

# 2024 Sustainability Report



**S** **SAVELLI**  
SINCE 1842

Limited Assurance performed  
by Deloitte & Touche S.p.A.

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“

Someone wrote that those who have no memory of their past have no identity.

This applies to people, to nations and to societies.

”

**Luigi Savelli**



# Introduction

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# Letter to stakeholders

**The 2024 Sustainability Report represents an important opportunity to share with our stakeholders the various ESG activities carried out during the year and our future projects.**

Sustainable development is important to our organization, but complex: starting from the fact that economic growth involves meeting current requirements without compromising future needs, it should offer solutions to address social and environmental challenges while promoting socio-economic well-being and resource conservation for future generations.

In a complex global market with geopolitical scenarios characterized by strong instability and uncertainty, where competition is limited but represented by two commercially aggressive multinationals and expanding Chinese competitors, the Company has set itself to meet these challenges and to grow with a greater focus on sustainability through some business choice:

- protection of the Made in Italy and attention to the territory and the environment through the construction of machines and plants in the neighboring areas of the head office (Rodengo Saiano);
- outsourcing of production to different local Italian suppliers of primary quality to guarantee sustainable production processes, maximum attention to the

availability of the raw material and its mechanical methods, and competitive prices;

- manufacture of non-technological products, semi-finished products, or accessories for its plants in China, without significant environmental impact..

In order to mitigate the negative impacts generated by our activities, we are implementing a series of environmental improvements aimed at reducing energy consumption and emissions, which will be discussed in detail in the relevant chapter.

The unfair competition faced by our Italian and European customers from foundries located in countries where sustainability regulations are completely absent, mainly in Turkey, India, and China, is driving us toward greater efficiency and sustainability in our plants.

This translates into more advanced technological and digital solutions, electromechanical systems that replace traditional hydraulic cylinders with huge hydraulic power units, predictive maintenance activities using AI, and high production performance.

Given the complexities of the current period, it is increasingly important for every economic entity to actively commit to being a driver of change and development. With this in mind, the transition to a sustainable economy represents a challenge and an opportunity for SAVELLI.



**Francesco Savelli - Chairman and Chief Executive Officer**



# Methodological note

This document is the first edition of the Sustainability Report of Savelli Technologies S.r.l. (hereafter, “SAVELLI” or “Company”) and describes the main activities and results achieved in the economic, social, and environmental fields in the period from the 1st of January to 31st of December 2024. The document also includes an overview of the areas on which the Company is focusing its attention, with a view to future development and continuous improvement.

This balance sheet was drawn up in compliance with the *GRI Sustainability Reporting Standards*, published by the *Global Reporting Initiative* (GRI) in its 2021 version. The *GRI Content Index* is attached to the document, with details of the reported content.

**The data and information contained in this Sustainability Report are based on the principles of balance, comparability, accuracy, timeliness, reliability, and clarity that guarantee the quality of the information as defined by the GRI Standards.**

The sustainability data and information reporting perimeter, consisting of Savelli Technologies S.r.l., without including its direct subsidiaries (Savelli Machinery Mexico S.A. de C.V. in Mexico City, Savelli Kunshan Machinery Co., Ltd. in Kunshan, China) and its 20% stake (Savelli Machinery India Pvt. Ltd. in Bangalore), corresponds to that of SAVELLI's balance sheet.

To ensure the reliability of the data, the use of estimates has been limited as far as possible, which, if present, have been appropriately reported and defined based on established methodologies and calculation criteria.

The Sustainability Report will be drawn up annually. These financial statements were reviewed by the Board of Directors on July 7, 2025.

This document has been subject to a limited assurance engagement (according to the criteria set out in ISAE

3000 Revised) performed by Deloitte & Touche S.p.A., which, upon completion of its work, issued a specific report on the compliance of the information provided in the Sustainability Report prepared by Savelli Technologies Srl. The related report is available on page 41.

The document is also available on the website [www.savelli.it](http://www.savelli.it), while at the email address [info@savelli.it](mailto:info@savelli.it), it is possible to send requests or questions to the Company.



