



SUSTAINABILITY REPORT 2023



SUSTAINABILITY REPORT CRAMARO GROUP 2023

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Letter to stakeholders



Matteo Gianazza
Cramaro Group CEO

Dear Stakeholders,

The year 2023 has imposed itself as a year full of events capable of disrupting the global competitive scenario. Whilst the now overcome pandemic of COVID-19 has allowed for a recovery, geopolitical tensions related to the war in Ukraine and the Israeli-Palestinian conflict along with the return of inflation and the energy crisis represent elements of uncertainty that will continue to impact the coming months.

Despite a decidedly complex context, and aware of the fact that many of these negative trends will also affect 2024, Cramaro continues its path of growth, success on the markets and commitment to the environment, the people and the territory.

In 2023, the Group revenues exceeded 42 million Euro, marking a 4% increase compared to the previous year, despite the considerable increase in raw material and energy costs, while the number of employees to date has reached 110, consolidating Cramaro as a leading employer brand and company in the sector.

Extraordinary results that also stem from our vocation for internationalisation.

Cramaro bases its responsible behaviour on sustainable innovation and continuous research.

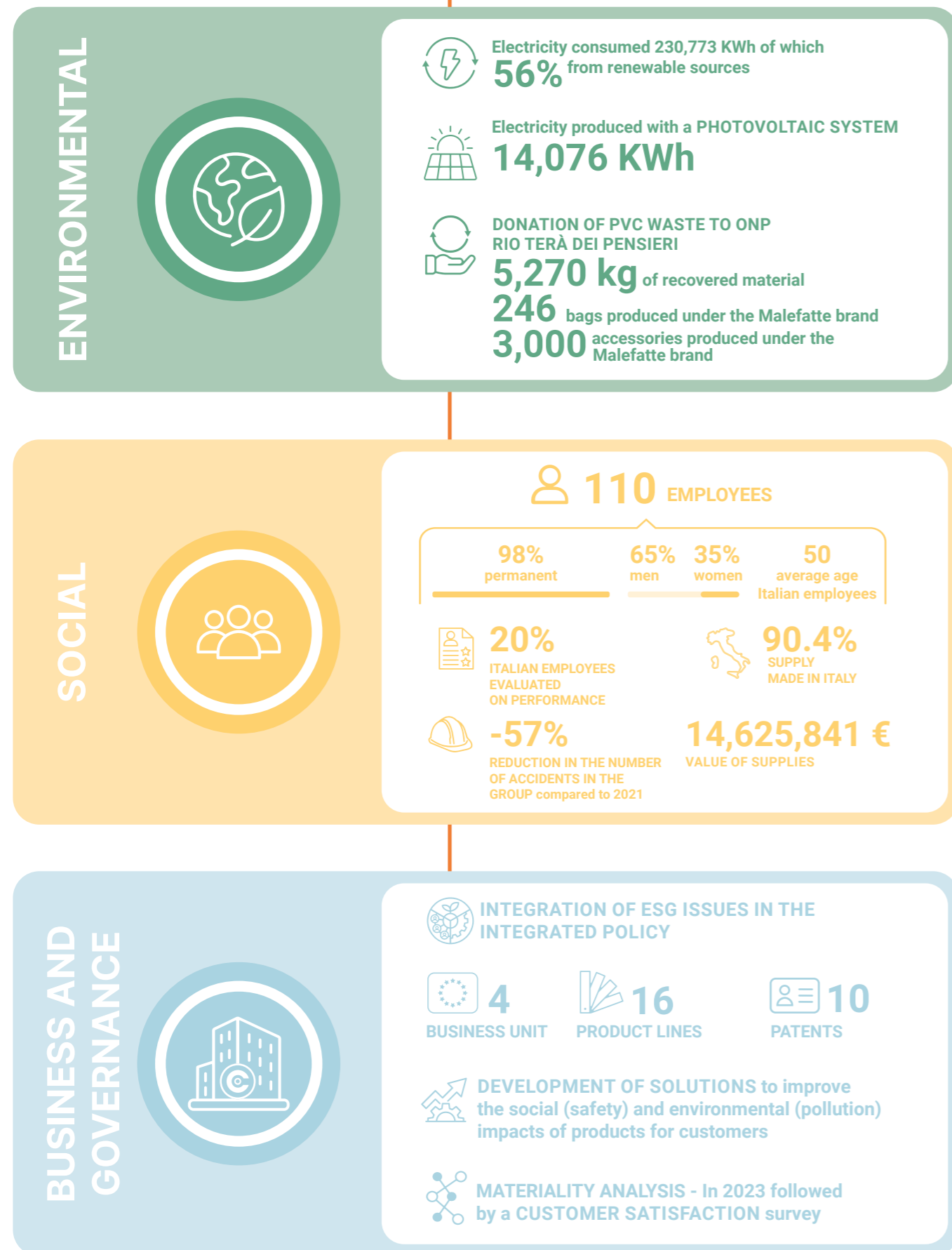
Our resources, our investments have always gone in the direction of improving, each and every day, our products and processes. We believe that this is the only realistic way to ensure sustainable development for future generations.

With this in mind, the Cramaro Group has implemented a major investment plan for the three-year period 2021/2023 in new plants and machinery aimed at increasing production capacity.

New investments are already in the pipeline for 2024, as well as the expansion of the warehouse focusing greatly on the impact on the environmental and social context surrounding Cramaro. Investments that show how innovation and sustainability continue to be the driving forces behind the development of our company, a recognised leader in truck tarpaulins.

Hope you enjoy reading this report!
Matteo Gianazza

KPI 2023



Methodological Note

Since 2022, Cramaro has been publishing an annual Sustainability Report, the main tool for obtaining information on the Company's activities, objectives achieved and future trajectories in the economic, social and environmental spheres. The document is also a fundamental element of transparency of non-financial information and, above all, a channel of engagement and communication with all the Stakeholders of the Cramaro world.

The Sustainability Report, drawn up by the Communication Department, with the contribution, in terms of competence, of all the Company's Departments and Divisions, reflects the Company's desire and commitment to communicate in a transparent and structured manner its environmental and social operations, while providing an overview of its role in the sustainable development of the country.

This Report was drawn up in accordance with the GRI Standards Comprehensive option, published by the Global Reporting Initiative (GRI) and updated to the 2019 version, as indicated in the 'GRI Content Index' table.

The following reporting principles of the GRI Standards required to define the content and quality

of the document were taken into consideration: stakeholder inclusiveness, sustainability context, materiality, completeness, balance, comparability, accuracy, timeliness, clarity and reliability.

This document refers to the financial year 2023 (1 January 2023 - 31 December 2023). The data from the previous two financial years have been reported in order to facilitate the comparability of the company's performance over time. Any changes to data published in previous editions have been duly highlighted in the document.

The information and data reported in this Sustainability Report refer to CRAMARO HOLDING S.p.A., thus including all companies belonging to the Group.

Lastly, an update of the materiality analysis process was conducted, which involved some of the Company's main Stakeholders, through the administration of a specific questionnaire aimed at identifying material issues, i.e. issues that reflect the organisation's relevant economic, environmental and social impacts or that could substantially influence the assessments and decisions of the Company's Stakeholders.



Materiality analysis

In 2022, a process was started to identify and define relevant sustainability topics in order to refine the sustainability strategy, refine the targets to be reached, improve reporting and strengthen relations with relevant stakeholders. This process is still applied today and 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. A 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 materiality analysis was carried out through a two-stage process.

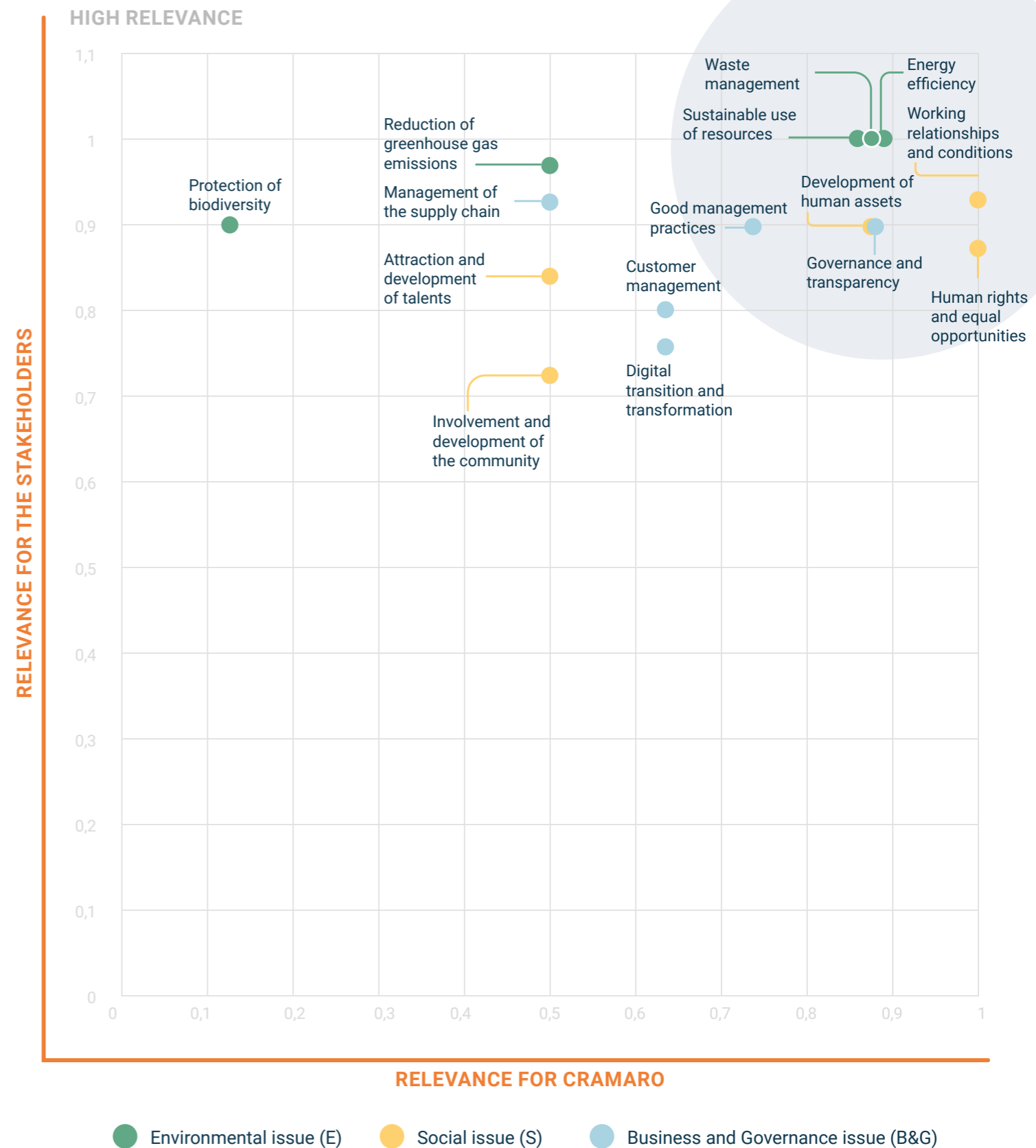
In the first, Cramaro identified, starting from the topics proposed in previous editions of the Report, 15 issues that were potentially relevant for the Company and its stakeholders, through an analysis of the available documentation in relation to sustainability for the sector.

