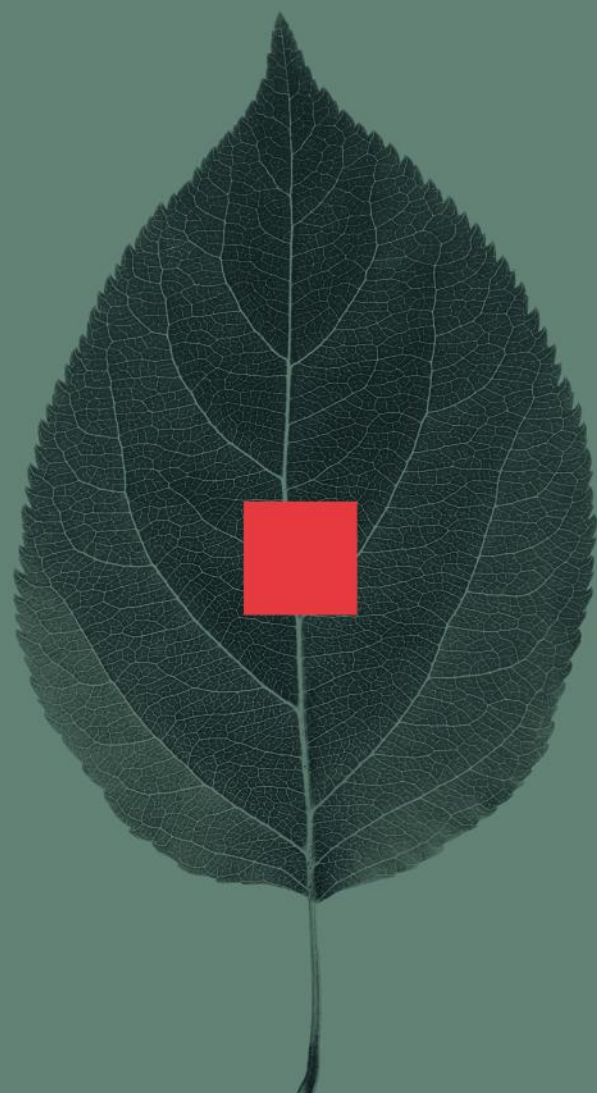




# **2024 SUSTAINABILITY REPORT**

Roberto Bucci e C. S.p.A.









# TABLE OF CONTENTS

05	Message from Management
	Letter to the stakeholders
06	<b>1   METHODOLOGICAL NOTE</b>
07	Purpose of the Document
	Reporting scope and period
09	<b>2   BUCCI INDUSTRIES AND THE SUSTAINABILITY STRATEGY</b>
10	The history of Bucci Industries
	The evolution and global leadership of Bucci Industries
12	Our Brand Names
13	Bucci Industries around the world
15	Bucci Industries' vision, mission and values
16	Bucci Industries' economic and financial performance
	Bucci Industries and membership of trade associations
18	The sustainability strategy
	The shared approach
	The process for determining the material topics
	List of the material topics identified
	The 2030 Agenda and the Sustainable Development Goals
24	<b>3   GOVERNANCE, ETHICS AND COMPLIANCE</b>
25	Corporate governance
	Sustainability governance
26	Company ethics and compliance
27	Sustainable supply chain management
	Proportion of expenditure to local suppliers
30	<b>4   EMPLOYEE MANAGEMENT AND DEVELOPMENT</b>
31	Diversity and equal opportunities
36	Employee training and development
40	Employee wellness and satisfaction
	Well-being and sustainable mobility
43	Occupational health and safety
	Occupational health and safety management system
	Training of workers on health and safety in the workplace
	Work-related accidents and injuries





# TABLE OF CONTENTS

47	<b>5   PRODUCT QUALITY AND INNOVATION</b>
48	Our products <ul style="list-style-type: none"><li>IEMCA division</li><li>Sinteco division</li><li>Giuliani division</li><li>Vire division</li><li>ZETA division</li><li>Bucci Composites</li></ul>
54	Product quality and safety <ul style="list-style-type: none"><li>The primary importance of product quality and safety</li></ul>
55	Innovation and sustainable research <ul style="list-style-type: none"><li>IEMCA division</li><li>Sinteco division</li><li>Giuliani division</li><li>Vire and ZETA divisions</li><li>Bucci Composites</li></ul>
61	<b>6   BUCCI INDUSTRIES FOR THE ENVIRONMENT AND THE SOCIAL SECTOR</b>
62	Waste management <ul style="list-style-type: none"><li>Generation of waste and significant impacts associated with waste</li><li>Generation of waste and significant impacts associated with waste</li><li>Waste produced</li></ul>
66	Energy and emissions <ul style="list-style-type: none"><li>Energy efficiency and transition</li><li>Management of emissions</li></ul>
71	Our commitment towards the communities and the local area <ul style="list-style-type: none"><li>Initiatives for the local communities</li><li>Roberto Bucci Scholarships</li></ul>
73	<b>7   TABLE OF THE GRI INDICATORS AND OTHER RELEVANT KPIS</b>





# MESSAGE FROM MANAGEMENT

## Letter to the stakeholders

### THE BUCCI INDUSTRIES GROUP AND SUSTAINABILITY

We would like to remind everyone of the recent passing of Massimo Bucci (Italian Knight of Industry), but at the same time we would like to emphasise the great future vision he possessed, especially on the subject of sustainability, which he strongly pursued.

With the publication of this third Report, we consolidate an effective tool for monitoring and communicating sustainability results.

During 2024, we furthered several sustainable initiatives, continuing with the integration of the sustainability principles into our operating model and our corporate culture.

Sustainability is for us an essential component of the business and we strongly believe that economic and financial growth is inseparable from social and environmental growth.

*A. Cibotti - Group CEO*  
*T. Tarozi - CEO*





1

# METHODOLOGICAL NOTE

GRI 2-1; GRI 2-2; GRI 2-3



# PURPOSE OF THE DOCUMENT

This document, drawn up on a voluntary basis, is the third Sustainability Report (hereinafter also “Report”) of the ROBERTO BUCCI e C. S.p.A. Group (hereinafter also the “Bucci Industries Group” or simply “Bucci Industries”), with registered offices in Faenza (Via Mengolina 22 - 48018), Italy.

This Sustainability Report is the medium by means of which the company intends to communicate to the internal and external stakeholders the objectives, strategy, management methods and results of the company’s activities, with a particular focus on the three pillars of sustainability: the economic, environmental and social dimensions of its business operations.

## Reporting scope and period

The reporting scope of this Sustainability Report comprises ROBERTO BUCCI e C. S.p.A. and the two main operating entities of Bucci Industries, i.e. Bucci Automations S.p.A. (IEMCA, Giuliani, Sinteco, Vire and ZETA Divisions) and Bucci Composites S.p.A..

With regard to 2024 the scope of this Report has been extended to include information also concerning CONEL Impianti S.r.l. and the foreign production and sales branches of Bucci Automations S.p.A. (Gimco Ltd., Bucci Industries USA Inc, Bi-tech (Suzhou) Co. Ltd, Bucci Industries Benelux Srl, Bucci Industries Korea Ltd, Bucci Industries India Private Limited, Bucci Industries Deutschland GmbH, Bucci Industries France Sas, Bucci Industries Swiss S.A., Bucci Industries Brasil Ltda, Bucci Industries Japan Co. Ltd, Bucci Industries Nordic AB, Bucci Industries UK Limited, Bucci Industries Turkey).

The information and data contained in this Sustainability Report refer to the 2024 financial year, covering the period from 1 January to 31 December, with the comparison with the previous years 2022-2023, to ensure the principal of data comparability with respect to the Italian Group Companies. By contrast, with regard to the foreign companies of Bucci Automations SpA and Conel Impianti S.r.l., only data relating to 2024 is present.

Any exceptions or exclusions with regard to the scope are illustrated within the document by means of appropriate notes.

The reporting of the information contained in the Sustainability Report is provided on an annual basis.





## DOCUMENT DRAFTING PROCESS AND REPORTING STANDARDS

With regard to the process for the drafting of the 2024 Sustainability Report, Bucci Industries set up an internal Work Group, made up of Top Management and the main business units, which contributed to the following activities:

- identification of the scope covered by the reporting and the reference stakeholders;
- preparation of the materiality analysis;
- definition of the non-financial indicators to be reported on;
- collation and processing of the qualitative and quantitative data necessary for the drafting of the document;
- drafting of the Sustainability Report.

The Report was drawn up using the guidelines issued by the “Global Reporting Initiative Sustainability Reporting Standards” published by the “Global Reporting Initiative” in 2016 and updated as at 2021 (hereinafter also referred to as the “GRI Standards” or “GRIs”), advocating the “with reference to” reporting method.

The reporting standards issued by the 2021 GRI Standards (GRI 1: Foundation 2021), such as accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability, were also considered in the drafting of the document.

The final document was presented, discussed and approved by the Board of Directors on 24 July 2025.

In order to ensure an accurate representation of the performances and the reliability of the data, the use of estimates has been kept to a minimum and, where they exist, they have been based on the best available methodologies and appropriately documented within the Report.

Please note that this Sustainability Report has been subject to third-party assurance activities.





2

# BUCCI INDUSTRIES AND THE SUSTAINABILITY STRATEGY

GRI 3-3; GRI 2-28; GRI 2-29; GRI 3-1; GRI 3-2





# THE HISTORY OF BUCCI INDUSTRIES

The Bucci family from Faenza has been involved in projects in various industrial sectors since 1945, always paying specific attention to the growth of People and the Local Area in which it operates.

It all started thanks to the intuition of Roberto Bucci, who in 1945 laid the foundations for the establishment of CISA in Faenza, which he developed into a world leader in the security sector.

Roberto Bucci is an entrepreneur of great insight and sensitivity who, over the next 30 years, was to be a leading player in the industrial growth of the Faenza area, continued successfully by his son and Knight of Industry Massimo Bucci until his recent passing at the start of 2025.

The Bucci Industries Group is today one of the world leaders in industrial automation and robotics and in new advanced composite materials.

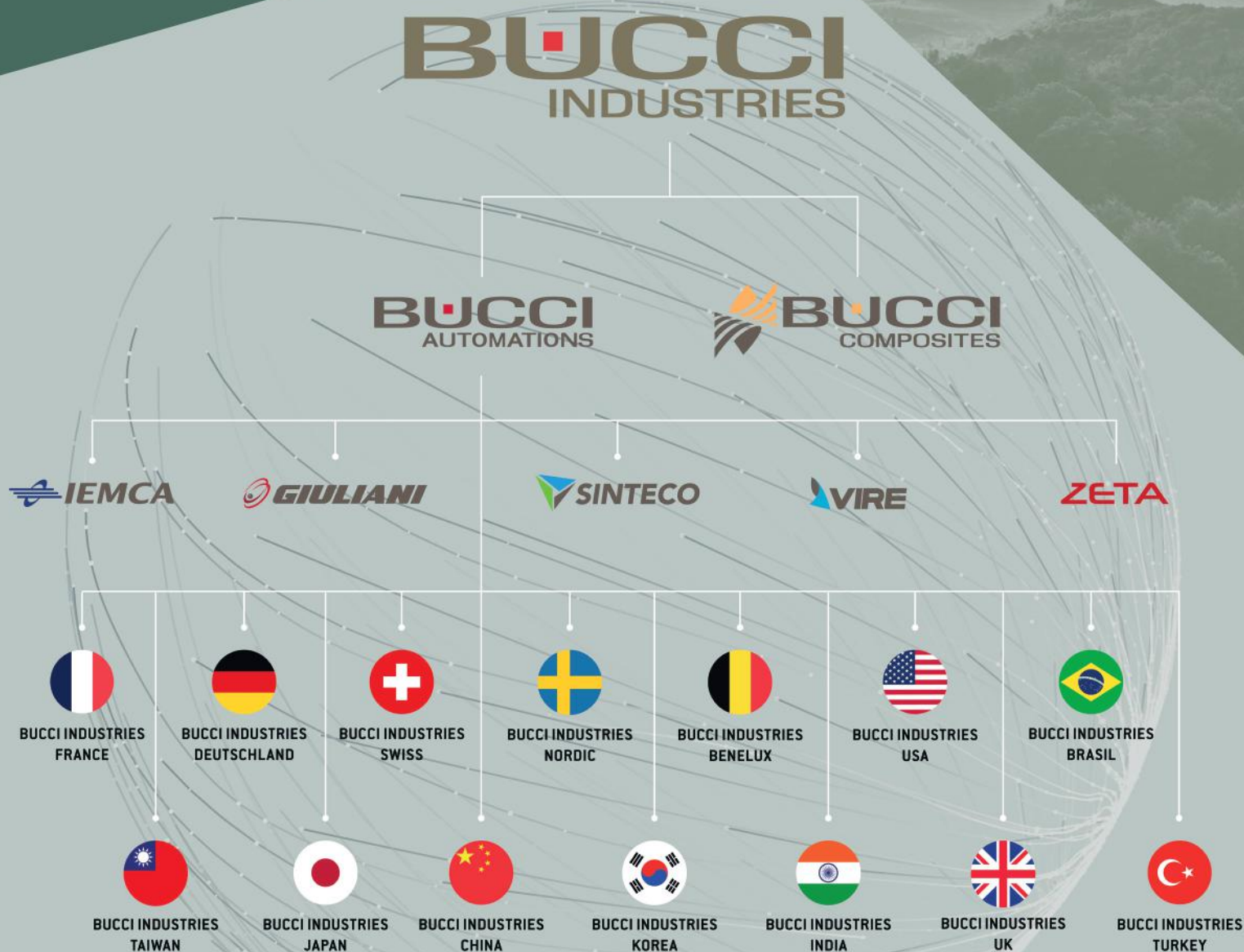
## **The evolution and global leadership of Bucci Industries**

Roberto Bucci e C. S.p.A., which controls the companies Bucci Automations S.p.A. operating in the automation and robotics sector and Bucci Composites S.p.A. operating in the composite materials sector, carries out management and co-ordination activities, influencing the company's management in order to implement a shared program in harmony with the company's objectives.