**Savelli Technologies S.r.l. - Headquarters of Rodengo Saiano (BS)**

# History of SAVELLI

Savelli Technologies S.r.l., which operates under the registered trademark "SAVELLI since 1842", is a company belonging to a small international group and specialized in the development of advanced solutions for the metallurgy industry for plants intended for the foundry sector.

The Company, recognized as a technological leader in the design and supply of high-performance customized plants for medium and large foundries, is currently driven by a group of managers and technical experts in sales, design, automation, in the construction and installation

of machinery and equipment for the foundry industry. Savelli Technologies S.r.l. is currently a 50% owned subsidiary of Savelli Holding S.r.l. (Brescia, Italy) and 50% owned by KKG GmbH & Co. KG (or also "KKG Group", based in Essen, Germany), which has direct control over the companies Savelli Machinery Mexico S.A. de C.V. (Mexico City, Mexico – year 2023), Savelli (Kunshan) Machinery Co., Ltd. (Kunshan, China – year of constitution 2024), and holds 20% of Savelli Machinery India Pvt. Ltd. (Bangalore, India – year of constitution 2019). The Mexican company – as well as the one will be established

at the beginning of 2025 in the USA – is commercial: it handles the purchase and sale of materials and services, as well as the design engineering of plants. The Asian companies, on the other hand, are production-oriented: the Indian one, with 70 employees, for 20% of its activity manufactures equipment based on Italian or local designs, using technologies that are less advanced than those employed in the rest of the Group; the Chinese company is a JV with Weifang Kailong Machinery, which has provided its production facilities with 200 employees dedicated exclusively to manufacturing.

• **1842** ► **Egidio Savelli**, known as "**brüsafer**", is an iron and blacksmith craftsman who starts his activity in the territory of **Franciacorta** (Brescia, Italy)

• **1890** ► production of agricultural tools

1800

- **1970** ► **Luigi, Severino and Giuseppe Savelli** begin producing green sand molding systems for the foundries with the company **Savelli S.p.A.**
- **1977** ► Development of the first cooling chamber without brackets
- **1979** ► Construction of the first completely new cast iron foundry built on a greenfield site for **IDA Kikinda General Motors**
- **1983** ► Acquisition of **STERN** molding technology and creation of Euroimpianti (joint venture between Savelli and Montini foundry)
- **1986** ► **Maurizio Botticini** becomes SAVELLI's designer
- **1992** ► First generation of the **Formimpress®** side compaction model at the FAR steel foundry (Italy)
- **1998** ► Completion of the new cast iron foundry for **Brembo** in Mapello (Italy) for the production of brake discs (280 shapes/hour)
- **1999** ► New molding lines with a capacity of 250 shapes/hour for **LUK** in Brazil and establishment of a joint venture with **Kuettner (Savelli do Brasil)** | **Francesco Savelli** begins working in the Marketing & Sales Department for international business | New production facilities of 35.000 square meters in via Cacciamali, Brescia

1900

- **2001-2006** ► Start of partnership with **DISA** (Best of both Worlds)
- **2007** ► Construction of the largest forming line with bracket dimensions of 3.000 x 1.800 x (500/500) mm for **Altajvagon zavod**
- **2008** ► Construction of a molding line with large brackets measuring 1.300 x 1.100 x (250/250) mm and a high speed of 250 molds/hour for the production of disc brakes at the **Renault-Nissan** foundry in Le Mans, France
- **2011** ► Construction of the largest cast iron molding line in the world for **Deere & Company** in Waterloo, Iowa | Achievement of € 60 ML in turnover
- **2016** ► Insolvency of Savelli S.p.A. in February

