

BUCCI INDUSTRIES

2023 SUSTAINABILITY REPORT

Roberto Bucci e C. S.p.A.

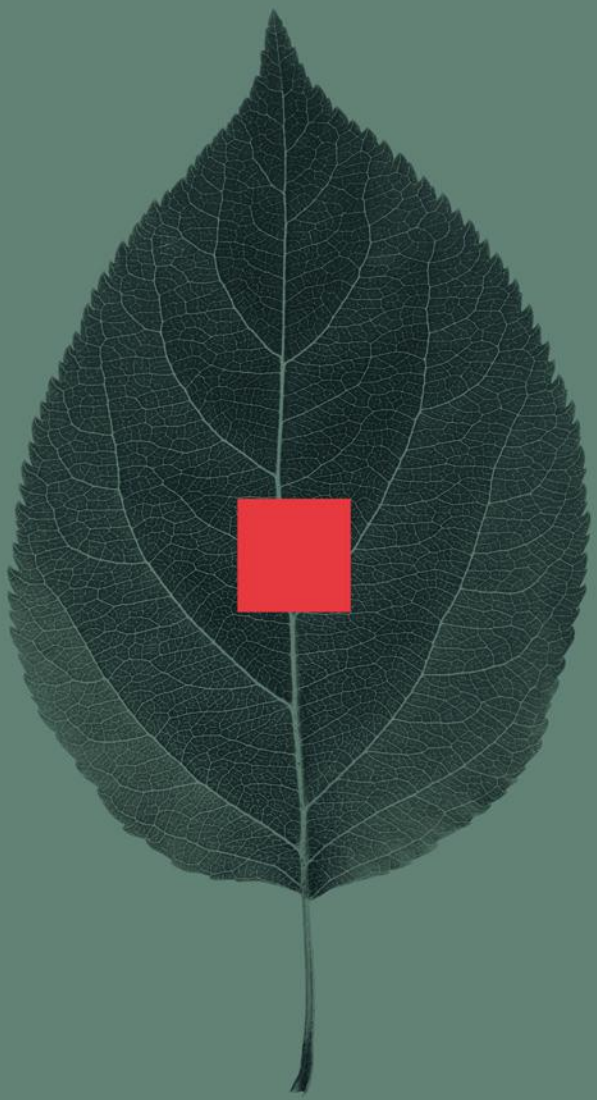


TABLE OF CONTENTS

05 Message from the Chairman and the CEO
Letter to the stakeholders

06 **1** | METHODOLOGICAL NOTE
07 Purpose of the Document
Reporting scope and period

09 **2** | BUCCI INDUSTRIES AND THE SUSTAINABILITY STRATEGY
10 The history of Bucci Industries
The evolution and global leadership of Bucci Industries
11 Our Brand Names
12 Bucci Industries around the world
14 Bucci Industries' vision, mission and values
15 Bucci Industries' economic and financial performance
Bucci Industries and membership of trade associations
17 The sustainability strategy
The shared approach
The process for determining the material issues
List of the material issues identified
The 2030 Agenda and the Sustainable Development Goals

22 **3** | GOVERNANCE, ETHICS AND COMPLIANCE
23 Corporate governance
Sustainability governance
24 Company ethics and compliance
25 Sustainable supply chain management
Proportion of expenditure to local suppliers

27 **4** | EMPLOYEE MANAGEMENT AND DEVELOPMENT
28 Diversity and equal opportunities
32 Employee training and development
35 Employee wellness and satisfaction
Well-being and sustainable mobility
38 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

41 **5** | PRODUCT QUALITY AND INNOVATION

42 Our products
- IEMCA division
- Sinteco division
- Giuliani division
- Vire and ZETA division
- ZETA division
- Bucci Composites

48 Product quality and safety
- The primary importance of product quality and safety

49 Innovation and sustainable research
- IEMCA division
- Sinteco division
- Giuliani division
- Vire and ZETA divisions
- Bucci Composites

55 **6** | BUCCI INDUSTRIES FOR THE ENVIRONMENT AND THE SOCIAL SECTOR

56 Waste management
- Generation of waste and significant impacts associated with waste
- Waste produced

60 Energy and emissions
- Energy efficiency and transition
- Management of emissions

63 Our commitment towards the communities and the local area
- Initiatives for the local communities
- Roberto Bucci Scholarships

66 **7** | TABLE OF THE GRI INDICATORS AND OTHER RELEVANT KPIS

MESSAGE FROM THE CHAIRMAN AND THE CEO

Letter to the stakeholders

THE BUCCI INDUSTRIES GROUP AND SUSTAINABILITY

2023 ended with great satisfaction for the Bucci Group, and we are therefore very proud to issue our second voluntary Sustainability Report.

With the publication of this second Report, we consolidate an effective tool for monitoring and communicating sustainability achievements to all stakeholders.

During 2023, we furthered several sustainable initiatives, progressively integrating sustainability principles into our operating model and corporate culture.

Sustainability will increasingly be an essential component of our business, because we strongly believe that economic and financial growth is inseparable from social and environmental growth.

Massimo Bucci - Chairman
Tomaso Tarozzi - 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 second 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..
The information and data contained in this Sustainability Report refer to the 2023 financial year, including the period from 1 January to 31 December, with the comparison with the previous years 2021-2022, to ensure the principal of data comparability.
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 2023 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 25 July 2024.

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.

This Sustainability Report has been drawn up with the technical-methodological support of PricewaterhouseCoopers Business Services Srl.

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.

The Bucci Industries Group, controlled by his son Massimo Bucci, 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.

BUCCI INDUSTRIES OPERATES UNDER THE FOLLOWING BRAND NAMES:

BUCCI INDUSTRIES

BUCCI AUTOMATIONS

BUCCI COMPOSITES

IEMCA

GIULIANI

SINTECO

VIRE

ZETA

OUR BRAND NAMES

BUCCI AUTOMATIONS

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.



IEMCA

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.





GIULIANI

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.

SINTECO

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.





VIRE

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.

BUCCI COMPOSITES

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.