The legal form that best supports the corporate structure and works towards the achievement of the corporate goals is the Italian joint-stock company.



# CORPORATE STRUCTURE CHART





# OUR BRAND NAMES



## Automation & Robotics

We operate in the field of automation and industrial robotics under the brand names IEMCA, Giuliani, Sinteco, Vire and ZETA held by Bucci Automations S.p.A.



## World leader in automatic bar feeders

IEMCA designs and produces automatic bar feeders since 1961 and is today the worldwide leader for every type of application for the turning industry, machining centres, grinding machines, gear cutters and other types of machine tools.



## High productivity and flexibility machine tools and transfer machines

Since 1957, GIULIANI is the foremost global supplier of machine tools, transfer machinery and equipment for lock manufacturing and fitting.



## Automation and robotics for assembly applications and management of medical unit doses

SINTECO since 1984 is the leading name in the design and production of industrial, medical and hospital automation systems.



## Point of reference for the packaging of hygiene products

VIRE since 1973 designs and builds packaging machinery for the hygiene industry (baby nappies, adult diapers, sanitary towels) and machines for manufacturing medical plasters.



## ZETA

### Automatic end-of-line machines for secondary packaging

Since 2006, ZETA designs and produces vertical and lateral case-packers for secondary packaging in cardboard boxes and palletizing, for non-wovens, tissue, and food products.

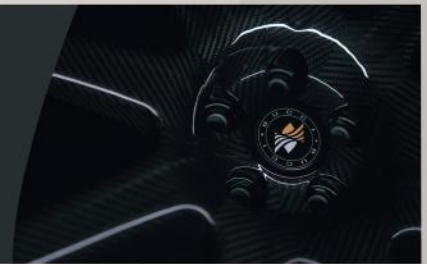


Bucci Industries is also active under the Bucci Composites brand name, which since 1988 has been producing aesthetic components and structural systems in advanced composite materials such as carbon fibres, aramid fibres, glass fibres and other types of fibres. Today, the company is a leading player in Europe in the field of advanced composite materials for applications in the automotive, aerospace, marine and industrial sectors.



### Advanced Composite Materials

Leader in the design and manufacturing of structural parts and components in advanced composite materials for the automotive, aerospace, marine and industrial sectors.



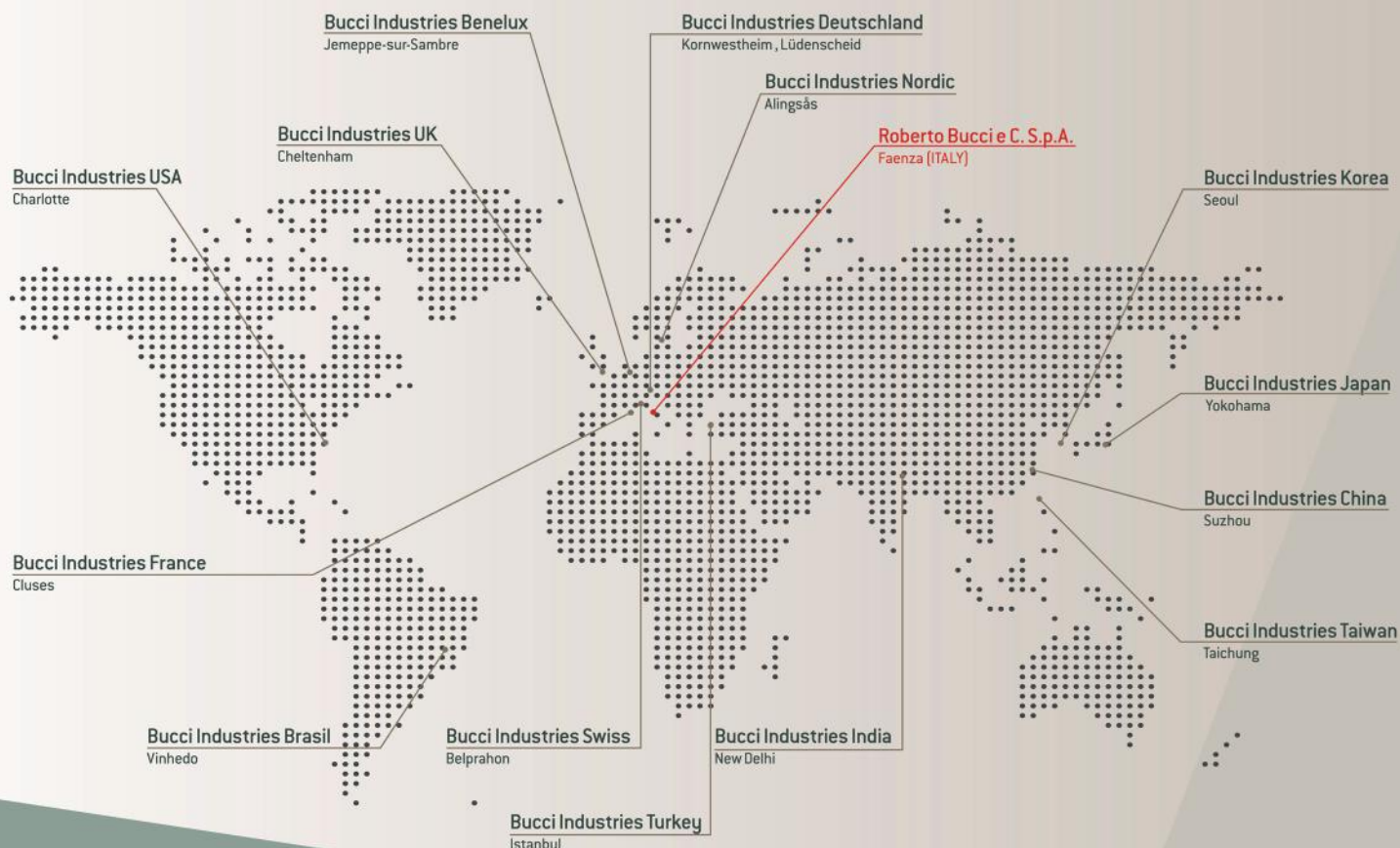
## BUCCI INDUSTRIES AROUND THE WORLD

During 2024, the Bucci Group expanded its global presence by establishing the new branch Bucci Industries Turkey Otomasyon Makina Anonim Şirketi, further consolidating its position in the global market. At the end of 2024 Bucci Industries had around 1,300 employees worldwide, 14 foreign branches and is present in more than 50 countries.

**+ 1,300**  
**employees**  
worldwide

**14**  
**branches**  
in + 50 countries





## BUCCI INDUSTRIES' INTERNATIONAL PRESENCE

### THE HEAD OFFICES OF THE BRANCHES

BELGIUM	GERMANY	SWEDEN	UNITED KINGDOM
BRAZIL	INDIA	SWITZERLAND	UNITED STATES
CHINA	JAPAN	TAIWAN	
FRANCE	SOUTH KOREA	TURKEY	

### MARKETS WHERE THE GROUP OPERATES

ALGERIA	CZECH REPUBLIC	LEBANON	SLOVENIA
ARGENTINA	EGYPT	MALTA	SPAIN
AUSTRALIA	FINLAND	MEXICO	UNITED ARAB EMIRATES
AUSTRIA	GREECE	MOROCCO	VENEZUELA
BAHRAIN	HUNGARY	NEW ZEALAND	
BULGARIA	IRELAND	PERU	
CANADA	ISRAEL	PORTUGAL	
CHILE	IVORY COAST	SAUDI ARABIA	
COLOMBIA	KUWAIT	SERBIA	
CROATIA	LATVIA	SINGAPORE	



# BUCCI INDUSTRIES' VISION, MISSION AND VALUES

Bucci Industries works constantly to ensure quality and innovation for its partners and to grow with them in the global market.

## VISION

"Improve our customers' performance through excellent solutions in automation, robotics and the use of new materials".



## MISSION

"Be the forerunners of the future, by means of on-going dialogue with our global stakeholders".



## VALUES

"Our shared values are the reference point for all our activities and the actions of every person and employee of the company around the world:

- Cherish the customers and serve them with great passion.
- Think innovatively so as not to be outdated.
- Bring and transmit positive energy and solutions".



# BUCCI INDUSTRIES' ECONOMIC AND FINANCIAL PERFORMANCE

During 2024, Bucci Industries recorded an overall positive economic and financial performance, despite some challenges faced along the way.

In particular, the Bucci Industries Group recorded a sales turnover of Euro 230 million in line with the previous year (Euro 231 million), achieving a gross operating margin of approximately Euro 19 million and a net profit of approximately Euro 1 million.

The outbreak of the conflict in Ukraine presented a challenge with sharp impacts on the economic and social fabric, which posed an important question as to how best manage energy. In this context, the Group is continuing to accelerate its energy self-generation projects. In 2024 it invested in a new 1 Mwh photovoltaic plant.

As far as the Automation area is concerned, Bucci Automations S.p.A., with its IEMCA division, operating in the production of automatic bar feeders, and with its SINTECO division, operating in contract automation for various sectors (industrial and hospital) and in the area of innovative materials, Bucci Composites, continue to represent the most significant part of the Group's sales turnover.

2024 was also characterised by significant investments in activities aimed at researching and developing innovative, digital and sustainable technology solutions for increasing efficiency and enhancing the range of solutions for specialised applications, as well as the development of production technologies.

The Bucci Industries Group has always been committed to developing solutions that support constant economic growth while respecting environmental and social values.



**Sales turnover**  
**€ 230**  
**million**



## Bucci Industries and membership of trade associations

Bucci Industries plays an active role within various sector associations and organisations, in which it participates so as to be constantly informed of the needs of the various stakeholders.

In particular, the organisation is present in trade associations such as:

- **CONFINDUSTRIA**, [Italian General Confederation of Industry], present in the provinces where the operational headquarters of the local units of the companies involved are based, with particular interest in the UCIMU Association - Italian Manufacturers of Machine Tools, Robots and Automation.
- **FEDERMECCANICA**, which pays special attention to industrial relations and to the interests of the Italian manufacturing-metalworking industry, presenting and promoting the metalworking industry in relations with the general public and Italian and European institutions.

In these venues the Bucci Industries Group plays the role of spokesperson for a tangible and significant industrial entity, actively participating in strategic policy decisions.







# THE SUSTAINABILITY STRATEGY



For the Bucci Industries Group, sustainability both in the automation and robotics sector and in the composite materials sector has always been a priority, also considering the growing environmental and social challenges that characterise the current global scenario.

The Bucci Industries Group is aware that the process of evolution towards sustainability requires commitment and resources from the entire Organisation; in fact, it has carried out an assessment of the impact that its business activities may have on the external context, taking into consideration the ESG (Environmental, Social and Governance) areas.

During 2024, the sustainability strategy adopted by the Bucci Industries Group focused mainly on the following projects:

- enhancing energy efficiency with the commissioning of the new 1MW photovoltaic plant;
- participation in the SAF (Sustainable Aviation Fuel) Programme furthered by Air France - KLM;
- enrolment in the Open ES digital platform furthered by ENI, dedicated to companies engaged in the energy transition challenge;
- district heating project start-up in Faenza;
- approval of the Management Organisational Model pursuant to Italian Legislative Decree No. 231;
- collaboration with DHL on a new project.

## The shared approach

The Sustainability Report is targeted at each category of stakeholder, with whom the Bucci Industries group undertakes on a daily basis to maintain a transparent and collaborative relationship, based on discussion, understanding of mutual expectations and reconciliation of interests.



## IDENTIFICATION AND ENGAGEMENT OF THE STAKEHOLDERS

TYPES OF STAKEHOLDER	ENGAGEMENT METHOD	ENGAGEMENT FREQUENCY
SHAREHOLDERS	Presentations and General Meetings	Periodic
SUPPLIERS	Questionnaires, meetings, conferences	Periodic
EMPLOYEES AND ASSOCIATES	Assessment interviews, group meetings	Annual
SCHOOLS, UNIVERSITIES AND RESEARCH BODIES	Work group, scholarships, internships	Periodic
LOCAL COMMUNITY	Events, specific encounters, press releases, interviews	Periodic
TRADE UNIONS AND ASSOCIATIONS	Round tables	Periodic
CUSTOMERS	Customer satisfaction surveys, market research, trade fairs, dedicated communication channels, social networks	Periodic

Cultivating ongoing relations with all its stakeholders is a priority for the Bucci Industries Group, using various tools for engagement and feedback, such as trade fairs, open houses and specific events, in order to guide its strategic choices with a view to creating and distributing value to people, the environment and all stakeholders.

### The process for determining the material topics

Bucci Industries has shared and outlined its sustainability strategy, taking into account the context in which it operates and the people directly or indirectly involved in its business activities. In order to prepare the Group's Sustainability Report, Bucci Industries updated its Impact Materiality Analysis in 2024, the results of which are indicated in this report. In the same year, the Bucci Group started an initial analysis of Double Materiality that will be completed in early 2025, in view of the future regulatory obligations introduced by the Corporate Sustainability Reporting Directive (CSRD) to which the Group will be subject. The results of this analysis will be reported in future Sustainability Reports.

In order to carry out the materiality analysis on which this Sustainability Report is based, Bucci Industries was inspired by the GRI 3 guidelines, which introduce the concept of impact for the identification of material topics. According to the GRI, in fact, in order to determine material topics, an organisation must identify its actual and potential impacts on the economy, the environment and people, including those on their human rights, in the context of the organisation's activities and business dealings. Actual impacts are those that have already occurred, while potential impacts may occur but have not yet done so. Impacts may also be negative or positive, short-term or long-term, intentional or unintentional, reversible or irreversible.