Then, the same issues were prioritised according to their relevance through the completion of an online questionnaire submitted to (5) Cramaro's management and a considerable panel of stakeholders, belonging to the categories: (6) Strategic Suppliers, (14) Customers, (3) Financial Institutions/Banks and (7) Employees of Cramaro Holding S.p.A., Cramaro Tarpaulin Systems S.r.l. and (3) Employees of Foreign Business Units.

This process recorded 38 responses.

To jointly analyse the internal (Cramaro management) and external (stakeholders) views on the centrality of the selected issues, we then proceeded with the construction of the Materiality Matrix. In fact, thanks to this graphical representation, it is possible to observe the degree of relevance of a specific issue both from the Cramaro's point of view (horizontal axis) so as to grasp the current or potential impact that the issue may have on the organisation's business and positioning, and from the external Stakeholders' point of view (vertical axis) thus grasping their expectations and needs with respect to the issues.

In general, the analysis shows that the issues that are relevant for Cramaro according to the stakeholders and the Company are those that have received evaluations above the materiality threshold identified (specifically in relation to the table, values higher than 0.5 for both the X and Y axes, i.e. 50% of the specific stakeholder that considers the identified issue of high relevance). However, consistently with the GRI guidelines, the issues deemed as priorities in relation to Cramaro as a whole are those in the upper right box.





1. Group profile and identity

1.1 Cramaro and its 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 solutions 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.



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.



Vision

We keep your business moving and protected.



Strategy

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 customisation.



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.



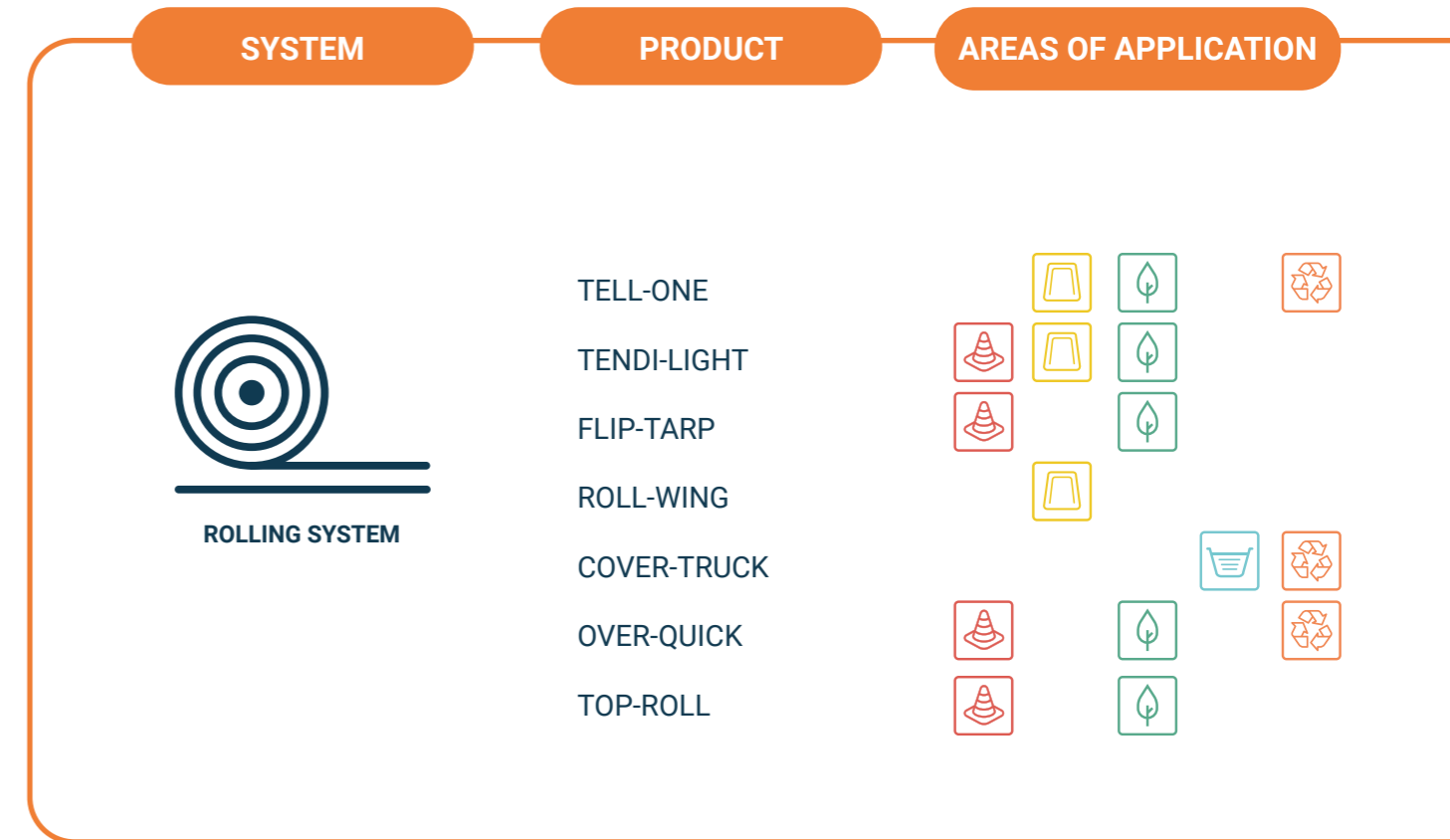
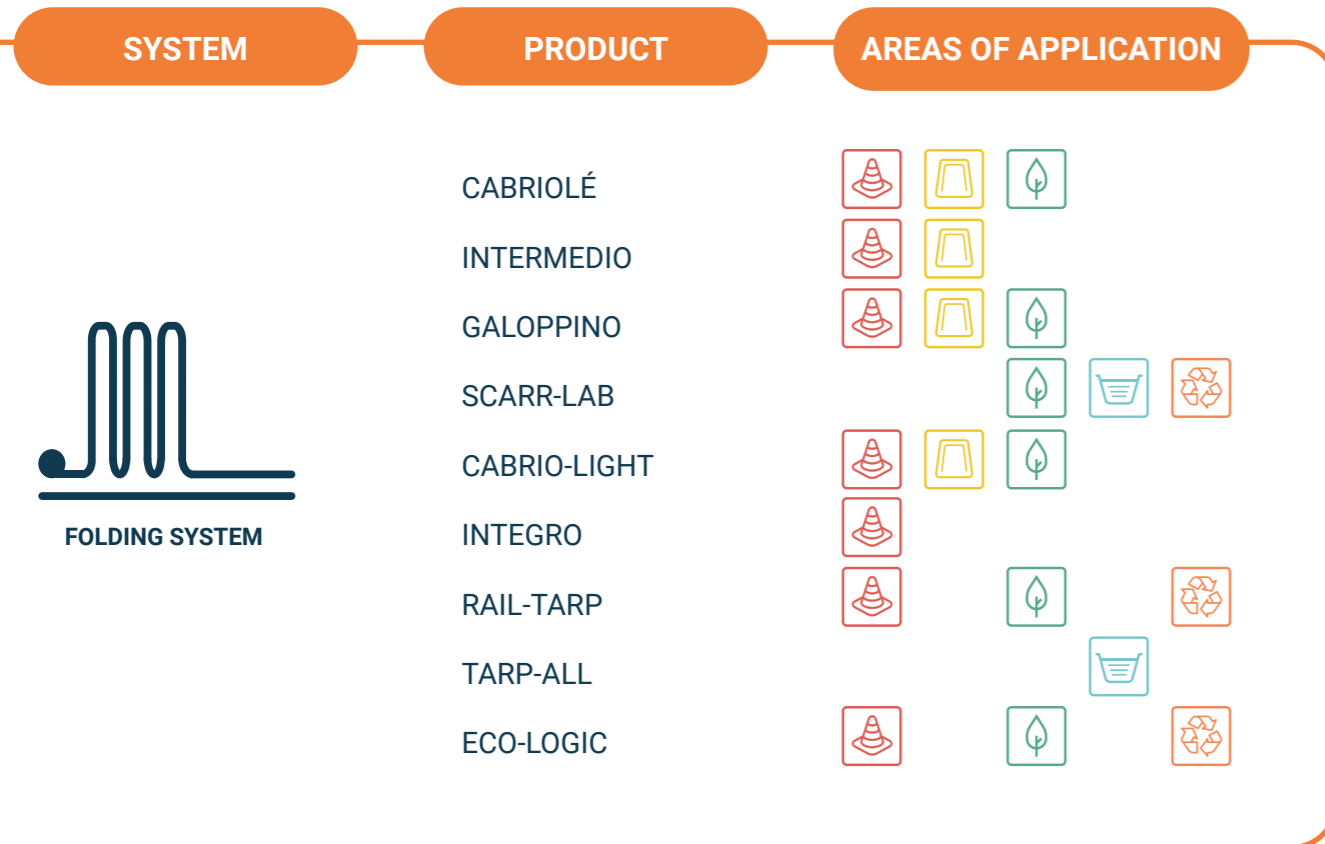
QUALITY

Our high-quality solutions make full use of Italian excellence and the know-how of our professionals.



Our 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.