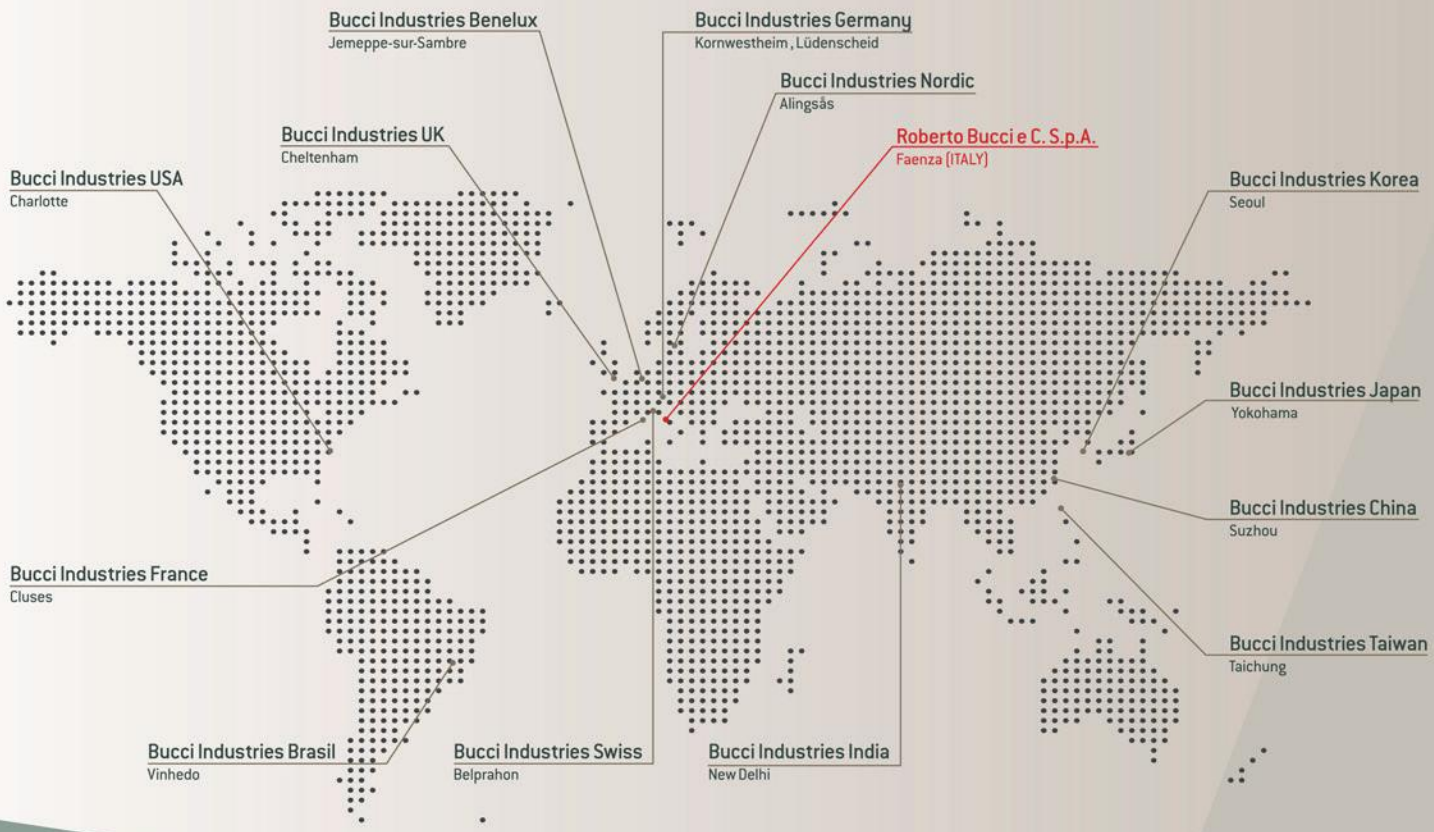


BUCCI INDUSTRIES AROUND THE WORLD

During 2023, the Bucci Group expanded its global presence by establishing the new branches Bucci Industries India Private Limited and Bucci Industries UK Limited, further consolidating its position in the global market. At the end of 2023 Bucci Industries had more than 1,300 employees worldwide, 13 branches and is present in more than 50 countries.

+ 1,300 employees worldwide

13 branches in more than 50 countries



BUCCI INDUSTRIES' INTERNATIONAL PRESENCE

THE HEAD OFFICES AND LOCAL MARKETS OF THE BRANCHES

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

ADDITIONAL MARKETS WHERE THE GROUP OPERATES:

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

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 2023, Bucci Industries recorded an overall positive economic and financial performance, despite some challenges faced along the way.

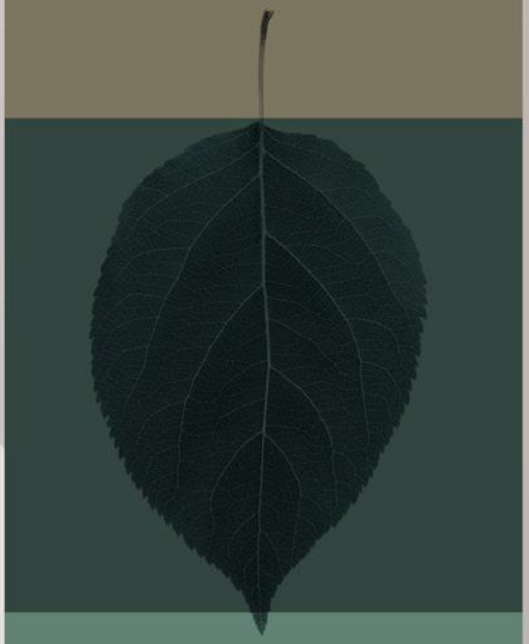
In particular, the Bucci Industries Group recorded a sales turnover of Euro 231 million, up by Euro 18 million compared to the previous year (+8%), achieving a gross operating margin of approximately Euro 29 million and a net profit of approximately Euro 8 million.

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 2023 it invested in a new 999.99 kW photovoltaic plant, which was completed and commissioned in early 2024.

As far as the Automation and Robotics 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 also in the area of innovative materials, Bucci Composites, continue to represent the most significant part of the Bucci Industries Group's sales turnover.

2023 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

€ 231 million

+ 8%

compared with the previous year

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, considering the ESG (Environmental, Social and Governance) areas.

During 2023, the sustainability strategy adopted by the Bucci Industries Group focused mainly on:
- enhancing energy efficiency by installing new photovoltaic panels,
- drafting the Group Code of Ethics, aimed at protecting all stakeholders that interact with the corporate structure.

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 STAKEHOLDERS	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 issues

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 draw up the Group Sustainability Report, Bucci Industries has carried out the materiality analysis to identify the sustainability issues and the economic, social and environmental aspects relevant to its business.

In order to carry out the materiality analysis, Bucci Industries was inspired by the GRI 3 guidelines, which introduce the concept of impact for the identification of material issues. According to the GRI, in fact, in order to determine material issues, 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 issues 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 issues associated with the identified priority impacts.



List of the material issues identified

The materiality analysis process led to the identification of 10 material issues, which are listed below:

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

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

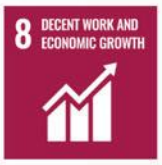
The 2030 Agenda for Sustainable Development is an action plan for people, the Planet and prosperity. It was signed in 2015 by 193 United Nations countries, including Italy, to share a commitment to ensure a better present and future for the Planet and the people who inhabit it. The Global Agenda defines 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 issues is presented below:

SDGs	TARGETS	RELATED MATERIAL ISSUES
	**3.8** 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; **3.d** Strengthen the capacity of all countries, especially developing countries, to anticipate, reduce and manage health-related risks, both domestically and globally.	*Occupational health and safety;* *Employee wellness and satisfaction*
	**4.3** By 2030, guarantee every woman and man equal access to cost-effective, quality technical, vocational and tertiary education - including university education; **4.4** 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.	*Employee promotion and development*
	**5.1** End all forms of discrimination against women and girls everywhere; **5.c** 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.	*Diversity, equal opportunities and inclusion*
	**7.2** By 2030, substantially increase the share of renewable energy in the global energy mix; **7.3** By 2030, double the global rate of improvement in energy efficiency.	*Energy consumption and GHG emissions*
	**8.2** Achieve higher standards of economic productivity through diversification, technological progress and innovation, including with a focus on high value-added and labour-intensive sectors; **8.3** 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; **8.5** 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; **8.6** Reduce the proportion of young people unemployed and out of education or training by 2030; **8.8** Protect the right to work and promote a healthy and safe working environment for all workers, including immigrants, especially women, and casual workers.	*Innovation and sustainable research;* *Product quality and safety;* *Employee wellness and satisfaction;* *Diversity, equal opportunities and inclusion*

>>>

SDGS	TARGETS	RELATED MATERIAL ISSUES
	**9.2** 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; **9.4** 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; **9.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.	*Product quality and safety;* *Innovation and sustainable research;* *Energy consumption and GHG emissions*
	**12.2** By 2030, achieve the sustainable management and efficient use of the natural resources; **12.4** 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; **12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse; **12.6** Encourage companies, particularly large multinational companies, to adopt sustainable practices and integrate sustainability information in their annual reports.	*Energy consumption and GHG emissions*
	**13.2** Integrate climate change measures into national policies, strategies and planning.	*Energy consumption and GHG emissions*
	**16.5** Significantly reduce corruption and abuse of power in all their forms; **16.b** Promote and enforce non-discriminatory laws and sustainable development policies.	*Managerial ethics, integrity and transparency*



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 organised according to the traditional system and consists of the General Shareholders' Meeting (represented by Massimo Bucci), which appoints a Board of Directors, made up of executive, non-executive and independent members, a Board of Statutory Auditors, and an Auditing Firm with the task of the official accounts audit.