The process that led to the determination of the Group's material topics entailed the following phases:

- 1\_preliminary analysis of the external and internal sustainability context of Bucci Industries;
- 2\_ involvement of the Group's Top Management and the main company units to identify the main positive and negative, actual and potential impacts generated by the organisation on the external context, in the environmental, social and economic sphere;
- 3\_ assessment of the significance of the impacts identified in ESG spheres and their prioritisation, based on the business activities and mitigation and/or improvement action implemented by the Group. In particular, within the sphere of these activities, identified impacts were prioritised by Top Management, considering both the Organisation's point of view and the perspective of key stakeholders;
- 4\_ determination of the material topics associated with the identified priority impacts, which have exceeded the set materiality threshold.

#### List of the material topics identified

The materiality analysis process led to the identification of 11 material topics, which are listed below in order of importance:

- 1 Product quality and safety
- 2 Energy consumption and GHG emissions
- 3 Waste management
- 4 Occupational health and safety
- 5 Innovation and sustainable research
- 6 Sustainable supply chain management
- 7 Employee wellness and satisfaction
- 8 Managerial ethics, integrity and transparency
- 9 Employee promotion and development and sustainable research
- 10 Diversity, equal opportunities and inclusion
- 11 Management of the material topics





The update of the Impact Materiality analysis carried out during 2024 led to the identification of a new material topic: "Materials Management", which had only been considered as significant in previous analyses. The final results of the materiality process and this Sustainability Report were submitted to the CEO for approval.

### The 2030 Agenda and the Sustainable Development Goals

The 2030 Agenda for Sustainable Development is an action plan for people, the Planet and prosperity. It was signed in 2015 by 193 United Nations countries, including Italy, to share a commitment to ensure a better present and future for the Planet and the people who inhabit it. The Global Agenda defines 17 Sustainable Development Goals (SDGs) to be achieved by 2030, divided into 169 Targets, which represent the approach towards development.

The contribution of Institutions, Governments, Businesses, Citizens and Society is required to achieve the SDGs.

Bucci Industries recognises the importance determined by the contribution that businesses can make to the achievement of these goals, and has analysed the requirements of the 17 goals as well as of the 169 related targets, in order to identify those to which it can best contribute by means of its own activities.



OBIETTIVI  PER LO SVILUPPO SOSTENIBILE



The table linking the SDGs identified by the Group, the related targets and the material topics is presented below:

SDGs	TARGET	RELATED MATERIAL TOPICS
	<b>3.8</b> Achieve universal health coverage, including protection from financial risks, access to quality essential health care services and safe, effective, quality and affordable access to basic medicines and vaccines for all;	Occupational health and safety;
	<b>3.d</b> Strengthen the capacity of all countries, especially developing countries, to anticipate, reduce and manage health-related risks, both domestically and globally.	Employee wellness and satisfaction
	<b>4.3</b> By 2030, guarantee every woman and man equal access to cost-effective, quality technical, vocational and tertiary education - including university education;	Employee promotion and development
	<b>4.4</b> Increase substantially by 2030 the number of young people and adults with specific skills - including technical and vocational skills - for employment, decent jobs and entrepreneurship.	
	<b>5.1</b> End all forms of discrimination against women and girls everywhere;	Diversity, equal opportunities and inclusion
	<b>5.c</b> Adopt and intensify a sound policy and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls, at all levels.	
	<b>7.2</b> By 2030, substantially increase the share of renewable energy in the global energy mix;	Energy consumption and GHG emissions
	<b>7.3</b> By 2030, double the global rate of improvement in energy efficiency.	
	<b>8.2</b> Achieve higher standards of economic productivity through diversification, technological progress and innovation, including with a focus on high value-added and labour-intensive sectors;	Innovation and sustainable research;  Product quality and safety;  Employee wellness and satisfaction;  Diversity, equal opportunities and inclusion
	<b>8.3</b> Promote development-oriented policies that support production activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of small- and medium-sized enterprises, including through access to financial services;	
	<b>8.5</b> Guarantee by 2030 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;	
	<b>8.6</b> Reduce the proportion of young people unemployed and out of education or training by 2030;	
	<b>8.8</b> Protect the right to work and promote a healthy and safe working environment for all workers, including immigrants, especially women, and casual workers.	

>>>



SDGS	TARGETS	RELATED MATERIAL ISSUES
	<p><b>9.2</b> Promote inclusive and sustainable industrialisation and significantly increase by 2030, the rates of industrial employment and gross domestic product, in line with the national context, and double this rate in the least developed countries;</p>	<p><i>Product quality and safety;</i></p>
	<p><b>9.4</b> By 2030, improve infrastructure and sustainably reconfigure industries, increasing resource use efficiency and adopting cleaner and more environmentally sound industrial technologies and processes, with all members states taking action within their respective capabilities;</p>	<p><i>Innovation and sustainable research;</i></p>
	<p><b>9.b</b> Support internal technological development, research and innovation in developing countries, including by ensuring a favourable environmental policy, inter alia, for industrial diversification and added value for products.</p>	<p><i>Energy consumption and GHG emissions</i></p>
	<p><b>12.2</b> By 2030, achieve the sustainable management and efficient use of the natural resources;</p>	<p><i>Energy consumption and GHG emissions</i></p>
	<p><b>12.4</b> By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and substantially reduce their release into the air, water and soil to minimise their negative impact on human health and the environment;</p>	
	<p><b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse;</p>	
	<p><b>12.6</b> Encourage companies, particularly large multinational companies, to adopt sustainable practices and integrate sustainability information in their annual reports.</p>	
	<p><b>13.2</b> Integrate climate change measures into national policies, strategies and planning.</p>	<p><i>Energy consumption and GHG emissions</i></p>
	<p><b>16.5</b> Significantly reduce corruption and abuse of power in all their forms;</p> <p><b>16.b</b> Promote and enforce non-discriminatory laws and sustainable development policies.</p>	<p><i>Managerial ethics, integrity and transparency</i></p>



A woman with dark curly hair tied back and a man with glasses and a beard are looking down at a device together. The image has a teal and blue color scheme with a dark diagonal overlay on the left side.

# 3

# GOVERNANCE, ETHICS AND COMPLIANCE

GRI 3-3; GRI 2-9; GRI 2-10; GRI 2-11; GRI 2-14;  
GRI 2-27; GRI 204-1; GRI 205-3



# CORPORATE GOVERNANCE

Corporate Governance is structured according to the traditional system and comprises the Shareholders' Meeting which appoints a Board of Directors, made up of executive, non-executive and independent members, a Board of Statutory Auditors, a Supervisory Body and an Auditing Firm with the task of the official accounts audit.

In addition, the company Roberto Bucci e C. S.p.A. holds a monthly Executive Committee meeting (a key body as per the Articles of Association) whose purpose is to outline the Group's strategic guidelines.

In conclusion, the operating companies Bucci Automations and Bucci Composites hold, on a monthly basis, their respective Strategic Committee meetings, which have the purpose of identifying, implementing and verifying strategic operational actions over the short and medium term, aimed at achieving the objectives set by the Executive Committee.

The Strategic Committees of Bucci Automations and Bucci Composites are also responsible for overseeing and managing the organisation's impacts on the economy, environment and people. They are currently not formal but key bodies.



## Sustainability governance

With regard to the Sustainability Report, Bucci Industries has created a specific work group to prepare the sustainability reporting, which will be shared in the Strategic Committees and approved by the Board of Directors of Roberto Bucci e C. S.p.A.

### ROBERTO BUCCI E C. S.P.A.

#### Board of Directors

Stefano Bucci - Chairman  
Maria Domeniconi - Deputy Chairwoman  
Tomaso Tarozzi - CEO  
Antonio Cibotti - Group CEO  
Barbara Maffei Alberti - Director  
Riccardo Taroni - Director  
Francesco Ubertini - Director

#### Executive Committee

Maria Domeniconi - Chairwoman  
Tomaso Tarozzi  
Antonio Cibotti

#### Ethics Committee

Cristian Bernardi - A&F Director  
Alessandro Faucci - Group Controller and IT Director  
Carlo Giulio Casadio - Lawyer

### BUCCI AUTOMATIONS S.P.A.

#### Board of Directors

Tomaso Tarozzi - Chairman  
Antonio Cibotti - Group CEO  
Carlo Giulio Casadio - Director  
Enrico Sangiorgi - Director

#### Strategic Committee

Tomaso Tarozzi - Chairman  
Antonio Cibotti - Group CEO  
Giampaolo Morandi - Managing Director IEMCA  
Stefano Giacomelli - Managing Director SINTECO/Tecnosint  
Dario Cusumano - Managing Director Giuliani/Vire  
Alessandro Faucci - Group Controller and IT Director  
Christian Bernardi - Group A&F Director  
Nicola Gasparoni - HR Director

### BUCCI COMPOSITES S.P.A.

#### Board of Directors

Tomaso Tarozzi - Chairman  
Antonio Cibotti - Group CEO  
Carlo Giulio Casadio - Director

#### Strategic Committee

Tomaso Tarozzi - Chairman  
Antonio Cibotti - Group CEO  
Andrea Bedeschi - Managing Director Bucci Composites  
Alessandro Faucci - Group Controller and IT Director  
Christian Bernardi - Group A&F Director  
Nicola Gasparoni - HR Director





# COMPANY ETHICS AND COMPLIANCE

The Bucci Industries Group recognises the importance of maintaining high standards of corporate governance. The “Managerial ethics, integrity and transparency” topic is considered a material issue for Bucci Industries because it affects corporate reputation, employee engagement and business risk management. Adopting an ethical and transparent culture helps to ensure the sustainability and longevity of the company in today’s context, where the focus on these aspects is increasingly relevant. Managerial ethics, integrity and transparency have a direct impact on the corporate culture and employee engagement. Bucci Industries strongly believes that an ethical and transparent work environment furthers a sense of belonging and pride for employees, fostering a climate of trust and collaboration. This can have a positive impact on productivity, innovation and the company’s ability to attract and retain talent.

The Bucci Industries Group, which has always been committed to issues related to managerial ethics, integrity and transparency, continued to implement several initiatives during 2024, implementing the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 and appointing a Supervisory Body for the companies Roberto Bucci e C. S.p.A., Bucci Automations S.p.A. and Bucci Composites S.p.A. The Code of Ethics, drafted and published in 2023, was disseminated within the organisation. In addition, a Whistleblowing channel is active on the company website, available to everyone for whistleblowing in complete confidentiality.

The Bucci Industries Group adopts a zero-tolerance approach to corruption and is committed to complying with applicable laws and regulations.

During the reporting period, there were no significant cases of non-compliance with laws and/or regulations, nor were there any monetary or non-monetary sanctions for non-compliance with laws and/or regulations. In the same period, there were also no incidents of bribery and corruption, nor any public lawsuits undertaken related to the aspect of bribery and corruption.





# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Sustainable supply chain management is a material issue of primary importance for the Bucci Industries Group, as it contributes to improving product quality, customer satisfaction and supporting the local economy. By means of an informed choice of its suppliers, Bucci Industries is committed to reducing the overall environmental impact, improving energy efficiency and promoting the adoption of materials with a low environmental impact.


During 2024, Bucci Industries enrolled in the Open-es digital platform made available by ENI, aimed at supporting companies in their measurement and growth process on sustainability dimensions. Open-es allows you to engage your suppliers, analyse their sustainability performances and incentivise them to improve, having statistics and detailed reports to compare the ESG performance of your value chain and integrate them into your decision-making processes.

Open-es represents an important step towards the creation of a strong synergy of the entrepreneurial system, an opportunity to see all industrial and financial entities, Italian and others, working together to engage and support their suppliers and customers, in a common process of improvement and enhancement of the sustainability of our production fabric.

The Group has environmental policies that guide the supplier evaluation and selection system. In addition, there are supply chain monitoring activities aimed at improving impacts on the environment and the local area with a view to environmental sustainability. The selection of business partners is geared towards compliance with the principles of integrity, impartiality and fairness, carrying out assessments on the quality provided, price and utility requirements depending on the service requested.







Bucci Industries collaborates with its suppliers to develop sustainable processes, activities and products, sharing industry best practices and furthering sustainability awareness.

The Group is also committed to creating consolidated relationships with its suppliers, in order to create a virtuous network of shared social responsibility.

Bucci Industries turns first to local suppliers, who offer significant benefits to the company and the local community, including reducing environmental impact and supporting the local economy. Choosing local suppliers represents a tangible commitment towards the sustainable development of the local area, by means of the creation of value at local level, fuelling a virtuous circle of mutual benefit between the company and the communities in which it operates.



### Proportion of expenditure to local suppliers

The Group's local suppliers are considered to be suppliers with a corporate name located in the same region of Italy where Bucci Industries has its headquarters or suppliers from the province and neighbouring provinces. The following table shows the number of suppliers and the value of supplies recorded in the period 2021-2024:

**91.3%**  
Italian  
suppliers

**43%**  
of purchases from  
local suppliers

## NUMBER AND PERCENTAGE OF SUPPLIERS BY GEOGRAPHIC AREA

GEOGRAPHIC AREAS OF THE SUPPLIERS	2024		2023		2022	
	No.	%	No.	%	No.	%
ITALY	1,538	91.3	1,395	90.9	1,330	90.7
GERMANY	64	3.8	62	4.0	67	4.6
CHINA	4	0.2	5	0.3	8	0.5
OTHERS	78	4.6	73	4.8	62	4.2
<b>TOTAL</b>	<b>1,684</b>	<b>100</b>	<b>1,535</b>	<b>100</b>	<b>1,467</b>	<b>100</b>

The figures show that the Bucci Group prefers Italian suppliers.

In 2024, the % of suppliers with a corporate name in Italy remained constant.

## EXPENDITURE

GEOGRAPHIC AREAS OF THE SUPPLIERS	2024		2023		2022	
	€/1,000	%	€/1,000	%	€/1,000	%
ITALY	76,570		103,680		92,200	
of which from local suppliers	32,965	43%	40,981	40%	39,340	43%
GERMANY	3,062		3,773		3,411	
CHINA	371		763		1,235	
OTHERS	9,913		15,378		5,824	
<b>TOTAL</b>	<b>89,916</b>		<b>123,594</b>		<b>102,672</b>	

The figures also show that 43% of purchases involve local suppliers (i.e. suppliers located in the province and provinces neighbouring the Group's facilities).



