



SUSTAINABILITY REPORT 2022



SUSTAINABILITY REPORT CRAMARO GROUP 2022

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1. Letter to stakeholders

Dear Stakeholders,

We are proud to present the Cramaro Group Sustainability Report 2022, confirming the continuation of our journey towards a new approach and business model, aimed at creating value for future generations.

The year 2022 was a complex year for the market due to the war and the energy crisis, but we still firmly believe in the need to accelerate the path towards sustainability.

As a Group, we therefore decided to confirm our path to integrate ESG issues into our corporate strategy, taking on a commitment to reporting and transparency.

This process involved all areas of the company and directly involved the main categories of stakeholders (also international) in the implementation of the actions defined and the measurement of performance related to the material issues.

The goal of our commitment is, on one hand, the continuous promotion of human resources, guaranteeing high standards of wellness, training, and occupational health and safety, and, on the other hand, environmental protection, quantifying CO₂ emissions even more precisely and reducing them, also reviewing products and processes in terms of circular economy, as well as minimising energy consumption. We must change our lifestyle and our approach to the nature around us.



Our journey towards greater social and environmental responsibility is not intended to be a short cut in order to gain an advantage in terms of reputation, but rather a structured and conscious effort to reduce costs and risks, motivate the push towards innovation, and to establish a new stimulus for our sector, strongly affected by the dynamics of sustainability.

This is still a challenging path for us, because changing pace and looking at everything around us in a new light to embrace new working methods represents a revolution. It's easier to say, "Let's just keep doing things the way we always have." But our mission, our values, and our ethics lead us into change. We will work ambitiously to achieve significant results and with a commitment to verifying the waypoints along this journey annually.

We now know that as the Cramaro Group, we will be **ALL-WAYS AROUND** on ESG issues.

Matteo Gianazza
Cramaro Group CEO

2. Highlights

ENVIRONMENTAL



Electricity consumed 225,091 KWh of which **45%** from RENEWABLE SOURCES

Electricity produced with a photovoltaic system 27,705 KWh of which 22,226 KWh consumed and avoided **5,97 tCO₂**

DONATION OF PVC WASTE TO ONP RIO TERÀ DEI PENSIERI **600 m²** of recovered material

200 bags produced under the Malefatte brand

1.500 accessories produced under the Malefatte brand

SOCIAL



116 EMPLOYEES (+8% compared to 2021 and back to 2020 levels)

100% permanent (compared to 95% in 2021)

36% women **64%** men **44** average age

50% ITALIAN EMPLOYEES EVALUATED ON PERFORMANCE

74% SUPPLY MADE IN ITALY

-43% REDUCTION IN THE NUMBER OF ACCIDENTS IN THE GROUP compared to 2021

18,3 Mio € VALUE OF SUPPLIES

BUSINESS AND GOVERNANCE



INTEGRATION OF ESG ISSUES IN THE INTEGRATED POLICY

4 BUSINESS UNITS **15** PRODUCT LINES **10** PATENTS

DEVELOPMENT OF SOLUTIONS to improve the social (safety) and environmental (pollution) impacts of products for customers

MATERIALITY ANALYSIS - In 2022 followed by a CUSTOMER SATISFACTION survey

3. The Cramaro Group

Our mission

We stand alongside your company with advanced technology tarpaulin systems that are custom-designed for your needs and developed to maximize vehicle efficiency, safety and connectivity.

Our vision

We keep your business moving and protected.

Our values

- GROWTH**
Our innovative and efficient tarpaulin solutions help your business grow.
- TRUST**
As your partner and contact, you can count on us for personalized service and ongoing support.
- QUALITY**
Our high-quality solutions make full use of Italian excellence and the know-how of our professionals.



Our identity

We developed and patented the first tarpaulin system with a supporting structure and movement technology. Our knowledge was then extended to new applications for the trucking sector to become a leader in the design and production of tarpaulin systems for agricultural and industrial vehicles and for storage tanks. We have been challenging technology and innovation since 1995 with customized solutions developed to maximize the efficiency and safety of your vehicle, protect your business and drive your success.

Our products and services

We offer a complete and innovative range of tarpaulin systems for agricultural and industrial vehicles and for storage tanks. Each product is the result of carefully listening to the needs of the customer combined with detailed design and customization.



Our products

The strength of our company know-how together with new technologies and attention to the customer allow us to offer a complete range of innovative tarpaulin systems developed to increase the productivity and safety of the companies we serve. Our tarpaulin systems can be manually, electrically or hydraulically operated using winding or folding technology. The most suitable solution is chosen based on the specific needs and the vehicle characteristics on which the tarpaulin is to be installed.

TECHNOLOGY

PRODUCT

AREAS OF APPLICATION



FOLDING
TECHNOLOGY

CABRIOLÉ

INTERMEDIO

GALOPPINO

SCARR-LAB

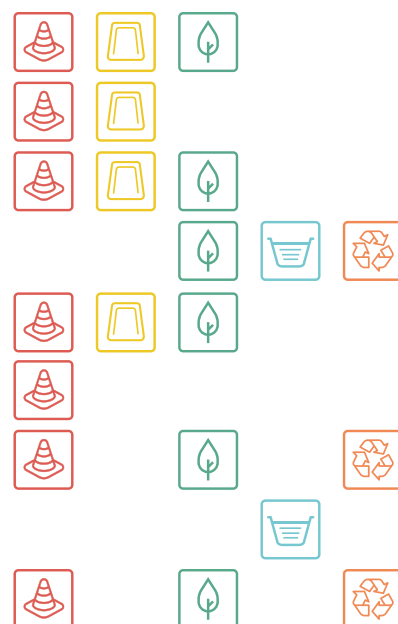
CABRIO-LIGHT

INTEGRO

RAIL-TARP

TARP-ALL

ECO-LOGIC



QUARRY / WORK SITE



THREE-WAY TIPPERS



AGRO SOLUTION



CONTAINERS



ECOLOGY

TECHNOLOGY

PRODUCT

AREAS OF APPLICATION



WINDING
TECHNOLOGY

TELL-ONE

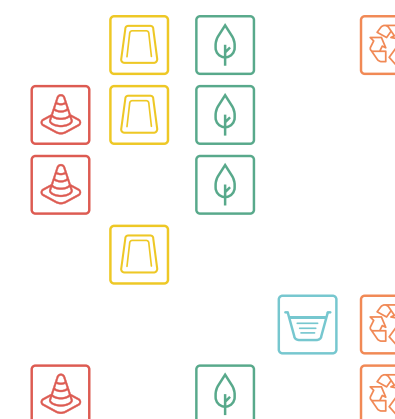
TENDI-LIGHT

FLIP-TARP

ROLL-WING

COVER-TRUCK

OVER-QUICK



Our services

Personalized consultancy

Our sales network features a widespread presence in the area and is ready to assist clients in choosing the solution to meet their specific needs and for advice and technical questions.

Ad hoc design

In close collaboration with the sales network, our engineers study every single request and design the most suitable solution tailored to the customer's needs and the specific vehicle specifications on which the tarpaulin will be installed. Our goal is to ensure a functional and completely integrated product.

Customization

Cramaro tarpaulin systems can be customized and fitted with accessories featuring a variety of options to meet specific customer needs. Available accessories vary depending on the product and can include side flaps for a more complete seal of the tarpaulin, bows of different heights to optimize load capacity and different tarpaulin material types, including an innovative multilayer fabric for thermal insulation of the load.

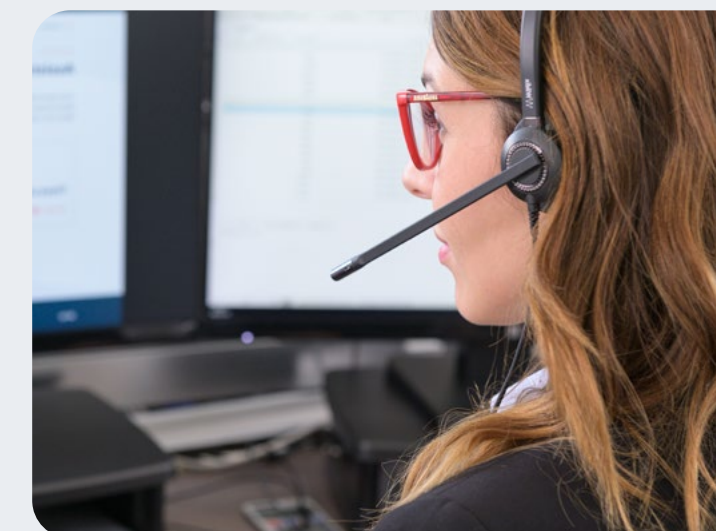
Non-stop support

Our internal team of specialized operators and Cramaro authorized service points throughout the territory ensure support that is fast and knowledgeable.

Original parts

The original Cramaro parts we guarantee for repairs and maintenance are also available at our service points. Using the product serial number, our operators are also able to view the technical specifications of the tarpaulin and recommend the best spare part.

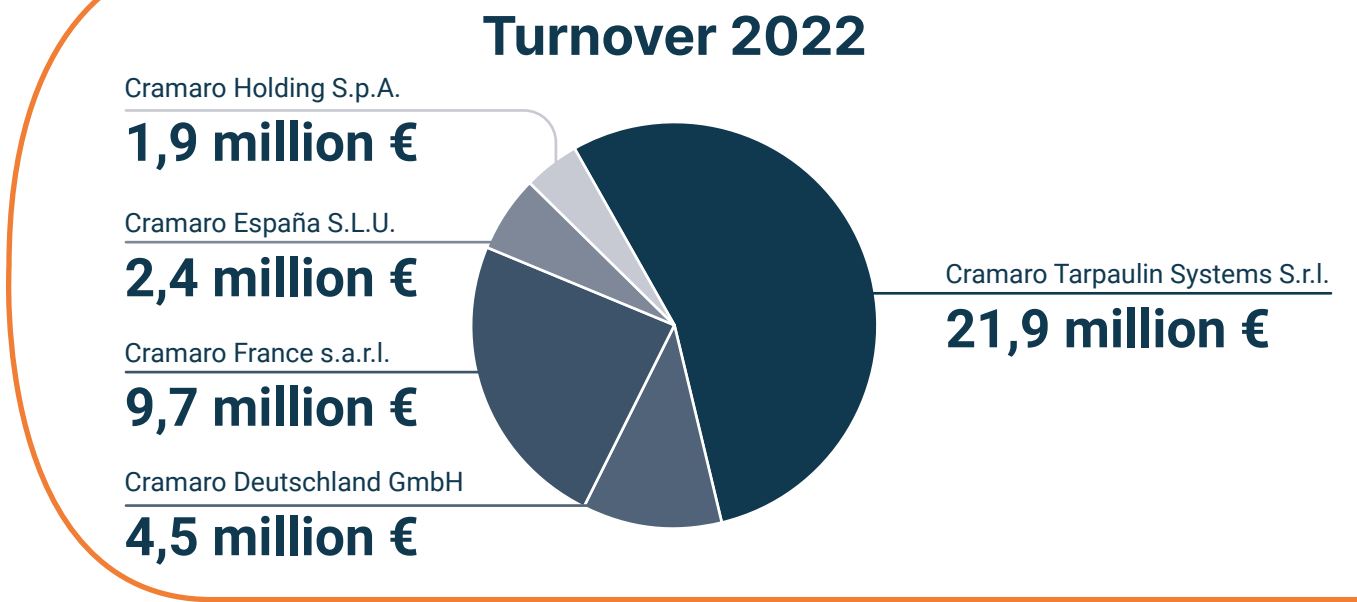
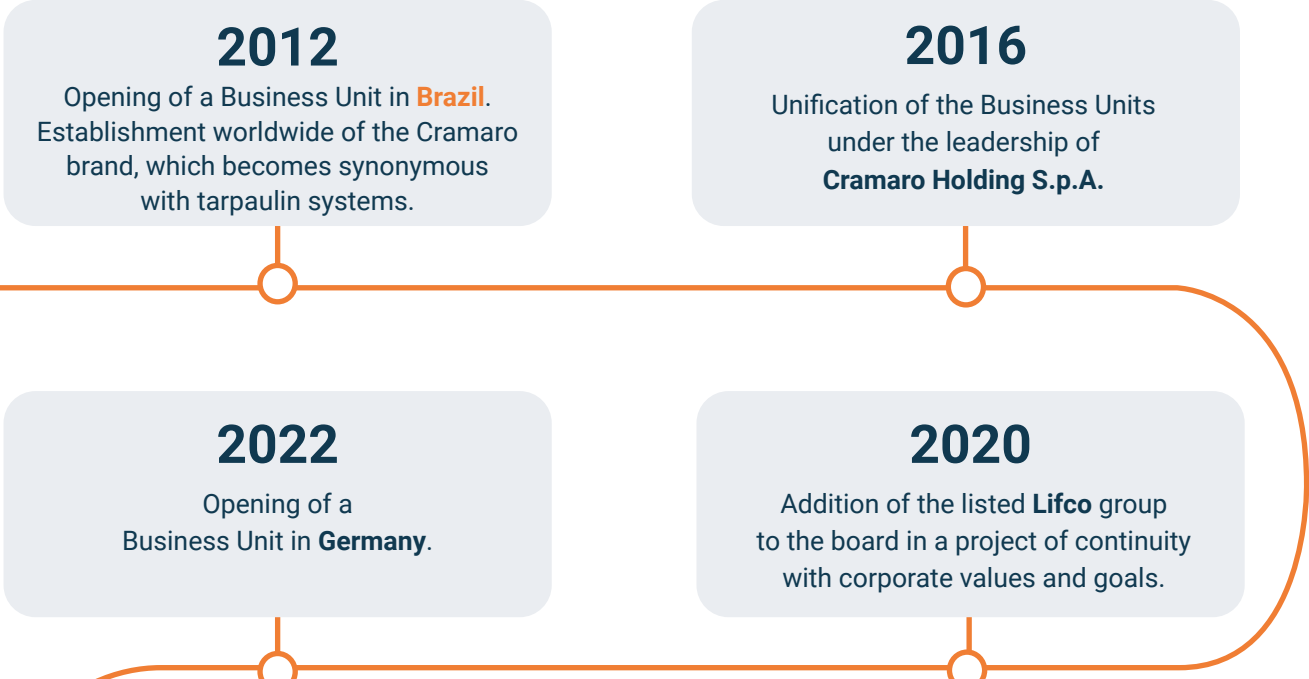
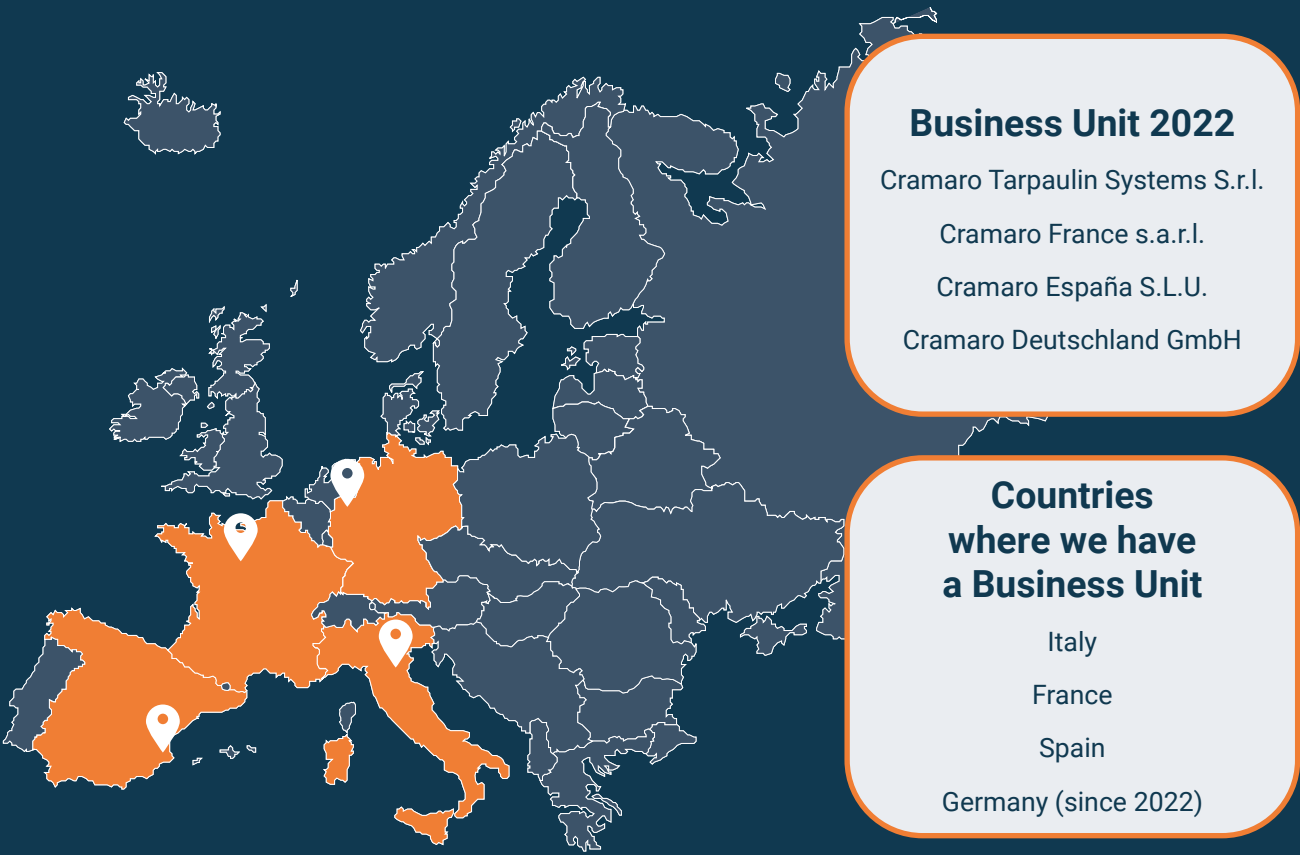
More information on [cramarogroup.com](https://www.cramarogroup.com)