In addition, 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 Board of Directors.

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 essential bodies. An analysis is underway to implement this form of governance in a formal manner as well.



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
Massimo Bucci - CEO
Tomaso Tarozzi - CEO
Antonio Cibotti - Director
Alberto Maffei Alberti - Independent director
Riccardo Taroni - Director
Francesco Ubertini - Independent director

Ethics Committee
Christian Bernardi (A&F Director)
Alessandro Faucci (Group Controller and IT Director)
Carlo Giulio Casadio

BUCCI AUTOMATIONS S.P.A.

Board of Directors
Massimo Bucci - Chairman and CEO
Tomaso Tarozzi - CEO
Antonio Cibotti - Director
Carlo Giulio Casadio - Independent director
Enrico Sangiorgi - Independent director

Strategic Committee
Massimo Bucci - CEO
Tomaso Tarozzi - CEO
Antonio Cibotti - Marketing and Subsidiaries Director
Giampaolo Morandi - Gen. Manager IEMCA Div.
Stefano Giacomelli - Gen. Manager SINTECO/Tecnosint Div.
Dario Cusumano - Gen. Manager Giuliani/Vire Div.
Alessandro Faucci - Group Controller and IT Director
Christian Bernardi - A&F Director
Nicola Gasparoni - HR Director

BUCCI COMPOSITES S.P.A.

Board of Directors
Massimo Bucci - Chairman and CEO
Tomaso Tarozzi - CEO
Antonio Cibotti - Director
Carlo Giulio Casadio - Independent director

Strategic Committee
Massimo Bucci - CEO
Tomaso Tarozzi - CEO
Antonio Cibotti - Marketing and Subsidiaries Director
Andrea Bedeschi - Gen. Manager Bucci Composites
Alessandro Faucci - Group Controller and IT Director
Christian Bernardi - 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 ethics, integrity and managerial transparency, implemented several initiatives during 2023:

- it drafted and published the Group Code of Ethics;
- it has made the Whistleblowing channel accessible on its corporate website, offering a quick and easy way to communicate concerns about actual or suspected misconduct that could adversely affect the company or people's well-being;
- it established an internal Ethics Committee with the task of monitoring reports of irregularities with respect to the provisions of the Code of Ethics.

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.

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 2021-2023:

90,9% Italian suppliers

40% of purchases from local suppliers

NUMBER AND PERCENTAGE OF SUPPLIERS BY GEOGRAPHIC AREA

GEOGRAPHIC AREAS OF THE SUPPLIERS	2023		2022		2021	
	No.	%	No.	%	No.	%
ITALY	1,395	90.9	1,330	90.7	1,255	90.3
GERMANY	62	4.0	67	4.6	59	4.2
CHINA	5	0.3	8	0.5	4	0.3
OTHERS	73	4.8	62	4.2	72	5.2
TOTAL	**1,535**	**100**	**1,467**	**100**	**1,390**	**100**

The figures show that the Bucci Group prefers Italian suppliers.

During the reporting period, the % of suppliers with a corporate name in Italy increased slightly from 90.3% in 2021 to 90.9% in 2023.

EXPENDITURE

GEOGRAPHIC AREAS OF THE SUPPLIERS	2023		2022		2021	
	€/1,000	%	€/1,000	%	€/1,000	%
ITALY	103,680		92,200		65,542	
of which from local suppliers	40,981	40%	39,340	43%	30,148	46%
GERMANY	3,773		3,411		1,763	
CHINA	763		1,235		997	
OTHERS	15,378		5,824		2,692	
TOTAL	**123,594**		**102,672**		**70,996**	

The figures also show that 40% of purchases involve local suppliers (i.e. suppliers located in the province and provinces neighbouring the Group's facilities).



4

EMPLOYEE MANAGEMENT AND DEVELOPMENT

GRI 3-3; GRI 2-7; GRI 2-30; GRI 401-1; GRI 404-1; 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 in recent years are manifold: application through advertisements, support from external consultants who are professionals in the recruiting sector, the company portal in the "work with us" section and by means of career days, always in compliance 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.



An important project to expand human resources was initiated during 2023. The Group has activated an HR search aimed at the involvement of women. A key element was the implementation of training courses to professionally retrain resources from various sectors.
This initiative has received a positive response from the labour market with excellent results.

The Group constantly keeps abreast of its diversity, equal opportunities and inclusion initiatives, both by participating in specific events and by developing its own initiatives to achieve an increase in possible jobs occupied by female staff.

In addition, the Group advocates the importance of dedicating time and energy to young people through outreach activities in high schools, presenting the most in-demand professions and combating the widespread stereotypical perception that certain roles are the exclusive prerogative of men.

Combining these two philosophies, on 8 March 2023, to coincide with International Women's Day, the "WOW-WOMENMOTOR" event was held, a project focused on women's empowerment in the automotive industry, of which the Group was a promoter. The day's programme included a diverse range of orientation and training 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.



TOTAL EMPLOYEES BY TYPE OF CONTRACT*

CONTRACTUAL TYPES	UoM	2023			2022			2021		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EMPLOYEES UNDER PERMANENT EMPLOYMENT CONTRACTS	No.	725	124	**849**	644	106	**750**	575	102	**677**
EMPLOYEES UNDER FIXED-TERM EMPLOYMENT CONTRACTS	No.	29	12	**41**	28	8	**36**	28	7	**35**
TOTAL EMPLOYEES	**No.**	**754**	**136**	**890**	**672**	**114**	**786**	**603**	**109**	**712**

*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*

TOTAL EMPLOYEES	UoM	2023			2022			2021		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	No.	7	-	**7**	7	-	**7**	7	-	**7**
MIDDLE MANAGERS	No.	18	1	**19**	17	-	**17**	16	-	**16**
WHITE-COLLARS	No.	269	92	**361**	252	85	**337**	220	82	**302**
BLUE-COLLARS	No.	460	43	**503**	396	29	**425**	360	27	**387**
TOTAL EMPLOYEES	**No.**	**754**	**136**	**890**	**672**	**114**	**786**	**603**	**109**	**712**

*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:

15.3%

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. The IEMCA division has the highest number of women specialised in STEM subjects.

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

MEMBERS BY GENDER AND AGE BRACKET	UoM	2021 - 2022 - 2023		
		MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	No.	-	-	-
30 - 50 YEARS OF AGE	No.	2	-	2
> 50 YEARS OF AGE	No.	8	-	8
TOTAL MEMBERS		**10**	**-**	**10**
PERCENTAGE BY GENDER AND AGE BRACKET	**UoM**	**2021 - 2022 - 2023**		
		MEN	**WOMEN**	**TOTAL**
< 30 YEARS OF AGE	%	-	-	-
30 - 50 YEARS OF AGE	%	20%	-	20%
> 50 YEARS OF AGE	%	80%	-	80%
TOTAL PERCENTAGE		**100%**	**-**	**100%**

*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.



Percentage of employees covered by collective employment agreements

100%

TOTAL EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS

*The table "Number of employees 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.

EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS	UoM	2023	2022	2021
NUMBER OF EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS	No.	890	786	712
PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS	%	100%	100%	100%

EMPLOYEE TRAINING AND DEVELOPMENT

The training and development of employees are among the priority material issues for the Bucci Group, considering that the training and motivation of its resources is an asset of the organisation.

The subject of employee training and development is coordinated centrally through a team of resources that support Corporate Management and the Unit Managers in the following areas, which are important and a priority for the Group:

- definition and planning of training courses;
- monitoring of periodic "manager-worker" development interviews;
- monitoring of the "onboarding" of new recruits;
- Organisational Design (definition and monitoring of job descriptions and staff organisation charts).

Within the Bucci Group, occasions have been set up for dialogue between the manager-worker that allow both to express the positive aspects and those with a view to improvement in the management of the activities. These moments of dialogue and reflection are of great help in developing company resources and have the objective of:

- ensuring continuous improvement and professional development;
- assessing performance (e.g. achievement of targets);
- improving the business organisation.

The Group is increasingly moving towards a process of improvement and digitalisation to facilitate the creation of training plans and career promotions.

The Group believes that business success is closely linked to the success and work fulfilment of each individual.

The Remuneration Policy system is managed centrally, with the aim of enhancing merit and skills and supporting motivation and commitment to individual development, also with a view to attracting and retaining talent.

2021-2023 was a period of great growth for the Group, which is also reflected in the increase in recruitment; in fact, the percentage of recruitment increased from 13% in 2021 to 21% in 2023.



TURNOVER, RECRUITS AND TERMINATIONS (EMPLOYEES)

RECRUITS BY AGE BRACKET	UoM	2023			2022			2021		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	No.	91	19	110	96	15	111	57	11	68
30 - 50 YEARS OF AGE	No.	51	19	70	27	3	30	18	2	20
> 50 YEARS OF AGE	No.	3	1	4	8	-	8	4	1	5
TOTAL RECRUITS	**No.**	**145**	**39**	**184**	**131**	**18**	**149**	**79**	**14**	**93**
PERCENTAGE OF RECRUITS OUT OF TOTAL EMPLOYEES	**%**	**16%**	**4%**	**21%**	**20%**	**16%**	**19%**	**13%**	**13%**	**13%**

LEAVERS BY AGE BRACKET	UoM	2023			2022			2021		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 YEARS OF AGE	No.	32	15	47	28	8	36	20	7	27
30 - 50 YEARS OF AGE	No.	26	6	32	20	3	23	17	5	22
> 50 YEARS OF AGE	No.	18	-	18	18	-	18	15	2	17
TOTAL LEAVERS	**No.**	**76**	**21**	**97**	**66**	**11**	**77**	**52**	**14**	**66**
PERCENTAGE OF LEAVERS OUT OF TOTAL EMPLOYEES	**%**	**9%**	**2%**	**11%**	**10%**	**10%**	**10%**	**9%**	**13%**	**9%**

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 2023 the Group confirmed training courses in the technical, language, IT, digital, soft skills and safety spheres, including new training courses 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	2023			2022			2021		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	3.00	-	**3.00**	14.57	-	**14.57**	1.43	-	**1.43**
MIDDLE MANAGERS	8.72	-	**8.26**	6.85	-	**6.85**	8.25	-	**8.25**
WHITE-COLLARS	7.12	6.45	**6.95**	8.64	8.14	**8,51**	9.08	6.36	**8.34**
BLUE-COLLARS	5.69	3.69	**5.52**	6.20	5.21	**6,13**	4.05	0.69	**3.24**
TOTAL AVERAGE HOURS OF TRAINING	**6.25**	**5.53**	**6.14**	**7.22**	**7.39**	**7,24**	**5.95**	**5.97**	**5.81**



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 implemented several significant initiatives for the well-being and health of its employees, including the "Bucci Industries Wellness Program". The program offers employees a wide range of opportunities to promote a healthy and balanced lifestyle. They can participate in numerous sports, educational and training activities. Weekly courses and sessions are organised, led by experts and qualified coaches, covering a wide range of disciplines such as yoga, Pilates, functional training, postural gymnastics and swimming. In order to ensure a complete experience, the technical clothing required to engage in these activities comfortably and safely is also provided. In addition, the program also includes seminars and workshops, covering topics such as proper nutrition for a healthy lifestyle, to help educate employees on a healthy lifestyle.

The Bucci Industries Group plans to develop further wellness projects and initiatives in the coming years. The aim is to expand the range of sports activities on the agenda and increase the number of seminars dedicated to the psychophysical well-being of employees.



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

INITIATIVES FOR THE PROMOTION OF THE WELLNESS OF EMPLOYEES	UoM	2023	2022	2021
NUMBER OF PROGRAMS IMPLEMENTED FOR THE PROMOTION OF EMPLOYEE WELLNESS AND SATISFACTION	No.	19	15	12
AVERAGE RATE OF PARTICIPATION PER YEAR OF EMPLOYEES IN THE INDIVIDUAL EMPLOYEE WELLNESS AND SATISFACTION PROGRAMS	%	37.64%	34.99%	29.07%

The organisation recognises the importance of investing in the well-being of its employees as part of its long-term sustainability strategy. Bucci Industries has made plans to allocate resources and devote continuous efforts to develop and implement projects and initiatives in the coming years, as well as to create a working environment that promotes employees' well-being, and to provide them with the necessary tools to achieve a healthy balance between professional and personal life.





Well-being and sustainable mobility

In 2023 the Bucci Group joined the municipal "Bike to Work" program for the disbursement of mobility vouchers to employees of public and private companies and organisations located in the Municipality of Faenza.

During the European Sustainable Mobility Week, Bucci Automations S.p.A. was awarded first place in the 2023 Bike to Work initiative for the absolute number of kilometres travelled.

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.

Improvements in this area are implemented on the basis of risk assessments, periodic audits of the PPS and reports of near-misses sent in by the supervisors. Improvement action is periodically proposed by the General Managers to the CEO.

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	2023		2022		2021	
	No.	RATE*	No.	RATE*	No.	RATE*
Number of hours worked	1,793,057	-	1,179,028	-	1,294,707	-
Number and rate of deaths further to work-related accidents and injuries	-	-	-	-	-	-
Number and rate of work-related accidents and injuries with serious consequences (excluding deaths)	-	-	-	-	-	-
Number and rate of work-related accidents and injuries	18	0.00001004	9	0.00000763	14	0.00001081
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		Injuries/bruises, trauma, strain	

*The work-related accident and injury rate is calculated using the following formula: "accident/injury rate = number of accidents / number of hours worked".

No serious accidents or injuries occurred during the reporting period

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:

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

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 bar 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