A full-page background image showing a male worker in a blue polo shirt operating a complex industrial machine. The machine has various components, including a large motor, rollers, and a conveyor system. The worker is focused on his task, with his hands near the machinery. The scene is set in a factory or industrial environment.

# 4

# EMPLOYEE MANAGEMENT AND DEVELOPMENT

GRI 3-3; GRI 2-7; GRI 2-30; GRI 401-1;  
GRI 403-1; GRI 403-5; GRI 403-9; GRI  
405-1; NON-GRI 1 indicator






# DIVERSITY AND EQUAL OPPORTUNITIES

Developing human resources is an aspect of fundamental importance for the Bucci Industries Group, which strongly believes in the contribution that each person can make in a serene and collaborative work environment.

When selecting personnel, the Group offers equal opportunities to people, avoiding any form of discrimination due to differences in gender, age, nationality, political or religious opinions. There is a personnel management policy covering all aspects from resource selection to career development inspired by the principles of meritocracy, transparency and equal opportunities. The selection channels used are various: the work with us section on the company website, publication of advertisements on specialised websites, employment agencies, support from other recruitment consultancies and through attendance at “career day” events, always in line with the Group’s values.

The entry of new recruits is facilitated by the “onboarding” process, which aims to further integration into the Bucci Group from the very first days of work, with an “on-the-job” training process aimed at fostering awareness of the role, responsibilities, and knowledge of the business and work group.





The Group actively promotes diversity and inclusion through targeted staff recruitment and selection strategies, with a particular focus on the inclusion of women.

This is flanked by the development of training and retraining courses, aimed at resources from different sectors, to enhance their skills and facilitate their entry into the world of work.

These initiatives have a positive impact, contributing significantly to employability and professional growth.

The Group's commitment to diversity, equal opportunities and inclusion is constantly evolving, thanks to the participation in dedicated events and the development of internal projects aimed at expanding professional opportunities for women, furthering their access to diversified and responsible roles.

In addition, the Group invests in the younger generations through guidance in schools, presenting the most in-demand professions and countering gender stereotypes that associate certain roles exclusively with male figures.

On the basis of this philosophy, on 8 March 2024, to coincide with International Women's Day, the Bucci Group participated in and sponsored the "WOW-WOMENMOTOR" event, a project focused on women's empowerment in the automotive industry. The day's programme included a diverse range of orientation activities for high school and university students, informative panels held by experts as well as discussions on core topics such as training and career opportunities for women in the automotive industry. The main objective was to identify best practices in the Motor Valley and at the same time bring to light critical issues that still hinder the achievement of gender equality.

WOMEN  
MOTOR





## TOTAL EMPLOYEES BY TYPE OF CONTRACT\*

CONTRACTUAL TYPES	UoM	2024 ITALY + ABROAD			2024 ABROAD			2024 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EMPLOYEES UNDER PERMANENT EMPLOYMENT CONTRACTS	No.	972	227	1199	200	61	261	772	166	938
EMPLOYEES UNDER FIXED-TERM EMPLOYMENT CONTRACTS	No.	50	12	62	40	8	48	10	4	14
<b>TOTAL EMPLOYEES</b>	<b>No.</b>	<b>1022</b>	<b>239</b>	<b>1261</b>	<b>240</b>	<b>69</b>	<b>309</b>	<b>782</b>	<b>170</b>	<b>952</b>

[\*] The increase in Italy employees with respect to that reported in 2023 is due to the inclusion of CONEL Impianti. Co.Co. Com workers (contract for freelance work coordinated by an employer), temporary workers, trainees, interns, occasional collaborators are excluded.

CONTRACTUAL TYPES	UoM	2023 ITALY			2022 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EMPLOYEES UNDER PERMANENT EMPLOYMENT CONTRACTS	No.	725	124	849	644	106	750
EMPLOYEES UNDER FIXED-TERM EMPLOYMENT CONTRACTS	No.	29	12	41	28	8	36
<b>TOTAL EMPLOYEES</b>	<b>No.</b>	<b>754</b>	<b>136</b>	<b>890</b>	<b>672</b>	<b>114</b>	<b>786</b>

\*The table "Total employees by type of contract" discloses the employee workforce calculated as the number of employees as at 31 December of each pertinent year.

## TOTAL EMPLOYEES BY PROFESSIONAL CATEGORY

PROFESSIONAL CATEGORY	UoM	2024 ITALY + ABROAD			2024 ABROAD			2024 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	No.	13	0	13	5	0	5	8	0	8
MIDDLE MANAGERS	No.	53	7	60	36	6	42	17	1	18
WHITE-COLLARS	No.	349	160	509	91	56	147	258	104	362
BLUE-COLLARS*	No.	607	72	679	108	7	115	499	65	564
<b>TOTAL EMPLOYEES</b>	<b>No.</b>	<b>1022</b>	<b>239</b>	<b>1261</b>	<b>240</b>	<b>69</b>	<b>309</b>	<b>782</b>	<b>170</b>	<b>952</b>

\*Increase in the blue-collar professional category (CONEL 23 blue-collars, Bucci Composites - +81 persons employed)



PROFESSIONAL CATEGORY	UoM	2023 ITALY			2022 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	No.	7	0	7	7	0	7
MIDDLE MANAGERS	No.	18	1	19	17	0	17
WHITE-COLLARS	No.	269	92	361	252	85	337
BLUE-COLLARS	No.	460	43	503	396	29	425
<b>TOTAL EMPLOYEES</b>	<b>No.</b>	<b>754</b>	<b>136</b>	<b>890</b>	<b>672</b>	<b>114</b>	<b>786</b>

\*The table "Total employees by professional category" discloses the employee workforce as at 31 December of each pertinent year. Co.Co.Com workers (contract for freelance work coordinated by an employer), temporary workers, trainees, interns, occasional collaborators are excluded.



Percentage of women out  
of total FTE workers:

**Italy 17.7%**  
**Abroad 21.4%**

## THE BUCCI INDUSTRIES GROUP'S COMMITMENT FOR GENDER INCLUSION

The Bucci Group, which has always been committed to the growth of new resources specialised in STEM subjects, is now strongly focused on increasing the number of recruits of female STEM specialists.



## MEMBERS OF THE GOVERNANCE BODIES (BOD) BY GENDER AND AGE BRACKET\*

MEMBERS OF THE GOVERNANCE BODIES (BOD) BY GENDER AND AGE BRACKET	UoM	2024			2023-2022		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	No.	0	0	0	0	0	0
30 - 50 YEARS OF AGE	No.	2	0	2	2	0	2
> 50 YEARS OF AGE	No.	6	1	7	8	0	8
<b>TOTAL</b>	<b>No.</b>	<b>8</b>	<b>1</b>	<b>9</b>	<b>10</b>	<b>0</b>	<b>10</b>

MEMBERS OF THE GOVERNANCE BODIES (BOD) BY GENDER AND AGE BRACKET	UoM	2024			2023-2022		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	%	0%	0%	0%	0%	0%	0%
30 - 50 YEARS OF AGE	%	22%	0%	22%	20%	0%	20%
> 50 YEARS OF AGE	%	67%	11%	78%	80%	0%	80%
<b>TOTAL</b>	<b>%</b>	<b>89%</b>	<b>11%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>

\*The table “Members of management bodies (BoD) by gender and age bracket” discloses the members of the management bodies by gender and age bracket calculated as at 31 December of each pertinent year.

## TOTAL EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS\*

EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS	UoM	2024 ITALY	2023 ITALY	2022 ITALY
NUMBER OF EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS	No.	952	890	786
PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS	%	100%	100%	100%

\* Total for Italy because Abroad is not covered by collective agreements.



Percentage of employees covered by collective employment agreements

**100%**

### TOTAL EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS

\*The table “Number of employee covered by collective employment agreements” discloses the employee workforce as at 31 December of each pertinent year. Co.Co.Com workers (contract for freelance work coordinated by an employer), temporary workers, trainees, interns, occasional collaborators are excluded.





# EMPLOYEE TRAINING AND DEVELOPMENT

Employee training and development is a strategic priority for the Bucci Group, as skills and motivation are a core value for the organisation.

The management of these aspects is coordinated centrally by the RFS (Research, Training and Development) team, which supports Company Management and Unit Managers in key areas, such as:

- definition of methodologies for the On Boarding process of new hires;
- organisational design, with definition and up-dating of job descriptions and staff organisation charts;
- planning of targeted training courses;
- co-ordination of periodic development interviews between managers and workers;
- management of the remuneration policies system.

Moments of dialogue have been set up within the Group for managers and workers to express strengths and areas for improvement in the management of activities. These encounters encourage professional development and have the purpose of:

- fostering continuous improvement and skills growth;
- assessing performance, including the achievement of targets;
- optimising the business organisation.

With a view to innovation and development, the Group has major projects and investments under way focused on digitalisation, to make HR processes and employee management more efficient.

Professional Growth and Remuneration Policies. Business success, for the Bucci Group, is closely linked to the professional fulfilment of each individual. Accordingly, the remuneration policy system is managed centrally, with the aim of enhancing merit and skills, incentivising motivation and personal development, as well as attracting and retaining talent.



## TURNOVER, RECRUITS AND TERMINATIONS (EMPLOYEES)

RECRUITS BY AGE BRACKET	UoM	2024 ITALY + ABROAD			2024 ABROAD			2024 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	No.	72	26	98	15	2	17	57	24	81
30 - 50 YEARS OF AGE	No.	39	22	61	19	3	22	20	19	39
> 50 YEARS OF AGE	No.	7	5	12	0	2	2	7	3	10
<b>TOTAL RECRUITS</b>	<b>No.</b>	<b>118</b>	<b>53</b>	<b>171</b>	<b>34</b>	<b>7</b>	<b>41</b>	<b>84</b>	<b>46</b>	<b>130</b>
<b>PERCENTAGE OF RECRUITS OUT OF TOTAL EMPLOYEES</b>	<b>%</b>	<b>9%</b>	<b>4%</b>	<b>14%</b>	<b>11%</b>	<b>2%</b>	<b>13%</b>	<b>9%</b>	<b>5%</b>	<b>14%</b>

RECRUITS BY AGE BRACKET	UoM	2023 ITALY			2022 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	No.	91	19	110	96	15	111
30 - 50 YEARS OF AGE	No.	51	18	69	27	3	30
> 50 YEARS OF AGE	No.	3	3	6	8	0	8
<b>TOTAL RECRUITS</b>	<b>No.</b>	<b>145</b>	<b>40</b>	<b>185</b>	<b>131</b>	<b>18</b>	<b>149</b>
<b>PERCENTAGE OF RECRUITS OUT OF TOTAL EMPLOYEES</b>	<b>%</b>	<b>16%</b>	<b>4%</b>	<b>21%</b>	<b>20%</b>	<b>16%</b>	<b>19%</b>





LEAVERS BY AGE BRACKET	UoM	2024 ITALY + ABROAD			2024 ABROAD			2024 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	No.	36	12	48	8	3	11	28	9	37
30 - 50 YEARS OF AGE	No.	37	11	48	16	3	19	21	8	29
> 50 YEARS OF AGE	No.	24	2	26	2	1	3	22	1	23
<b>TOTAL LEAVERS</b>	<b>No.</b>	<b>97</b>	<b>25</b>	<b>122</b>	<b>26</b>	<b>7</b>	<b>33</b>	<b>71</b>	<b>18</b>	<b>89</b>
<b>PERCENTAGE OF LEAVERS OUT OF TOTAL EMPLOYEES</b>	<b>%</b>	<b>8%</b>	<b>2%</b>	<b>10%</b>	<b>8%</b>	<b>2%</b>	<b>11%</b>	<b>7%</b>	<b>2%</b>	<b>9%</b>

LEAVERS BY AGE BRACKET	UoM	2023 ITALY			2022 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	No.	32	15	47	28	8	36
30 - 50 YEARS OF AGE	No.	26	6	32	20	3	23
> 50 YEARS OF AGE	No.	18	0	18	18	0	18
<b>TOTAL LEAVERS</b>	<b>No.</b>	<b>76</b>	<b>21</b>	<b>97</b>	<b>66</b>	<b>11</b>	<b>77</b>
<b>PERCENTAGE OF LEAVERS OUT OF TOTAL EMPLOYEES</b>	<b>%</b>	<b>9%</b>	<b>2%</b>	<b>11%</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>



## Training

With regard to the employee skills development process, Bucci Industries not only provides courses of a mandatory nature, but each year the Human Resources department organises training plans, in order to develop the specific skills of its employees, following the training needs analysis process, agreed on with Corporate Management and Unit Managers.

In 2024 the Group confirmed training courses in the technical, language, IT, digital, soft skills and safety spheres, also continuing to invest in training focusing on digitalisation. This initiative aims to facilitate the digital transition of employees, providing them with essential skills to face the challenges and seize the opportunities arising from digital transformation. The Bucci Industries Group has always considered it of indisputable added value to provide employees with the instruments to acquire new skills.