The historical evolution



The Group's key figures



4. Ownership structure and Governance

The current structure of the Group

LIFCO

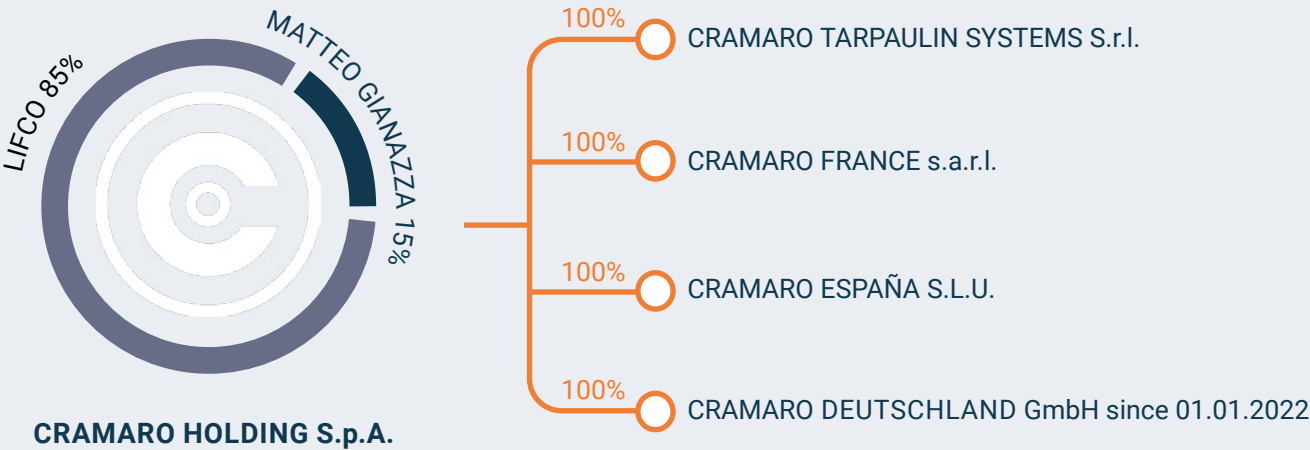
Lifco AB, a Swedish Permanent Capital fund, acquires companies which are niche market leaders with the potential to guarantee sustainable profit growth and strong cash flow. The group is listed on the Stockholm NASDAQ and has three business areas: Dental, Demolition & Tools and System Solutions.

The company has a clear corporate philosophy that implies a long-term perspective, focus on profits, and a highly decentralised organisation. Lifco controls more than 200 operating companies in 30 countries, generating a turnover of about USD 1.9 billion.

Lifco AB is convinced that only with an eye to sustainability is it possible to build **profitable companies in a sustainable way with motivated employees and satisfied customers**. This is why sustainability is an integral part of the Lifco business model.

In 2020, Lifco AB acquired a majority of Cramaro Holding, which joined Lifco's System Solutions business area, without intervening in the management structure of the Cramaro Group.

Cramaro Group corporate organisational chart (at 31 Dec 2022)



Governance structure

The Board of Directors heads the governance structure of the Group and is responsible for the strategic direction and supervision of the business and which is comprised as follows.

Corporate bodies - Cramaro Holding S.p.A. Board of Directors

Chairman (NE) Martin Linder	Chief Executive Officer (E) Matteo Gianazza	Director (NE) Kurt Burman ¹
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(NE) = non-executive members (E) = executive members

Selected by the Shareholders' Meeting, remains appointed until 31 December 2022.

The Articles of Association grants the Board of Directors the broadest powers for the ordinary and extraordinary management of the company and, in particular, it is entitled to carry out all deeds that it deems appropriate to implement and achieve corporate purposes, only excluding those which the law and the Articles of Association reserve for the Shareholders' Meeting.

The **Chairman** presides over the Shareholders' Meeting and presides over the Board of Directors and checks to ensure the implementation of the Board's deliberations.
In accordance with the Articles of Association, the **Chief Executive Officer** has the powers of ordinary and extraordinary legal representation of the company and is also granted the powers envisaged in the Articles of Association.

The main information on the Cramaro Group Board of Directors for the 2020-2022 period is indicated below.

Number of Directors	2020	2021	2022
Number of Directors	1	3	3
Men (%)	100	100	100
Women (%)	0	0	0
< 30 years (%)	0	0	0
30 – 50 years (%)	2	1	1
> 50 years (%)	1	2	2
Executive directors (%)	1	1	1

Corporate bodies - Cramaro Holding S.p.A. Board of Auditors

Appointed by the Shareholders' Meeting until 31 December 2022, the Board of Auditors is tasked with overseeing operations and the corporate structure. The Board of Auditors, which is also entrusted with accounting control functions, checks observance of the law, the Articles of Association, and the correct administration methods, with particular attention to the organisational, administrative, and accounting structure. It also takes on the role of Legal Auditor.

Chairman of the Board Marco Rubini ²	Statutory auditors Patrizia Martello ³ - Gino Glisenti ⁴	Substitute auditors Aldo Biani - Giovanni Glisenti
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¹ 1 Replaced in 2023 by Director Andreas Löfqvist
² 1 Replaced in 2023 by Chairman Gino Glisenti
³ Replaced in 2023 by Auditor Ignazio Stefano Barone
⁴ Replaced in 2023 by Auditor Enrico Luca Zanfagna

Code of ethics, OMCM and 231

In 2020, the Cramaro Group implemented the 231 Organisation, Management and Control Model.

In the same year, the Chairman of the Supervisory Body, Gabriele Fagnano Esq., along with Camilla Cravetto Esq., both from Studio Pavesio & Associati, conducted training for the governance and the employees on staff at the time on Legislative Decree 231 and on its application in our Group. A whistle-blowing email inbox was also introduced.

This initiative was taken on in the conviction that the OMCM can constitute a valid instrument of awareness for all those who operate in the name and on behalf of the Group so that in the execution of their activities, they follow correct and linear behaviours, such to prevent committing unlawful acts and crimes.

The **Cramaro Group** intends to direct its in-house and external operations in observance of the Code of Ethics with the conviction that the company's success cannot disregard conducting ethical business.

Our Group has adopted the **LIFCO Code of Ethics** indicated in the following pages

The Code of Ethics has been translated and distributed to the employees, the directors, and the strategic suppliers.

It was resolved by the Board of Directors of Lifco AB (publ) (Reg. No. 556465-3185) (the "Company") at a meeting held on 2 February 2023 to adopt this

Introduction and Purpose

The Lifco culture and work environment are made up of how each and every one of us acts, talks and behaves, every day and with that in mind, we have set up this Lifco code of conduct (the "Code") defining the basic requirements we place on our employees, board members, officers, consultants and others working on Lifco's behalf - including suppliers and other third party intermediaries, to the extent specifically stated. The Code is based on our policies and our core values Respect for Others, Openness and Pragmatism. We expect everyone of the above mentioned to know and follow the Code as a natural part of the employment, engagement and/or contract with Lifco.

If you have questions, or if you find yourself in a situation where you feel the Code may be violated, please contact your immediate manager or the Managing Director of the company concerned.

The Code applies to all companies within Lifco, regardless of location. When using "Lifco" in this Code, this should be read as any company in the group or the group as a whole.

The Fundamental Principles

Lifco is a signatory of the UN Global Compact since 2016 and the principles of the UN Global Compact are the basis for the management of Lifco including the International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights in Working Life, the OECD's principles and standards for how multinationals companies must conduct responsible business and the UN Convention on the Rights of the Child and the UN Convention against Corruption.

Conflicts of Interest

You shall always act in the best interest of Lifco. Any situation that involves, or might later involve a conflict of interest, should be disclosed promptly and agreed on how to be handled together with your immediate manager or the Managing Director of the company concerned. A conflict of interest arises when your private interests, personal relationships or external activities affect or give the impression of affecting how you perform your work duties. As a supplier or intermediary of ours we always need you to avoid all conflicts of interest that may influence our business relationship.

Confidentiality

When you receive access to confidential information at Lifco, you must keep it safe and make sure it stays confidential. This includes all information that is not public and that can be of use to competitors or harmful to Lifco if it's disclosed. It also includes information that others, like customers, suppliers or partners, have trusted us with. This rule applies even after your employment, engagement or contract ends.

Legal Compliance

We always comply with the laws and regulations of the applicable legal systems and they set the minimum standard for our actions. We respect the local traditions and customs of each country. If a conflict arises with local traditions and customs, this Code shall guide our actions. If you find that the law conflicts with this Code or any of our policies, always go with the law and discuss the perceived conflict with your immediate manager.

Human Rights and Labor Practices

We always respect human rights. We treat everyone in our business and supply chain with dignity and respect. Lifco is opposed to all forms of child labor, human trafficking, slavery, servitude, forced or compulsory labor, and we don't ever use any of it in our business.

Non-Discrimination and Respect for Employees

The diversity of the Lifco team is a tremendous asset and a strength that we cherish. All our workplaces must be safe and we do not accept discrimination on the basis of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age, nationality, political opinion, labour union membership, status, social background, language, health status or family matter. Lifco distinctly refuses to tolerate any unacceptable treatment of individuals such as mental cruelty, sexual harassment or discrimination including language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

Work Environment, Working Hours, Wages and Benefits for Employees

Our working environment should be based on collaboration, responsibility and openness. We must all contribute to keeping our work environments safe. You must immediately report incidents and accidents to your immediate manager. At Lifco we respect and comply with all applicable working-hours regulations as well as wage and compensation laws. We also recognize the legal rights of workers to form or join existing trade unions and to engage in collective bargaining; neither disadvantage nor prefer members of employee organizations or trade unions. As a Lifco employee, please see our HR policy for more information on how we work in the HR field.

Environmental Protection

We are committed to continuously improve our environmental performance and seek to minimize our environmental footprint. As a Lifco employee, please see our Environmental Policy for more information on how we work in the environmental field.

Anti-Corruption and Bribery

Lifco has zero tolerance for bribery, corruption, fraud, facilitating payments or attempts at any of these.