SINTECO division

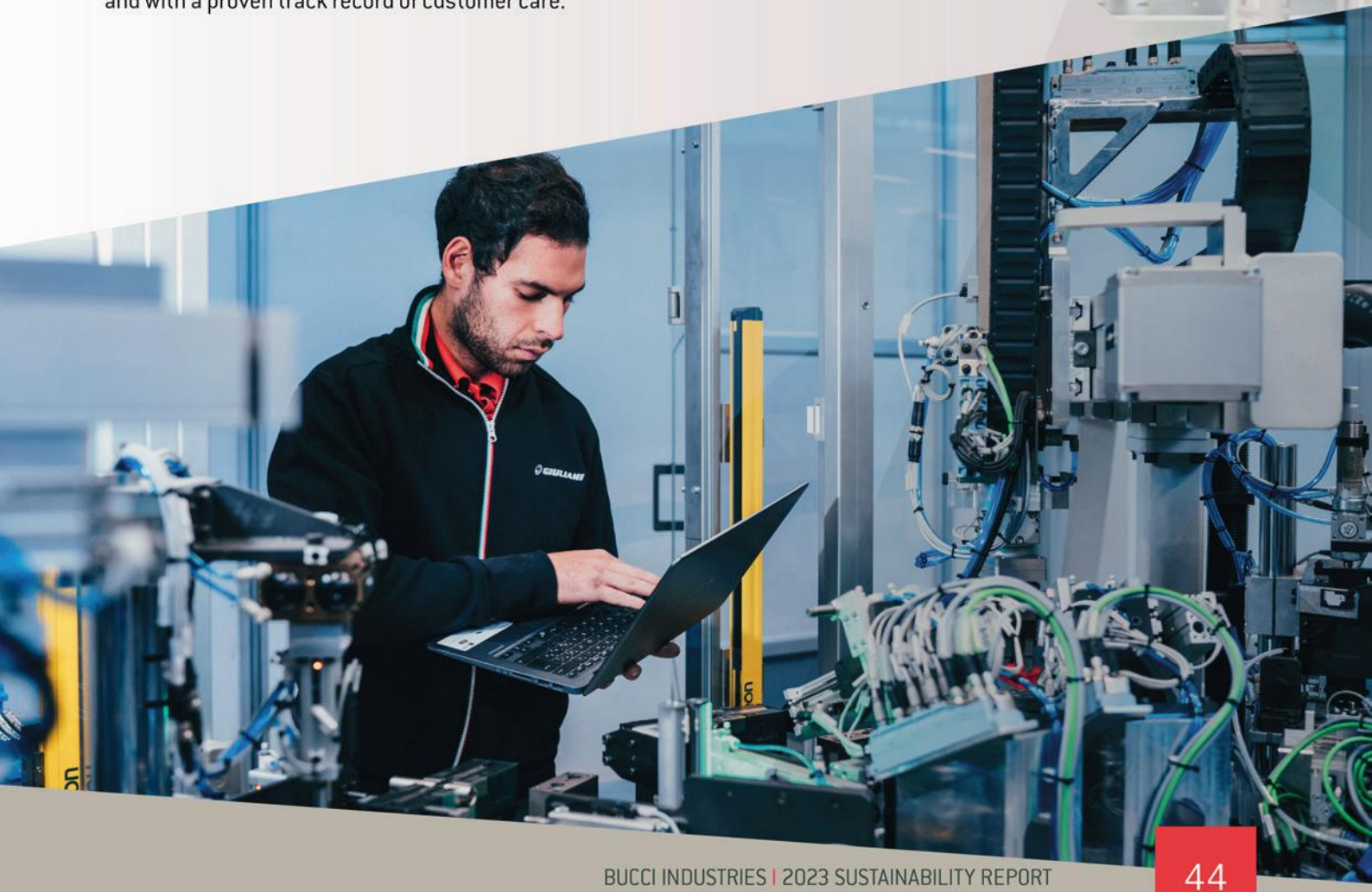
Leader in the design and production of automation and robotic systems in the industrial, medical and hospital sectors. The Industrial branch produces turnkey plants for the assembly of industrial components for the automotive, mechanical, locksmithing, electronics and cosmetics sectors. The Medical section 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

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 of customer care.





VIRE

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.

ZETA

ZETA division

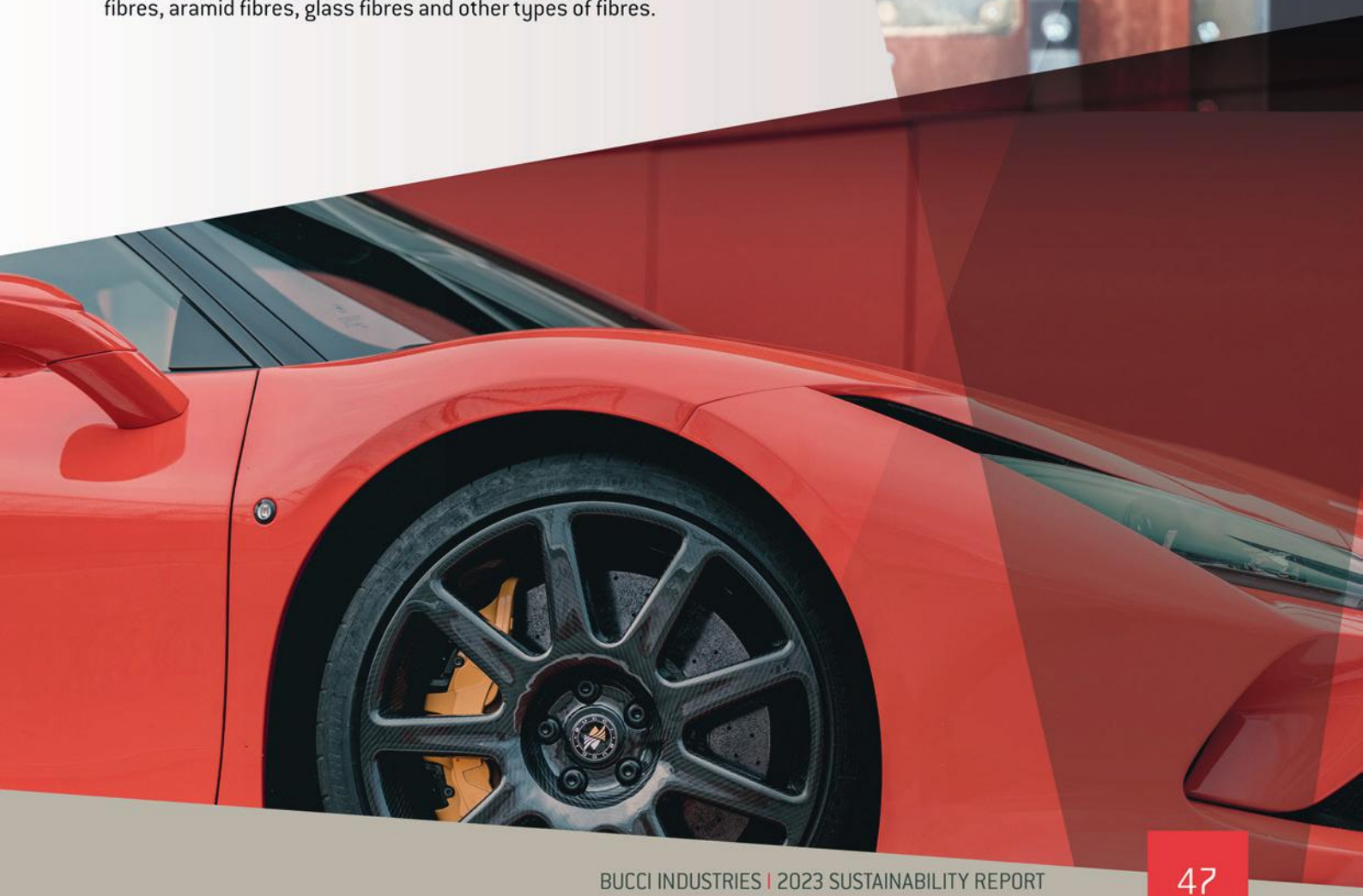
Since 2006, ZETA has been designing and manufacturing vertical and side case packers for secondary packaging in cardboard boxes and palletising of non-woven, paper and food fabric products.





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

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

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 certifications present in all the Group's divisions. The certifications present within the Bucci Industries Group are listed below:

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. DIGITALIZATION PROGRAM
   new solutions for digitalisation

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

The **IEMCA Division** has recently launched on the market high-pressure units for the management of coolant machining fluids (pressure range 40 - 250 bar).