Our services

Personalised 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

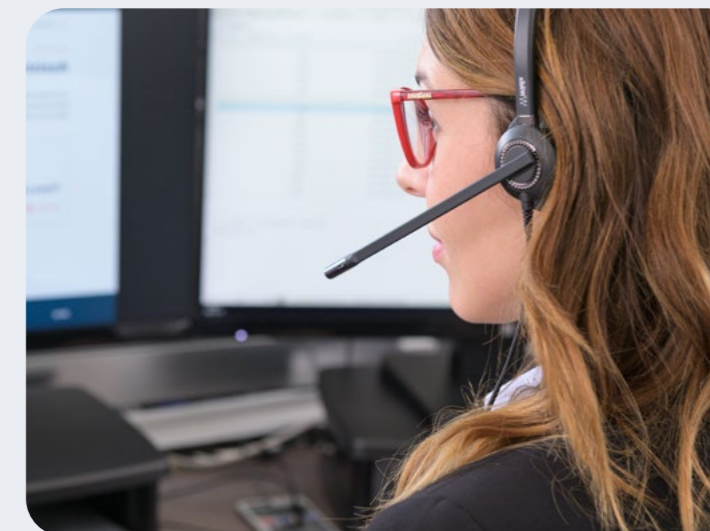
Cramaro tarpaulin systems can be customized and fitted with accessories featuring a variety of options to meet specific customer needs. Available accessories vary depending on the product and can include side flaps for a more complete seal of the tarpaulin, bows of different heights to optimize load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

Non-stop support

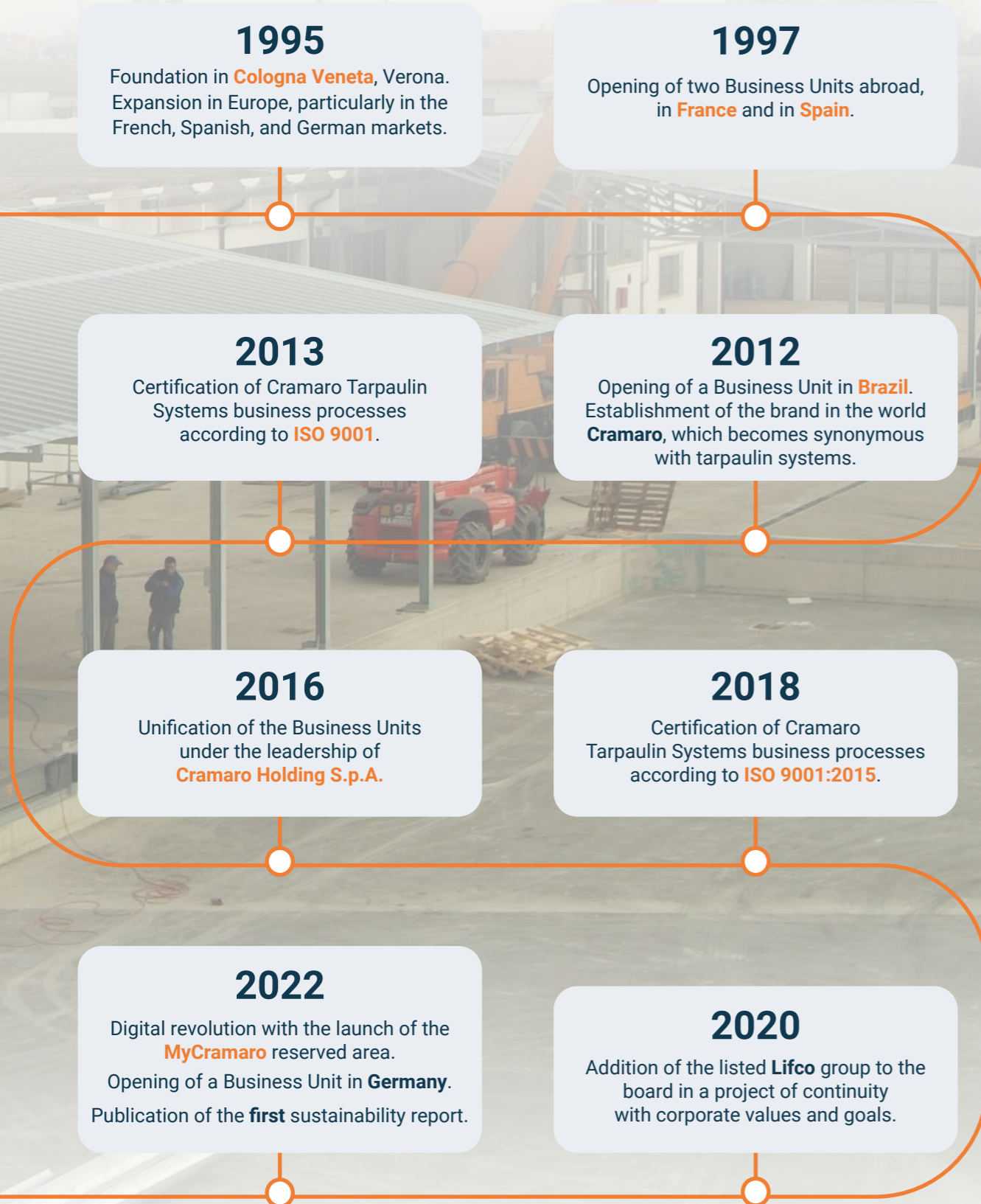
Our internal team of specialized operators and Cramaro authorized service points throughout the territory ensure support that is fast and knowledgeable.

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 able to view the technical specifications of the tarpaulin and recommend the best spare part.



The history of Cramaro and the main stages of sustainability



1.2 Cramaro Group structure

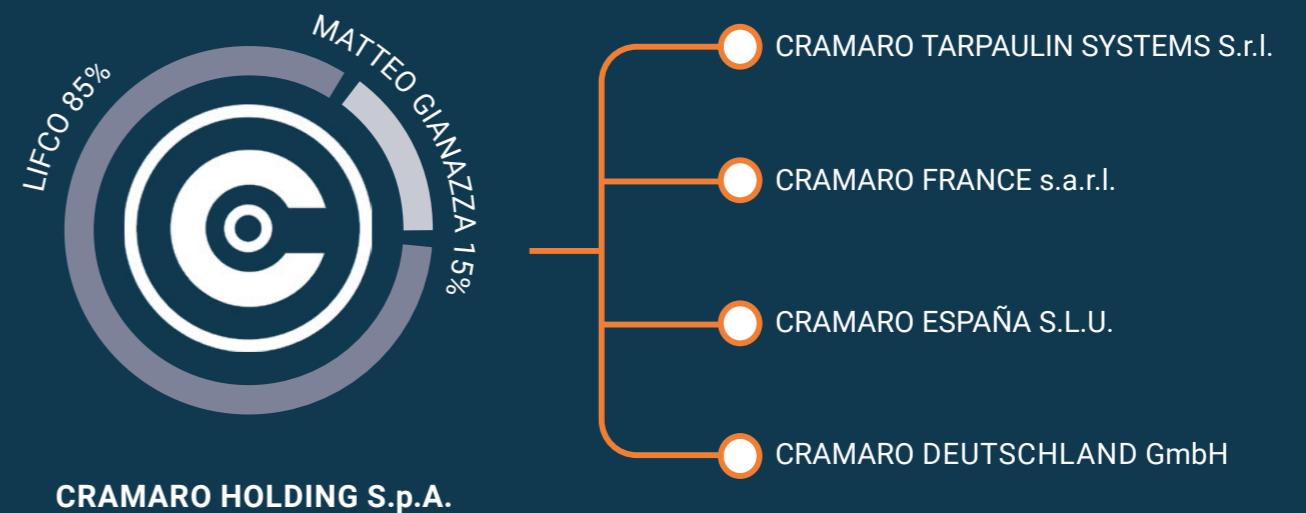
The structure of the Cramaro Group reflects the positioning of a global company that covers multiple markets with subsidiaries and operating companies.

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 31 countries, generating a turnover of about EUR 2.1 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 2023)



The Board of Directors heads the governance structure of the Group, it is responsible for the strategic direction and supervision of the business and 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) Andreas Löfqvist |
|---------------------------------------|---|--|

(NE) = non-executive member (E) = executive member

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 2021-2023 period is indicated below.

| Number of Directors | 2021 | 2022 | 2023 |
|---------------------------------------|------|------|------|
| Number of Directors | 1 | 3 | 3 |
| Men (%) | 100 | 100 | 100 |
| Women (%) | 0 | 0 | 0 |
| < 30 years (%) | 0 | 0 | 0 |
| 30 – 50 years (%) | 1 | 1 | 1 |
| > 50 years (%) | 2 | 2 | 2 |
| Executive directors (%) | 33.3 | 33.3 | 33.3 |
| Number of stakeholder representatives | 2 | 2 | 2 |

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

Appointed by the Shareholders' Meeting until 31.12.2025, 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 Gino Glisenti | Statutory auditors Ignazio Stefano Barone Enrico Luca Zanfagnao | Substitute auditors Aldo Briani Giovanni Glisenti |
|----------------------------------|--|--|

1.3 The commitment of Cramaro to supporting sustainable development

The European Green Deal is a package of strategic initiatives aimed at setting the EU on the path to a green transition, with the ultimate goal of achieving climate neutrality by 2050. It advocates the transformation of the EU into a fair and prosperous society with a modern and competitive economy. It emphasises the need for a holistic and cross-sectoral approach in which all relevant policy areas contribute to the ultimate climate goal. The package includes initiatives on climate, environment, energy, transport, industry, agriculture and sustainable finance, all strongly interlinked sectors. The European Green Deal was launched by the Commission in December 2019 and the European Council took note of it at its meeting in December of the same year.

The European Commission put forward the temporary recovery package, better known as NextGenerationEU, with a budget of EUR 750 billion and a targeted reinforcement of the EU's long-term budget for the period 2021-2027. According to the Commission's intentions, 37 per cent of the funding from NextGenerationEU is to be invested in the objectives of the European Green Deal (Communication COM (2019) 640 final). The Member States reached an agreement on the recovery package and the European budget for 2021-2027 during the extraordinary Council meeting held on 18-21 July 2020.

The Recovery and Resilience Instrument is the centrepiece of NextGenerationEU and will make available EUR 672.5 billion in loans and grants to support the reforms and investments made by Member States. The aim is to repair the immediate economic and social damage caused by the coronavirus pandemic to create a post COVID-19 Europe that is greener, digital, resilient and fit for the challenges of today and tomorrow. Through the recovery and resilience plans (RRPs), Member States indicate the allocation of funds based on precise criteria set by the European Commission. NextGenerationEU will also allocate additional funding to other European programmes or funds such as React-EU, Horizon Europe, InvestEU, and the Rural Development Fund or the Just Transition Fund.