We do not give anything of value, directly or indirectly, to any government official, politician, political candidate, or business person, in order to get business deals or privileges. This includes cash, cash equivalents like gift cards, loans or any other benefit that might influence or appear to influence the recipient's decision making. We never support political parties or make contributions of a political nature.

Gifts

None of us shall seek or accept any gift, entertainment or personal favor that could reasonably be considered to influence business transactions. Gifts that can be considered to affect business transactions must be reported to the Managing Director of the company concerned, who decides how the matter should be handled. We only offer gifts, entertainment, compensation and personal benefits to customers, suppliers or other external stakeholders if they are modest in value and consistent with customary business practices and in line with applicable law. Gifts that may be considered contrary to these criteria must be reported to the Managing Director of the company concerned, who decides what measures should be taken.

Fair Competition, Antitrust Laws and Intellectual Property Rights

We always act in accordance with national and international competition laws and do not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

When we do business, we do not take unfair advantage of anyone through manipulation, abuse of privileged information or misrepresentation of facts. We do not lie or steal, cheat or use information that was obtained without the owner's consent or secret information that is wrongfully disclosed by past or present employees of other companies.

We also respect the intellectual property rights of others.

Customers, Product Quality and Safety

Loyal and satisfied customers lay the foundation for strong brands and market positions. We always provide customers with accurate product information and only make commitments about our products, services or our company that we can live up to. We will provide products and services that deliver consistently high value, quality and reliability. Product safety is of utmost importance to us. All Lifco's products and services must comply with relevant regulatory requirements in this regard. Our commitment to customer satisfaction also includes the provision of a high standard of after sales service and prompt attention to customer concerns.

Anti-Money Laundering, Terrorism Financing

None of us will ever directly or indirectly facilitate money laundering or terrorism financing.

Data Privacy

All of us will always process personal data confidentially and responsibly, respect everyone's privacy and ensure that personal data is effectively protected and used only for legitimate purposes.

Export Control and Customs

We, as well as our suppliers and intermediaries, will always do our best to ensure compliance with applicable export control and customs regulations.

Protection and Proper Use of Lifco's Assets

The equipment provided by Lifco to you is Lifco's property even if you are the only one using it. Lifco owns the equipment you are given, email accounts, software, other IT devices and materials. As our employee you should be careful about how you use Lifco's credentials, equipment and software. You may only access customer data to the extent necessary to do your job.

Communication with Shareholders

Lifco will provide accurate and timely information on the group's activities, performance and financial situation to all shareholders. Lifco's accounting statements will present a true and correct view of the group's financial performance.

Suppliers and Supply Chain

As a supplier or third party intermediary to Lifco, you are expected to comply with this Code in your relation to us meaning also that your organization is compliant with the Code. We also expect you will use reasonable efforts to make your own suppliers comply with the principles of this Code. Lifco does not do business with suppliers or third party intermediaries who do not comply with applicable laws, do not respect human rights or ignore environmental issues. Furthermore, Lifco does not accept products from suppliers and subcontractors who use child labor in their contracts, subcontracts or other relationships for the manufacture of their products. If you are aware of any behavior in breach of this Code within your organization, report your observation to the Managing Director in the company concerned.

Whistleblower Service

Our whistleblower service provides an opportunity to report serious suspected misconduct against Lifco's values and policies. Primarily you are encouraged to contact a manager in your organization. If you feel you cannot be open with your information, we offer the opportunity to report your concerns anonymously via the whistleblower service. The whistleblower service is available to all employees and other stakeholders.

The whistleblower service is available on <https://report.whistleb.com/lifco>

Lack of Compliance

Lifco does not tolerate any violations of this Code. Any non-compliance by an employee, consultant or anyone else mentioned in this Code must be reported to the Managing Director of the concerned company. Other violations can be reported directly to your line manager. Reports on misconduct or harassment will be evaluated and followed up. Every case of violation of this Code will be evaluated and handled based on the severity of the violation. In the event of repeated or severe violation, Lifco has the right to decide on appropriate actions, which can include termination. Compliance with this Code is reviewed quarterly by the Managing Directors and reported to Lifco's Group CEO and Board of Directors.

Implementation and Communication

This Code has been adopted by the Board of Directors and the ultimately responsible for the implementation and follow up is Lifco's Group CEO. The Managing Directors of the subsidiaries are responsible for implementing and communicating this policy to their organisations including all employees, temporary employees, board members, officers, consultants and others working on Lifco's behalf including essential suppliers and other third party intermediaries. All new employees and employees of companies that Lifco acquires including consultants and temporary employees must be informed of the Code within one month of the first working day.

LIFCO'S CORE VALUES

Respect for Others

In all our dealings with customers, employees and other stakeholders we must respect them as human beings of equal value regardless of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age, nationality, political opinion, labour union membership, status, social background, language, health status or family matter. Thus, we have to make our best efforts to listen to and respect each individual's opinions even if we ourselves are of a different opinion.

Openness

It is of utmost importance that we create an atmosphere where people dare to be open. In achieving this we openly have to concede our mistakes. It is natural that every human being makes mistakes.

Pragmatism

We should aim to make the best possible decision in every single case. The decisions should purely be based on facts and without prejudice. Further, preconceived opinions or pride should not influence decisions.

Sustainability governance

The reflections on sustainability and the consequent decision to integrate the ESG issues into strategy, governance, policies, and processes are recent. The result is the sustainability governance which the Cramaro Group strives for, where sustainability issues are taken into consideration in all relevant corporate decisional processes.

Board of Directors

- It examines and approves **strategic, industrial and financial plans**.
- It examines and approves the **Group's annual budget** and **Industrial Plan** which integrate the main guidelines for promoting a sustainable business model and laying the foundations for creating long-term value.
- It is responsible for approving the **Sustainability Report**.

Chief Executive Office

- Responsible for **defining and implementing** the sustainable business model.
- Defines management **guidelines**.
- Promotes a low carbon model** and corporate practices that take into consideration the expectations of the various stakeholders.

Management Committee

- Supervises sustainability issues** connected with conducting company operations and the company's interaction with the stakeholders.
- Examines the **guidelines** of the Sustainability Plan and the sustainability policy **implementation methods**.
- Examines the **structure of the Sustainability Report** and the articulation of the relative contents, as well as the completeness and transparency of the advisory provided through said documents.
- Examines the **main corporate rules and procedures** which are relevant to the stakeholders.

Business Units and Corporate Functions

- Integrate the ESG factors in **their decisional and operational processes** to create long-term sustainable value.
- As a Group, it is the BoD which indicates the strategic direction, even concerning the lines of sustainability, which fall within the corporate risk assessment.
- The corporate functions and/or individual companies then integrate the ESG issues in the single business in a coordinated manner.

Management systems

Cramaro Tarpaulin Systems has certified the business processes relating to the design, manufacture and installation of tarpaulin systems for industrial vehicles according to the ISO 9001:2015 standard issued by TÜV ITALIA.

Cramaro Tarpaulin Systems S.r.l.
Via Quari Destra 71/G
37044 Cologna Veneta
(Verona) Italy



In 2020 Cramaro Tarpaulin Systems introduced an **integrated policy**, updated in 2022 from an ESG perspective, which has the following objectives:



attention to the customer and interested stakeholders through continuous improvement of the effectiveness of the quality management system, that is, of processes and product



improvement of occupational health and safety and the containment of company impact on the environment as an integral part of business and as a strategic commitment



prevention of contamination, accidents, injuries and occupational illnesses, the proper management of emergencies and expected incidents



compliance with applicable regulations, reference standards and prescriptions issued by authorities while promoting a relationship of **transparency, honesty and collaboration**



the approach to a new process of integrating ESG issues into corporate strategy, in order to achieve, through materiality analysis, sustainability-related goals



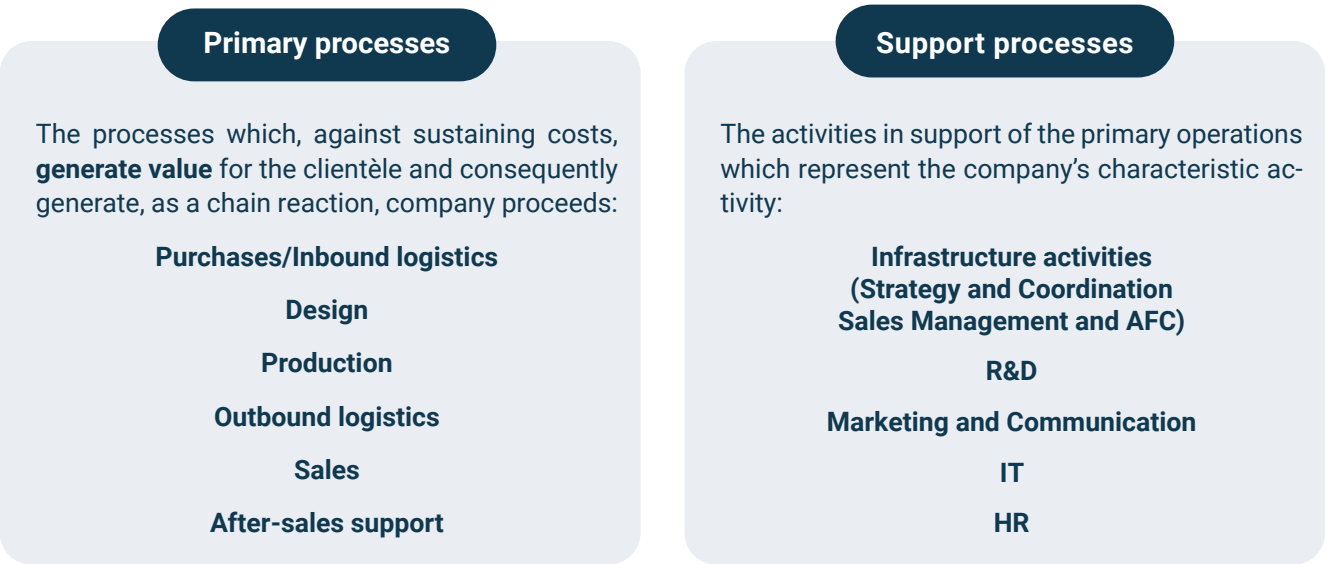
5. Business Model, Strategy, Risk and Opportunities

The Cramaro Group business model

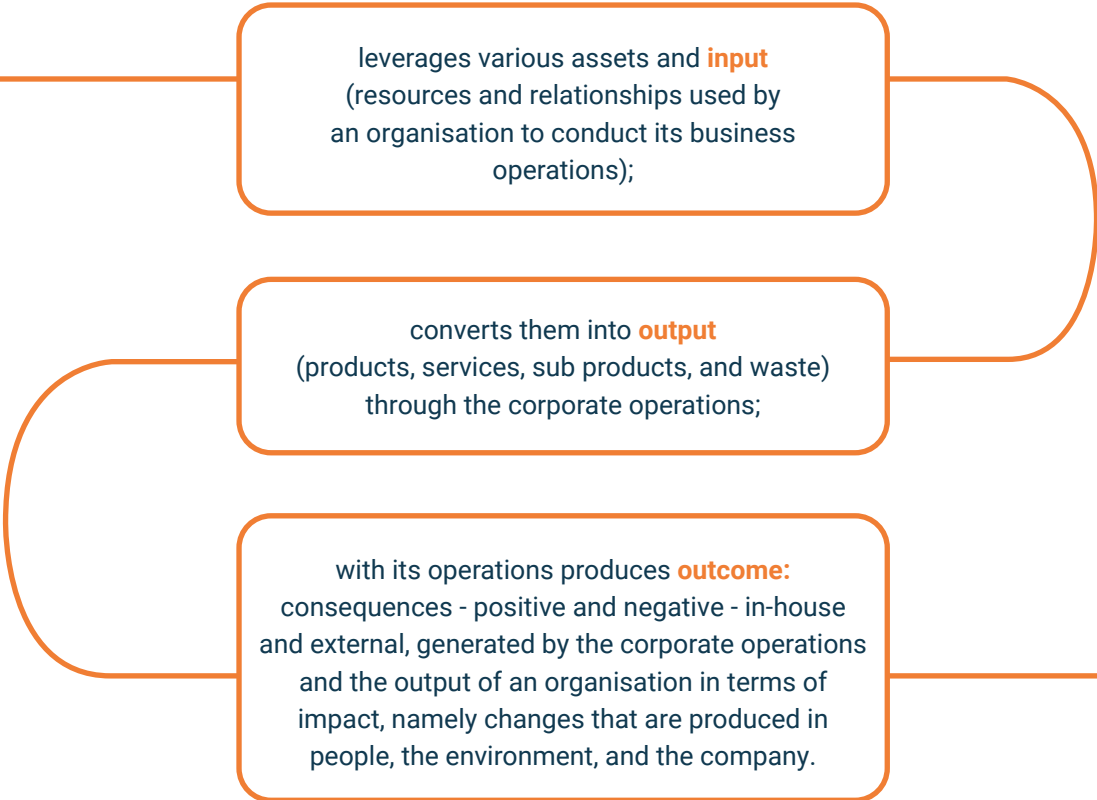
We represented the Cramaro Group “integrated” business model, identifying the value chain, the main input, and the output/outcome.

The Cramaro Group’s corporate organisation is described as a set of processes, activities and relationships in which the objective is to create value for their customers and to consequently increase corporate profitability.

The Cramaro Group processes are divided into:



The fulcrum of the organisation is comprised of its business model which:



The value created over time is manifested through the increases, reductions, or transformations of the capital resulting from corporate operations and the relative output.

Our value creation process

CRAMARO HOLDING S.p.A.

CRAMARO HOLDING S.p.A.



CRAMARO TARPAULIN SYSTEMS S.r.l.

BUSINESS UNITS

CRAMARO TARPAULIN SYSTEMS S.r.l.
CRAMARO ESPAÑA S.L.U.
CRAMARO FRANCE s.a.r.l.
CRAMARO DEUTSCHLAND GmbH

The foreign branches purchase goods from Cramaro Tarpaulin Systems S.r.l. Delivery takes place at the foreign branch or in some cases directly from Cramaro Tarpaulin Systems S.r.l to the end customer.