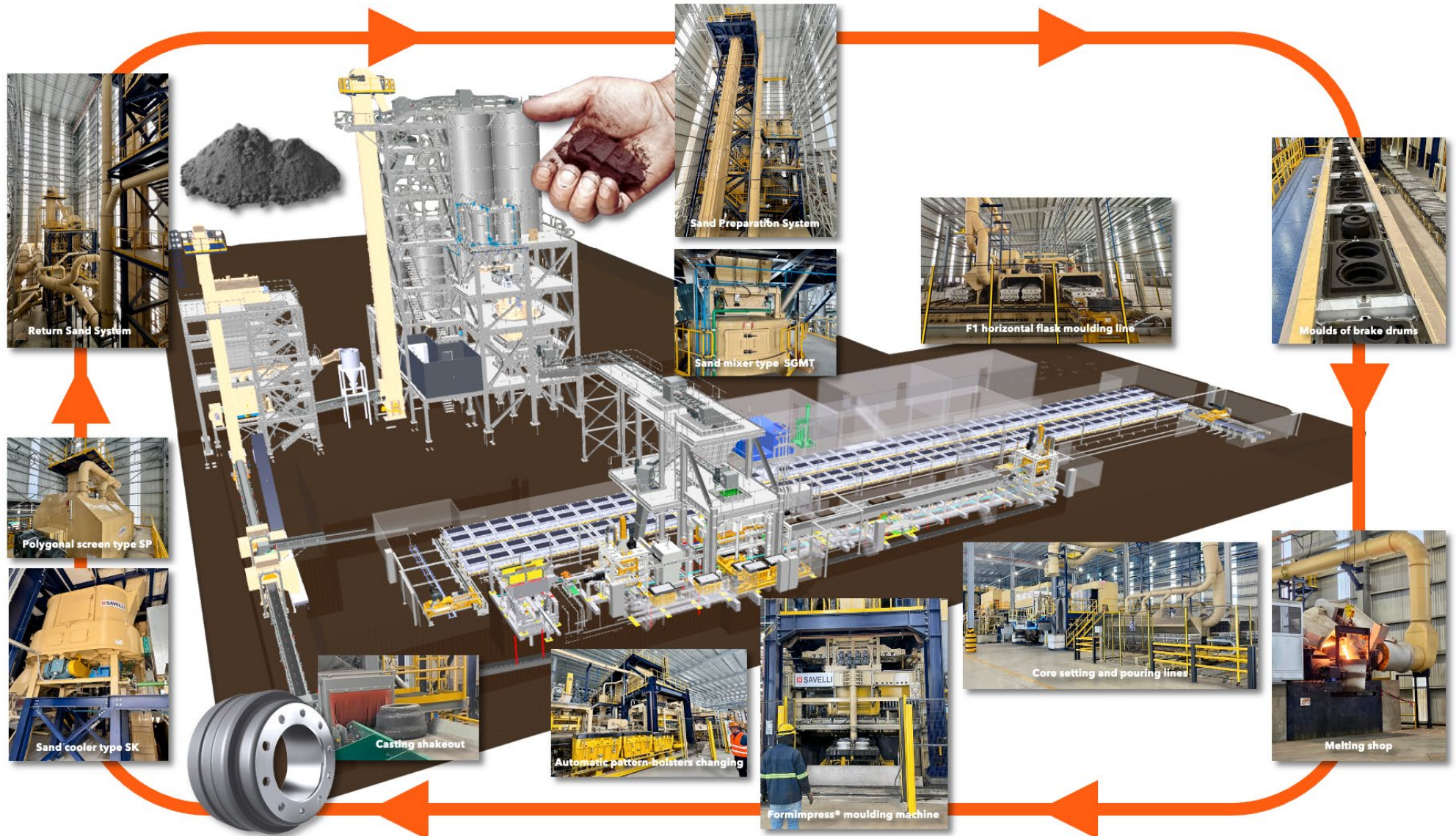
2000

- **2016** ► **Francesco Savelli** founded the new **Savelli Technologies S.r.l.** with the best technicians and employees of Savelli S.p.A. (26 people) in April | Large order by **RUSAL** for the new foundry in Siberia
- **2017** ► January - Acquisition of 55% of shares from **Kuettner Holding** | March - Acquisition of the business unit with intellectual property and trademark of Savelli S.p.A., with the support of **EMI**, Cleveland
- **2018** ► Large order from **VW-SCANIA** for the production of engine blocks and cylinder heads in Sweden
- **2019** ► Establishment of **Savelli Machinery India Pvt. Ltd.** | Achievement of Cribis D&B Prime Company status
- **2020** ► Establishment of **Savelli Holding S.r.l.** with 50% of the shares
- **2021** ► Achievement of € 21,3 ML in turnover and 38 employees
- **2023** ► Achievement of € 78,5 ML of orders in portfolio | Establishment of **Savelli Machinery Mexico SA de CV** in collaboration with Patricio Gil
- **2024** ► Order backlog of € 80 ML was reached in January | Establishment of **Savelli (Kunshan) Machinery Co. Ltd.** in China | Revenue of € 29 ML with 42 employees
- **2025** ► Achievement of € 37 ML revenue and 45 employees | Establishment of **Savelli Machinery USA Corp.** in Wisconsin in collaboration with Patricio Gil | SAVELLI is recognized as **historic trademark** of national interest by Ministry of Enterprises & Made in Italy