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.

The Board of Directors

- Examines and approves strategic, industrial and financial plans.
- 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 Officer

- 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 its contents, as well as the completeness and transparency of the information provided through these 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.

Our SDGs

The Cramaro Group specifically contributes towards the achievement of 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.

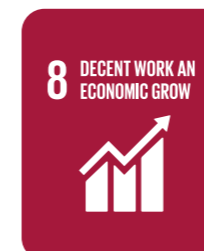


Target 3.6 By 2030, **halve** the number of global deaths and injuries from road traffic accidents.



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**.



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.



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.



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.



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

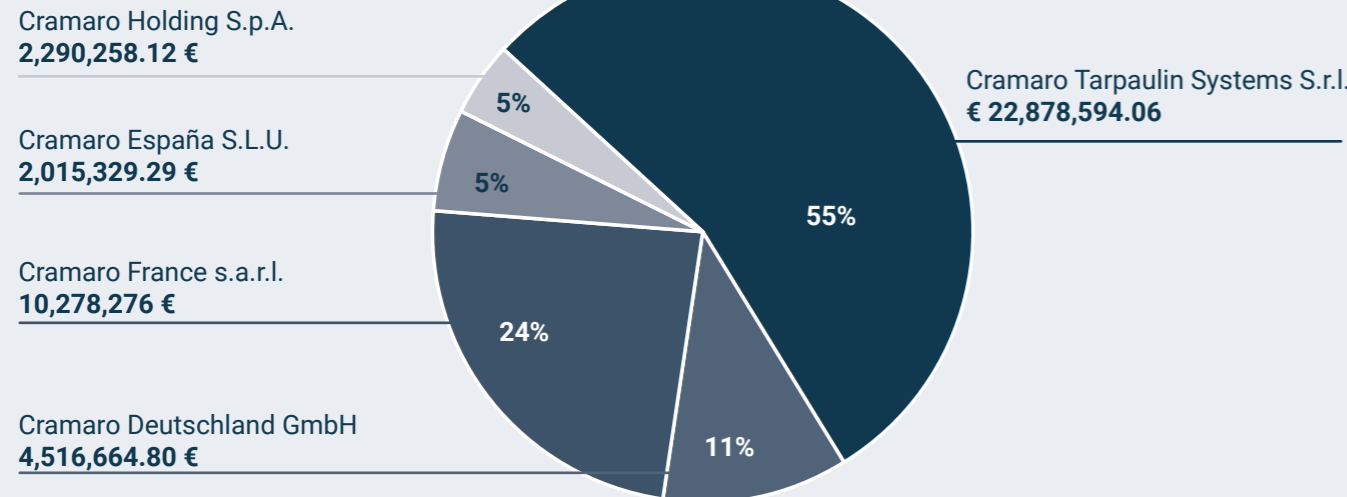
1.4 The economic value generated and distributed

Every year, as part of its activities, a company produces and distributes wealth and value to all the stakeholders with whom, in various capacities, it has relations: for example, employees, suppliers of raw materials and services, suppliers of investment capital and remuneration to the state.

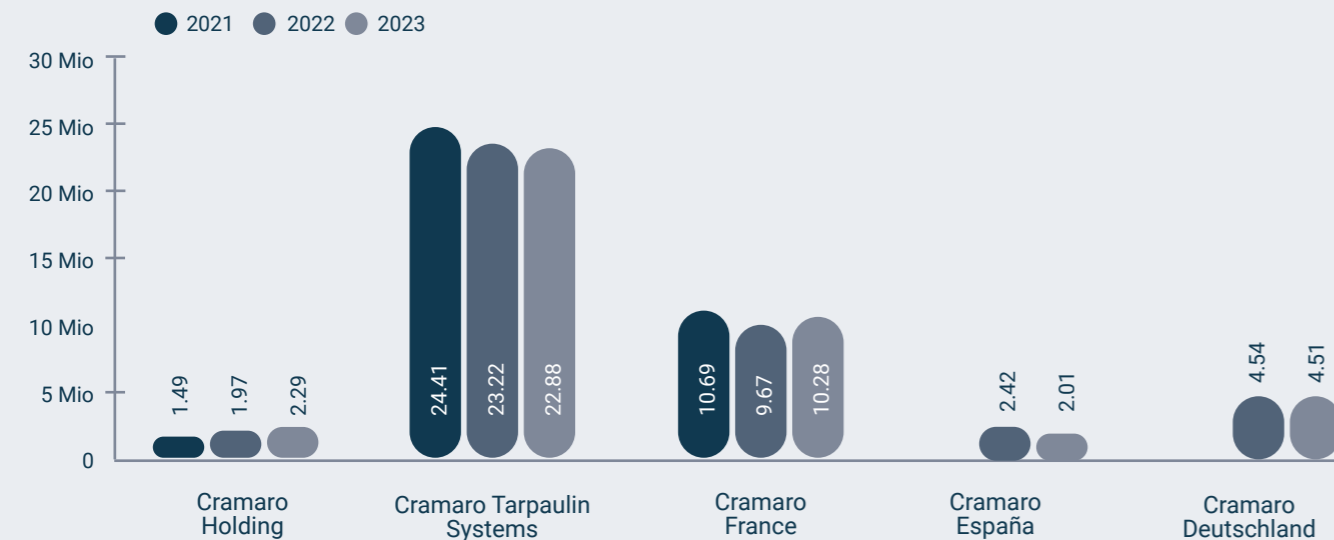
Cramaro generated a total of € 41,979,445.27 in economic value in 2023, of which approximately 93% - or € 39,177,362.14 - was distributed to the various stakeholders. The trend of the economic value generated, in 2023, saw an increase compared to 2022.

In light of the central role played by the procurement of raw materials and other products and services instrumental to the production cycle, 64% of the economic value distributed by Cramaro last year went to suppliers of goods and services. The other main users of the value distributed by Cramaro are suppliers of capital, with an incidence of 20% of the total; the remaining share was distributed mainly to employees and, to a lesser extent, to the state.

Economic value generated

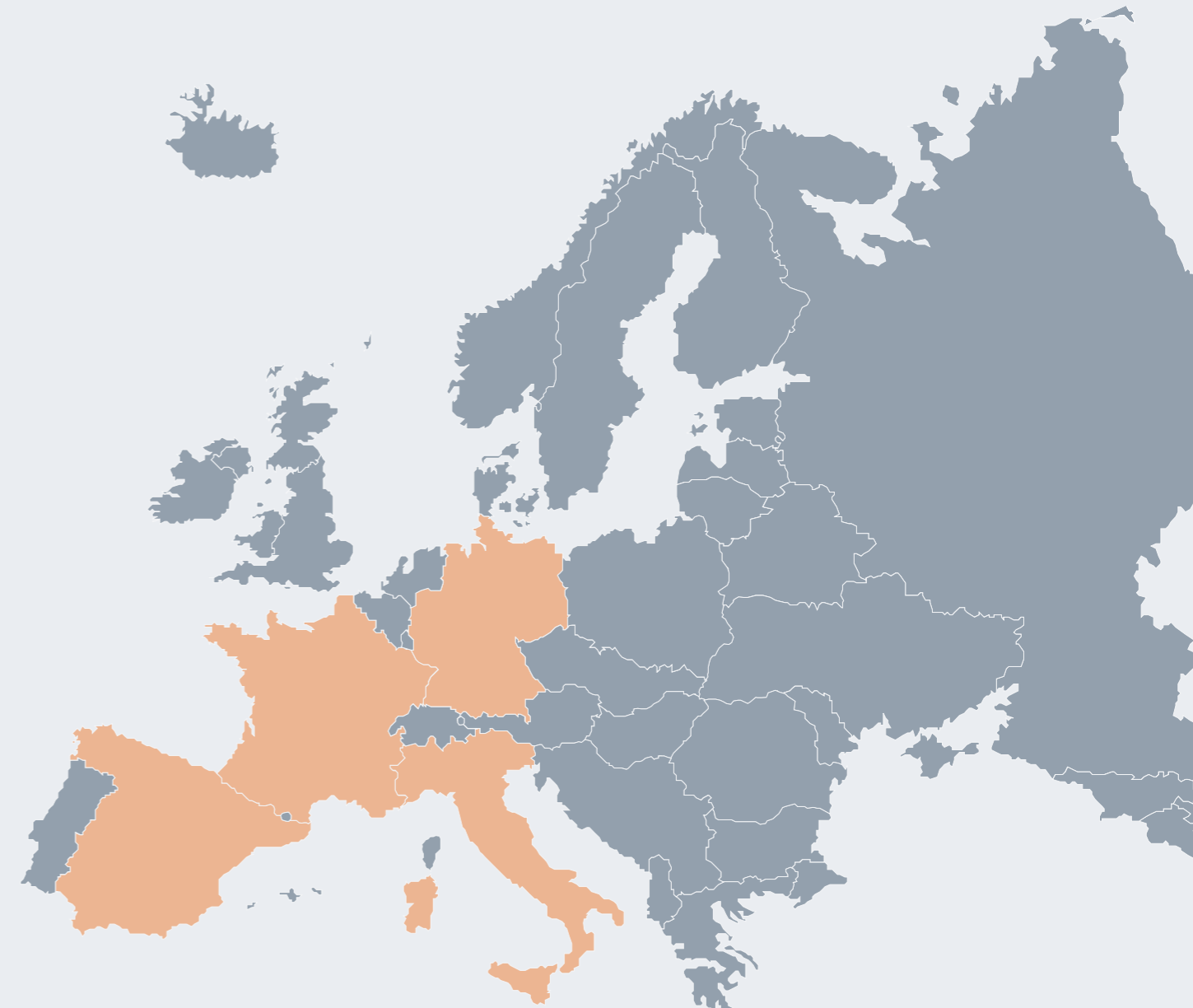
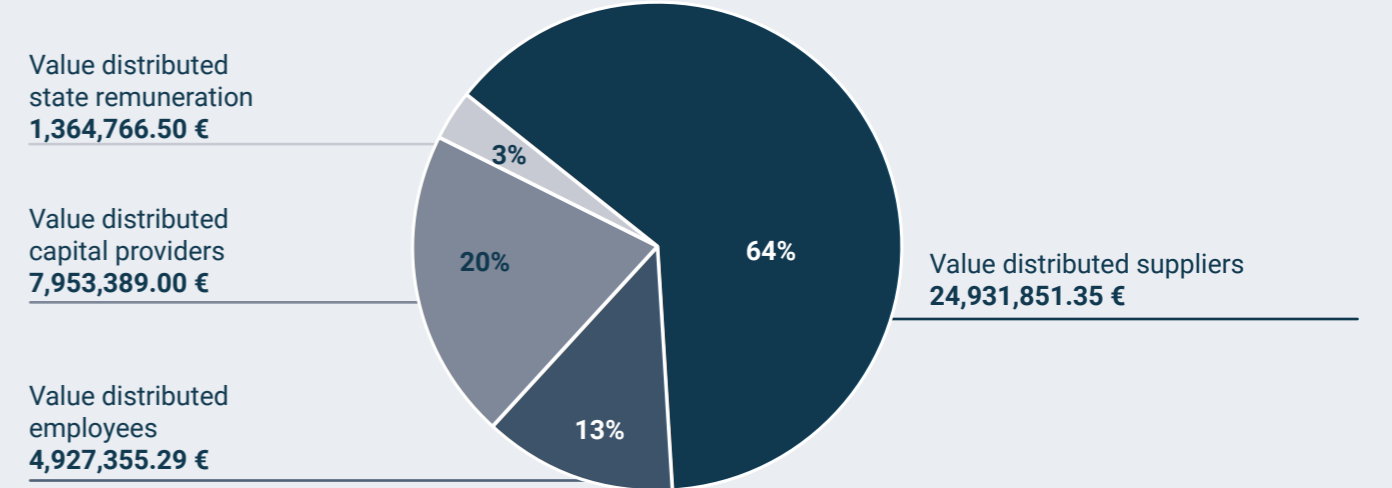