Our SDGs

Appearing as part of the outcome is the contribution that the Cramaro Group makes to achieving the 6 SDGs: 3, 7, 8, 9, 12, and 17. In fact, the Cramaro Group has embraced the 2030 Agenda, selecting the **6 objectives** it will be constantly and actively committed to for the entire cycle of our industrial plan.



Progress towards achieving the objectives is constantly monitored throughout the accounting period in order to concretely quantify the impact of the Group's management on the surrounding world. The following are the targets relative to the primary goals to which the Group can provide a positive contribution.

3

GOOD HEALTH AND WELL-BEING

Target 3.6 By 2030, **halve** the number of global deaths and injuries from road traffic accidents.

7

AFFORDABLE AND CLEAN ENERGY

Target 7.2 By 2030, **increase** substantially the share of **renewable energy** in the global energy mix.

Target 7.3 By 2030, **double** the global rate of improvement in **energy efficiency**.

8

DECENT WORK AND ECONOMIC GROWTH

Target 8.4 Improve progressively, through 2030, global **resource efficiency** in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.

Target 8.5 By 2030, achieve full and productive employment and **decent work** for all women and men, including for young people and persons with disabilities, and **equal pay** for work of equal value.

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Target 9.4 By 2030, **upgrade infrastructure** and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound **technologies** and industrial processes, with all countries taking action in accordance with their respective capabilities.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Target 12.2 By 2030, achieve the **sustainable management** and efficient use of natural resources.


Target 12.5 By 2030, substantially reduce **waste generation** through prevention, reduction, recycling and reuse.

Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to **integrate sustainability information** into their reporting cycle.

17

PARTNERSHIPS FOR THE GOALS

Target 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular **developing countries**.



6. Materiality analysis and stakeholder engagement

Stakeholder engagement

The importance of building a transparent and collaborative relationship with all the stakeholders in a setting of transformation has become even more relevant this year, especially in a period when the means required to combat the pandemic and the obligation of interpersonal distancing strongly conditioned movements and meetings between people.

There are essentially five principles which will guide the Cramaro Group stakeholder engagement activities from now on.

1. Identify the various stakeholder categories the Group interacts with through a mapping activity.
2. Analyse and understand the profile of the stakeholders and the Group's positioning relative to them.
3. Explore the most relevant interests and issues for each stakeholder category, also through the improvement and periodic updating of the materiality analysis.
4. Launch projects on the material issues collaborating with the directly or indirectly involved stakeholders.
5. Periodically notify the stakeholders of the management results in relation to the material issues of reciprocal interest through the sustainability report and all the other reporting and communication instruments.

IN-HOUSE STAKEHOLDERS

Staff
Cramaro Holding S.p.A.

Minority shareholder

Lifco AB

Staff
of the 4 BU

EXTERNAL STAKEHOLDERS

Suppliers

Customers:
trailer manufacturers
resellers
workshops - service points
end users

Competitors

Financial institutions

The principles Group in-house and external communication is based on are the same as those in the Code of Ethics, in the conviction that the company's success cannot disregard conducting ethical business with the various stakeholders and in accomplishing the multiple sustainability initiatives.

Table of the stakeholders, their needs, and forms of involvement

Shareholders

Expectations/needs

- Creation of sustainable value
- Corporate Governance and Risk management

Forms of involvement

- BoD
- Press releases
- Group interim results presentations
- Industrial plan
- New business strategies

Financial community (banks)

- Creation of sustainable value
- Corporate Governance and Risk management
- Transparency and timeliness of economic/financial and sustainability information

- Press releases
- Industrial plan updates
- Report with CEO
- Update on economic/financial performance and non financial/sustainability performance of the period

Employees, staff, trainees

- Equal opportunities
- Occupational safety
- Professional development for all the categories of employees
- Participation in corporate life and all the connected initiatives
- Work/life balance
- Stability

- Staff training
- Participation in social events
- Team building
- Volunteer projects
- Corporate welfare

Customers

- Maximisation of value for the customer
- Quality and continuity in supplying innovative and sustainable tarpaulin systems
- CRAMARO contribution to their safety

- Offers with high quality standards in terms of product and service offered
- Development of trust relationships with the clientèle aimed at establishing customer loyalty and satisfaction
- CRM
- Communication campaigns

Suppliers

- Safety in operations in the field
- Long-term partnerships
- Co-design

- Consolidation of the relationships
- Co-design
- Selection and management of the suppliers with a view to quality of the goods or service purchased and observance of the prevailing regulations in terms of fairness, transparency and sustainability
- Sharing of innovation and sales expertise

Materiality analysis

In 2022, a process was started to identify and define relevant sustainability issues in order to refine the sustainability strategy, refine the targets to be reached, improve reporting and strengthen relations with relevant stakeholders.

Specifically, a questionnaire was drafted which indicated the **ESG issues** of interest for the sector and the Cramaro Group for the purpose of conducting the materiality analysis and at the same time exploring new ways to improve the approach and performance, integrating the feedback of the relevant stakeholders. For the first year, a narrow selection of stakeholders was made: in-house stakeholders, based on company responsibilities, and external stakeholders, based on their strategic weight within the various stakeholder categories.

The process for updating the material issues included the following activities:

Identification of the relevant issues

- Through:
- analysis of internal documentation
 - macro-trend analysis
 - risk analysis
 - analysis of sector standards, including GRI and the Sustainability Accounting Standards Board (SASB)
 - analysis of peers in the sector

Attribution of internal and external relevance

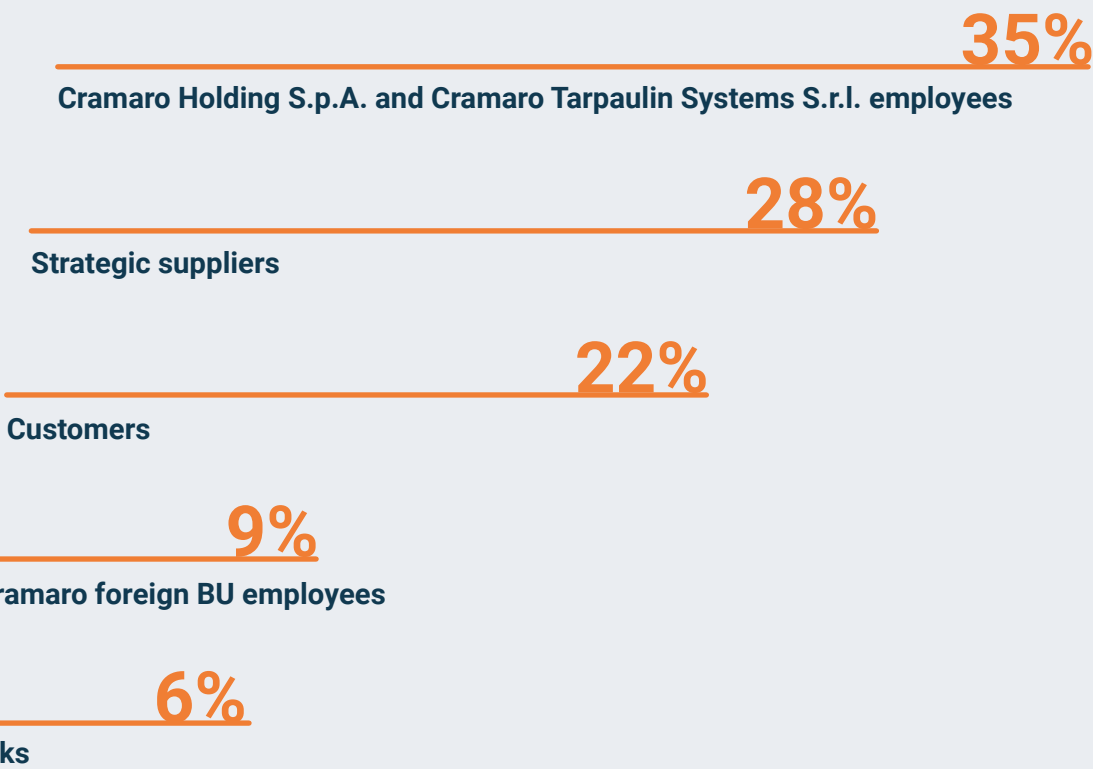
- Internal relevance through:
- 1-on-1 interviews and questionnaires submitted to the management functions reporting directly to the CEO and the managers involved in the ESG issues
- External relevance through:
- sending structured questionnaires to a selection of stakeholders relevant in their category and to the company business (customers, distributors, suppliers, financial community, etc.)
 - peer benchmarks
 - analysis of the reporting standards

Definition of the material issues

- Through:
- confirmation of material issues in the daily interaction with stakeholders
 - construction of the final list of material issues
 - validation of the matrix by the Chief Executive Officer

33 stakeholders participated distributed as follows:

Stakeholders (%) involved in the materiality analysis



The analysis of the results allowed us to compare notes on sustainability aspects and to identify the most relevant issues (“material issues”) for the Cramaro Group and for its stakeholders.

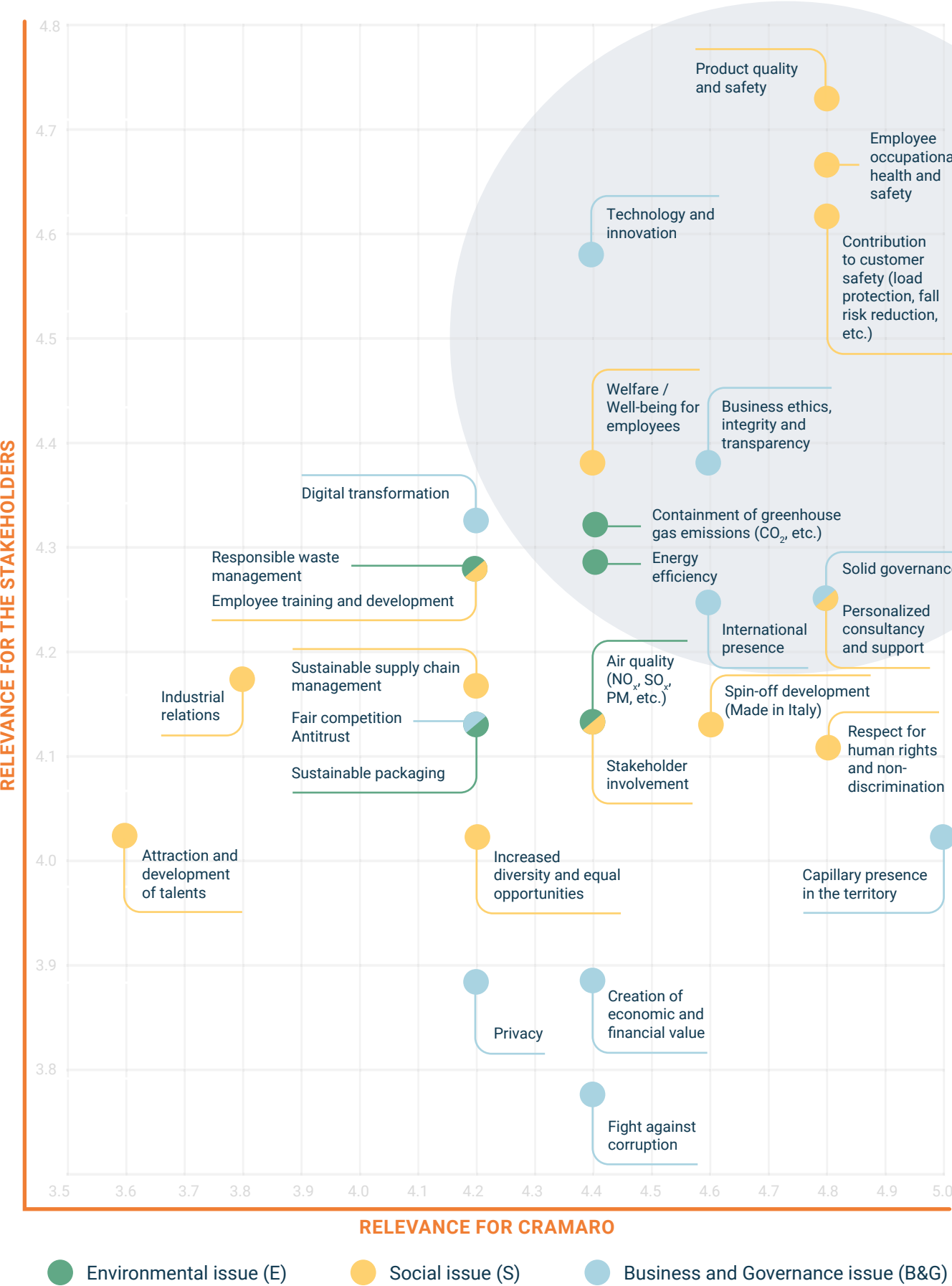
This way, the Cramaro Group was able to verify the level of “alignment” or “misalignment” between internal relevance and external expectations on these issues, overlapping them with the corporate strategy, with the plans of action, and with the processes the company is using to respond to the expectations of its stakeholders.

The analysis was also useful for identifying issues on which to plan sustainability activities for the future.

7. Material issues

The Cramaro Group materiality matrix

The materiality matrix has allowed the material issues to be identified, namely those relevant for the company and for the key stakeholders and which merit tackling with priority.