The introduction of high-pressure units in conventional multi-purpose machine tools (capable of machining all materials, including those that are "difficult to cut" - stainless steel or titanium) makes it possible to expand the potential of the machine tool. In fact, the lathe reduces its machining time, thus decreasing the energy expended per workpiece produced. In addition, the life of the cutting tools is greatly extended, resulting in less environmental impact.

IEMCA has decided to develop a unique range of HPC units, introducing an energy-efficient product that, unlike the market standards, only compresses the oil that is strictly necessary to operate the lathe. This concept saves energy in two ways: firstly, no energy is wasted in raising the oil pressure unnecessarily, and secondly, its cooling is not required.



Once again in 2023 the **SINTECO Division** continued to guarantee 100% recyclability of consumables in the sphere of Hospital Automation, progressing in the study of their biodegradability that begun the year before; thus through the evaluation of alternative materials compatible with the entire process of enveloping and maintaining the drug during storage and distribution within hospitals.

One of the medium-term operations on which Sinteco's R&D is working concerns the elimination of clips (prescription anti-tampering closure systems), so as to remove a high incidence of consumable plastic material and replace it, in terms of function, with a system obtained directly from the material from which the pouch containing the single dose is created.

In addition to the clear advantage in terms of sustainability, this will significantly simplify the operation of the machine and also reduce the energy consumption.

In the same area, the studies and tests undertaken the year before continued in order to drastically reduce the air consumption of machinery by at least 95%.

With the IT division software tests continue aimed at energy saving, essentially working on optimising the operation of the machines.



The **GIULIANI Division**, given the applicative success of MQL technology, has further developed the technology by making it available also for higher production machines (up to 25 simultaneous work units), thus amplifying the benefits that this technology can bring, including:

- absence of lubricating fluid, which is difficult to dispose of and manage; in previous high-production machines, the amount of fluid to be continuously circulated can be as much as 13,000 litres;
- absence of filter systems, which generate consumable components that are difficult to dispose of;
- absence of pumping and filtering systems, leading to a reduction in energy consumption of up to 50%;
- reduced floor space required.



The packaging machine production divisions **VIRE** and **ZETA** have further developed the technology of sealing in paper bags instead of traditional polyethylene (PE) bags, and with a French key account customer they have set up a market-ready production line.
A human-centric, digitally-rooted project was also launched to support and advise the machine operator on the optimal definition of process parameters leading to the correct packaging of products. In this sense, the machine will be easily reconfigurable and always ready for use, freeing itself from the set-up phase that leads to the discarding of products while waiting for the correct configuration of process parameters.



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_2 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 hemp 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_2 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	2023	2022	2021
ECONOMIC VALUE OF THE EXPENDITURE FOR INNOVATION AND SUSTAINABLE RESEARCH	€/1,000	5,508	6,403	5,749
PERCENTAGE OF EXPENDITURE FOR INNOVATION AND SUSTAINABLE RESEARCH OUT OF TOTAL ANNUAL EXPENDITURE OF THE COMPANY	%	2.56%	3.51%	4.35%

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.

Thanks to the UNI EN ISO 14001 environmental certification, we have analysed all production processes, also improving the differentiation of waste produced and increasing the percentage of waste sent for recovery.

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. Information systems for waste management have been adopted, so that our team is increasingly attentive to monitoring the most critical environmental aspects. Investments have been made to improve the containment basins and waste storage areas. We have also implemented an ISO 14001 environmental management system in recent years, certified by a third party.

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.

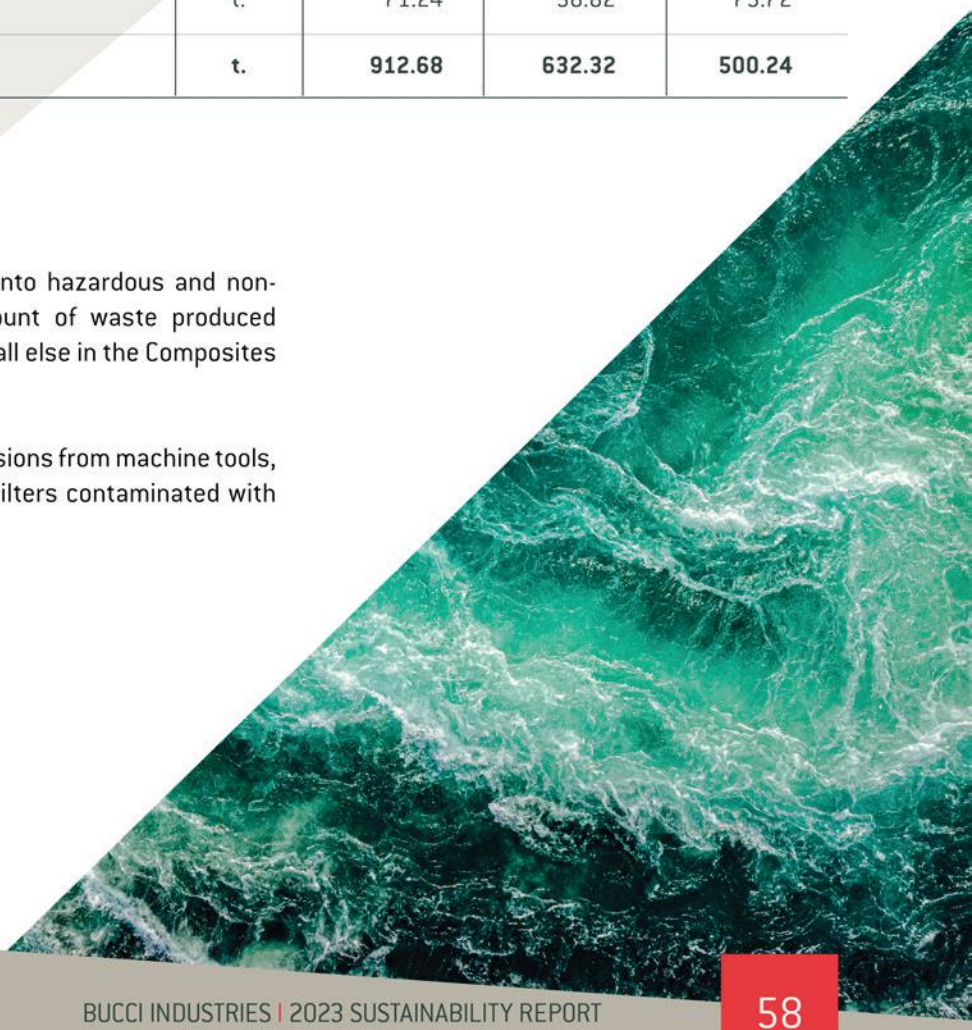
WASTE PRODUCED BY TYPE, IN METRIC TONS

	UoM	2023	2022	2021
NON-HAZARDOUS WASTE PRODUCED	t.	841.43	575.50	426.52
HAZARDOUS WASTE PRODUCED	t.	71.24	56.82	73.72
TOTAL WASTE PRODUCED	**t.**	**912.68**	**632.32**	**500.24**

Waste produced

The waste produced has been divided up into hazardous and non-hazardous waste. In 2022-2023, the amount of waste produced increased due to a rise in production, above all else in the Composites area.

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	2023	2022	2021
NON-HAZARDOUS WASTE PRODUCED	t.	725.89	453.09	342.43
HAZARDOUS WASTE PRODUCED	t.	39.89	20.38	19.11
TOTAL WASTE PRODUCED	**t.**	**765.78**	**473.47**	**361.54**

WASTE SENT TO LANDFILLS BY TYPE, IN METRIC TONS

	UoM	2023	2022	2021
NON-HAZARDOUS WASTE PRODUCED	t.	115.54	122.41	84.09
HAZARDOUS WASTE PRODUCED	t.	31.35	36.45	54.61
TOTAL WASTE PRODUCED	**t.**	**146.89**	**158.86**	**138.70**

THANKS TO IMPROVED HAZARDOUS WASTE MANAGEMENT, IN 2023 LESS WASTE WAS SENT FOR DISPOSAL AND MORE WASTE WAS SENT FOR RECOVERY.