**THE BUCCI INDUSTRIES GROUP HAS ALWAYS CONSIDERED IT OF INDISPUTABLE ADDED VALUE TO PROVIDE EMPLOYEES WITH THE INSTRUMENTS TO ACQUIRE NEW SKILLS.**

## AVERAGE HOURS OF PROFESSIONAL TRAINING PER PROFESSIONAL CATEGORY

AVERAGE HOURS OF TRAINING PROVIDED	2024 ITALY + ABROAD			2024 ABROAD			2024 ITALY		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	9.73	0.00	<b>9.73</b>	2.00	0.00	<b>2.00</b>	14.56	0.00	<b>14.56</b>
MIDDLE MANAGERS	6.95	11.32	<b>7.46</b>	1.42	8.50	<b>2.43</b>	18.66	28.25	<b>19.19</b>
WHITE-COLLARS	15.03	13.01	<b>14.39</b>	5.79	1.38	<b>4.11</b>	18.28	19.27	<b>18.57</b>
BLUE-COLLARS	12.81	11.35	<b>12.66</b>	10.01	16.23	<b>10.38</b>	13.42	10.82	<b>13.12</b>
<b>TOTAL AVERAGE HOURS OF TRAINING</b>	<b>13.22</b>	<b>12.46</b>	<b>13.08</b>	<b>6.95</b>	<b>3.51</b>	<b>6.18</b>	<b>15.15</b>	<b>16.09</b>	<b>15.32</b>

AVERAGE HOURS OF TRAINING PROVIDED	2023 ITALY			2022 ITALY		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	3.00	0	<b>3.00</b>	14.57	0	<b>14.57</b>
MIDDLE MANAGERS	8.72	0	<b>8.26</b>	6.85	0	<b>6.85</b>
WHITE COLLARS	7.12	6.45	<b>6.95</b>	8.64	8.14	<b>8.51</b>
BLUE COLLARS	5.69	3.69	<b>5.52</b>	6.2	5.21	<b>6.13</b>
<b>TOTAL AVERAGE HOURS OF TRAINING</b>	<b>6.25</b>	<b>5.53</b>	<b>6.14</b>	<b>7.22</b>	<b>7.39</b>	<b>7.24</b>





# EMPLOYEE WELLNESS AND SATISFACTION

The Bucci Industries Group recognises the crucial importance of the well-being of its employees, as this factor affects company productivity, appeal as an employer, corporate image and corporate social responsibility. Investing in employee care is a key element in ensuring sustainable success and long-term growth.

The Bucci Industries Group is actively committed to creating a healthy, safe and rewarding working environment for its employees through a series of internal policies, procedures and responsibilities.

The Bucci Industries Group has adopted various significant initiatives for furthering the well-being and health of its employees, including the “Bucci Industries Wellness Program”. This program offers an extensive range of opportunities to incentivise a healthy and balanced lifestyle. Employees can participate in weekly courses and sessions on different disciplines, led by experts and qualified coaches. With the aim of improving the physical and mental well-being of each employee, the proposed activities include, by way of example but not limited to, the following courses: Yoga, Pilates, Functional Training, Postural gymnastics, Swimming, Padel, Tennis, Spinning, High-intensity circuit training (H.I.T.), Aerobic circuit training, Latin workouts.

In order to ensure a complete experience, the technical clothing required to engage in the activities comfortably and safely is also provided to employees. In addition, the programme, adaptable to specific needs, can include seminars and workshops on topics such as correct nutrition and good practices for a healthy lifestyle, thus contributing to the dissemination of a culture of well-being.



The Bucci Industries Group is committed to maintaining high standards in its wellness programme, continuing to offer quality initiatives for employee well-being. The aim is to consolidate and improve the range of sports activities on offer and to promote, when possible, seminars dedicated to psychophysical well-being.





## EMPLOYEE WELLNESS AND SATISFACTION INITIATIVES ARE EXTENDED TO ALL EMPLOYEES IN THE ORGANISATION.

INITIATIVES FOR THE PROMOTION OF THE WELLNESS OF EMPLOYEES	UoM	2024 ITALY + ABROAD	2024 ABROAD	2024 ITALY
NUMBER OF PROGRAMS IMPLEMENTED FOR THE PROMOTION OF EMPLOYEE WELLNESS AND SATISFACTION	No.	22	2	20
AVERAGE RATE OF PARTICIPATION PER YEAR OF EMPLOYEES IN THE INDIVIDUAL EMPLOYEE WELLNESS AND SATISFACTION PROGRAMS	%	27.52%	8.74%	33.61%

INITIATIVES FOR THE PROMOTION OF THE WELLNESS OF EMPLOYEES	UoM	2023 ITALY	2022 ITALY
NUMBER OF PROGRAMS IMPLEMENTED FOR THE PROMOTION OF EMPLOYEE WELLNESS AND SATISFACTION	No.	19	15
AVERAGE RATE OF PARTICIPATION PER YEAR OF EMPLOYEES IN THE INDIVIDUAL EMPLOYEE WELLNESS AND SATISFACTION PROGRAMS	%	37.64%	34.99%

The Bucci Industries Group therefore recognises the well-being of its employees as a central element of its long-term sustainability strategy. Therefore, it will continue to devote resources and energy to the development of targeted projects and initiatives, with the aim of creating a work environment that promotes well-being and offers tangible tools to achieve a healthy balance between professional and personal life.

### Well-being and sustainable mobility

The group updated the document Home Work Commuting Plan (PSCL) and sent it to the Municipality Authority of Faenza to inform it of the activities implemented during 2024.



# OCCUPATIONAL HEALTH AND SAFETY

Workplace health and safety is one of the main issues for the Bucci Group, which strongly believes in spreading a solid safety culture among its employees in order to guarantee a working environment free from health hazards for its resources.

The Bucci Group operates in compliance with the laws and regulations on occupational health and safety, assigning primary importance to constantly improving working conditions and the working environment by reducing risks and dangers as much as possible. For this reason, the Group is constantly committed to spreading and furthering a culture of health and safety at all company levels.

Each of the Group's divisions has its own safety manager with appropriate spending powers, precisely to enable each of them to promptly improve any critical or potentially critical aspects that may be encountered.

Over the years, increasingly more risk mitigation measures have been undertaken, adopting all required PPE in every area where it was deemed necessary.

In conjunction with the company's Prevention and Protection Service, a questionnaire for reporting near-misses has been implemented, to be filled in by the PPSM and safety officers. By means of this questionnaire, some potentially dangerous situations have been reported and promptly resolved. Accident indicators are monitored and evaluated periodically in order to promptly identify mitigation action. It should be noted that, in the reporting period, Bucci Industries did not engage in any disputes relating to health and safety issues.



### **Occupational health and safety management system**

The Bucci Industries Group uses internal and external resources to fulfil all legal obligations on health and safety at work. The Group has always been sensitive to occupational health and safety issues.

The Bucci Industries Group avails itself of professionals and an internal team to deal with these issues. The Bucci Group team consists of the Employer, PPSM, in-house doctor, WSM and external consultants appointed under specific agreements.

Every year the Bucci Group invests economic resources in the area of occupational health and safety in order to significantly improve working conditions and workplaces for its employees. Personal protective equipment (PPE) and collective devices are made available to staff. In addition, countless hours of funded and non-funded training are provided each year.

### **Training of workers on health and safety in the workplace**

The training provided on occupational health and safety is organised annually with the help of qualified external consultants who work together with the Prevention and Protection Service and assess the specific risks for each identified task. Based on the risks identified in the DUVRI (interference risk assessment document), the topics to be covered and the groups of workers to be involved are planned. The training is provided during working hours and is therefore remunerated.

### **Work-related accidents and injuries**

The Group has drawn up a risk assessment associating each task with the related risks and improvement actions. This data is shared periodically with the company's Prevention and Protection Service.





## WORK-RELATED ACCIDENTS AND INJURIES FOR ALL EMPLOYEES

CASES	2024 ITALY + ABROAD		2024 ABROAD		2024 ITALY	
	No.	RATE*	No.	RATE*	No.	RATE*
Number of hours worked	2,070,528.39	-	420,407.14	-	1,650,121.25	-
Number and rate of deaths further to work-related accidents and injuries	0	0	0	0	0	0
Number and rate of work-related accidents and injuries with serious consequences (excluding deaths)	0	0	0	0	0	0
Number and rate of work-related accidents and injuries	17	8.21	0	0	17	10.30
The main types of work-related accidents and injuries (brief description)	Distractive trauma, hand trauma, lower limb trauma, foreign body in the eye				Distractive trauma, hand trauma, lower limb trauma, foreign body in the eye	

CASES	2023 ITALY		2022 ITALY	
	No.	RATE*	No.	RATE*
Number of hours worked	1.793.057	-	1.179.028	-
Number and rate of deaths further to work-related accidents and injuries	0	0	-	-
Number and rate of work-related accidents and injuries with serious consequences (excluding deaths)	0	0	-	-
Number and rate of work-related accidents and injuries	18	10.04	9	763
The main types of work-related accidents and injuries (brief description)	Infraction, Injury, Bruising trauma, Strain, Lacerated and Lacerated-Bruised Wounds to Hand, Foreign Body		Fractures/infractions, sprains, minor injuries and bruises	

\*The work-related accident and injury rate is calculated using the following formula: "accident/injury rate = number of accidents / number of hours worked" × 1,000,000. The rates for 2023 and 2022 have been revised following an update to the calculation methodology.



During the reporting period, the Group took action to eliminate and minimise the risk of accidents and injuries, using the hierarchy of controls. The action taken in the reporting period in relation to this issue is as follows:

No serious accidents or injuries occurred during the reporting period

LIST OF THE ACTION UNDERTAKEN TO REDUCE AND ELIMINATE RISKS AND HAZARDOUS FOR OCCUPATIONAL HEALTH AND SAFETY

1. Purchase of formaldehyde-free cooling lubricants

2. Elimination of chemicals with sensitising effects

3. New welding station to reduce diffuse emissions

4. Improvement of industrial hygiene

5. Checks carried out with a thermographic camera to monitor the main fire and short circuit risks in the company's electrical panels
6. Emergency prevention: defibrillators installed in production facilities and operators trained by means of the BLSD (Basic Life Support with Defibrillation) course

7. Lowering of material storage racks to reduce material falls from heights

8. Traffic regulation of external vehicles entering and leaving the loading/unloading area

No worker was excluded from the company disclosures.







# 5

# PRODUCT QUALITY AND INNOVATION

GRI 3-3; non GRI 2 indicator



## OUR PRODUCTS



### IEMCA DIVISION

IEMCA has designed and produced automatic bar feeders since 1961 and is today the worldwide reference for every type of application for lathes, machining centres, grinding machines, gear cutters and other types of machine tools. IEMCA's product range dedicated to the bar turning sector is the widest available on the market and includes automatic feeders for single-spindle fixed and sliding (Swiss-type) headstock lathes, for bar lengths up to 6 metres, for diameters from 0.3 mm to 100 mm and beyond, as well as solutions for multi-spindle lathes up to 8 spindles, with integrated bar feeders and back-feeders for tube bundles. IEMCA offers a range of highly qualified services in every corner of the world thanks to its global presence.







#### **SINTECO division**

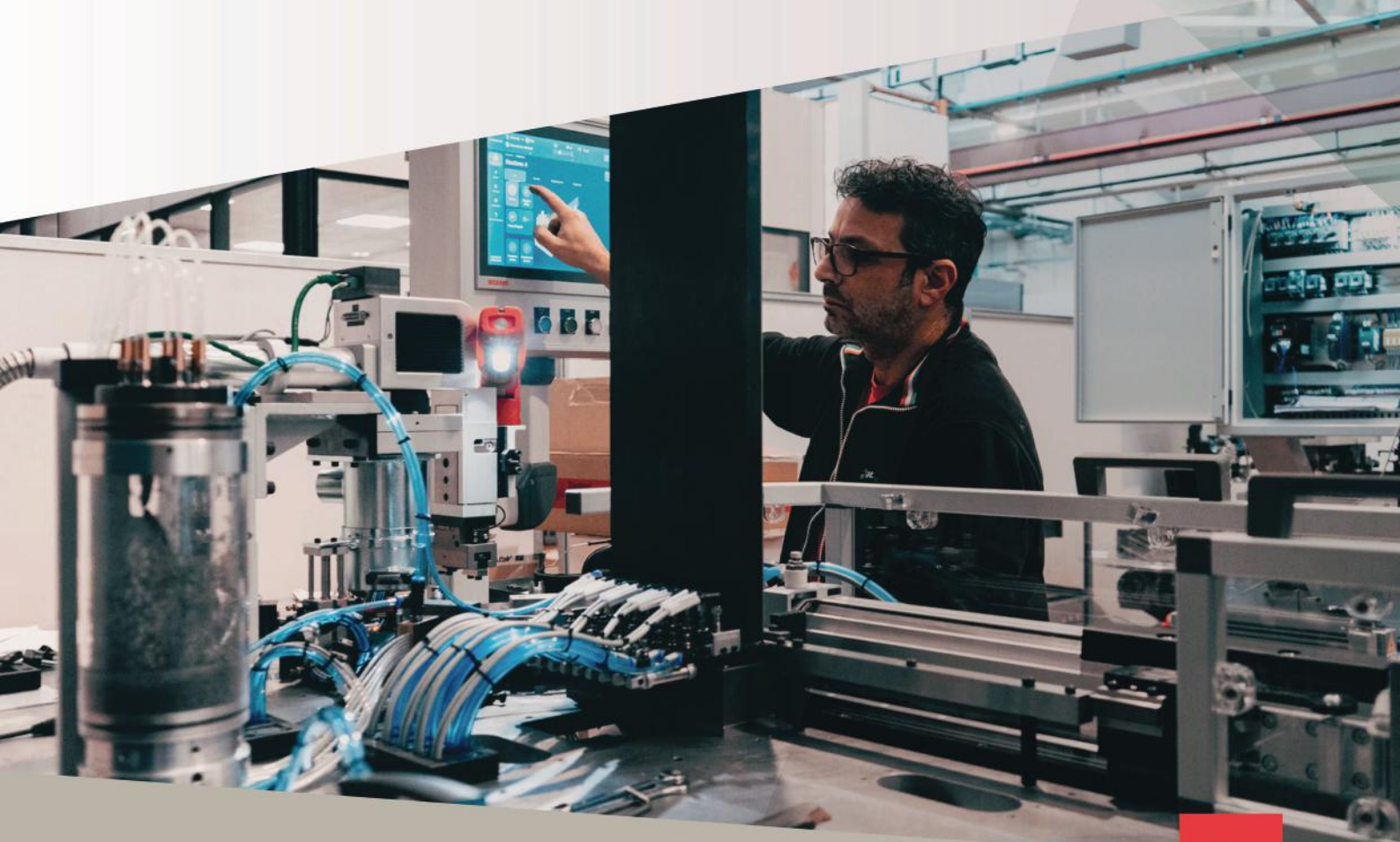
Leader in the design and production of automation and robotic systems in the industrial, medical and hospital sectors. The Industrial branch produces turnkey plants for the assembly of industrial components for the automotive, mechanical, locksmithing, electronics and cosmetics sectors. The Medical section designs and manufactures automatic machines for the assembly of medical applications in clean rooms. The Healthcare department creates solutions for unit dose management of medicines in the hospital sector.