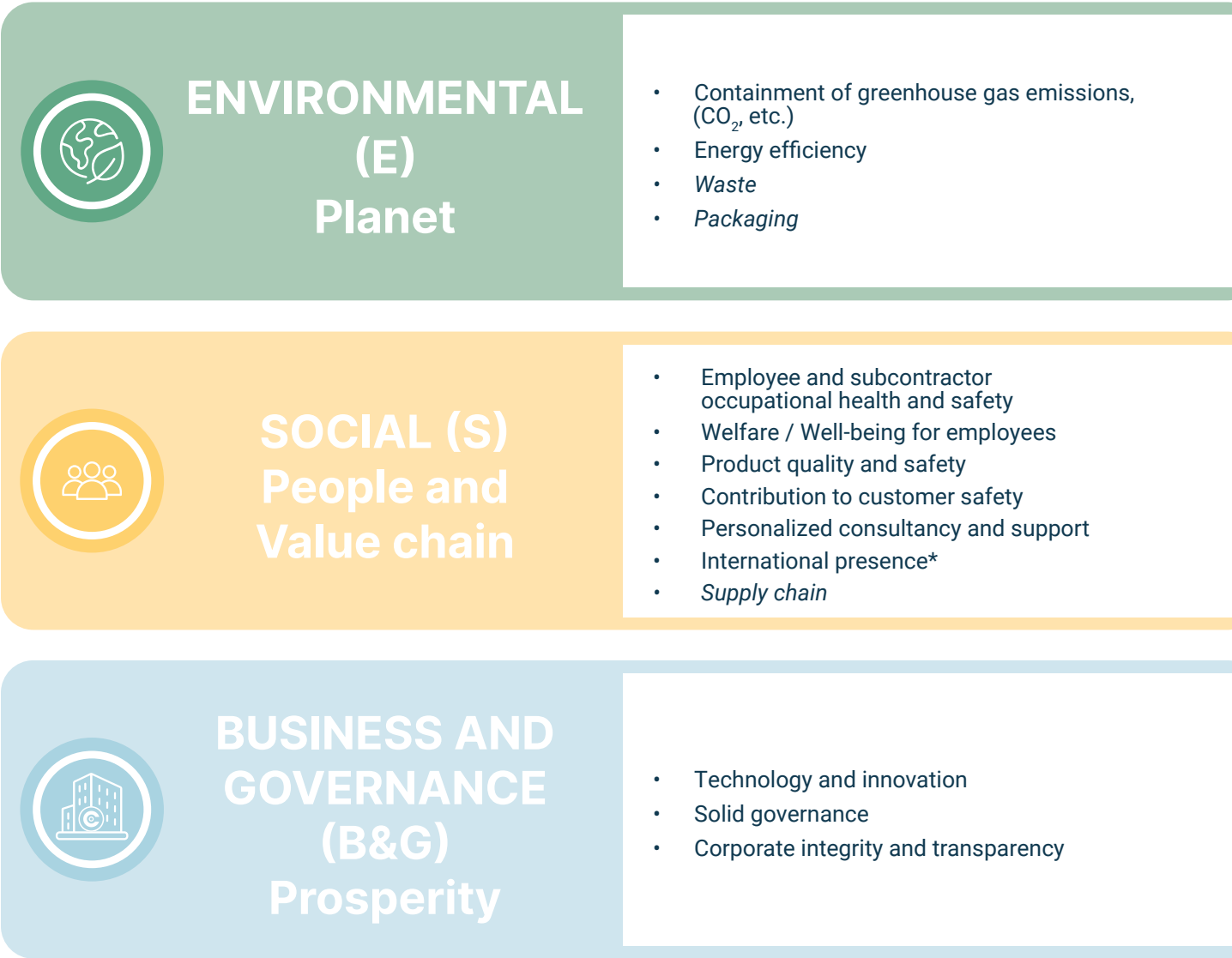
The material issues on which the Cramaro Group has a current or potential impact and on which it is consequently placing increasing attention and commitment are as follows:



Therefore, these material issues have been subdivided by ESG areas.

It was deemed important to insert a few aspects, albeit not material and which will be in italics, in that they are the subject of general reflections based on the company's sustainable transformation: waste, packaging, and supply chain.

Reclassification of material issues based on the ESG areas



* Not specified in that it is included in the business model

Risk Management

The goal of the Cramaro Group's growth strategy is to create a solid and sustainable value under the economic and financial, social, and environmental profiles with the intention of improving stakeholder satisfaction and contributing to shaping the future of the local, regional, national, and international communities where it operates.

To achieve this objective, the Risk Management activity is indispensable, especially in identifying, assessing, and monitoring all the risks connected to the corporate business in order to guarantee that management can define effective systems in handle these risk components.

Once the material issues were identified and reclassified by pillar, they were correlated to risks that were assessed according to their degree of severity according to a 'High, Medium, Low' scale and the mitigation actions adopted in the Cramaro Group.

Therefore, the residual risk was assessed for each material issue, after the implementation of the mitigation actions

On the following page is a summary table of the material issues cross-referenced with the initial and residual risks and mitigation actions.

Material topic table: associated risks, mitigation actions and residual risks

	MATERIAL ISSUES	RISKS CONNECTED	MITIGATION ACTIONS	RESIDUAL RISK
ENVIRONMENTAL (PLANET)	Containment of greenhouse gas emissions (CO ₂ , etc.)	High: increased supply chain costs; unreliable delivery to customers	<ul style="list-style-type: none">• Process and product innovation towards low carbon• Strong supply chain and customer relationships• In-depth carbon footprint planning• Energy efficiency	Medium
	Energy	High: increased costs due to difficulties in increasing efficiency and increasing the share of renewable energy or due to increased supply chain costs	<ul style="list-style-type: none">• Energy efficiency programme• Photovoltaic growth• Shift to renewable energy contracts• Shift to more efficient machinery and tools	Medium
	Waste and Circular economy	High: difficulty in increasing recycling opportunities with loss of business opportunities	<ul style="list-style-type: none">• Increase in the portion of recovered waste• Collaboration with non-profit entities for the recovery of PVC waste and conversion into products• Development of circular business models	Medium
	Packaging	Medium: loss of business opportunities	<ul style="list-style-type: none">• Improvement programmes• Innovation• Partnership	Low
SOCIAL (PEOPLE AND VALUE CHAIN)	Employee and subcontractor occupational health and safety	High: injuries to employees and sub-contractors	<ul style="list-style-type: none">• Reinforcement of the safety culture connected to the well-being of the workers (education, training on the job)• Expenses and investments in health and safety• With sub-contractors: Code of conduct signed with supplier qualification also based on safety	Medium
	Welfare / Well-being for employees	Medium: difficulty in retaining and hiring staff	<ul style="list-style-type: none">• Further consolidation of work organisation and introduction of an ever more comprehensive welfare plan• Ongoing growth in hard and soft skills to promote widespread managerial skills and leadership through multi-year training plans	Low
	Product quality and safety	Medium: loss of clientèle and business	<ul style="list-style-type: none">• Innovation and research• Quality investments	Low
	Contribution to customer safety	Medium: loss of business opportunities	<ul style="list-style-type: none">• Innovation and research• Monitoring, controls, gap closure, co-planning with customers	Medium
	Personalized consultancy and support	Medium: customer dissatisfaction with risk of future loss	<ul style="list-style-type: none">• Monitoring of the quality of the service provided and customer satisfaction	Low
	Supply chain	High: difficulties in implementing the company's ecological transition and supporting that of customers	<ul style="list-style-type: none">• ESG supply chain qualification• Intensification / supply chain due diligence operating at Group sites	Medium
B&G (PROSPERITY)	Technology and innovation	High: non-fulfilment of customers' requests	<ul style="list-style-type: none">• Improvement of safety and customer efficiency performance• Increase of the innovation initiatives to combat climate change and social inequalities	Low
	Solid governance	High: no integration of ESG issues in the strategy	<ul style="list-style-type: none">• Increasing integration of ESG issues in the strategy• Strengthening corporate governance processes of sustainability and sustainability reporting	Medium
	Corporate integrity and transparency	Medium: lack of transparency of the ESG performance integrated into the business model as per future regulations (CSRD)	<ul style="list-style-type: none">• Increasing integration of ESG issues in the strategy• Increased transparency	Low

7.1



ENVIRONMENTAL ISSUES (Planet)

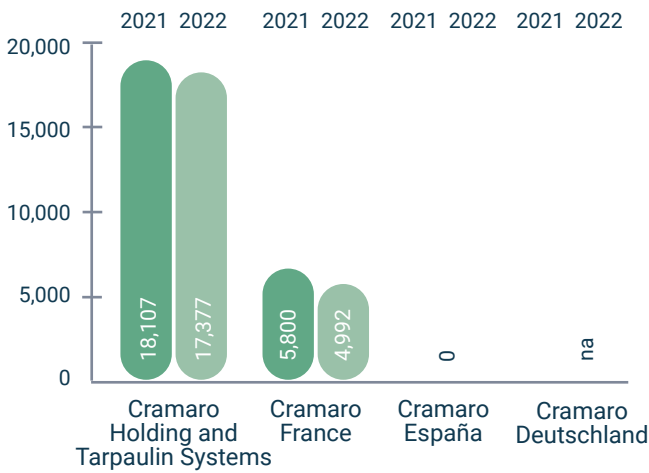


Energy efficiency

The Cramaro Group's commitment to environmental protection, first and foremost, concerns energy efficiency.

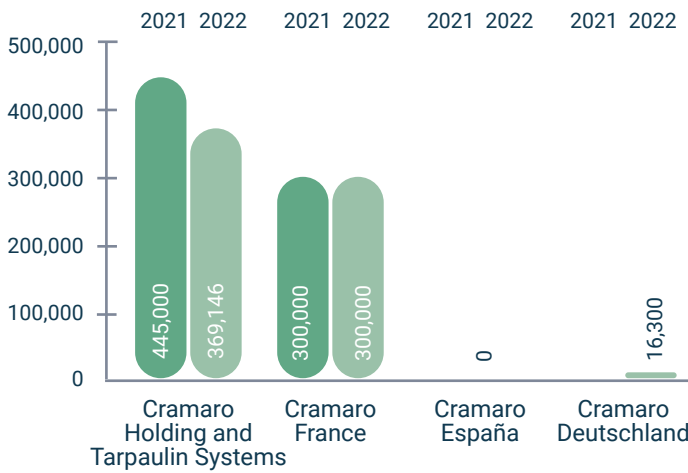
Energy (GRI 302)

Direct energy - gas consumption (mc)*



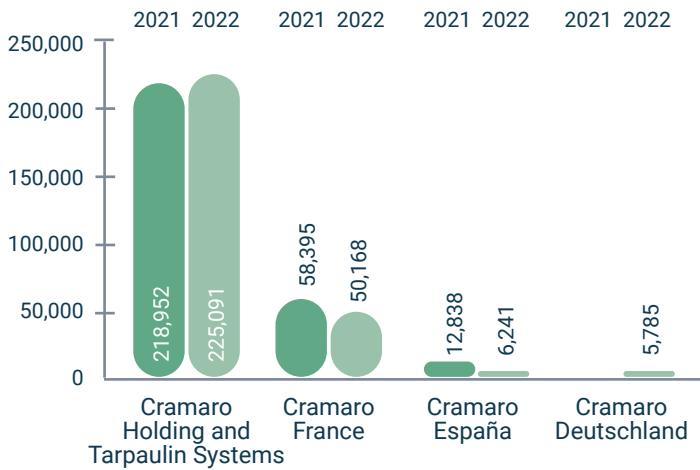
* Consumption data of Cramaro Deutschland GmbH not available.

Direct energy - fuel consumption of the company fleet (km)



* Consumption data of Cramaro España S.L.U. not available.

Indirect energy - total electricity consumed (KWh)



Scope: all Group companies. Source: Dir. Operations Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

Therefore, specific analysis was conducted on the energy impact of the Cramaro Tarpaulin Systems S.r.l. production plant, for which more detailed information is available and where the impact is most significant.

Energy consumption was measured with more attention, calculating the amount of renewable energy consumed and the contribution of self-produced energy through the photovoltaic system installed on the roof of the plant with a capacity of 29.7 KW. In 2022, Cramaro Tarpaulin Systems S.r.l. consumed 225,091 KWh, 45% of which came from renewable sources, according to supplier declarations. The company with the photovoltaic system produced 27,705 KWh of which 22,226 KWh was consumed.





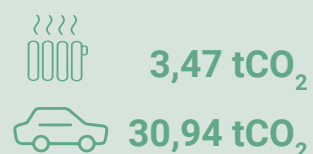
Containment of greenhouse gas emissions

By now it is well known how climate change, one of the main causes of the altering of biodiversity, must be contained in observance of the Paris Agreements and achieving a 55% reduction of greenhouse gas emissions by 2030 through the implementation of the 13 Fit for 55 legislative proposals on energy and the climate, presented in 2021 by the European Commission and introduced into the European Green Deal.

In 2022, the Cramaro Group continued to partially estimate emissions considering only those generated by Cramaro Tarpaulin Systems S.r.l. and therefore at the main operational and production site in Italy.

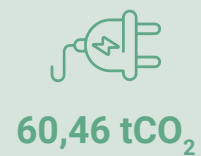
Scope 1

The direct emissions are connected to the use of fossil fuels for the needs of the site, e.g. heating (**stationary combustion**), corporate fleet fuel (**mobile combustion**). They are subdivided as follows: 3.47 tCO₂ for the first item and 30.94 tCO₂ for the second item.



Scope 2

The indirect greenhouse gas emissions (GHG), on the other hand, are generated by purchases of electricity from the power grid necessary for operation of the plant and the offices.
The Scope 2 emissions are equal to 60.46 tCO₂.



Scope 3

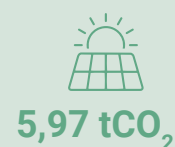
This category includes the emitting sources that are not under the company's direct control but for which the emissions are indirectly due to company operations. There are as many as 15 emissions categories to assess based on the GHG Protocol guidelines. For this second year of measurement, the Scope 3 emissions concern exclusively those correlated to air travel for work. Their value is equal to 87.38 tCO₂.



Scope 4

Emissions avoided.

The Scope 2 emissions are reduced thanks to the contribution of the photovoltaic system installed on the roof for a value of 5.91 tCO₂.
Production 27.705 Kwh
Transfer 5.479 Kwh
Energy used 22.226 KWh



A broader and more in-depth monitoring of the emissions for the various Scopes, particularly Scope 3, could not be undertaken, but will be a priority for the next two years.

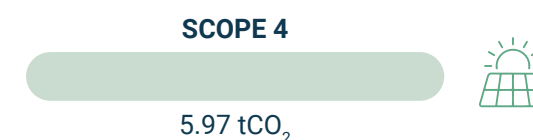
Emissions (GRI 305)



Estimate. Scope: Cramaro Tarpaulin Systems S.r.l. Source: Dir Operations Cramaro Holding S.p.A.