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	2023	2022	2021
CONSUMPTION OF NATURAL GAS (METHANE) (FOR HEATING AND PLANTS)	GJ	19,038	23,444	24,183
CONSUMPTION OF DIESEL (FOR AUTOMOTIVE PURPOSES)	GJ	5,336	4,710	4,061
TOTAL ENERGY CONSUMPTION FROM FOSSIL FUELS	**GJ**	**24,373**	**28,154**	**28,244**
DISTRICT HEATING CONSUMPTION				
DISTRICT HEATING CONSUMPTION	GJ	1,849	1,659	1.565
TOTAL DISTRICT HEATING CONSUMPTION	**GJ**	**1,849**	**1,659**	**1,565**
ELECTRICITY CONSUMPTION				
CONSUMPTION OF ELECTRICITY PURCHASED FROM THE ITALIAN GRID	GJ	24,580	19,752	19,191
CONSUMPTION OF ELECTRICITY INTERNALLY-PRODUCED BY PHOTOVOLTAIC SYSTEMS	GJ	3,754	3,652	1,402
TOTAL ELECTRICITY CONSUMPTION	**GJ**	**28,334**	**23,404**	**20,593**
TOTAL ENERGY CONSUMPTION (FROM FOSSIL FUELS AND ELECTRICITY)	**GJ**	**54,556**	**53,217**	**50,402**

*The conversion factors provided by the UK Department for Environment, Food and Rural Affairs (DEFRA) for the years 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.

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.

GENERATION AND INTERNAL CONSUMPTION OF RENEWABLE ELECTRICITY

TOTAL PHOTOVOLTAIC PLANT POWER	UoM	2023	2022	2021
TOTAL ELECTRICITY CONSUMED	MWh	7,622	6,501	5,720
TOTAL ELECTRICITY INTERNALLY-PRODUCED BY PHOTOVOLTAIC SYSTEMS	MWh	1,233	1,273	514
TOTAL ELECTRICITY CONSUMED INTERNALLY FROM PHOTOVOLTAIC SYSTEMS	MWh	1,009	1,015	389
PERCENTAGE OF ELECTRICITY CONSUMED INTERNALLY AND PRODUCED BY PHOTOVOLTAIC SYSTEMS OUT OF TOTAL ELECTRICITY CONSUMED	%	13%	16%	7%

Management of emissions

The Bucci Group also pays great attention to CO_2 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_2 emissions and the pursuit of a sustainable lifestyle.

EMISSIONS FROM ENERGY CONSUMPTION*

	UoM	2023	2022	2021
SCOPE 1 EMISSIONS	tCO_2e	1,357	1,531	1,517
SCOPE 2 EMISSIONS	tCO_2e	3,329	2,685	2,601
TOTAL SCOPE 1&2 EMISSIONS	**tCO_2e**	**4,686**	**4,216**	**4,118**

*The emission factors provided by the UK Department for Environment, Food and Rural Affairs (DEFRA) for the years 2023, 2022 and 2021 were used to calculate the direct GHG emissions (Scope 1), deriving from energy consumption. Whereas 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).



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.

This year brought with it critical days for families and businesses in our area affected by adverse weather events. In response to these critical situations, the Bucci Group supported and promoted fundraising initiatives launched by the Faenza Municipal Authority, the Civil Protection Agency and Caritas of Faenza.

In order to provide support to employees' families, Bucci Industries set up an internal communication channel. Through this channel, staff affected by the flooding were able to report their needs, enabling the Group to make resources such as pumps and pressure washers available.

In addition, hot meals were offered at the Villa Abbondanzi Resort, thus demonstrating a tangible commitment to welfare and protection.

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. Some examples are the Raoul Follereau Associazione Italiana Amici, an organisation fighting injustice and marginalisation, and the Associazione Volontari e Amici dell'Istituto Oncologico Romagnolo, set up with the aim of supporting patients in the fight against cancer, and the Fiori d'Acciaio Association, a landmark in the area in supporting women with breast cancer, by means of prevention information campaigns and the purchase of equipment to be donated to cancer wards. 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.

In 2023, a new agreement was furthered with the University of Modena and Reggio Emilia - Department of Engineering, for in-house internships.





