	-	1	5	6
Board of Statutory Auditors	-	4	1	5	-	4	1	5
Special Proxies	-	5	-	5	-	5	-	5
Totale	-	10	6	16	-	10	6	16

Employees by professional category and gender	2023			2024		
	Women	Men	Total	Women	Men	Total
White-collar	45	36	81	45	36	81
Blue-collar	6	654	660	6	661	667
Total	51	690	741	51	697	748
Percentage	7%	93%	100%	7%	93%	100%

<sup>21</sup> Waste marked with the symbol “\*” is classified as hazardous waste.

Employees by professional category and age group	2023				2024			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
White-collar	18	50	13	81	12	55	14	81
Blue-collar	125	363	172	660	99	383	185	667
Total	143	413	185	741	111	438	199	748
Percentage	19%	56%	25%	100%	15%	59%	27%	100%

Protected categories by professional category and gender	2023			2024		
	Women	Men	Total	Women	Men	Total
White-collar	1	0	1	1	0	1
Blue-collar	0	21	21	0	31	31
Total	1	21	22	1	31	32
Percentage	5%	95%	100%	3%	97%	100%

GRI 401 – TURNOVER AND BENEFITS

Hires	2023		2024	
	n.	%	n.	%
Total hires (Inflow turnover rate)	86	12%	73	10%
Men	85	99%	71	97%
Women	1	1%	2	3%
< 30 years	42	49%	37	51%
30-50 years	35	41%	34	46%
>50 years	9	10%	2	3%

Terminations	2023		2024	
	n.	%	n.	%
Totale Terminations (Outflow turnover rate)	55	7%	66	9%
Men	53	96%	64	97%
Women	2	4%	2	3%
< 30 years	13	24%	32	48%
30-50 years	27	49%	24	36%
>50 years	15	27%	10	15%

Reason	2023			2024		
Gender	Women	Men	Total	Women	Men	Total
Voluntary departures	2	20	22	2	29	31
Retirement	-	10	10	-	7	7
Other (e.g. end of a fixed-term contract)	-	23	23	-	28	28
Total	2	53	55	2	64	66

GRI 403-9 - WORKPLACE INJURIES

Employee injuries	2023	2024
Severity index <sup>22</sup>	1.18	1.16

GRI 404-1 - AVERAGE TRAINING HOURS PER EMPLOYEE

Average training hours	2023				2024			
	Women	Men	Other	Total	Women	Men	Other	Total
White-collar	5.6	9	-	7.1	4.4	5.4	-	4.8
Blue-collar	2	11.5	-	11.4	-	11.8	-	11.6
Total	5.2	11.4	-	10.9	3.9	11.4	-	10.9

<sup>22</sup> Padana Tubi calculates the injury severity index using its own methodology, namely as the ratio of the days lost to injury recorded during the year to the total hours worked in the same period. This index was revised during the preparation of the 2024 Sustainability Report, following a data request prompted by the reopening of an incident that occurred in 2024.



# Index of GRI Content and correlation table

GRI Sustainability Reporting Standard 2022		References / paragraph	Remarks
General Disclosures and Governance			
Organisation profile			
2-1	Organisation details	Methodological note	
2-2	Entities included in the sustainability reporting	Methodological note	
2-3	Reporting period, frequency and contacts for report enquiries	Methodological note	
2-5	External assurance		The 2024 Sustainability Report of Padana Tubi does not include external assurance.
2-6	Activities, supply chain and business relationships	Padana Tubi: solid roots, international vision; Suppliers and procurement: transparency and reliability	
2-7	Employees	People at the heart of corporate growth – sec. Workforce, skills and professional development	
2-8	Non-employee workers		
2-9	Governance structure and composition of the highest governance body    Organisational structure and governance	Organisational structure and governance	
2-10	Appointment and selection of the highest governance body		
2-11	Chair of the highest governance body		
Strategy			
2-22	Statement on sustainable development strategy	Letter to Stakeholders	
Ethics and Integrity			
2-26	Mechanisms for advice and reporting	Ethics and integrity: pillars of corporate management; Quality and continuous improvement: at the heart of every process	
2-27	Compliance with laws and regulations	Ethics and integrity: pillars of corporate management	
418-1	Confirmed complaints concerning customer privacy violations and loss of customer data	Suppliers and procurement: transparency and reliability – sec. Privacy and data management	No cases of privacy breach or cyber-attack were recorded in 2024

Stakeholder Engagement			
2-28	Membership in associations	Long-term strategy and vision: sustainability at Padana Tubi – sec. The value of stakeholders for a strong, shared direction	
2-29	Approach to stakeholder engagement		
2-30	Collective bargaining agreements	People at the heart of corporate growth – sec. Workforce, skills and professional development	
Material Topics			
3-1	Process to determine material topics	Long-term strategy and vision: sustainability at Padana Tubi – sec. Double materiality analysis	
3-2	List of material topics		
3-3	Management of material topics		
Economic Topics			
Economic Performance			
201-1	Direct economic value generated and distributed	Economic value generated and distributed	
204-1	Proportion of spending on local suppliers	Suppliers and procurement: transparency and reliability – sec. Supply chain composition	
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	Quality and continuous improvement: at the heart of every process	No non-compliance incidents occurred during the reporting period.
Environmental topics			
Materials			
301-1	Materials used by weight or volume	Steel and circularity: Padana Tubi practices and vision – sec. Materials / Recycled content	
301-2	Recycled input materials used		
Energy			
302-1	Energy consumed within the organisation	Energy management and emissions	
302-3	Energy intensity		
Water			
303-3	Water withdrawal by source	Water consumption	
303-4	Water discharge		
303-5	Water consumption		

Emissions			
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Energy management and emissions	
305-2	Indirect GHG emissions (Scope 2)		
305-3	Other indirect GHG emissions (Scope 3)		
Waste			
306-3	Waste generated	Waste management	
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		
Supplier Environmental Assessment			
308-1	New suppliers screened using environmental criteria	Suppliers and procurement: transparency and reliability	
Social Topics			
Employment			
401-1	New hires and turnover	People at the heart of corporate growth – sec. Workforce, skills and professional development	
404-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People at the heart of corporate growth – sec. Workforce, skills and professional development	



Occupational Health and Safety			
403-1	Occupational health and safety management system		
403-3	Occupational health services		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health		
403-8	Workers covered by an occupational health and safety management system	Health and safety: an integrated priority across processes	
403-9	Work-related injuries		
403-10	Work-related ill health		
416-2	Incidents of non-compliance concerning health and safety impacts of products and services		No non-compliance with relevant regulations was identified during the reporting period
Training and Education			
404-1	Average hours of training per year per employee	People at the heart of corporate growth – sec. Workforce, skills and professional development	
Diversity and Equal opportunity			
405-1	Diversity of governance bodies and employees	Organisational structure and governance	
Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Ethics and integrity: pillars of corporate management	No discrimination incidents were recorded during the reporting period
Supplier Social Assessment			
414-1	New suppliers screened using social criteria	Suppliers and procurement: transparency and reliability	

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