2016-2025



# Machinery and plants for “Green Sand” moulding



# Materiality analysis

For SAVELLI, it is essential to build and maintain constant and constructive dialogue with its stakeholders to generate shared value in the long term.

**The Company involves its stakeholders in all stages of the order fulfillment and delivery process through constant communication that extends from the promotion and production phase to the sale.**

Orders, often medium-term from one to three years, require daily collaboration, supported by dedicated project managers, on-site visits, and continuous communication via email or through video calls.

Suppliers operate based on formal contracts and share with the Company an operational approach based on transparency and data protection.

The Company also uses digital channels, such as LinkedIn, to share information on the progress of projects and initiatives, maintaining an open dialogue with the market.

Understanding the specific needs and priorities of stakeholders allows SAVELLI to anticipate any critical issues and constantly improve its actions, responding in a targeted manner to their interests and expectations. In this regard, an initial mapping of the main categories of stakeholders that influence or are influenced by the Company has been carried out.





Below is a description of the **stakeholders** who have direct and indirect representation and influence in the Company:

- **Employees:** they are the beating heart of the Company; therefore, their well-being and motivation directly affect productivity and quality of work. They are actively involved through events, surveys, and corporate culture meetings to promote sharing and improvement of the work environment;
- **Owners and Partners:** in the case of Savelli Technologies S.r.l., the shareholders of Savelli Holding S.r.l. are also executives and operational managers of the various internal departments, who have a direct financial interest in the Company and influence key decisions, and are responsible for strategic planning and the implementation of company policies;
- **Customers:** they are the cornerstone of the Company's success; therefore, their satisfaction is essential for brand loyalty and reputation, and they interact directly with management and the designated managers;
- **Suppliers:** guarantee the supply of goods and services necessary for business operations and liaise with management;
- **Investors and financial institutions:** provide the capital necessary to expand and sustain the business;
- **Governments and regulatory authorities:** influence the Company through laws, regulations, and policies applicable to the Company, which is heavily penalized by the automotive sector policies defined by the Brussels Parliament and by the prolongation of the war in Ukraine;

- **Media:** influence public perception of the Company through news and reports, and are in direct contact with the Chairman of the Board of Directors, who manages, monitors, and collaborates with local and international media;
- **Trade associations:** represent the collective interests of specific industrial sectors; for SAVELLI, membership in CONFINDUSTRIA and AMAFOND is essential for enhancing visibility and promoting recognition both nationally and internationally;
- **Competitors:** although not directly involved, competitors' actions can influence the Company's strategies. In fact, some competitors are commercially very aggressive, sometime using discrediting and dumping policies.

**Materiality analysis is the fundamental process for identifying issues that reflect the significant economic, environmental, and social impact of the organization or that profoundly influence the assessments and decisions of its main stakeholders.**

During 2023, SAVELLI's first materiality analysis was carried out, in compliance with the requirements of the 2021 GRI3 standard.

The process involved identifying a list of potentially material impacts, initially identified by considering the

Company's key characteristics and activities, as well as the main trends and best practices in the sector.

Subsequently, a workshop was organized with the participation of key company representatives, aimed at assessing and prioritizing the impacts, which were then aggregated into material topics to be reported in this 2024 Sustainability Report.