Emissions (GRI 305)

tCO₂ Emissions avoided (2022)



Scope: Cramaro Tarpaulin Systems S.r.l. Source: Dir Operations Cramaro Holding S.p.A.

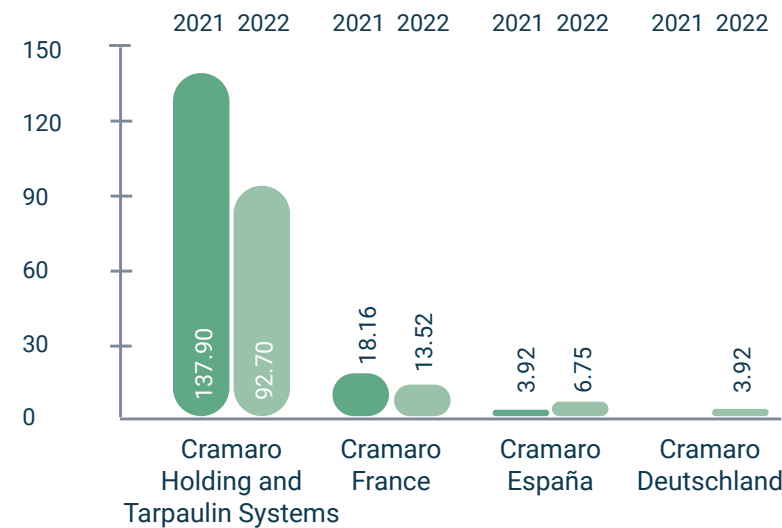


Waste

Waste generated during the Cramaro Group's production process is relatively contained and connected essentially to paper, cardboard, plastic, wood from pallets, and PVC scrap.

Waste (GRI 306)

Waste produced (TON)



116.89 tons



Waste % distribution
per Business Unit
(2022)

Scope: all Group companies. Source: Dir. Operations Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

The waste generated during the production process is not hazardous. In the case of Cramaro Tarpaulin Systems S.r.l., non-hazardous waste produced in 93% of cases is collected by specialised companies for recovery (93%) and disposal (7%)

Waste (GRI 306)

Recovery

93%

Distribution %
Waste per
destination (2022)

Landfill disposal

7%

Scope: Cramaro Tarpaulin Systems S.r.l.
Source: Dir Operations Cramaro Holding S.p.A.

In 2022, a cardboard shredding machine was installed to shred cardboard packaging and turn it into wrapping paper. In 2022, 600 m² of recovered material was also delivered to the Rio Terà dei Pensieri social cooperative to generate 1,500 accessories and 200 bags manufactured under the Le Malefatte brand for a production value of € 6,000, thanks to the contribution of 10 workers and 2 operators of the cooperative.



Packaging

The commitment to reducing the environmental impact also translates into the product packaging selection.

Eco-sustainable packaging or packaging obtained from recycled or recyclable materials are used.

The Cramaro Group is evaluating new sustainable opportunities to reduce packaging cardboard volumes at the same product protection performance.



SOCIAL ISSUES (People and value chain)

Human assets

The Cramaro Group has always acknowledged the fundamental role of people in achieving the important and ambitious goals of the Industrial Plan.

As of 31 December 2022, the Cramaro Group employs a total of 116 people, divided among the various companies as indicated in the graphics. Employment in the Cramaro Group, particularly in Italy, which was reduced due to the pandemic with difficulty finding staff with the expertise required to be employed in the production plant, returned to growth in 2022.

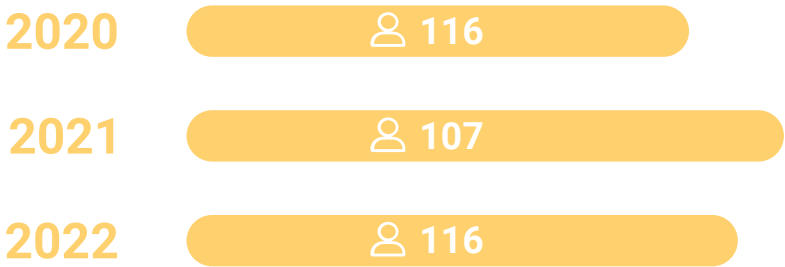
The company population has the characteristics of the one of a pocket-sized multinational company: 94% European (of which 42% Italian) and 6% extra-European. This aspect – particularly present in Cramaro Tarpaulin Systems S.r.l. – also denotes a mentality attentive to multiculturalism and diversity.

100% of the contracts are permanent. Over time, the Cramaro Group has taken action in favour of stabilising the positions, eliminating temporary employment.

Also at the end of 2022, the company population was made up of 12% management, 45% clerical staff, and 43% workers, primarily operating at Cramaro Tarpaulin Systems as the Group's only production branch. The average age of the Group's employees is 44 years with 6 years of seniority.

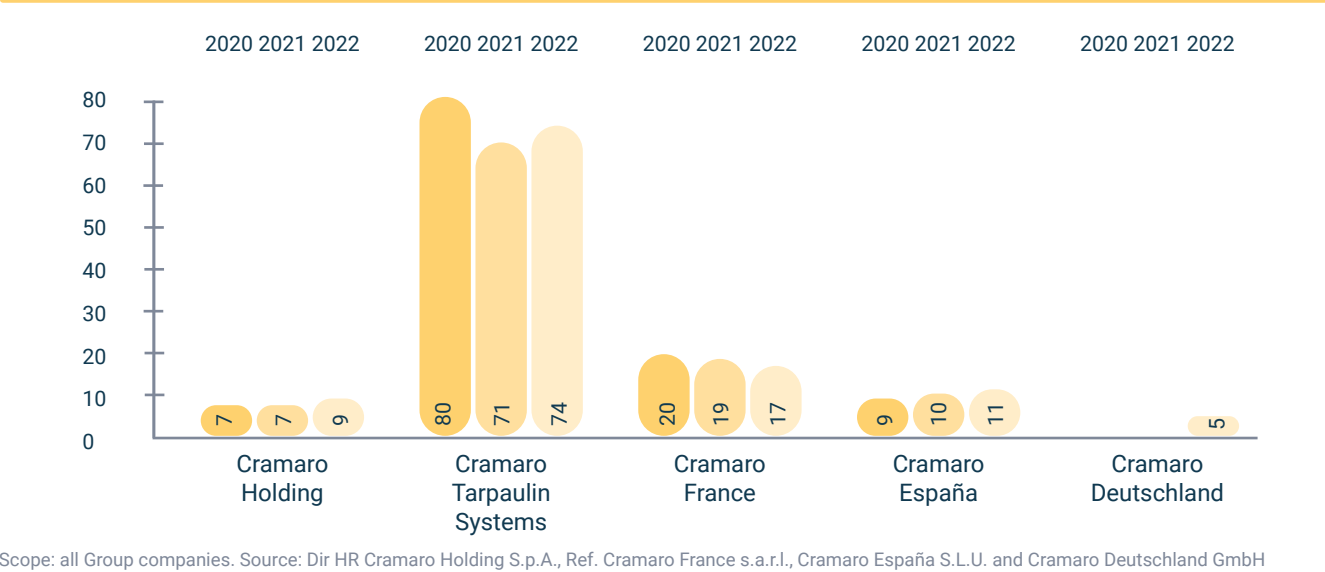
Employment 2022 (GRI 401 405)

No. of Cramaro employees in the three-year period (2020-2022)



Scope: all Group companies. Source: Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

Employment 2020 -2022 (GRI 401 405)



Distribution by nationality (2020-2022)

	Cramaro Holding			Cramaro Tarpaulin Systems			Cramaro France			Cramaro España			Cramaro Deutschland		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Coinciding with the BU country	7	7	9	69	61	37	20	19	17	9	10	11	0	0	5
EU (other countries)	0	0	0	5	4	30	0	0	0	0	0	0	0	0	0
Extra EU	0	0	0	6	6	7	0	0	0	0	0	0	0	0	0

Scope: all Group companies. Source: Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

Distribution by contract duration (2021-2022)

	Cramaro Holding		Cramaro Tarpaulin Systems		Cramaro France		Cramaro España		Cramaro Deutschland	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Permanent	7	9	70	74	19	17	10	11	0	5
Temporary	0	0	1	0	0	0	0	0	0	0

Scope: all Group companies. Source: Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

Employment 2021 (GRI 405)

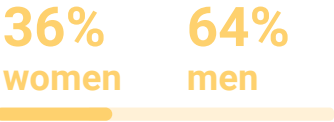
Distribution by classification (2021-2022)

	Cramaro Holding		Cramaro Tarpaulin Systems		Cramaro France		Cramaro España		Cramaro Deutschland	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Managers	2	4	6	7	6	7	0	0	0	1
Clerical staff	5	5	22	18	13	10	4	4	0	4
Workers	0	0	43	49	0	0	0	0	0	0

Scope: all Group companies. Source: Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

Employment and Diversity – % female population (GRI 405)

The female population represents 36% of the Cramaro Group’s total population. The female component is growing slightly, particularly in Cramaro Holding S.p.A. No management positions are covered by women. There are, nevertheless, female employees with roles of responsibility in strategic sectors of the company, for example, Sales back office, Marketing, Accounting, Logistics, and in some of the Production departments. This is particularly the case at Cramaro Tarpaulin Systems S.r.l., which is the Group’s production hub, and at Cramaro Holding S.p.A.



Distribution by gender (2021-2022)

	Cramaro Holding		Cramaro Tarpaulin Systems		Cramaro France		Cramaro España		Cramaro Deutschland	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
men	4	5	46	48	15	13	6	7	0	1
women	3	4	25	26	4	4	4	4	0	4

Scope: all Group companies. Source: Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

There are four employees in the Group who belong to the protected categories, all employed by Cramaro Tarpaulin Systems S.r.l.

Total training hours (GRI 404)

In 2022, the total training hours for the 116 employees of the Cramaro Group were 494, a slight increase.

Given the nature and rapidity of the business and the make up of the company population, training of the Cramaro Group employees has taken on a contained and primarily operational nature. At Cramaro Tarpaulin Systems S.r.l. and Cramaro Holding S.p.A., for example, it translates essentially into health and safety courses and language courses, whereas at Cramaro France s.a.r.l. it translates into business management courses, courses to enhance the use of the Microsoft Office package, and courses on health and safety.

Although the numbers in terms of training hours conducted are not high, on the contrary, 50% of the total number of Cramaro Holding S.p.A. and Cramaro Tarpaulin Systems S.r.l. employees received a periodic performance and professional development evaluation during the reporting period, an indicator of the desire for dialogue to favour the growth of human assets. From 2023, the commitment to increasing training opportunities for the company population will grow.

Total training hours (2021-2022)



Scope: all Group companies. Source: Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH





Occupational health and safety

The Cramaro Group is committed daily to ensuring that work operations must never be harmful to the health and safety of the workers, protecting the surrounding environment. All the workers are covered by health and safety practices. In 2022, 4 accidents occurred in the Cramaro Group, half the average for the three-year period 2019-2021 (6), thanks to training and awareness-raising initiatives for employees on the correct use of the machines and the PPE already existing, also as a result of the 2021 accidents.

Injuries in the Workplace (GRI 403-9)

YEAR	SAFETY KPI	Cramaro Holding	Cramaro Tarpaulin Systems	Cramaro France	Cramaro España	Cramaro Deutschland
2020	Number of injuries	0	1	2	2	na
	Frequency index (per million hours worked)	0	9.43	46.89	158.40	na
	Severity index (per million hours worked)	0	0.20	0.33	4.36	na
2021	Number of injuries	0	2	4	1	na
	Frequency index (per million hours worked)	0	17.42	104.06	0	na
	Severity index (per million hours worked)	0	0.99	3.80	0	na
2022	Number of injuries	0	3	0	1	0
	Frequency index (per million hours worked)	0	26.33	0	58.69	0
	Severity index (per million hours worked)	0	0.32	0	0.47	0

Scope: all Group companies.
Source: Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

The Cramaro Group’s integrated quality policy envisages continuous improvement of occupational health and safety as an integral part of its activities and as a strategic commitment.

The Cramaro Group is investing in health and safety through training programmes and operations on the machinery. The company intends to increase its commitment and focus its efforts on preventing grave injuries, as well as reversing the trends of all the statistic indexes. The cardinal points are respect, attention and concentration, vigilance and care, and reporting of incidents and dangerous behaviour for the purpose of analysing them and preventing them from being repeated.



Product quality and safety (GRI 416)

Cramaro systems are designed to ensure maximum efficiency, speed, and safety of use, with consideration for an elegant look.

For this reason, quality materials are selected that can lend lightness and strength to the structure and ad hoc design solutions are studied which guarantee minimum bulk and maximum aerodynamics.

The same level of care is reserved for the tarpaulin, constructed with quality materials and in response to specific needs: double-coated PVC, self-extinguishing ADR PVC, technical fabric for transporting asphalt, PVC mesh, and the special insulated fabric for thermal insulation of the load.

In 2022, product tests were carried out and it was decided to evaluate, also in collaboration with the customers, a system that detects the opening/closing status of the cover, so that the operator is sensitised to travel with a covered container.

The quality of the product, combined with technology and the orientation towards innovation, is the main criterion for selecting Cramaro products as opposed to the competitors’ products based on a survey conducted with clients in 2022.



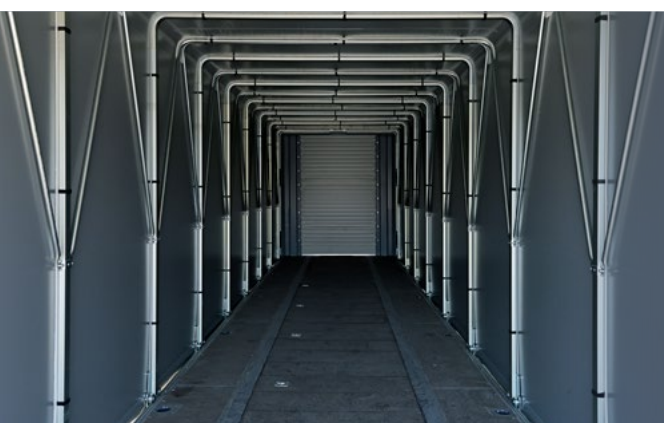


Contribution to customer safety (GRI 416)



Installation safety

Cramaro tarpaulin systems stand out for their ease of installation, even on vehicle fleets in circulation. In order to ensure correct installation for the customer, each product is supplied with an installation, use and maintenance manual. Installation and support service is also available at Cramaro service points.