Trend in economic value generated



Shown below is the economic value distributed and reported by Cramaro Holding S.p.A., Cramaro Tarpaulin Systems S.r.l. and Cramaro France S.A.R.L.

Economic value distributed





2. Relations with stakeholders

2.1 Our stakeholders and their involvement

One of the key strengths of the Cramaro's business is its constant interaction with the main stakeholders, both internal and external, who are deemed most relevant, i.e. those who can potentially influence strategic directions and operational processes, directing them towards new trajectories, and who can be influenced by the Company's activities.

Ensuring a relationship with stakeholders based on mutual trust and respect for their interests and legitimate expectations is an integral part of responsible business management. At the heart of this close relationship is the clear desire to exponentially increase the positive impacts generated by the company's business operations, with the aim of creating shared value for communities and territories. The attention of Cramaro towards its stakeholders is based on the values established by the Code of Ethics, which defines the guidelines to be adopted in the relationship with each and every stakeholder, establishing priorities, principles and modes of behaviour for them all. Below is a list of the stakeholders considered most significant by Cramaro.

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 values that will guide the Cramaro Group stakeholder involvement activities from now on are essentially five:

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.

To achieve a sustainable mission, Cramaro adopts a strategy of structured and constant interaction with its stakeholders, creating opportunities for listening, engaging in dialogue, discussion and feedback. From an operational point of view, opportunities for stakeholder involvement arise partly from corporate instances and objectives, and partly from solicitations from the stakeholders.

Relations with stakeholders are managed, to the extent of their competence, horizontally by all company Departments and Offices. Engagement activities are, in fact, fully integrated into the ordinary management of business activities. As a first commitment, towards all its stakeholders, Cramaro strives, on the one hand, to increasingly improve its listening skills and take on board their requests, and on the other, to ensure clear and transparent information, both through its institutional communication channels, and through prompt and timely responses to requests received from internal and external stakeholders.

Specifically, customer satisfaction is submitted at the bottom of each order confirmation sent by the sales force. Over time, this approach has made it possible to build a relationship of mutual trust and value with the main stakeholder categories, an element deemed essential to performing its institutional role to the best of its ability in the national and community context. Likewise, of fundamental importance is the ability to involve its people by cultivating their talent and passion, supporting the sharing of the Company's values and objectives, also through the enhancement of diversity and the creation of a positive working environment. With these objectives in mind, Cramaro endeavours to maintain an active dialogue with its people, to ensure, through the various internal dialogue and communication tools (surveys, meetings, etc.), that they are fully informed on the initiatives promoted, to detect and examine every request from its employees, giving clear and transparent feedback. 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.



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

Financial community (banks)

Suppliers

Customers

Shareholders

Employees, staff, trainees

Expectations/needs

Forms of involvement

- 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

- 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

- Maximisation of 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 proposed
- Development of trust relationships with the clientèle, aimed at establishing customer loyalty and satisfaction
- CRM
- Communication campaigns

- Creation of sustainable value
- Corporate Governance and Risk management

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

- 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

2.2 Our people

People are the real driver of success in achieving the Cramaro goals. Motivation and skills suited to the challenges of change that society is constantly calling for are factors on which the ability of the Company to help shape a more sustainable future for present and future generations depends. With this awareness, Cramaro invests in its people by promoting development and opportunities for professional growth, in a collaborative and motivating work environment, in which the safety, respect, well-being and equality of all workers are guaranteed. Cramaro has 110 employees as of 31 December 2023.

| Cramaro Holding | | | Cramaro Tarpaulin Systems | | | Cramaro France | | | Cramaro España | | | Cramaro Deutschland | | | TOTAL EMPLOYEES | | |
|-----------------|------|------|---------------------------|------|------|----------------|------|------|----------------|------|------|---------------------|------|------|-----------------|------|------|
| 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 |
| 7 | 9 | 8 | 71 | 74 | 68 | 19 | 17 | 18 | 10 | 11 | 10 | / | 5 | 6 | 107 | 116 | 110 |

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

Almost all employees are hired with a permanent contract. 30% of employees are seconded to foreign business units.

Distribution by contract type (2021-2022-2023)

| | Cramaro Holding | | | Cramaro Tarpaulin Systems | | | Cramaro France | | | Cramaro España | | | Cramaro Deutschland | | |
|-----------|-----------------|------|------|---------------------------|------|------|----------------|------|------|----------------|------|------|---------------------|------|------|
| | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 |
| Permanent | 7 | 9 | 8 | 70 | 74 | 66 | 19 | 17 | 18 | 10 | 11 | 10 | / | 5 | 6 |
| Temporary | 0 | 0 | 0 | 1 | 0 | 2 | 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

The following is a distribution of Cramaro's people by classification:

Distribution by classification (2021-2022-2023)

| | Cramaro Holding | | | Cramaro Tarpaulin Systems | | | Cramaro France | | | Cramaro España | | | Cramaro Deutschland | | |
|----------------|-----------------|------|------|---------------------------|------|------|----------------|------|------|----------------|------|------|---------------------|------|------|
| | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 |
| Managers | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 5 | 4 | 0 | 1 | 1 | / | 1 | 1 |
| Managers | 2 | 4 | 5 | 6 | 7 | 5 | 1 | 2 | 2 | 0 | 0 | 0 | / | 1 | 1 |
| Clerical staff | 5 | 5 | 3 | 22 | 18 | 18 | 13 | 10 | 12 | 7 | 7 | 7 | / | 3 | 4 |
| Workers | 0 | 0 | 0 | 43 | 49 | 44 | 0 | 0 | 0 | 3 | 3 | 3 | / | 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

Also at the end of 2023, the company workforce consisted of 5% managers, 45% executives, 40% white-collar workers and 43% blue-collar workers, mainly operating in Cramaro Tarpaulin Systems, being the only production site of the Group. 60% of employees are in the 30-50 age group, the average age of the Group's Italian employees is 50 with an average of 7 years of seniority.

Distribution by age group (2021-2022-2023)

| | 2021 | 2022 | 2023 |
|-------------------|------|------|------|
| < 30 years (%) | 11 | 15 | 12 |
| 30 – 50 years (%) | 64 | 67 | 67 |
| > 50 years (%) | 32 | 34 | 31 |

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

2.3 Promoting diversity and equal opportunities

At Cramaro, the culture of respect for gender diversity and the promotion of equal opportunities is central at all stages of professional life. Decisions on recruitment, remuneration, career advancement and dismissal are made on the basis of merit, skills and competencies, with the aim of offering all employees equal opportunities for growth and development. In particular, non-discrimination for any reason of race, colour, sex, language, religion, political opinion, sexual orientation, nationality, social background, trade union membership, age, disability and whatever else may constitute a form of discrimination or intolerance is the inspiring principle of the actions introduced. These actions focus, in fact, on the merit and individual qualities of employees in terms of skills, experience, motivation and inclinations, and it is on these aspects that they leverage, in order to enhance and develop the professionalism of each individual, to the benefit of organisational needs and the achievement of objectives. Women account for 35% of the total number of employees in the company. Three people with disabilities and/or belonging to protected categories are employed, all of whom are employees of Cramaro Tarpaulin Systems. The breakdown of staff by qualification shows a percentage of graduates of 11%.

| | Cramaro Holding | | | Cramaro Tarpaulin Systems | | | Cramaro France | | | Cramaro España | | | Cramaro Deutschland | | |
|-------|-----------------|------|------|---------------------------|------|------|----------------|------|------|----------------|------|------|---------------------|------|------|
| | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 |
| Men | 4 | 5 | 5 | 46 | 48 | 44 | 15 | 13 | 14 | 6 | 7 | 6 | / | 1 | 2 |
| Women | 3 | 4 | 3 | 25 | 26 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | / | 4 | 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

The development of human resources is closely linked to the company's strategic lines and translates into actions aimed at supporting the growth of people, in terms of both consolidation of the roles covered and personal and professional growth, focusing on enhancing the skills necessary to achieve the Company's objectives. For this reason, staff management and development policies are based on values of fairness, transparency, meritocracy and sustainability.

During 2023, the focus on increasing the awareness of external stakeholders (also through awareness-raising initiatives) and enhancing communication and the front office have led to a change in the set of skills deemed "distinguishing", i.e. those skills that the Company considers most rewarding in terms of virtuous behaviour and on which attention is drawn. In detail, skills relating to the approach to change, problem solving, innovation, overview and perspective have been consolidated and identified as those paramount for the achievement of corporate objectives. In 2023, the total training hours for the 110 employees of the Cramaro Group were 524, up from 494 in the previous year. 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.

In addition, 20% of the total employees of Cramaro Holding S.p.A. and Cramaro Tarpaulin Systems S.r.l. received a periodic evaluation of their performance and professional development during the reporting period, an indication of a willingness to engage in dialogue to foster the growth of human capital. From 2024, there will be further efforts to increase training opportunities for the corporate population.