### GIULIANI division

GIULIANI manufactures transfer machines for machining automotive components, compressor components, casting components, hydraulic components and machining and assembly machines dedicated to the locksmith industry. They are highly productive machines dedicated to non-stop 24/7 machining, durable, solid, technologically cutting-edge and with a proven track record care of customers.







#### **VIRE division**

VIRE designs and builds packaging machinery for the hygiene industry (baby diapers, adult diapers, sanitary towels) and machines for manufacturing medical plasters. Our core values are focus on the customer, the market in which we operate and the society in which we live.





The ZETA logo is displayed in a bold, red, sans-serif font. The background of the page features a collage of industrial machinery, including a large white hopper-like structure at the top and a complex assembly line with various mechanical components and cardboard boxes at the bottom. The text "ZETA" is positioned on the left side of the page, partially overlapping the machinery images.

# ZETA

## ZETA division

Since 2006, ZETA has been designing and manufacturing vertical and side case packers for secondary packaging in cardboard boxes and palletising of non-woven, paper and food fabric products.







## BUCCI COMPOSITES

BUCCI COMPOSITES is a leader in the design and production of structural parts and components in advanced composite material for the automotive, aerospace, marine and industrial sectors. Since 1988 BUCCI COMPOSITES has been producing aesthetic components and structural systems in advanced composite materials such as carbon fibres, aramid fibres, glass fibres and other types of fibres.





# PRODUCT QUALITY AND SAFETY

## The primary importance of product quality and safety

Bucci Industries assigns primary importance to product quality and safety and for this reason certification processes have been undertaken that demonstrate how the Group believes in and is sensitive to these issues.

The Group's commitment in this sphere is demonstrated by the certifications obtained over time. It is of fundamental importance for Bucci Industries to share and formalise the organisation's policies, procedures and responsibilities concerning the quality and safety of the products offered. In fact, the organisation has always been geared towards the continuous improvement and efficiency of all company processes. All this is guaranteed by the UNI EN ISO 9001 and 14001 certifications present in all the Group's divisions. The certifications present within the Bucci Industries Group are listed below:

CONTINUOUS IMPROVEMENT IS OUR PRIMARY GOAL EVERY DAY. THAT IS WHY WE HAVE IMPLEMENTED A CRM SYSTEM IN SOME DIVISIONS OF THE GROUP THAT ALLOWS US TO KEEP TRACK OF OUR RESULTS AND THE MOST CRITICAL ASPECTS TO BE IMPROVED.

### BUCCI AUTOMATIONS



### BUCCI COMPOSITES



Every day, Bucci Industries' design engineers strive to innovate and improve the product in terms of quality, safety and service life. This is why the organisation has been working side by side with research centres and universities for years. Innovation and research are an essential goal of our organisation. Bucci Industries has not had to deal with any litigation relating to product quality and safety issues during the reporting period.





# INNOVATION AND SUSTAINABLE RESEARCH

Our planet is our priority. In fact, economic results and social benefits are additional objectives for the organisation, on the basis of which we have always created value for the company, customers, employees, suppliers and the community.

Bucci Industries is aware of the need to redirect its mindset towards new and ambitious growth objectives.

The Group aims to achieve the above mentioned goal, starting from the innovation of its products and production processes, with the awareness that today's commitment will contribute to improve tomorrow's world.

The Bucci Group develops eco-sustainable projects that strike a balance between the need to produce and generate shared wealth, fighting climate change and reducing environmental impact.

## INNOVATION AND SUSTAINABLE RESEARCH WITHIN BUCCI INDUSTRIES

Our guidelines in the area of sustainable product design are summarised in the following 4 programs:

1

### HUMAN CENTRIC PROGRAM

people at the core of every initiative and simplification of machine operation

2

### LOW IMPACT PROGRAM

implement sustainable practices aimed at increasing production efficiency

3

### ENVIRONMENTAL FRIENDLY MATERIALS PROGRAM

use and management of more circular materials for product and process eco-design

4

### DIGITALISATION PROGRAM

new solutions for digitalisation



There are numerous innovation and sustainable research initiatives carried out by the Group.



In 2024, the **IEMCA Division** introduced a high-pressure coolant unit model on the market that was further developed in terms of optimising energy consumption. Field measurements showed a further 25% reduction in the electricity consumption required to operate this unit compared to previous years. This is a model that uses an inverter to coolant the high-pressure pump motor, adapting its operation to the customer's instantaneous requirements, with the possibility of recalling the desired pressures directly from the lathe's part program.





Having achieved the recyclability goal, in 2024 the **SINTECO division** started R&D activities for the achievement of the “plastic free” objective for consumables, also in the field of Hospital Automation.

Due to market requirements, and having to maintain the tamper-proof clip closing system for prescriptions, the first tangible step towards “plastic free” was to create biodegradable clips that were completely interchangeable with the previous ones; therefore totally compatible with the entire process of enveloping and protecting the drug during storage and distribution within hospitals.

Since the clip system allows the formation of prescriptions with a limited maximum number of pouches (a quantity that is in any case sufficient for hospital facilities), in order to meet the needs of different areas, such as logistics centres for the centralised management and sorting of drugs, we decided to group together a large number of pouches with a single ring device, an easy-to-manage and space-saving element, in order to have a bulk grouping.

In view of the company's new approach, heat-sealable paper strapping on a reel was chosen as the base material.

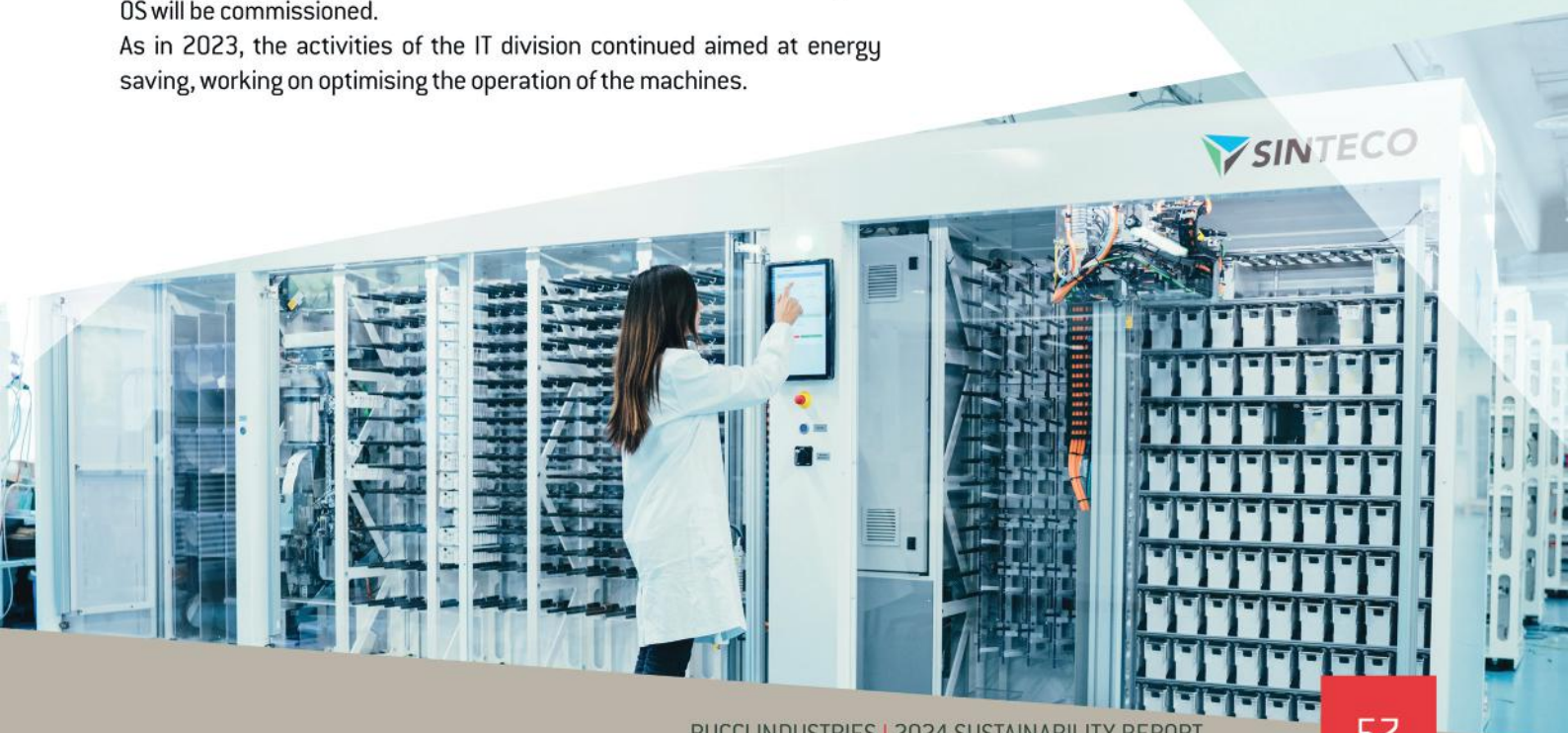
The design of the machine (Hemera Ring) for forming and welding the paper ring began in the second half of 2024; the machine will be commissioned in the second half of 2025.

“Plastic free” activities continued with the introduction of the paper + paper tape laminate for the containment of singularised blisters; by the first half of 2025, the new product will be ready for marketing.

The completion of the range of “plastic free” consumables will take place by the end of 2025 with the introduction of paper bags for unit dose containment of all forms of singularised medicines and for bulk containment of medicines (Stick).

In 2024, the study for the total electrification of Hospital Automation machinery continued. At the end of 2025, the first 100% electric Calypso OS will be commissioned.

As in 2023, the activities of the IT division continued aimed at energy saving, working on optimising the operation of the machines.





The **GIULIANI Division**, given the application success of MQL technology, has created a new line of multi-station machine tools:

TDRILL - AGILE: flexible machine for small production batches

TDRILL - FAST: productive machine for medium-high batches

TDRILL - HIGH-PERFORMANCE: extremely productive machine for large batch sizes.



The entire line of machines, using MQL technology, offers the following advantages:

- absence of lubricating fluid, which is difficult to dispose of and manage;
- absence of filter systems, which generate consumable components that are difficult to dispose of;
- absence of pumping and filtering systems leads to a reduction in energy consumption of up to 50%;
- reduced floor space required.

Until now, sales have focused on the security-lock market, the new line of machines will allow our sales department to extend the proposal to other markets dealing with copper alloy and aluminium alloy components.





The packaging machine production divisions **VIRE** and **ZETA** have consolidated and industrialised the technology that allows our packaging machines to handle hygienic sanitary products (nappies, handkerchiefs, etc.) in paper bags instead of the traditional polyethylene (PE) bags.

**BUCCI COMPOSITES**, always aware of environmental aspects, has started on the journey towards greater sustainability in the production of composite components. Reducing the amount of composite material destined for disposal, whether already consolidated or not yet processed, will result in an important ecological benefit in the coming years. This is also in light of the extensive use of composite materials in the aeronautical, automotive, wind energy, and pressure vessel sectors, which in a few years' time will lead to the accumulation of huge quantities of composite products that will have reached the end of their service life, creating a genuine disposal problem. In order to contribute to the reduction of these quantities and thus contribute to the reduction of the CO<sub>2</sub> footprint, Bucci Composites is working on two main lines of applied research:

- The first concerns the use of recycled carbon fibre, obtained from the pyrolysis process. The research project was developed by Curti S.p.A.'s energy division in collaboration with Bucci Composites S.p.A., which supplied the materials to be processed. In particular, the pyrolysis of treated and non-treated composite materials, i.e. prepreg plies, the latter coated with polyethylene film on both sides, was tested. The material obtained after the pyrolysis process, suitably treated and processed into felts of various sizes, was then used for the production of components with interesting mechanical properties.
- The second is the use of natural fibres, such as linen fibre, for the production of components for use in the automotive sector.

By means of these activities, Bucci Composites is committed to reducing the CO<sub>2</sub> footprint of the products it manufactures. Through the use of recycled fibres, Bucci Composites has begun the journey towards the more sustainable production of composite components.





The Bucci Industries Group has always been committed to making a significant contribution to social and environmental development through sustainable research and innovation projects for the constant improvement of its production processes. The Group has been working together for some time with numerous Research Institutions and Universities in Italy and abroad, in particular with the University of Bologna, developing an increasingly extensive form of collaboration between the University, its research activities and the Bucci Group.

The value of investments in innovation and sustainable research is summarised below.

## INVESTMENTS IN INNOVATION AND SUSTAINABLE RESEARCH

	UoM	2024 ITALY	2023 ITALY	2022 ITALY
ECONOMIC VALUE OF THE EXPENDITURE FOR INNOVATION AND SUSTAINABLE RESEARCH	€/1,000	5,588	5,508	6,403
PERCENTAGE OF EXPENDITURE FOR INNOVATION AND SUSTAINABLE RESEARCH OUT OF TOTAL ANNUAL EXPENDITURE OF THE COMPANY	%	3.25%	2.56%	3.51%

Sustainable research is of equal importance to all projects undertaken by Group companies.