Safety on the road

By reducing the risk of losing the load during transport, our tarpaulin systems contribute to customer safety on the road in compliance with prevailing regulations.



Load protection

Depending on the level of seal, our tarpaulin systems protect the customer's load from atmospheric agents and from water and air infiltration. The Cramaro solutions also include a special multilayer thermal insulating fabric for load insulation.



Environmental protection and reduction of consumption and noise pollution

Our tarpaulin systems help reduce the risk of releasing volatile or atomized loads into the environment. The aerodynamics of our tarpaulins guarantee comfort and efficiency on the road by optimizing the customer's consumption and reducing noise pollution, especially transporting an empty covered container.



Consultancy and personalised customer support (GRI 417)

The Cramaro Group sales network features a widespread presence in the area and is ready to assist clients in choosing the solution to meet their specific needs and for advice and technical questions.

Cramaro tarpaulin systems can be customized and fitted with accessories featuring a variety of options to meet customer needs.

Available accessories vary depending on the product and can include side flaps for a more complete seal of the tarpaulin, rear closures with varying degrees of automation, bows of different heights to optimize load capacity and different tarpaulin material types, including an innovative multilayer fabric for thermal insulation of the load.

Competent customer service is guaranteed – a particularly popular aspect according to the results of the 2022 survey – through the in-house team of specialised operators and the Cramaro authorised service points distributed throughout the territory.

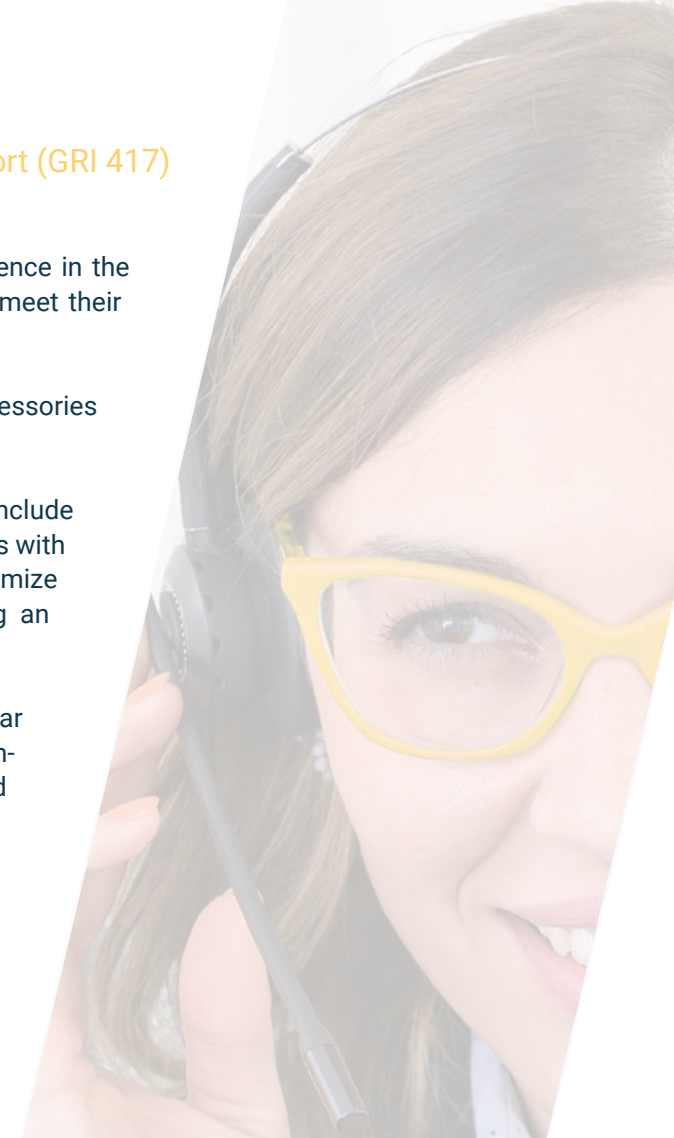
The Cramaro service was described in the aforementioned survey as:

reliable
efficient
easy to use
high quality

Engaging in an exchange with customers and assessing their degree of satisfaction plays a fundamental and strategic role in the ongoing improvement of products and services. For this reason, Cramaro introduced an additional listening tool in addition to the annual survey in 2022; the new feature allows the customer to assess the purchasing experience for each order, in an easy and intuitive way. The feature confirmed the highest customer satisfaction rate of 98.4%.

Always with the aim of strengthening the exchange with the customer, 2022 also marked the launch of the reserved area service, a dedicated access to information, assistance and interactive, customized functions. The service allows customers to access up-to-date information material quickly and independently, and guarantees a faster and more targeted handling of requests.

In 2022, no non-conformities were reported in the areas of quality, product information or marketing. Also in the same year, no cases of non-compliance with privacy were reported by customers.

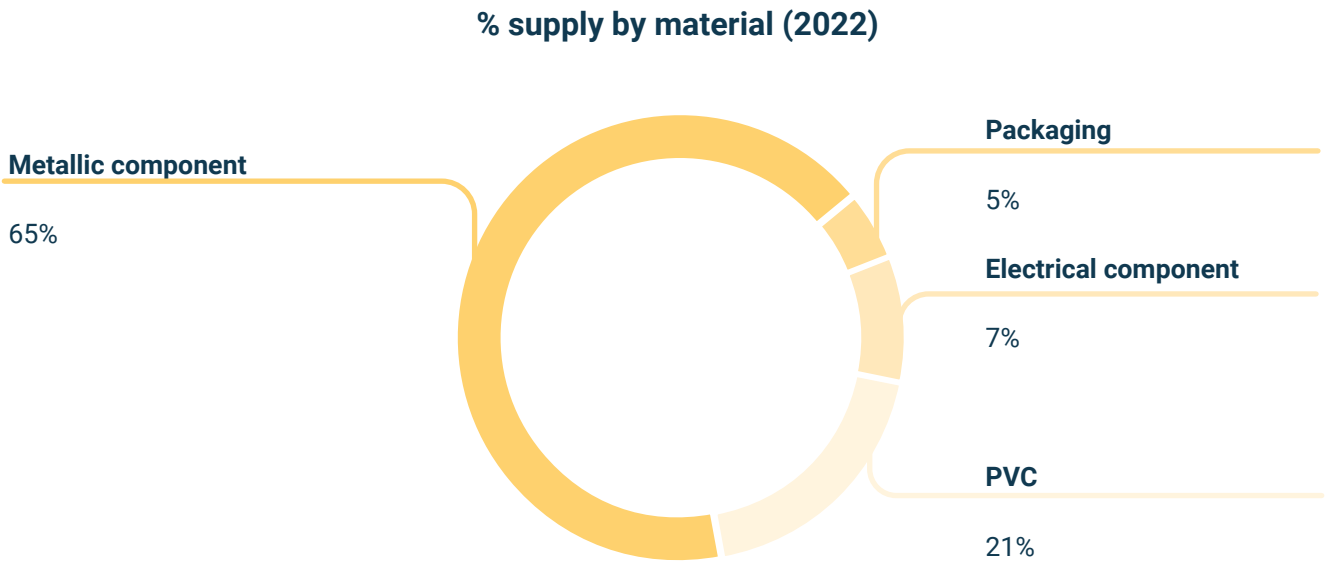


Supply chain

The Group’s ethical and sustainable business management also includes the creation of value for commercial suppliers through a responsible and organised connection. The manufacturers are primarily Italian or European by choice in that this guarantees greater reliability in terms of product and times, as well as containing the logistical costs.

The main supplies relative to the materials used to make the Cramaro product involve the metallic component which is about 65%, PVC (of EU provenance, typically from France and Belgium) which is about 21%, and 7% for the electrical component. The packaging completes the purchases.

Value of the supplies (GRI 204-1)



The figures were revised and recalculated for the entire three-year period 2020-2022. The value of supplies of goods and services in 2022 accounted for EUR 18.3 million. The purchase of materials accounted for 83%. 74% is represented by Italian suppliers and 42% of the purchases of ferrous material and motorisation comes from an average range of 60 km (local supplies).

Value of the supplies (GRI 204-1)

% supply by provenance (2020-2022)

	2020	2021	2022
Made in Italy	76.21	72.28	73.77
EU	5.05	7.82	5.93
Extra EU	18.74	19.90	20.03

Scope: Cramaro Tarpaulin Systems S.r.l. and Cramaro Holding S.p.A. Source: Purchasing Office, Dir Operations



BUSINESS AND GOVERNANCE (Prosperity)

The material issues of “Solid Governance” and “Corporate ethics and integrity” are included in the initial Governance section.

Technology and innovation

The Cramaro Group’s in-house Research and Development team continuously studies innovative solutions to improve the efficiency, safety and durability of products and to increase productivity.

In close collaboration with the sales network, Cramaro Group engineers study every single request and design the most suitable solution tailored to the customer’s needs and the specific vehicle specifications on which the tarpaulin will be installed. Our goal is to ensure a functional and completely integrated product.

Innovation is inherent to Cramaro Group products and work. Along with traditional machinery, the production facilities are equipped with cutting-edge machinery and equipment. This lets them offer high quality products and services like design and construction precision, electronic order tracking, product registration with serial number.

Of Cramaro’s ten patents, the system that represents a milestone in the industrial vehicle tarpaulin system field is worth a mention: we developed and patented the first tarpaulin system with a supporting structure and movement technology. Introduced on the market in 1995, Cabriolé revolutionized the trucking world by reducing risk and the time needed for loading and unloading operations.

The Over-Quick side rolling tarpaulin system with air chamber technology, the extensions integrated in the Tarp-All system for storing the tarpaulin on flatbed vehicles, the self-lifting elastic return technology of the innovative Dropmatic system are a few of the 10 patents by Cramaro.



New materials, new techniques, new systems. Before becoming available on the market, each new concept undergoes rigorous testing by Cramaro Group engineers. Testing complies with national, European and International technical standards to evaluate the performance of materials and components as well as construction safety, resistance to stress and durability of the finished products.

In the 2020-2022 three year period, investments were made in Research and Development and the expansion of the production floor space.

The destination of the investments in 2022 was product innovation and digital transformation. From 2022, the Cramaro Group will increase its commitment to sustainable innovation. The company is currently scouting for a sustainable alternative to PVC in collaboration with two suppliers testing respectively a fabric made of recyclable material and a PVC fabric with a base made of recycled PET bottles.

8. Future prospects and targets



Energy efficiency



OBJECTIVE	ACTIVITY AS OF 31.12.2022	SITUATION AS AT JULY 2023
Energy consumption reduction plan	Employees are encouraged to switch off lights and unplug machines during the lunch break	This practice is maintained
Plan to extend photovoltaics and increase of % renewable energy consumed		Monitoring incentives for photovoltaic system extension
Plan to raise employee awareness of virtuous behaviours		

Containment of CO₂ emissions



Calculation of company carbon footprint Scope 1, 2, 3	Measurement of carbon footprint 1 and 2 based on data collected by LIFCO	Assessment for in-depth carbon footprint measurement to meet the needs of customers in the automotive sector
GHG emission reduction plan		
Offsetting plan for residuals not otherwise disposable		

Optimisation of waste management



Optimisation and management of % waste recovery	Use of the cardboard shredding machine for the recovery of packaging	Installation of water bottles and new beverage dispensers with an integrated plastic compactor
Map of possible destinations for scrap, e.g. local NPOs for recovery and generation of new products	Handing over waste to an NPO to generate new products: - 600 m ² recovered material - 1.500 accessories produced - 200 bags produced - 6,000 € production value - 10 workers and 2 operators from the cooperative	Transfer of waste material to the Swiss accessories manufacturer (Freitag) (17 pallets of discarded tarpaulin - 3983 kg) Handing over waste to two NPOs to generate new products

Optimisation of packaging



Packaging volume reduction	Purchased a cardboard shredding machine that allows the recovery of packaging material and its use to cushion shocks inside the boxes for spare parts	Test for use of stretch wrap made of 100% recycled material
Sustainable packaging		

OBJECTIVE	ACTIVITY AS OF 31.12.2022	SITUATION AS AT JULY 2023
Management dedicated to Human Resources with attention to Human Rights and the Promotion of Human Assets	Fringe benefits paid to each employee at the end of 2022 (Edenred shopping)	Delivered French language courses (4 people)
Formalisation of flexibility of hours and benefits		Course on Model 231 scheduled for September
Increase of training hours (including ESG issues)		Formalisation of time flexibility and remote working for offices
Welfare programme for the employees		
Continuation of the health and safety programme towards 'zero injuries' through widespread training, internal audits, and collection of near miss and injury data	Provision of OSH training and refresher courses to increase employee awareness	Presentation of the OT23 model Appointment of new RSPP (Health and Safety Officer) with planned 4 annual inspections Course on the use of the defibrillator Delivery of OSH training and refresher course
Maintaining of high product quality and safety levels, constantly improving performance	Product testing	Product testing New control unit development New engine certification for electromagnetic emission reduction
Increasingly more effective contribution to customer safety/sustainable mobility	Product technical files	Product technical files Raising awareness to travelling with a covered container
Maintaining of high levels of personalised consultancy (PRE) and service (POST), integrating the ESG issues with a focus on the importance of durability of the PVC product and tips for upkeep		Raising awareness among customers on good practices and responsible behaviour: - travelling with a covered container to reduce fuel consumption and consequently the level of pollution - replacement of only the tarp instead of the entire tarpaulin system structure, thus contributing to reducing waste production Sharing tips on the correct maintenance of the tarpaulin system for a longer lasting product
Supplier ESG mapping and qualification		Scouting for a sustainable alternative to PVC
Progressive assessment programme with focus on human rights and the environment (initially self-assessment)		Lifco code of conduct sent to key suppliers
Sustainable raw material selection		
Code of conduct for suppliers		

Welfare/Well-being for employees



Health and Safety



Product quality and safety



Contribution to customer safety



Personalized consultancy and support



Responsible supply chain



Technology and innovation



Corporate integrity and transparency



Solid governance



OBJECTIVE	ACTIVITY AS OF 31.12.2022	SITUATION AS AT JULY 2023
Measurement of PVC impact in terms of durability and contribution to customer safety and fuel savings	Contribution to reducing the risk of releasing volatile or atomized loads into the environment	Scouting for a sustainable alternative to PVC
Development of an eco-design also with a view to the carbon footprint of the customers	Development of an aerodynamic design for comfort and efficiency on the road by optimizing fuel consumption and reducing pollution, especially transporting an empty covered container Strip patent with integrated filaments allowing easier and faster replacement without the need to change the tarp	Assessment, also in collaboration with the customers, of a system that detects the opening/closing status of the tarpaulin system, so that the operator is sensitised to travel with a covered container (new control unit)
In-house training update on the code of ethics and on MOGC 231	Presentation of the Sustainability Report to all staff members	A 231 and sustainability training session to all staff is planned by the end of 2023
Increasing transparency with the publication of the sustainability report and dedicated content		
Complete integration of the ESG issues in the strategy with the goal of creating long term value, starting from governance		Increased involvement and awareness of the branches on ESG issues and more stringent data collection
Strengthening of the corporate processes and the sustainable data collection and management process		Involvement of the new German branch in the measurement and reporting activities Increased involvement and sharing also at the Lifco Group level

9. Methodological Note

The Sustainability Report represents the voluntary instrument through which the Cramaro Group intends to communicate, inside and outside the company, the effects stemming from the strategies undertaken in the area of environmental, social, and economic impact.