2.4 Health and safety in the workplace

The protection of Workers' Health and Safety (OSH) is a priority for Cramaro and is managed and considered as such. 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 2023, three accidents occurred in the Cramaro Group, halving the average for the two-year period 2021- 2022 (5.5), thanks to training and awareness-raising initiatives for employees on the correct use of the machines and the PPE already in place.

| YEAR | SAFETY KPI | Cramaro Holding | Cramaro Tarpaulin Systems | Cramaro France | Cramaro España | Cramaro Deutschland |
|------|--|-----------------|---------------------------|----------------|----------------|---------------------|
| 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 |
| 2023 | Number of injuries | 0 | 2 | 1 | 0 | 0 |
| | Frequency index (per million hours worked) | 0 | 18.52 | 28.8 | 0 | 0 |
| | Severity index (per million hours worked) | 0 | 0.22 | 0.09 | 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

2.5 Product quality and safety

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, made 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 tarpaulin system, so that the operator is sensitised to travel with a tarped body.

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 2023.



2.6 Contribution to customer safety

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 pollution, especially travelling with an empty tarped body.



3. Our response to the main sustainability challenges

3.1 Cramaro's production process

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 primary processes and support processes. They are listed below.

Primary processes

The processes which, against sustaining costs, **generate value** for the clientèle and consequently generate, as a chain reaction, company proceeds:

- Purchases/Inbound logistics
- Design
- Production
- Outbound logistics
- Sales
- After-sales support

Support processes

The activities in support of the primary operations which represent the company's characteristic activity:

- Infrastructure activities
(Strategy and Coordination
Sales and AFC)
- R&D
- Marketing and Communication
- IT
- HR

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

leverages various assets and **input** (resources and relationships used by an organisation to conduct its business operations);

converts them into **output** (products, services, sub products, and waste) through the corporate operations;

with its operations produces **outcome**: consequences - positive and negative - in-house and external, generated by the corporate operations and the output of an organisation in terms of impact, namely changes that are produced in people, the environment, and the company.

Our value creation process

CRAMARO HOLDING S.p.A.

CRAMARO HOLDING S.p.A.

STRATEGY AND COORDINATION | SALES MANAGEMENT | MARKETING AND COMMUNICATION | R&D | AFC | HR | IT



CRAMARO TARPAULIN SYSTEMS S.r.l.

BUSINESS UNIT

- 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.



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: **Cabriolé**, namely the first 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 just 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. Investments were made in Research and Development and the expansion of the production floor space.

The destination of the investments in 2023 was product innovation and digital transformation. From 2023, 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.

Management system

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

3.2 The rational management of resources

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 assessed according to their degree of severity ('severity'), according to a 'High, Medium, Low' scale, and the mitigation actions taken in the Cramaro Group. Then, the residual risk was assessed for each material issue, after the implementation of the mitigation actions. A summary table of the material topics cross-referenced with the initial and residual risks and mitigation actions is proposed.

| | MATERIAL TOPICS | CONNECTED RISKS | MITIGATION ACTIONS | RESIDUAL RISK |
|------------------------|--|---|--|---------------|
| ENVIRONMENTAL (PLANET) | Containment of greenhouse gas emissions (CO ₂ , etc.) | High: increased supply chain costs; unreliability in customer deliveries | <ul style="list-style-type: none"> Process and product innovation towards low carbon Strong relationship with the supply chain and customers 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 Switch to renewable energy contracts Switch 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 |

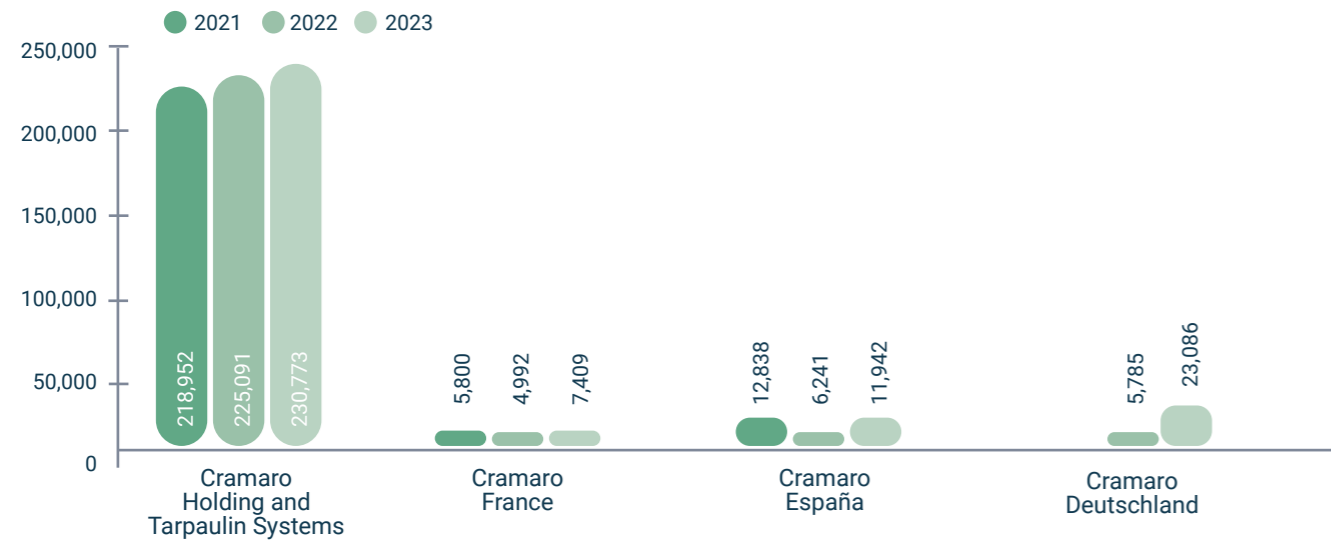
| | MATERIAL TOPICS | CONNECTED RISKS | MITIGATION ACTIONS | RESIDUAL RISK |
|---------------------------------|---|--|---|---------------|
| SOCIAL (PEOPLE AND VALUE CHAIN) | Employee and subcontractor occupational health and safety | High: accidents to employees and sub-contractors | <ul style="list-style-type: 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 and leadership skills 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 customer | 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 / due diligence on the supply chain operating at Group sites | Medium |

| | MATERIAL TOPICS | CONNECTED RISKS | MITIGATION ACTIONS | RESIDUAL RISK |
|------------------|--------------------------------------|--|--|---------------|
| B&G (PROSPERITY) | Technology and innovation | High: non-fulfilment of customers' requests | <ul style="list-style-type: none"> Improvement of customer efficiency and safety 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 sustainability governance processes 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 |

Energy consumption

The Cramaro Group's commitment to environmental protection, first and foremost, concerns energy efficiency. The Cramaro Tarpaulin Systems S.r.l. production site is the plant that involves the highest consumption and for which we have the most detailed information. Energy consumption was carefully measured, by 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 2023, Cramaro Tarpaulin Systems S.r.l. consumed 230,773.00 KWh, 56% of which came from renewable sources, according to supplier declarations. The company with the photovoltaic system produced 14,076 KWh (in 2022 it was 27,705 kWh, the difference is due to an inverter out of order for 6 months) of which 2,287 KWh were sold. In 2023, Cramaro Deutschland GmbH consumed 23,086.00 KWh, 12% of which came from renewable sources, according to supplier declarations.

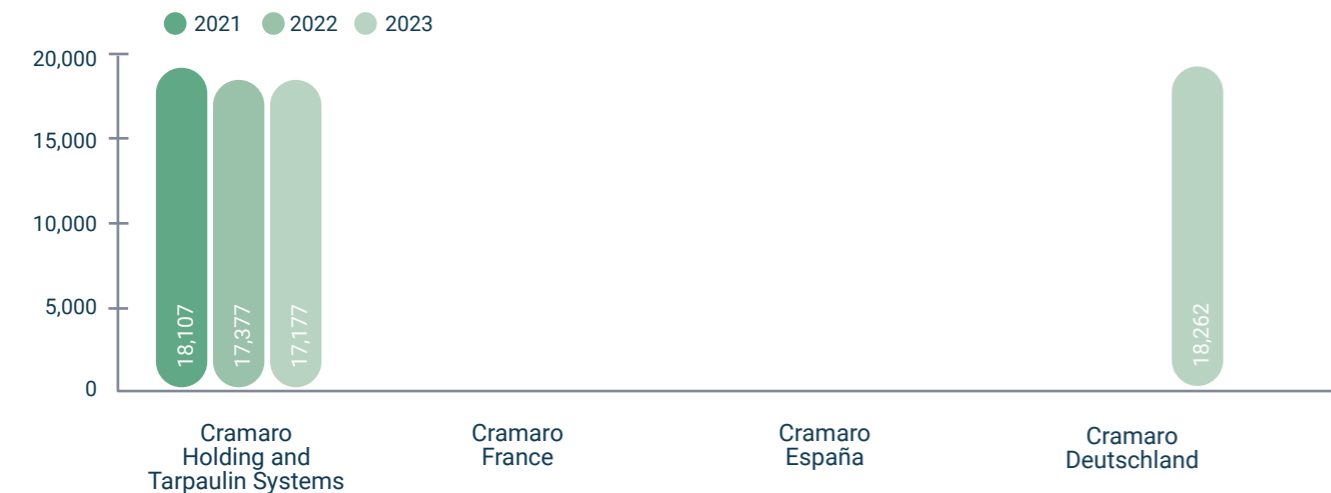
Indirect energy - total electricity consumed (KWh)*