# 6

## BUCCI INDUSTRIES FOR THE ENVIRONMENT AND THE SOCIAL SECTOR

[GRI 3-3; GRI 302-1; GRI 305-1; GRI 305-2; GRI 306-1;  
GRI 306-2; GRI 306-3; GRI 306-4; GRI 306-5; NON GRI  
3 indicator; NON GRI 4 indicator]



# WASTE MANAGEMENT

The Bucci Group constantly evaluates solutions applicable to the reduction of waste generated and has therefore adopted an environmental management system certified according to the UNI EN ISO 14001:2015 standard.

Common environmental policies have been implemented in the Group's divisions, demonstrating an informed management of environmental issues that contribute to environmental sustainability. With regard to waste management there is an "Internal Team" supported by IT instruments for improved management.


We are dedicated to reducing waste by optimising and recycling the packaging of both the products supplied to us and the products we supply to our customers.

In order to raise awareness and encourage the reduction of plastic waste, all employees of the Bucci Group have been provided with a personalised metal water bottle. This has contributed significantly to the reduction of single-use plastic bottles.

**BUCCI INDUSTRIES  
IS COMMITTED TO REDUCING  
ITS ENVIRONMENTAL FOOTPRINT  
BY UNDERTAKING PROACTIVE  
ACTION AGAINST CLIMATE CHANGE  
AND SUPPORTING ITS CUSTOMERS  
AND PARTNERS IN THEIR  
DECARBONISATION PROCESSES,  
INCREASING COMPETITIVENESS.**







We have drafted a life cycle perspective for our products, to provide environmental information to users at the end of life or end-of-cycle of the machinery/product.

The Group has defined annual indicators for waste monitoring. These aspects are discussed annually during the Annual Management Reviews. Employee training and awareness-raising campaigns have also been implemented, including the creation of dedicated brochures.

The company is subject to waste management legislation and no waste-related disputes have been encountered.

#### **Generation of waste and significant impacts associated with waste**

The Bucci Group has analysed all its production processes assessing environmental inputs and outputs (in and out). This is why it has adopted the “LCP” (Life Cycle Perspective) methodology to quantify the overall impact of the company’s production processes on the environment, going beyond the boundaries of the company.

Bucci Industries implements measures to reduce the amount of waste produced, by means of the optimisation of production processes.

To deal with the sustainable impacts and waste generated, the Group adopts an integrated approach, which considers both direct and indirect activities linked to the value chain. The company is continuously striving to reduce, recycle and properly manage waste, to pursue true sustainability and contribute to creating a more eco-friendly future.

Bucci Industries has analysed the inputs and outputs of the production process, identifying the types of materials used, the key stages of the production process and the activities that may generate waste. The company pays particular attention to reducing or eliminating possible impacts related to the environment, workers’ health and safety, the local area and the local community in which it operates.



### Generation of waste and significant impacts associated with waste

The scrapped electronic components are separated by type, with a view to recycling. Spent toners are entrusted to a company for recovery. An authorised intermediary takes care of the collection, treatment and disposal of electronic components.

There is a dedicated waste management team within the organisation that collects and monitors the waste produced and is concerned with limiting risks and proposing improvement action.

## WASTE PRODUCED BY TYPE, IN METRIC TONS

	UoM	2024 ITALY + ABROAD	2024 ABROAD	2024 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	1307.97	547.49	760.48
HAZARDOUS WASTE PRODUCED	t.	62.79	0.0	62.79
<b>TOTAL WASTE PRODUCED</b>	<b>t.</b>	<b>1370.76</b>	<b>547.49</b>	<b>823.27</b>

	UoM	2023 ITALY	2022 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	841.43	575.50
HAZARDOUS WASTE PRODUCED	t.	71.24	56.82
<b>TOTAL WASTE PRODUCED</b>	<b>t.</b>	<b>912.68</b>	<b>632.32</b>

The waste produced has been divided up into hazardous and non-hazardous waste. The amount of waste produced increased in 2024. This increase is due to the expansion of the scope of consolidation. However, a comparison of the waste produced by the Italian companies shows a decrease.

Hazardous waste mainly concerns: oily emulsions from machine tools, compressor waste water, paints, cans and filters contaminated with hazardous substances.



## WASTE INTENDED FOR RECOVERY, IN METRIC TONS

	UoM	2024 ITALY + ABROAD	2024 ABROAD	2024 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	703.86	28.61	675.25
HAZARDOUS WASTE PRODUCED	t.	29.96	0.00	29.96
<b>TOTAL WASTE PRODUCED</b>	<b>t.</b>	<b>733.82</b>	<b>28.61</b>	<b>705.21</b>

	UoM	2023 ITALY	2022 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	725.89	453.09
HAZARDOUS WASTE PRODUCED	t.	39.89	20.38
<b>TOTAL WASTE PRODUCED</b>	<b>t.</b>	<b>765.78</b>	<b>473.47</b>

## WASTE SENT TO LANDFILLS BY TYPE, IN METRIC TONS

	UoM	2024 ITALY + ABROAD	2024 ABROAD	2024 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	603.97	518.88	85.09
HAZARDOUS WASTE PRODUCED	t.	32.83	0.00	32.83
<b>TOTAL WASTE PRODUCED</b>	<b>t.</b>	<b>636.80</b>	<b>518.88</b>	<b>117.92</b>

	UoM	2023 ITALY	2022 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	115.54	122.41
HAZARDOUS WASTE PRODUCED	t.	31.35	36.45
<b>TOTAL WASTE PRODUCED</b>	<b>t.</b>	<b>146.89</b>	<b>158.86</b>

The increase in non-hazardous waste sent to landfills is a direct consequence of the expansion of the scope of consolidation.





# ENERGY AND EMISSIONS

## Energy efficiency and transition

Attention to the environment is a fundamental element of the Group's sustainability approach and a key aspect of its Corporate Social Responsibility and integrated Quality and Environment policy, in terms of respect for and protection of the environment. Marketing goods all over the world and maintaining active supply chains inevitably entails generating an impact on the environment; this is why Bucci Industries optimises the use of resources and is committed to reducing its emissions wherever possible.

To optimise the management of its impact on the environment, the Group has implemented an environmental management system compliant with the UNI EN ISO 14001:2015 standard.

Attention to the environment involves constant monitoring of the impact generated by Bucci Industries' activities in terms of: use of natural resources, atmospheric emissions and impacts on the local area, our suppliers and customers.

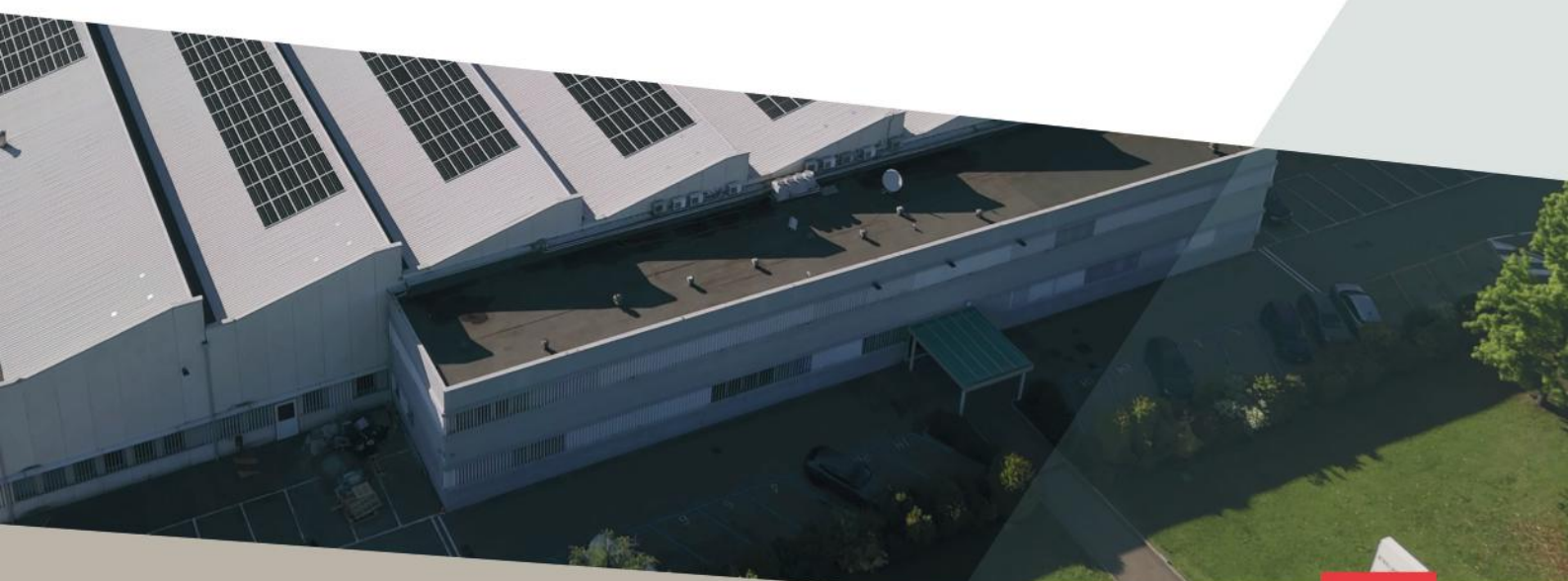
Commitment to sustainable business also means constantly searching for sustainable energy sources and implementing all possible devices and initiatives to reduce energy consumption. The Group monitors the main parameters influencing the energy efficiency of the sites and the greenhouse gas emissions, seeking to discover current sustainable practices and future trends.

With regard to the reporting period, the organisation did not report any legal action or litigation of an environmental nature.



## ENERGY CONSUMPTION\*

ENERGY CONSUMPTION FROM FOSSIL FUELS	UoM	2024 ITALY + ABROAD	2024 ABROAD	2024 ITALY
CONSUMPTION OF NATURAL GAS (METHANE) (FOR HEATING AND PLANTS)	GJ	21,198	2,086	19,112
CONSUMPTION OF DIESEL (FOR AUTOMOTIVE PURPOSES)	GJ	11,221	4,884	6,338
CONSUMPTION OF PETROL (FOR AUTOMOTIVE PURPOSES)	GJ	829	0	829
<b>TOTAL ENERGY CONSUMPTION FROM FOSSIL FUELS</b>	<b>GJ</b>	<b>33,248</b>	<b>6,970</b>	<b>26,279</b>
<b>DISTRICT HEATING CONSUMPTION</b>				
DISTRICT HEATING CONSUMPTION	GJ	6,164	0	6,164
<b>TOTAL DISTRICT HEATING CONSUMPTION</b>	<b>GJ</b>	<b>6,164</b>	<b>0</b>	<b>6,164</b>
<b>ELECTRIC CONSUMPTION</b>				
<b>FROM NON-RENEWABLE SOURCES</b>				
CONSUMPTION OF ELECTRICITY PURCHASED FROM THE ITALIAN GRID	GJ	27,536	1,218	26,318
<b>FROM RENEWABLE SOURCES</b>				
CONSUMPTION OF ELECTRICITY PURCHASED VIA GUARANTEE OF ORIGIN	GJ	4,824	0	4,824
CONSUMPTION OF ELECTRICITY INTERNALLY FROM PHOTOVOLTAIC SYSTEMS	GJ	5,200	0	5,200
<b>TOTAL ELECTRICITY CONSUMPTION</b>	<b>GJ</b>	<b>37,560</b>	<b>1,218</b>	<b>36,342</b>
<b>TOTAL ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>76,972</b>	<b>8,188</b>	<b>68,784</b>





## ENERGY CONSUMPTION\*

ENERGY CONSUMPTION FROM FOSSIL FUELS	UoM	2023 ITALY	2022 ITALY
CONSUMPTION OF NATURAL GAS (METHANE) (FOR HEATING AND PLANTS)	GJ	19,038	23,444
CONSUMPTION OF DIESEL (FOR AUTOMOTIVE PURPOSES)	GJ	5,336	4,710
<b>TOTAL ENERGY CONSUMPTION FROM FOSSIL FUELS</b>	<b>GJ</b>	<b>24,373</b>	<b>28,154</b>
<b>DISTRICT HEATING CONSUMPTION</b>			
DISTRICT HEATING CONSUMPTION	GJ	1,849	1,659
<b>TOTAL DISTRICT HEATING CONSUMPTION</b>	<b>GJ</b>	<b>1,849</b>	<b>1,659</b>
<b>ELECTRIC CONSUMPTION</b>			
CONSUMPTION OF ELECTRICITY PURCHASED FROM THE ITALIAN GRID	GJ	24,580	19,752
CONSUMPTION OF ELECTRICITY INTERNALLY FROM PHOTOVOLTAIC SYSTEMS	GJ	3,754	3,652
<b>TOTAL ELECTRICITY CONSUMPTION</b>	<b>GJ</b>	<b>28,334</b>	<b>23,404</b>
<b>TOTAL ENERGY CONSUMPTION (FROM FOSSIL FUELS AND ELECTRICITY)</b>	<b>GJ</b>	<b>54,556</b>	<b>53,217</b>

\*The conversion factors provided by the UK Department for Environment, Food and Rural Affairs (DEFRA) for the years 2024, 2023, 2022 and 2021 were used to represent Bucci Industries' energy consumption in Giga Joules.



## Renewable electricity generation as a tangible commitment to reducing the Group's emissions

Our company's commitment to environmental sustainability is evident by means of the investment in and creation of three photovoltaic plants totalling approximately 1MW of power, installed on our production facilities, which allow us to internally-generate renewable energy for our operations.

This initiative has a significant impact on reducing greenhouse gas emissions, thereby contributing to the fight against climate change. Our photovoltaic panels represent a tangible step towards the adoption of sustainable energy practices, allowing us to power our operations with a clean and environmentally friendly source.

During 2024, the Group also committed to purchasing electricity through Guarantees of Origin (GO), bringing the consumption of electricity from renewable sources to around 30% of the total electricity purchased.

We will continue to invest in monitoring energy consumption, highlighting energy and emission deficiencies and improvement plans, and identifying innovative solutions to achieve greater energy efficiency, reduced emissions and promote a sustainable future for generations to come.