Through the Sustainability Report, **in its second edition**, the Cramaro Group intends to communicate transparently the performance and commitment promoted during the 2022 accounting period on the issue of sustainable development and corporate social responsibility. The issues developed in the document refer to the economic, social, environmental, and governance sphere through the process of materiality analysis which was conducted for the first time in 2022. In 2022, this process involved 33 internal and external stakeholders who contributed to identifying and assessing the Cramaro Group’s material issues.

The Cramaro Group reported the information mentioned in this GRI Content Index for the period 01.01.2022-31.12.2022 (and where possible for the three-year period 2020-2022) with reference to the GRI Standards. For the purpose of facilitating reading of the document and summarising the correlation between the GRI Standards and the main issues dealt with in the document, please see the GRI Content Index.

Scope and criteria of consolidation

The document contains data and information referring to the accounting period which ended on 31 December 2022. The scope of consolidation coincides with that of the companies operating within the Cramaro Group during the same period except where otherwise specified: Cramaro Holding S.p.A., Cramaro Tarpaulin Systems S.r.l., Cramaro France s.a.r.l., Cramaro España S.L.U., Cramaro Deutschland GmbH.

Reporting process and method

The information and data collection process was conducted by the Cramaro Holding S.p.A. Director of Operations and HR in collaboration with all the operational functions falling within the Group’s scope of reference.

It is specified that the information of a quantitative nature contained in the Sustainability Report comes from the following sources:

- the economic/financial amounts considered come from the Cramaro Holding S.p.A. Administration Office;
- the data on governance and compliance comes from Cramaro Holding S.p.A. Management;
- the data on the supply chain was provided by the Cramaro Tarpaulin Systems S.r.l. Purchasing department and the Cramaro Holding S.p.A. IT department;
- the data on the materials, energy, and waste comes from the Cramaro Holding S.p.A. Director of Operations and from the foreign BU points of contact, where available.
Gas consumption data are not available for the Spanish (no gas consumption) and German (no data) branches. More accurate data will be collected in the next financial year;
- the emissions were estimated using the GHG Protocol references – the emission factors (auto t CO₂ per m³, KWh and Km) come from the Italian and European ISPRA 2021 reports;
- the data on the management systems and H&S performance comes from the Cramaro Holding S.p.A. Operations Director and from the foreign BU points of contact;
- the data relating to personnel and professional skills management refers to the Group organisational structure as of 31 December 2022 and originates from the Cramaro Holding S.p.A. HR Director and the BU points of contact;

- the data on the 2022 consulting service, customer service, and Cramaro customer satisfaction comes from the Cramaro Holding S.p.A. Marketing and Communication Office.

The scopes and sources are indicated at the bottom of each table.

In order to guarantee comparability over time of the indicators deemed to be the most significant and to give the reader the opportunity to compare the performance achieved, the current values were compared with the values of the two previous accounting periods using graphics and tables.

Furthermore, in order to guarantee the accuracy of the data, the use of estimates was limited as much as possible and, where present, they are based on approximations consolidated over the years.

In drafting the Sustainability Report, the following principles were taken into account in the reporting cycle: stakeholder engagement, sustainability, materiality, completeness, accuracy, balance, transparency, comparability, reliability, and timeliness.

Please note that external assurance of the 2022 Sustainability Report was not requested.

Reference period	01.01.2022-31.12.2022
Frequency	annual
Last published document	2022 relative to financial year 2021
Document accessibility	Sustainability section of the cramarogroup.com website
Headquarters	CRAMARO HOLDING S.p.A. Via Quari Destra 71/G 37044 Cologna Veneta (Verona) Italy
Contact persons	Matteo Gianazza, CEO
E-mail contacts	info@cramaro.com



10. GRI Content Index

GRI Standard	GRI Disclosure	Description of the indicator	References	Notes and omissions
GENERAL DISCLOSURES				
The Cramaro group has reported the information cited in this GRI Content Index for the period 01.01.2022-31.12.2022 (and where possible for the three-year period 2020-2022) with reference to the GRI Standards.				
GRI 2 – GENERAL DISCLOSURES 2021	2-1	Organisational details	pages 2-5	
	2-2	Entities included in the scope	Methodological Note	
	2-3	Reporting period, frequency and point of contact	Methodological Note	
	2-4	Restatements of information	Methodological Note	
	2-5	External assurance	Absent	
	2-6	Activities, value chain and other business relationships	pages 2-5; 8-10; 20-22	
	2-7	Employees	pages 41-43	
	2-8	Workers who are not employees	pages 41-43	0
	2-9	Governance structure and composition	pages 12-13	
	2-10	Nomination and selection of the highest governance body	na	na
	2-11	Chairman of the highest governance body	pages 12-13	
	2-12	Role of the highest governance body in overseeing the management of impacts	pages 12-17	
	2-13	Delegation of responsibility for managing impacts	pages 12-17	
	2-14	Role of the highest governance body in sustainability reporting	pages 12-17	
	2-15	Conflicts of interest	pages 12-17	
	2-16	Communication of critical concerns	pages 12-17	
	2-17	Collective knowledge of the highest governance body	pages 12-17	
	2-18	Evaluation of the performance of the highest governance body	na	Subsidiary company by LIFCO
	2-19	Remuneration policies	na	Subsidiary company by LIFCO
	2-20	Process to determine remuneration	na	Subsidiary company by LIFCO
	2-21	Annual total compensation ratio	na	Subsidiary company by LIFCO
	2-22	Statement on sustainable development strategy	pages 2; 20-23; 51-54	
	2-23	Policy commitments	pages 12-23; 51-54	
	2-24	Embedding policy commitments	pages 12-23; 51-54	
	2-25	Processes to remediate negative impacts	pages 12-23; 51-54	
	2-26	Mechanisms for seeking advice and raising concerns	pages 12-17	
	2-27	Compliance with laws and regulations	pp. 12-17; various parts of the report	
	2-28	Membership associations	there are no membership associations	
	2-29	Approach to stakeholder engagement	pages 25-30	
	2-30	Collective bargaining agreements	pages 41-43	

GRI Standard	GRI Disclosure	Description of the indicator	References	Notes and omissions
MATERIAL ISSUES*				
GRI 3 – MATERIAL ISSUES 2021	3-1	Process to determine material issues	pages 29-35	
	3-2	List of material issues	pages 29-35	
	3-3	Management of material issues	pages 29-35; 36-54	
MATERIAL ISSUES*				
ENVIRONMENTAL (PLANET)				
EFFICIENT USE OF RESOURCES*				
GRI 302 ENERGY 2016	302-1	Energy consumed	page 36	
CLIMATE CHANGE*				
GRI 305 EMISSIONS	306-307	Direct GHG emissions (Scope 1); Indirect GHG emissions from energy consumption (Scope 2); Reduction of GHG emissions.	pages 36-38	Non complete due to lack of data in scope 3
WASTE				
GRI 306 – WASTE 2016	306-307	Waste management	page 39	
SOCIAL (PEOPLE AND VALUE CHAIN)				
VALORISATION OF HUMAN CAPITAL*				
GRI 401 – EMPLOYMENT 2016	2-7 and 2-8	Information on employees and other workers	pages 41-43	
	401-1	New hiring and turnover	pages 41-43	
	401-2	Benefits provided for full-time employees, but not for part-time or fixed-term employees	pages 41-43	
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITIES	405-1	Diversity in governing bodies and among employees	pages 12-13; 42-43	
EMPLOYEE TRAINING AND DEVELOPMENT* (as related to well-being)				
GRI 404 – TRAINING AND EDUCATION	404-1	Average annual training hours per employee	page 44	
	404-2	Employee skills upgrading and transition assistance programmes	page 44	
	404-3	Percentage of employees receiving regular performance and professional development assessments	page 44	

GRI Standard	GRI Disclosure	Description of the indicator	References	Notes and omissions
HEALTH AND SAFETY*				
GRI 403 – HEALTH AND SAFETY	403-1	Health and Safety Management System and safety at work	page 45	
	403-2	Hazard identification, risk assessment and accident investigation	page 45	
	403-5	Training of employees on health and safety at work	page 45	
	403-9	Injuries in the workplace	page 45	
CONTRIBUTION TO CUSTOMER SAFETY*				
GRI 416 – CUSTOMER HEALTH AND SAFETY	416-1; 416-2	Assessment of H&S impacts of products and services Non-compliance cases	pages 46-47	
PRODUCT QUALITY AND SAFETY*				
GRI 416 – CUSTOMER HEALTH AND SAFETY	416-1; 416-2	Assessment of H&S impacts of products and services Non-compliance cases	pages 46-47	
PERSONALIZED CONSULTANCY AND SUPPORT*				
GRI 417 – MARKETING AND LABELLING	417-3	Non-compliance cases concerning marketing communications	page 48	
RESPONSIBLE SUPPLY CHAIN				
GRI 102-9: SUPPLY CHAIN GRI 102-10: CHANGES OCCURRED IN THE ORGANIZATION AND THE CHAIN SUPPLY CHAIN	102-9, 102-10	Supply chain	page 49	
BUSINESS AND GOVERNANCE (PROSPERITY)				
INNOVATION AND DEVELOPMENT*				
INNOVATIONS AND INVESTMENTS IN R&D	WEF	% investments in R&S and digital innovation projects	page 50	
SOLID GOVERNANCE*				
GRI 2 - GENERAL DISCLOSURES 2016	From 102 -18 to 102-32	Reference to the Governance part	pages 12-13	
CORPORATE INTEGRITY AND TRANSPARENCY*				
GRI 2 – GENERAL DISCLOSURES 2016	102-16	Reference to the Ethics and Integrity section	pages 14-16	

11. Table of GRI correspondence with Legislative Decree. 254 and other frameworks

MATERIAL ISSUES	ISSUES OF LEGISLATIVE DECREE 254	CORRELATION WITH GRI STANDARDS	CORRELATION WITH WEF	CORRELATION WITH SASB
ENVIRONMENTAL (PLANET)				
<ul style="list-style-type: none"> • Energy efficiency • Climate change • Waste • Packaging 	<ul style="list-style-type: none"> • Environmental aspects 	<ul style="list-style-type: none"> • GRI 302: ENERGY • GRI 305: EMISSIONS • GRI 306: WASTE • GRI 301 MATERIALS 	<ul style="list-style-type: none"> • Greenhouse gas (GHG) emissions 	<ul style="list-style-type: none"> • Greenhouse Gas Emissions • Energy Resource Planning
SOCIAL (PEOPLE AND VALUE CHAIN)				
<ul style="list-style-type: none"> • Health and Safety • Welfare/Well-being for employees: Promotion Human assets and Corporate climate, Employee training and development • Product Quality and Safety • Contribution to customer safety • Customize consultancy and service • Responsible Supply chain 	<ul style="list-style-type: none"> • Aspects connected to the staff management • Social aspects 	<ul style="list-style-type: none"> • GRI 403: HEALTH AND SAFETY • GRI 401: EMPLOYMENT • GRI 404: TRAINING AND EDUCATION • GRI 416: HEALTH AND CUSTOMER SAFETY • GRI 417: MARKETING AND LABELLING • GRI 418: PRIVACY • GRI 102-9: SUPPLY CHAIN • GRI 102-10: CHANGES OCCURRED IN THE ORGANIZATION AND IN THE SUPPLY CHAIN 	<ul style="list-style-type: none"> • Health and safety (%) • Absolute number and rate of employment • Diversity and inclusion (%) • Training provided (#, \$) 	<ul style="list-style-type: none"> • Labor Practices • Employee Engagement, Diversity & Inclusion • Workforce health and safety • Product Quality & Safety • Supply Chain Management • Selling Practices
BUSINESS AND GOVERNANCE (PROSPERITY)				
<ul style="list-style-type: none"> • Technology and innovation • Solid governance • Corporate integrity and transparency: 	<ul style="list-style-type: none"> • N/A • Composition of the governing bodies • Combating active and passive corruption 	<ul style="list-style-type: none"> • N/A • GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES • GRI 102-22 • GRI 205: ANTI-CORRUPTION 	<ul style="list-style-type: none"> • Total R&D expenses (\$) • Governance body composition • Anti-corruption 	<ul style="list-style-type: none"> • Product Design & Lifecycle Management • Material Sourcing & Efficiency • Business Ethics



Sustainability Report 2022

A project by
Cramaro Holding S.p.A.

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