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

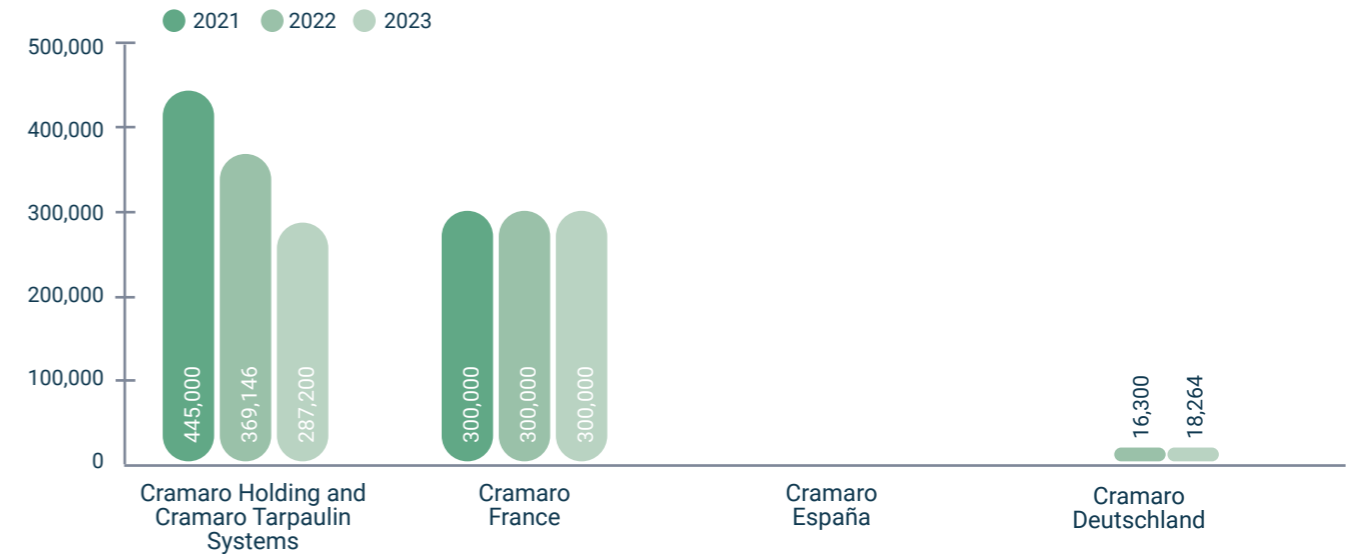
In 2023 Cramaro Tarpaulin Systems S.r.l. consumed gas for a total of 17,177.00 m³. In 2023 Cramaro Deutschland GmbH consumed gas for a total of 18,262.00 m³. The business units of France and Spain do not present data regarding gas consumption as they are not production facilities and do not use this fuel.

Direct energy - GAS consumption (m³)*



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

Direct energy - total consumption of the company fleet (km)*



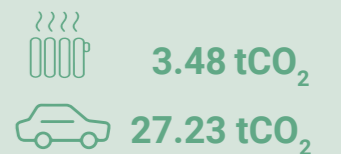
Scope: all Group companies. Source: Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l., Cramaro España S.L.U. and Cramaro Deutschland GmbH

GHG emissions

Greenhouse gas emissions (GHG) consist of carbon dioxide generated by fossil fuels for automotive use and the consumption of electricity, lighting and heating of company premises, and are divided into direct emissions (Scope 1), indirect emissions (Scope 2) and other indirect emissions (Scope 3). In 2023, 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. There is a significant reduction in Scope 1 emissions compared to previous years (10.7% compared to 2022). For indirect greenhouse gas emissions (Scope 2), calculated by applying the 'market-based' approach, the energy consumption of the Group companies and therefore the related emissions decreased slightly compared to 2022. The 'location-based' approach involves the use of average emission factors relating to specific national power generation energy mixes.

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: 3.48 tCO₂ for the first item and 27.23 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 61.98 tCO₂.



Scope 3

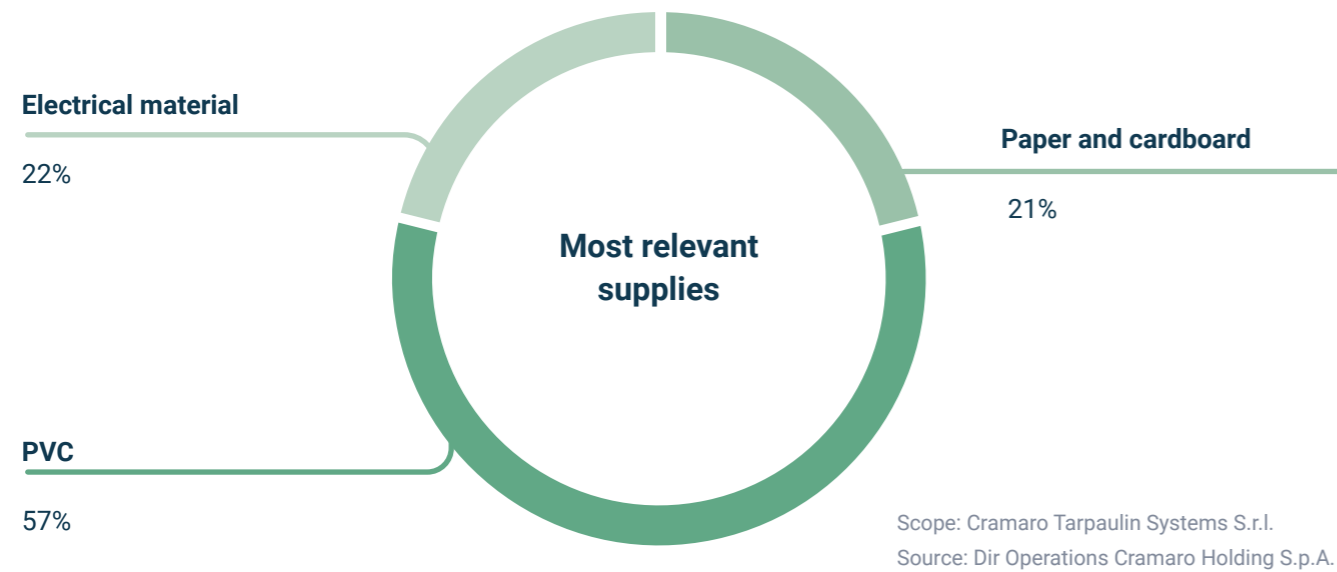
This category includes the emitting sources that are not under the company's direct control but for which the emissions are indirectly due to company operations. There are as many as 15 emissions categories to assess based on the GHG Protocol guidelines. For this third year of measurement, scope 3 emissions only concern those related to business air travel, specifically 88 (on Italian and European soil). Their value is equal to 25.08 tCO₂.



Waste and material reuse

Cramaro promotes sustainable development and works to reduce environmental impacts, including in supply chain management. 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.

Cramaro's main supplies are paper and cardboard which accounts for about 21%, PVC (from the EU, typically France and Belgium) which accounts for 57% and the electrical component for 22%.



Having defined the most relevant supplies, it is emphasised that the environmental impacts of Cramaro are due to production.

For this reason, in the company's non-production sites, the most significant impacts derive from the consumption of office paper and the production of waste similar to urban waste. Cramaro, in carrying out its activities, produces special non-hazardous waste (mainly WEEE and printing consumables), the disposal of which is regulated by specific legal requirements. The improvement of the reality's environmental footprint involves minimising the waste produced and recovering/utilising it wherever possible. 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.

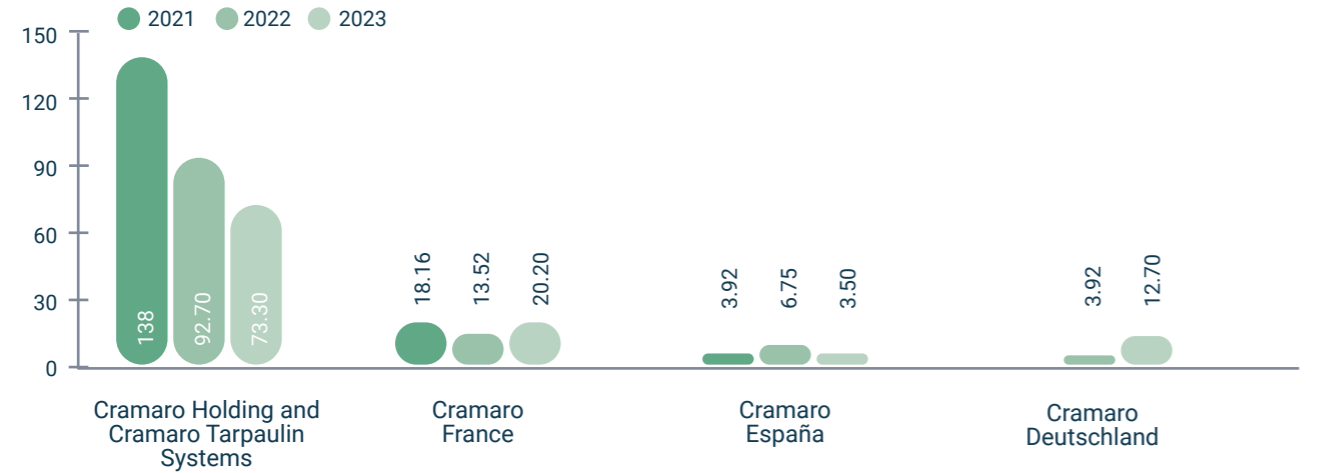
The Cramaro Group is evaluating new sustainable opportunities to reduce packaging cardboard volumes at the same product protection performance. The Cramaro Tarpaulin Systems S.r.l. production site is the plant with the most significant production in terms of quantities of waste. Some data are not shown in the table below because they are produced in smaller quantities and have little impact, which is why they are reported on a one-off basis.

| | WASTE PRODUCED | 2022 | 2023 |
|---------------------------|---|-------------------------------|----------------------|
| | | Paper and cardboard packaging | 12040 kg |
| Cramaro Tarpaulin Systems | Wood packaging | 17520 kg | 16350 kg |
| | Mixed material packaging | 32820 kg | 29950 kg |
| | Dust and particles of non-ferrous materials | Non-calculated datum | 2660 kg |
| | Septic tank sludge | 5000 kg | Non-calculated datum |
| | Metallic material | | 25320 kg |
| | Exhausted print toners | 12 kg | 25 kg |

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

The waste generated during the production process is non-hazardous waste. In the case of the company Cramaro Tarpaulin Systems S.r.l., the waste produced is 73 tons of non-hazardous waste. They are R-coded and therefore all 100% recoverable. In addition, 5 tons of the total are donated to specialised companies for recovery.

Non-hazardous waste produced (T)*



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 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.

Below we report on the PVC material donated to different organizations and how it was recovered, also providing the economic value that this circular economy process generated.

| | Recovered material | Production |
|----------------|--------------------|---|
| Freitag | 3938 kg | 180 bags |
| Malefatto | 832 kg | 66 bags, 2000 accessories, 1000 key rings |
| REDO Upcycling | 500 kg | 200 items (estimated) |

Scope: Cramaro Tarpaulin Systems S.r.l. Source: Marketing & Communication Office Cramaro Holding S.p.A.