**SAVELLI moulding line for a foundry in South Korea**

The final result is reflected in the following list of material topics:

Material topic	Impact	Type of impact	
<b>Energy consumption and greenhouse gas emissions</b>	Current negative impact due to the direct and indirect production of greenhouse gas emissions along the entire value chain, resulting from the organization's activities	Negative	Current
<b>Waste management</b>	Current negative impact due to the production of waste resulting from the organization's activities and along the value chain	Negative	Current
<b>Health and safety at work</b>	Potential negative impact related to accidents or other incidents in the workplace, with consequences for the health of direct employees or external collaborators	Negative	Potential
<b>Fair and inclusive working environment</b>	Potential negative impact related to incidents of discrimination and/or abuse in the workplace	Negative	Potential
<b>Staff development and training</b>	Current positive impact related to the promotion of professional development to strengthen motivation and reconcile individual and organizational objectives, with a focus on staff well-being	Positive	Current
	Current positive impact connected with the professional growth of employees, favoring the development of skills, innovation, and creativity within the organization	Positive	Current
<b>Responsible management of the supply and distribution chain</b>	Potential positive impact resulting from methods and procedures aimed at creating a panel of suppliers located in areas close to the organization's operational and production sites	Positive	Potential
<b>Safety and quality of products and services</b>	Potential negative impact linked to the failure to protect the health and safety of customers and end users, resulting from the production and marketing of products that do not comply with safety regulations and certification requirements	Negative	Potential
	Current positive impact linked to the identification of innovative technological solutions for improving plants, to increase efficiency, and contribute to the reduction of environmental impacts	Positive	Current
<b>Customer satisfaction</b>	Potential positive impact related to full customer satisfaction with the quality of the products or services provided, with particular attention to meeting delivery or supply deadlines	Positive	Potential
<b>Economic performance</b>	Current direct and indirect positive economic impacts generated by the organization through its business activities for workers, local communities, and other stakeholders	Positive	Current
<b>Business ethics and integrity</b>	Potential negative impacts on stakeholders and society resulting from failure to comply with applicable regulations in the conduct of business	Negative	Potential
	Potential negative impact on people, the economy, and markets resulting from unethical conduct, such as anti-competitive practices, incidents of corruption, or behavior that is harmful to the economic system.	Negative	Potential
	Current positive impact resulting from the promotion of awareness and dissemination of a corporate culture based on ethics, respect for human rights, fairness, and inclusion among management, employees, business partners, and stakeholders	Positive	Current
<b>Privacy management and data protection</b>	Potential negative impact due to violation of current data protection regulations and lack of adequate IT security measures, resulting in the compromise of privacy and stakeholder rights	Negative	Potential



# Governance Aspects

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# Business model

SAVELLI operates in the industrial plant engineering sector for foundries that use the “green sand” process, particularly in the segment of automatic horizontal flask moulding systems and sand preparation and return systems. Its activities include the design and supply of green sand moulding plants, efficient electromechanical automation systems, digital solutions with AI, and after-sales services.

Production and systems installation are partly outsourced to selected Italian suppliers (approximately 70%) and international suppliers (approximately 30%), located in Poland, Mexico, Bosnia, and China, which mainly produce accessory components and provide manpower. This decision to expand the range of suppliers promotes competitiveness in terms of quality and cost containment. On the other hand, the technologies are entirely developed and manufactured at the Brescia plant, guaranteeing a 100% Made in Italy product and preserving internal know-how, without dispersing or transferring technical drawings and distinctive skills.

The markets served include Europe, Turkey, the USA, Mexico, India, China, South Korea, and other areas of the globe reached through subsidiaries and partners. The Company is not just a single entity but can be considered a multinational group, thanks to its subsidiaries and affiliates in various countries:

- Savelli Machinery Mexico S.A. de C.V., of which Savelli Technologies S.r.l. holds 85% of the shares;
- Savelli Machinery India Pvt. Ltd., of which Savelli Technologies S.r.l. holds 20% of the shares;
- Savelli (Kunshan) Machinery Co., Ltd., of which Savelli Technologies S.r.l. holds 60% of the shares.