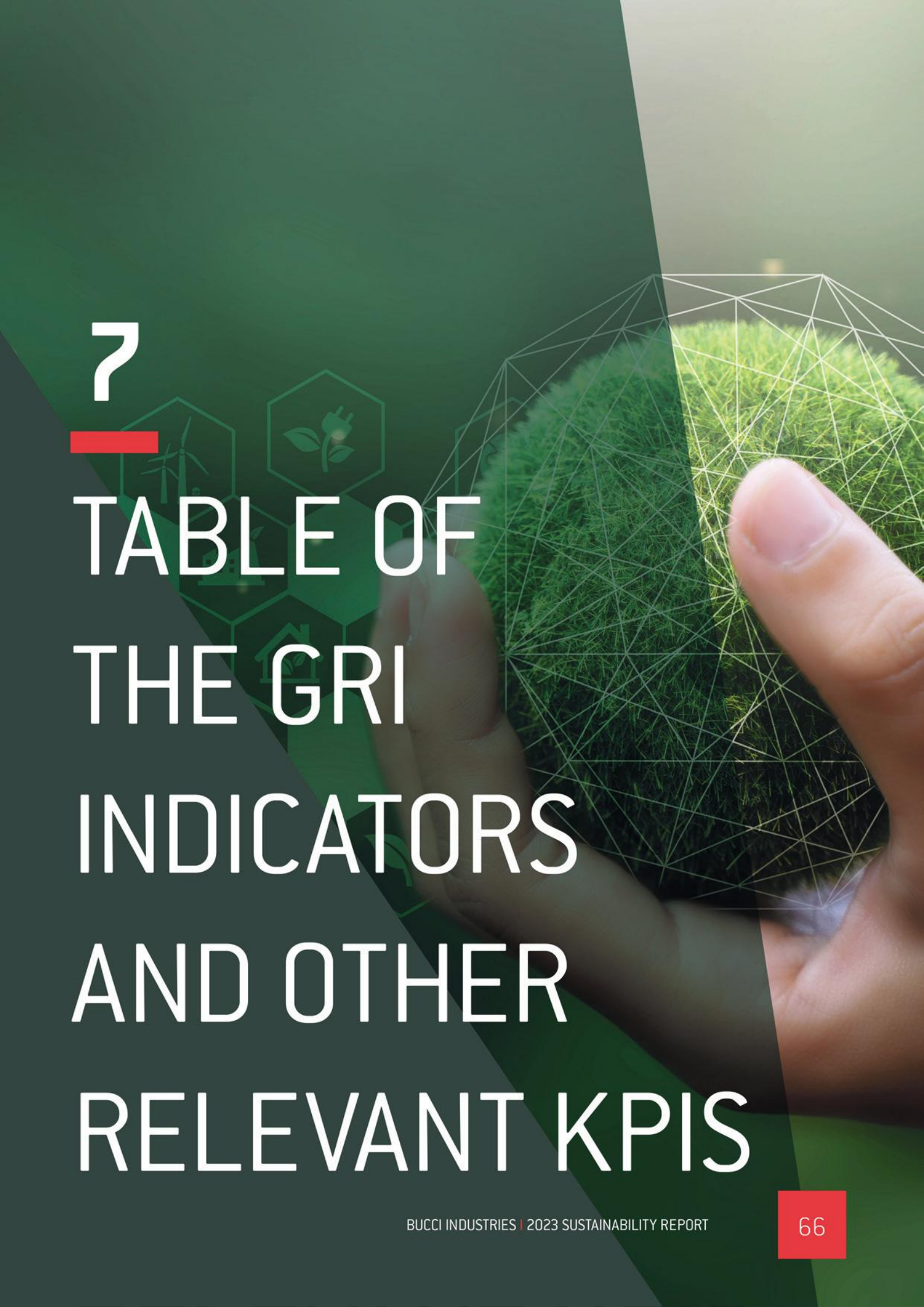


Roberto Bucci Scholarships

The Bucci family has always been particularly keen to contribute every year to the initiative of awarding scholarships in memory of 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	2023	2022	2021
NUMBER OF INITIATIVES IMPLEMENTED IN FAVOUR OF THE LOCAL COMMUNITY	No.	11	4	4
ECONOMIC VALUE OF THE INITIATIVES IMPLEMENTED IN FAVOUR OF THE LOCAL COMMUNITY	€	105,112	59,633	8,500
NUMBER OF ROBERTO BUCCI SCHOLARSHIPS AWARDED	No.	4	4	4
ECONOMIC VALUE OF THE ROBERTO BUCCI SCHOLARSHIPS AWARDED	€	5,000	5,000	5,000
TOTAL	**€**	**110,112**	**64,633**	**13,500**



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 2023 to 31 December 2023 with reference to the GRI standards. Bucci Industries has chosen to include data for the last two 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
GRI 1: Fundamental Principles – 2021 version			
Methodological note			
GRI 2: General Disclosure - 2021 version			
GRI 2-1	Organisational details	7	
GRI 2-2	Entities included in the organisation's sustainability reporting	7	
GRI 2-3	Reporting period, frequency and point of contact	7	
Bucci Industries and the sustainability strategy			
GRI 2: General Disclosure - 2021 version			
GRI 2-1	Organisational details	10	
GRI 2-28	Membership of associations	16	
GRI 2-29	Approach to stakeholder engagement	17	
GRI 3: Material issues 2021			
GRI 3-1	Process for determining the material issues	18	

GRI 3-2	List of the material issues	19
GRI 3-3	Management of the material issues	19
Managerial ethics, integrity and transparency		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	23
GRI 2: General Disclosure - 2021 version		
GRI 2-9	Governance composition and structure	23
GRI 2-10	Appointment and selection of the highest governance body	23
GRI 2-11	Chairperson of the highest governance body	23
GRI 2-14	Role of the highest governance body in the sustainability reporting	23
GRI 2-27	Compliance with laws and regulations	24
GRI 205: Anti-corruption - 2016 version		
GRI 205-3	Confirmed incidents of corruption and measures adopted	24
Sustainable supply chain management		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	25
GRI 204: Procurement practices - 2016 version		
GRI 204-1	Percentage of expenditure care of local supplier	26
Diversity, equal opportunities and inclusion		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	28
GRI 2: General Disclosure - 2021 version		
GRI 2-7	Employees	30
GRI 2-30	Collective contracts	31
GRI 405: Diversity and equal opportunities - 2016 version		
GRI 405-1	Diversity of governance bodies and employees	31
Employee promotion and development		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	32

GRI 401: Employment - 2016 version		
GRI 401-1	Recruitment of new employees and staff turnover	33
GRI 404-2	Average number of training hours per year per employee	34
Employee wellness and satisfaction		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	35
NON GRI: Wellness programs implemented		
NON GRI 1	Initiatives for the promotion of the wellness of employees	37
Occupational health and safety		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	38
GRI 403: Occupational health and safety- 2018 version		
GRI 403-1	Occupational health and safety management system	39
GRI 403-5	Training of workers on occupational health and safety	39
GRI 403-9	Work-related accidents and injuries	40
Product quality and safety		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	48
GRI 416: Customers' health and safety - 2016 version		
Innovation and sustainable research		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	49
NON GRI: Investments in innovation and sustainable research		
NON GRI 2	Expenditure in investments in innovation and sustainable research	54
Waste Management		
GRI 3: Material issues 2021		
GRI 3-3	Management of the material issues	56
GRI 306: Waste Management		
GRI 306-1	Generation of waste and impacts	57

GRI 306-2	Management of significant impacts	58	
GRI 306-3	Waste generated	58	
GRI 306-4	Waste not sent to landfills	59	
GRI 306-5	Waste sent to landfills	59	
Consumption and GHG emissions			
GRI 3: Material issues 2021			
GRI 3-3	Management of the material issues	60	
GRI 302: Energy efficiency and emissions			
GRI 302-1	Energy consumed within the organisation	61	
GRI 305: Emissions - 2016 Version			
GRI 305-1	Direct GHG emissions (Scope 1)	62	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)	62	
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	63	
NON GRI 4	Number and economic value of the Roberto Bucci scholarships awarded	65	




BUCCI
INDUSTRIES
www.bucci-industries.com

BUCCI INDUSTRIES GROUP

INDEPENDENT AUDITOR'S REPORT ON SUSTAINABILITY REPORT

YEAR ENDED 31 DECEMBER 2023

Independent auditor's report on Sustainability Report 2023

To the Board of Directors of Roberto Bucci & C. SpA

We have been engaged to undertake a limited assurance engagement on the Sustainability Report of Roberto Bucci & C. SpA (hereinafter the "Company") and its subsidiaries (hereinafter the "Group" or "Bucci Group") for the year ended 31 December 2023.

Responsibilities of the Directors for the Sustainability Report

The Directors of Roberto Bucci & C. SpA are responsible for the preparation of the Sustainability Report with reference to the "Global Reporting Initiative Sustainability Reporting Standards" issued in 2016, and updated to 2021 by GRI - Global Reporting Initiative (the "GRI Standards"), as illustrated in the "Methodology note" section of the Sustainability Report.

The Directors are also responsible for the internal control as they determine is necessary to enable the preparation of a Sustainability Report that is free from material misstatements due to fraud or error or non-intentional events and behaviours.

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.

Auditor's Independence and Quality Control

We have complied with the independence and other ethical requirements of 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 behavior.

Our firm applies International Standard on Quality Management 1 Italia (ISQM 1 Italia) 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.

Auditor's Responsibilities

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 the "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historical 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 judgment and included inquiries, primarily of personnel of the Group responsible for the preparation of the information presented in the Sustainability Report 2023, as well as inspection of documents, reperforming of calculation 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 methods of analysis and understanding of the organization's context, identification, assessment and prioritization of actual and potential impacts and to 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 inquired of and discussed with the management of the Company and we carried out limited analyses of documentary evidence, in order to obtain information about the processes and procedures supporting the collection, aggregation, processing and submission of non-financial information to the corporate function in charge of the preparation of the Sustainability Report.

Moreover, for significant information, taking into account the activities and characteristics of the Group:

a) with reference to the qualitative information presented in the Sustainability Report, we carried out interviews and obtained supporting documents 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, in addition, we discussed with the persons responsible and obtained documentary evidence, on a sample basis, about the correct application of the procedures and calculation methods applied for the indicators.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Bucci Group Sustainability Report for the year ended 31 December 2023 is not prepared, in all material respects, with reference to the requirements of the GRI Standards as illustrated in the "Methodology note" section of the Sustainability Report.

Padova, 25 July 2024

PricewaterhouseCoopers Business Services Srl

Paolo Bersani
(Partner)

This report has been translated into English from the Italian original solely for the convenience of international readers. We have not performed any controls on the Sustainability Report 2023 translation.