3.3 Initiatives and commitment to local communities

During 2023, Cramaro continued to support social initiatives in the conviction that these can be a real opportunity to ensure a presence in the community, going beyond its business, more focused on promoting values and knowledge in the environmental sphere.

During 2023, numerous initiatives were pursued; among these, the following are particularly noteworthy.

Cramaro collaborates with a local cooperative Nuova Casa Nostra Società Cooperativa Sociale, a non-profit social solidarity association. The structure currently consists of disabled young people, either trainees or employed, more specifically 32, and the operators who work alongside them, about ten. The association welcomes young people with disabilities of a different nature and severity, waiting for an 'external employment' in 'compulsory placement'.

Cramaro, along with Nuova Casa Nostra, attempts to provide a tangible response to the special needs and problems of the young people 'taken in' by the cooperative by proposing occupational activities that also have an occupational therapy, rehabilitation and rehabilitative purpose. Specifically, the activities carried out are assembly work, packaging and wiring according to drawings. This collaboration and these rehabilitation projects are essential because society and politics have forgotten about this group of citizens who are not so serious as to be pitied, but not so minor as to be fully integrated into the world of work.

Moreover, the other important initiative is the collaboration between the Cramaro Group and the Rio Terà dei Pensieri Social Cooperative, from which bags, backpacks and accessories made from recovered Cramaro PVC are handmade by inmates of the Venice men's prison.

4.1 Reporting improvement objectives 2023

- Target fully achieved
- Target partially achieved
- Target not achieved

| OBJECTIVE | DESCRIPTION | REPORTING |
|--|---|-----------|
| Energy efficient | Energy consumption reduction plan. Plan for the extension of photovoltaic and increase in % of renewable energy consumed. Plan for raising employee awareness of virtuous behavior. | — |
| Containment of CO ₂ emissions | Calculation of company carbon footprint Scope 1, 2, 3. GHG emission reduction plan. Offsetting plan for residuals that cannot be eliminated otherwise. | — |
| Optimisation of waste management | Optimisation and management of % waste recovery. Map of possible destinations for scrap, e.g. local NPOs for recovery and generation of new products | — |
| Optimisation of packaging | Packaging volume reduction. Sustainable packaging. | — |

| OBJECTIVE | DESCRIPTION | REPORTING |
|--------------------------------------|--|-----------|
| Welfare/Well-being for employees | Management dedicated to Human Resources with attention to Human Rights and the Promotion of Human Assets. Formalisation of flexibility of hours and benefits. Increase of training hours (including ESG issues). Welfare programme for the employees. | — |
| Health and Safety | Continuation of the health and safety programme towards 'zero injuries' through widespread training, internal audits, and collection of near miss and injury data. | — |
| Product quality and safety | Maintaining of high product quality and safety levels, constantly improving performance. | — |
| Contribution to customer safety | Increasingly more effective contribution to customer safety/sustainable mobility. | — |
| Personalized consultancy and support | 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. | — |
| Responsible supply chain | Supplier ESG mapping and qualification. Progressive assessment programme with focus on human rights and the environment (initially self-assessment). Sustainable raw material selection. Code of conduct for suppliers. | — |


| OBJECTIVE | DESCRIPTION | REPORTING |
|--------------------------------------|---|-----------|
| Technology and innovation | Measurement of PVC impact in terms of durability and contribution to customer safety and fuel savings. Development of an eco-design also with a view to the carbon footprint of the customers. | — |
| Corporate integrity and transparency | In-house training update on the code of ethics and on MOGC 231. Increasing transparency with the publication of the sustainability report and dedicated contents. | — |
| Solid governance | Complete integration of the ESG issues in the strategy with the goal of creating long-term value, starting from governance. Strengthening of the corporate processes and the sustainable data collection and management process. | — |

4. Future prospects and targets





4.2 Objectives and possibilities for improvement 2024


Cramaro will continue along the path of improving its non-financial performance in 2024, focusing its action on promoting sustainable development and sustainability both from a corporate and country perspective. In this sense, it will continue the path already begun of transversal integration of sustainability issues with the Company's business areas and alignment with international best practices, with particular reference to the following areas:




ENVIRONMENT / ENERGY EFFICIENCY









- Replacement of the windows and doors of the tarpaulin plant (Italy production site), to improve the indoor working environment and reduce energy consumption.
- The replacement of the 29.7 kW photovoltaic system with a new 200 kW system is being evaluated.



NEW GENERATIONS

Collaborations with Politecnico of Milan







- Wind Gallery: the Politecnico of Milan has the largest wind tunnel in Europe in which winds of up to 200 km/h can be generated. Cramaro is considering a collaboration for a product study; the objective is to know the real pressures inside the tarpaulin for the correct product developments.
- CFD simulation: fluid-dynamic simulation to understand how the tarpaulin system affects on the aerodynamics of the vehicle.
- Progetto Politecnico: study in collaboration with the Politecnico to create a special cover for a project curated by the Milan Polytechnic.

HUMAN RESOURCES

- Training course on team management skills.
- Training course on plastics for the technical office.



INNOVATION



- Training on Office Excel package.
- Purchase of a 3D printer for rapid prototyping of new or special components. Made in Italy machinery, interconnected to the system (industry 4.0).

GRI Content Index

| GRI Standard | GRI Disclosure | Description of the indicator | References | Notes and omissions |
|--|--------------------------------------|---|-------------------------------|-----------------------------|
| GRI 2 – GENERAL DISCLOSURES 2021 | 102-1 | Organisational details | pages 2-5 | |
| | 102-2 | Entities included in the scope | Methodological Note | |
| | 102-3 | Reporting period, frequency and point of contact | Methodological Note | |
| | 102-4 | Restatements of information | Methodological Note | |
| | 102-5 | External assurance | Absent | |
| | 102-6 | Activities, value chain and other business relationships | pages 2-3, 8-10, 17-18, 33-37 | |
| | 102-7 | Employees | pages 19- 16, 25- 53 | |
| | 102-8 | Workers who are not employees | pages 19- 16, 25- 53 | 0 |
| | 102-9 | Governance structure and composition | pages 12-13 | |
| | 102-10 | Nomination and selection of the highest governance body | na | na |
| | 102-11 | Chairman of the highest governance body | pages 12-13 | |
| | 102-12 | Role of the highest governance body in overseeing the management of impacts | pages 12-16 | |
| | 102-13 | Delegation of responsibility for managing impacts | pages 12-16 | |
| | 102-14 | Role of the highest governance body in sustainability reporting | pages 12-16 | |
| | 102-15 | Conflicts of interest | pages 12-16 | |
| | 102-16 | Communication of critical concerns | pages 12-16 | |
| | 102-17 | Collective knowledge of the highest governance body | pages 12-16 | |
| | 102-18 | Evaluation of the performance of the highest governance body | na | Subsidiary company by LIFCO |
| | 102-19 | Remuneration policies | na | Subsidiary company by LIFCO |
| | 102-20 | Process to determine remuneration | na | Subsidiary company by LIFCO |
| | 102-21 | Annual total compensation ratio | na | Subsidiary company by LIFCO |
| | 102-22 | Statement on sustainable development strategy | pages 2, 14-16, 49 | |
| | 102-23 | Policy commitments | pages 14- 16, 46- 53 | |
| | 102-24 | Embedding policy commitments | pages 14- 16, 46- 53 | |
| | 102-25 | Processes to remediate negative impacts | pages 14- 16, 46- 53 | |
| | 102-26 | Mechanisms for seeking advice and raising concerns | pages 12- 16 | |
| 102-27 | Compliance with laws and regulations | pages 116, 51- 53 and in various sections of the budget | | |
| 102-28 | Membership associations | there are no membership associations | | |
| 102-29 | Approach to stakeholder engagement | pages 19-26 | | |
| 102-30 | Collective bargaining agreements | pages 27-29 | | |
| GRI 3 – MATERIAL TOPICS 2021 | 103-01 | Process to determine material topics | pages 5- 6 | |
| | 103-02 | List of material topics | pages 39-40 | |
| | 103-03 | Management of material topics | pages 5- 6, 39-40 | |

| GRI Standard | GRI Disclosure | Description of the indicator | References | Notes and omissions |
|--|----------------|---|-------------|---------------------|
| ENVIRONMENTAL (PLANET) | | | | |
| EFFICIENT USE OF RESOURCES* | | | | |
| | 302-1 | Energy consumed | pages 41-42 | |
| CLIMATE CHANGE* | | | | |
| | 305 | Direct GHG emissions (Scope 1); Indirect GHG emissions from energy consumption (Scope 2); Reduction of GHG emissions. | page 42 | |
| WASTE | | | | |
| | 306-307 | Waste management | pages 43-45 | |
| SOCIAL (PEOPLE AND VALUE CHAIN) | | | | |
| VALORISATION OF HUMAN CAPITAL* | | | | |
| GRI 401 – EMPLOYMENT | 401-1 | New hiring and turnover | pages 27-29 | |
| | 401-2 | Benefits provided for full-time employees, but not for part-time or fixed-term employees | pages 27-29 | |
| HEALTH AND SAFETY* | | | | |
| GRI 403 – HEALTH AND SAFETY | 403-1 | Health and Safety Management System and safety at work | page 30 | |
| | 403-2 | Hazard identification, risk assessment and accident investigation | pages 30-32 | |
| | 403-5 | Training of employees on health and safety at work | pages 30-32 | |
| | 403-9 | Injuries in the workplace | page 30 | |
| EMPLOYEE TRAINING AND DEVELOPMENT* (as related to well-being) | | | | |
| GRI 404 – TRAINING AND EDUCATION | 404-1 | Average annual training hours per employee | page 29 | |
| | 404-2 | Employee skills upgrading and transition assistance programmes | page 29 | |
| | 404-3 | Percentage of employees receiving regular performance and professional development assessments | page 29 | |
| CONTRIBUTION TO CUSTOMER SAFETY* | | | | |
| GRI 416 – CUSTOMER HEALTH AND SAFETY | 416-1 | Assessment of H&S impacts of products and services | pages 31-32 | |
| | 416-2 | Non-compliance cases | page 31 | |
| PERSONALIZED CONSULTANCY AND SUPPORT* | | | | |
| GRI 417 – MARKETING AND LABELLING | 417-3 | Non-compliance cases concerning marketing communications | pages 31-32 | |

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

| MATERIAL TOPICS | 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 • Customised 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 2023

Project curated by
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