## Management of emissions

The Bucci Group also pays great attention to CO<sub>2</sub> emissions resulting from business and corporate activities. The Group's objective is to act on the reduction of consumption and emissions as a strategic and sustainable business choice, ultimately reducing direct and indirect emissions (Scope 1 and Scope 2). In recent years, the organisation has implemented systems to improve energy efficiency and internal generation of electricity, thus reducing its ecological footprint. Furthermore, Bucci Industries encourages conscientious initiatives along the entire value chain to address and monitor indirect Scope 3 emissions. Targeted company initiatives have been undertaken to raise staff awareness on the correct use of low environmental impact means of transport. Carpooling has been encouraged at some locations and efforts have been made with external partners to encourage home-to-work journeys by bicycle. These efforts testify to a firm commitment to the responsible management of CO<sub>2</sub> emissions and the pursuit of a sustainable lifestyle.





## EMISSIONS FROM ENERGY CONSUMPTION \*

	UoM	2024 ITALY + ABROAD	2024 ABROAD	2024 ITALY
SCOPE 1 EMISSIONS	tCO <sub>2</sub> e	1,919	448	1,471
SCOPE 2 EMISSIONS MARKET BASED	tCO <sub>2</sub> e	4,706	190	4,517
SCOPE 2 EMISSIONS LOCATION BASED	tCO <sub>2</sub> e	5,280	190	5,091
<b>TOTAL SCOPE 1&amp;2 EMISSIONS (MARKET BASED)</b>	<b>tCO<sub>2</sub>e</b>	<b>6,625</b>	<b>638</b>	<b>5,987</b>
<b>TOTAL SCOPE 1&amp;2 EMISSIONS (LOCATION BASED)</b>	<b>tCO<sub>2</sub>e</b>	<b>7,199</b>	<b>638</b>	<b>6,561</b>

	UoM	2023 ITALY	2022 ITALY
SCOPE 1 EMISSIONS	tCO <sub>2</sub> e	1,357	1,531
SCOPE 2 EMISSIONS	tCO <sub>2</sub> e	3,329	2,685
<b>TOTAL SCOPE 1&amp;2 EMISSIONS</b>	<b>tCO<sub>2</sub>e</b>	<b>4,686</b>	<b>4,216</b>

\*The emission factors provided by the UK Department for Environment, Food and Rural Affairs (DEFRA) for the years 2024, 2023 and 2022 were used to calculate the direct GHG emissions (Scope 1), deriving from energy consumption. With regard to 2022 and 2023, indirect greenhouse gas emissions linked to the purchase of energy (Scope 2) were calculated conservatively by adopting the residual mix approach and using the most recently available conversion factors provided by the Association of Issuing Bodies (2022).

With regard to the Group divisions located in Europe, for 2024:

- indirect greenhouse gas emissions linked to the purchase of Scope 2 Market Based energy were calculated adopting the residual mix approach and using the most recently available emission conversion factors provided by the Association of Issuing Bodies (2023);
- indirect greenhouse gas emissions linked to the purchase of Scope 2 Location Based energy were calculated adopting the Supplier mix approach and using the most recently available emission conversion factors provided by the Association of Issuing Bodies (2023).

With regard to the Group divisions located outside Europe, for 2024 indirect greenhouse gas emissions linked to the purchase of Scope 2 Market Based and Location Based energy were calculated using the most recently available emission conversion factors provided by IFI Dataset of default grid factors version 3.1 (2022).





# OUR COMMITMENT TOWARDS THE COMMUNITIES AND THE LOCAL AREA

## **Initiatives for the local communities**

The Bucci Industries Group over all these years, despite the strong growth and expansion it has achieved, has never lost the fundamental value of solidarity towards its local area, implementing projects and furthering initiatives.

Every year the organisation dedicates resources to contributions and sponsorships to local entities such as non-profit associations, scientific training associations, parish youth centres and universities. One example of this is the Association of Volunteers and Friends of the Romagna Oncology Institute, which was set up with the aim of supporting patients in the fight against cancer. This is one example of the numerous contributions made.

Furthermore, the Bucci Industries Group participates in many partnership projects within the educational sphere.

The Group is one of the participants that contributed to the creation of a new professionalising degree course in Mechatronics Engineering, in order to develop suitable forms of liaison between the world of training and the world of work, as well as to improve the quality of training processes, also by focusing more closely on the needs of businesses. Bucci Composites is the main sponsor of the Ma.Co.F, Master in Composite Materials in Faenza: the project is developed in the chemical and plant engineering fields with specific knowledge in the spheres of industrial chemistry/materials or mechanical engineering. One of the main selling points of the Master's Degree in Composite Materials is a lengthy company internship, which students undertake both in local companies and in other important organisations in the sector located throughout Italy.

In Veneto, the Sinteco division supports the ITS Academy Meccatronico in the realisation and development of study courses.





**INSIEME PER COSTRUIRE IL NOSTRO FUTURO.**

### Roberto Bucci Scholarships

The Bucci family has always been particularly keen to contribute every year to the initiative of awarding scholarships in memory of the Knight of Industry Roberto Bucci, worth a total of Euro 5,000 to the most deserving students of the ITIP Bucci technical institute and the Liceo Scientifico Torricelli Ballardini high school in Faenza, selected on the basis of the interest shown in scientific subjects and aptitude in terms of technological innovation and those who have distinguished themselves in their schooling over the last three years.

## INITIATIVES FOR THE LOCAL COMMUNITY AND SCHOLARSHIPS

	UoM	2024 ITALY	2023 ITALY	2022 ITALY
NUMBER OF INITIATIVES IMPLEMENTED IN FAVOUR OF THE LOCAL COMMUNITY	No.	12	11	4
ECONOMIC VALUE OF THE INITIATIVES FOR THE LOCAL COMMUNITY AND SCHOLARSHIPS	€	77,523	105,112	59,633
NUMBER OF ROBERTO BUCCI SCHOLARSHIPS AWARDED	No.	4	4	4
ECONOMIC VALUE OF THE ROBERTO BUCCI SCHOLARSHIPS	€	5,000	5,000	5,000
<b>TOTAL</b>	<b>€</b>	<b>82,523</b>	<b>110,112</b>	<b>64,633</b>





7

# TABLE OF THE GRI INDICATORS AND OTHER RELEVANT KPIS



## ATTACHMENT

### Declaration of Use

In this document, Bucci Industries has reported the information mentioned in this GRI Indicator Table for the period from 1 January 2024 to 31 December 2024 with reference to the GRI standards. Bucci Industries has chosen to include data for the last three years of operations in order to allow a comparison of the information and to describe data trends over time.

### GRI 1 utilisation

GRI 1 – Fundamental Principles – 2021 version

### Pertinent GRI sector standards

The GRI Standards specific to the sector in which Bucci Industries operates are not currently available.

INDICATORS		PAGE NO.	NOTE/OMISSION
<b>GRI 1: Fundamental Principles – 2021 version</b>			
<b>Methodological note</b>			
<b>GRI 2: General Disclosure - 2021 version</b>			
GRI 2-1	Organisational details	6	
GRI 2-2	Entities included in the organisation's sustainability reporting	6	
GRI 2-3	Reporting period, frequency and point of contact	6	
<b>Bucci Industries and the sustainability strategy</b>			
<b>GRI 2: General Disclosure - 2021 version</b>			
GRI 2-1	Organisational details	10	
GRI 2-28	Membership of associations	17	
GRI 2-29	Approach to stakeholder engagement	19	
<b>GRI 3: Material issues 2021</b>			
GRI 3-1	Process for determining the material issues	19	



GRI 3-2	List of the material issues	20
GRI 3-3	Management of the material issues	20
<b>Managerial ethics, integrity and transparency</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	24
<b>GRI 2: General Disclosure - 2021 version</b>		
GRI 2-9	Governance composition and structure	25
GRI 2-10	Appointment and selection of the highest governance body	25
GRI 2-11	Chairperson of the highest governance body	25
GRI 2-14	Role of the highest governance body in the sustainability reporting	25
GRI 2-27	Compliance with laws and regulations	26
<b>GRI 205: Anti-corruption - 2016 version</b>		
GRI 205-3	Confirmed incidents of corruption and measures adopted	26
<b>Sustainable supply chain management</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	27
<b>GRI 204: Procurement practices - 2016 version</b>		
GRI 204-1	Percentage of expenditure care of local supplier	29
<b>Diversity, equal opportunities and inclusion</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	31
<b>GRI 2: General Disclosure - 2021 version</b>		
GRI 2-7	Employees	33
GRI 2-30	Collective contracts	35
<b>GRI 405: Diversity and equal opportunities - 2016 version</b>		
GRI 405-1	Diversity of governance bodies and employees	35
<b>Employee promotion and development</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	36



<b>GRI 401: Employment - 2016 version</b>		
GRI 401-1	Recruitment of new employees and staff turnover	37
GRI 404-2	Average number of training hours per year per employee	39
<b>Employee wellness and satisfaction</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	40
<b>NON GRI: Wellness programs implemented</b>		
NON GRI 1	Initiatives for the promotion of the wellness of employees	42
<b>Occupational health and safety</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	43
<b>GRI 403: Occupational health and safety- 2018 version</b>		
GRI 403-1	Occupational health and safety management system	44
GRI 403-5	Training of workers on occupational health and safety	44
GRI 403-9	Work-related accidents and injuries	44
<b>Product quality and safety</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	54
<b>GRI 416: Customers' health and safety - 2016 version</b>		
<b>Innovation and sustainable research</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	55
<b>NON GRI: Investments in innovation and sustainable research</b>		
NON GRI 2	Expenditure in investments in innovation and sustainable research	60
<b>Waste Management</b>		
<b>GRI 3: Material issues 2021</b>		
GRI 3-3	Management of the material issues	62
<b>GRI 306: Waste Management</b>		
GRI 306-1	Generation of waste and impacts	63



GRI 306-2	Management of significant impacts	64	
GRI 306-3	Waste generated	64	
GRI 306-4	Waste not sent to landfills	65	
GRI 306-5	Waste sent to landfills	65	
Consumption and GHG emissions			
GRI 3: Material issues 2021			
GRI 3-3	Management of the material issues	66	
GRI 302: Energy efficiency and emissions			
GRI 302-1	Energy consumed within the organisation	67	
GRI 305: Emissions - 2016 Version			
GRI 305-1	Direct GHG emissions (Scope 1)	70	The direct GHG emissions (Scope 1) were calculated only in relation to the Group's energy consumption
GRI 305-2	Indirect GHG emissions from energy consumption (Scope 2)	70	
Our commitment towards the community			
Non GRI indicator			
NON GRI 3	Number and economic value of the initiatives implemented in favour of the local community	72	
NON GRI 4	Number and economic value of the Roberto Bucci scholarships awarded	72	





**BUCCI**  
INDUSTRIES



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## **INDEPENDENT PRACTITIONER'S REPORT ON SUSTAINABILITY REPORT 2024**

To the board of directors of Roberto Bucci & C. SpA

We have undertaken a limited assurance engagement on the Sustainability Report of Roberto Bucci & C. SpA and its subsidiaries included in the reporting scope (hereinafter the "Bucci Group" or simply the "Group") for the year ended 31 December 2024.

### ***Responsibilities of the directors for the Sustainability Report***

The directors of Roberto Bucci & C. SpA are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards"), as illustrated in the "Methodological note" section of the Sustainability Report.

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of a Sustainability Report that is free from material misstatement, whether due to fraud or error.

The directors are also responsible for defining the sustainability performance targets of Bucci Group, as well as for identifying its stakeholders and material topics to be reported on.

### ***Our independence and quality management***

We are independent in accordance with the principles of ethics and independence set out in the Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 (ISQM Italia 1), which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

PricewaterhouseCoopers Business Services Srl

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### *Our responsibility*

Our responsibility is to express a limited assurance conclusion, based on the procedures we have performed, regarding the compliance of the Sustainability Report with the requirements of the GRI Standards. We conducted our work in accordance with “International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information” (hereinafter also “ISAE 3000 Revised”) issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. That standard requires that we plan and perform procedures to obtain limited assurance about whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed were less in extent than those performed in a reasonable assurance engagement conducted in accordance with ISAE 3000 Revised and, consequently, do not provide us with a sufficient level of assurance that we have become aware of all significant facts and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgement and included inquiries, mainly of personnel of the company responsible for the preparation of the information presented in the Sustainability Report, inspection of documents, recalculations and other procedures designed to obtain evidence considered useful.

In detail, we performed the following procedures:

1. analysis of the process of definition of the material topics reported on in the Sustainability Report, with reference to the method applied in the analysis and understanding of the organization’s environment, the identification and prioritisation of the actual and potential impacts, and the internal validation of the results of the process;
2. understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

In detail, we held meetings and interviews with the management personnel of Bucci Group and we performed limited analyses of documentary evidence, to gather information about the processes and procedures for the collection, aggregation, processing and submission of non-financial data and information to the function responsible for the preparation of the Sustainability Report.

Moreover, for material information, considering the activities and characteristics of the Group:

- at a corporate level:
  - a) with reference to the qualitative information presented in the Sustainability Report, we carried out interviews and obtained supporting documentation to verify its consistency with available evidence;
  - b) with reference to quantitative information, we performed both analytical procedures and limited tests to verify, on a sample basis, the accuracy of data aggregation.
- for the following entities: Bucci Automations SpA and Bucci Composites SpA which we selected on the basis of their activities, their contribution to performance indicators at a consolidated level, we met the persons in charge and obtained documentary evidence, on a sample basis, regarding the correct application of the procedures and calculation methods applied for the indicators.





***Limited assurance conclusion***

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Bucci Group for the year ended 31 December 2024 is not prepared, in all material respects, with reference to the requirements of the GRI Standards as illustrated in the “Methodological note” section of the Sustainability Report.

Padova, 24 July 2025

PricewaterhouseCoopers Business Services Srl

Paolo Bersani  
(Partner)

*This report has been translated into English from the Italian original solely for the convenience of international reader. We have not performed any control on the Sustainability Report 2024 translation.*