The following is the breakdown of the value generated among the various stakeholders of the Company:

**Table: GRI 201-1 Economic value directly generated and distributed**

	2023		2024	
	Amount [€]	Percentage	Amount [€]	Percentage
<b>Directly generated economic value</b>	<b>12.929.874</b>	<b>100%</b>	<b>30.102.494</b>	<b>100%</b>
Revenue	12.365.214	96%	28.945.658	96%
Other revenue	460.030	4%	1.073.652	4%
Operating subsidies	96.577	1%	21.421	0%
Interest income	8.053	0%	61.764	0%
<b>Distributed economic value</b>	<b>11.025.781</b>	<b>85%</b>	<b>26.196.730</b>	<b>87%</b>
Distributed to suppliers	7.631.130	69%	21.386.872	82%
Distributed to employees	2.864.605	26%	3.328.791	13%
Distributed to capital suppliers	30.764	0%	22.745	0%
Distributed to Public Administration and Community	499.281	5%	1.458.565	6%
<b>Retained economic value</b>	<b>1.904.094</b>	<b>15%</b>	<b>3.905.764</b>	<b>13%</b>

The change in the economic value directly generated and distributed between 2023 and 2024 depends on the increase in the volume of the spare parts and service business resulting from the acquisition of new orders in Bosnia, Mexico, Poland, Germany, Turkey, and England.

The main changes in 2024 are the update of the Code of Ethics and Company Policies, the adoption of Model 231, the activation of the Whistleblowing system and the NIS 2 cybersecurity system, and investments in the implementation of a photovoltaic system, electric charging stations, and a heat pump, which will be discussed in more detail in the relevant chapters.



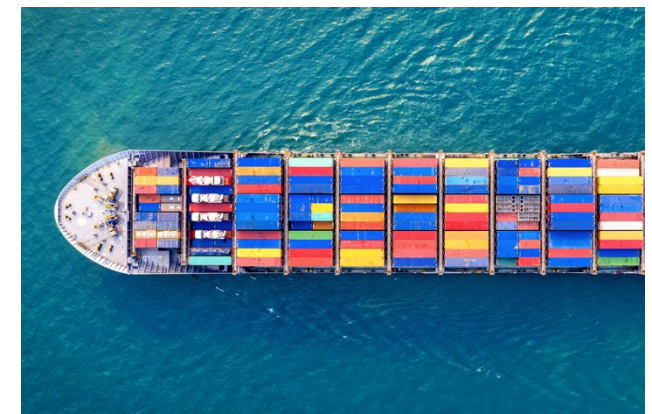
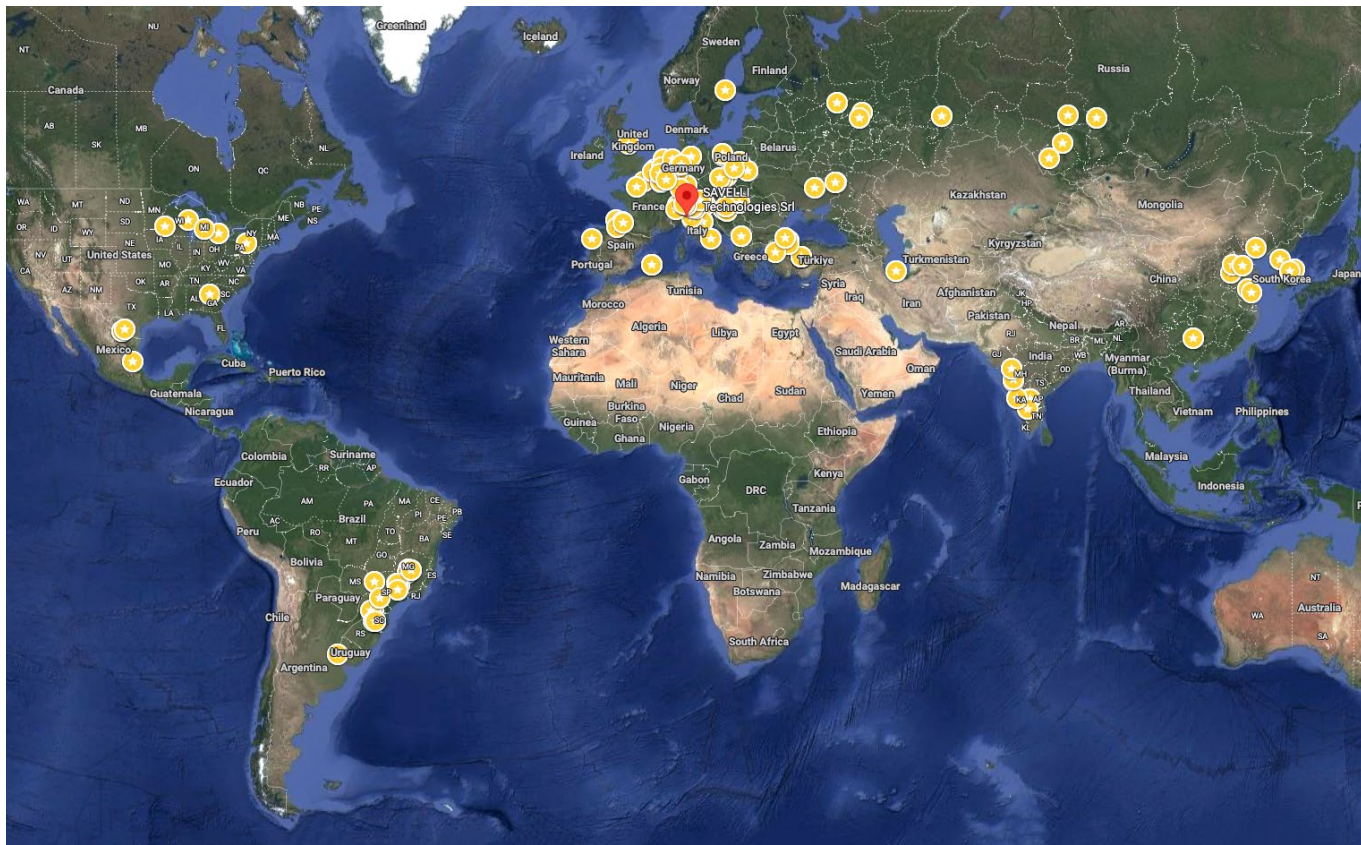
30% of the steel materials and components, consisting of structures, walkways, platforms, flooring, railings, safety fences, silos, hoppers, rails, conveyors, and other materials (average value for the total of sand preparation plants and moulding lines), are delivered directly by SAVELLI through local suppliers close to the final construction site or indirectly through the customer, who purchases based on SAVELLI's

designs and specifications. This allows for a significant reduction in CO<sub>2</sub> emissions, avoiding to ship tons of steel via containers and trucks to far countries (hundreds of trucks and containers).

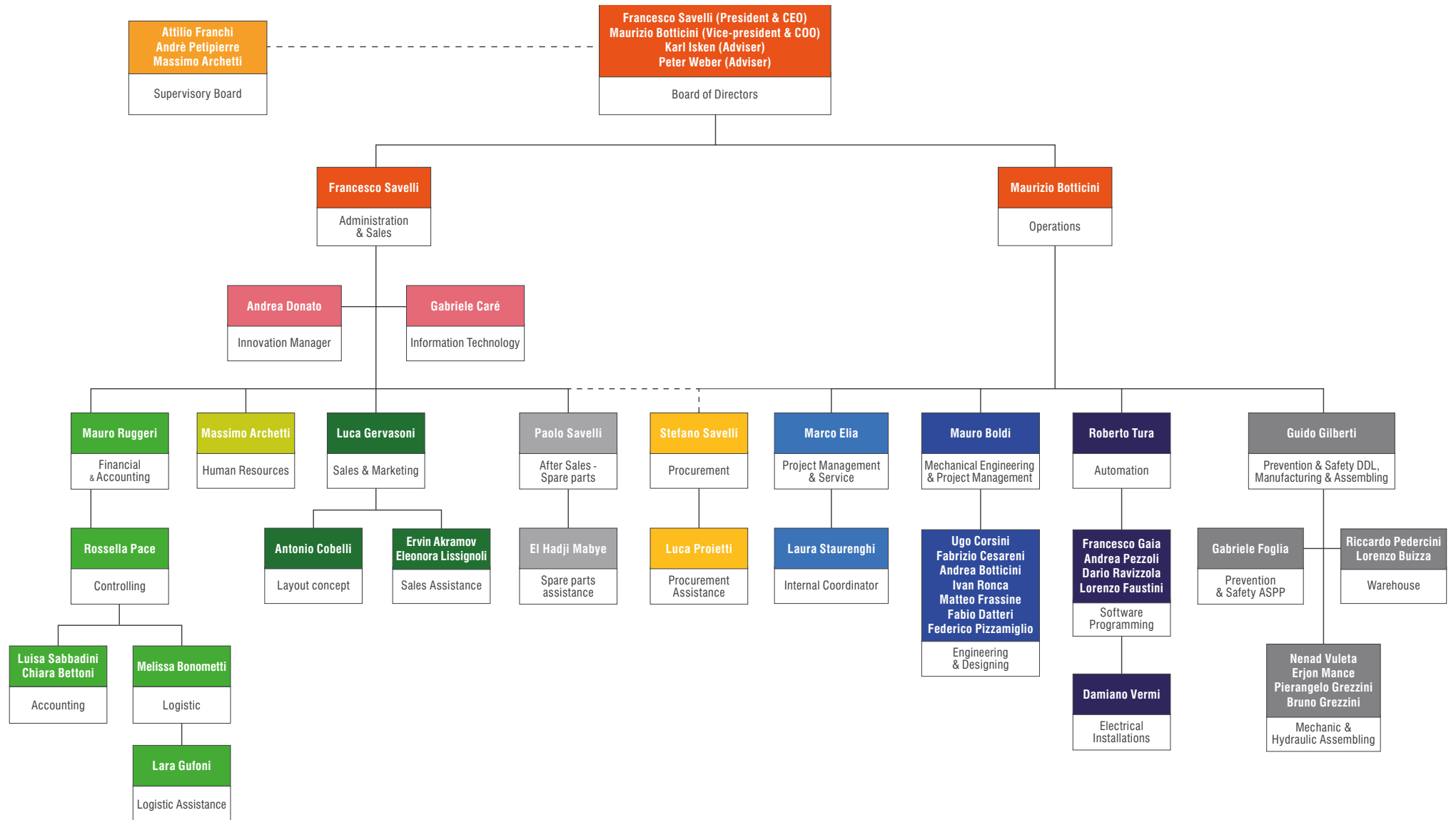
During 2024, SAVELLI implemented this model for the construction sites of MAT Foundry Group and Brembo in Mexico, Brembo in Poland, PMP Industries

in Bosnia, and Odoksan in Turkey, thus supplying approximately 2,500 tons of steel goods and ancillary components locally.

Considering that a truck or container carries 8 tons average, this resulted in a saving of approximately 312 trucks or containers that would have had to travel from Italy to Mexico, Poland, Bosnia, and Türkiye.



## Company organizational chart





The Company is managed by a Board of Directors that is renewed every three years and consists of four members elected by the shareholders' meeting: Francesco Savelli (Chairman and CEO with administrative and commercial responsibilities) and Maurizio Botticini (COO with technical and operational responsibilities) as legal representatives, Karl Isken and Peter Weber as non-executive directors, representing the 50% German shareholder KKG. The two managing directors are the executive members, while a committee composed of the heads of each department meets every Friday to coordinate and execute programs. The CEO and COO, who enjoy full autonomy and independence from the shareholders during their term of office, are responsible for decision-making and supervising the management of the organization's impact on the economy, the environment, and people.

As part of the Management Model provided for by Legislative Decree 231/2001, the Company has set up an independent Supervisory Board composed of three members: lawyer Attilio Franchi, engineer André Petipierre, and accountant Massimo Archetti.

With the firm intention of ensuring maximum fairness and transparency in the management of its activities and protecting its image and reputation, the Company has drawn up a Code of Ethics, updated in 2024, which clearly defines the set of shared values, rules, and principles of conduct that govern its relations with its stakeholders and characterize the conduct of its business activities. All actions, operations, and negotiations carried out and, in general, the conduct

observed during the performance of work activities are inspired by the utmost fairness, completeness, and transparency of information, formal and substantive legitimacy, and the clarity and truthfulness of accounting documents in accordance with current regulations and internal procedures.

All of the Company's activities must be carried out with commitment and professional rigor, with the duty to provide professional contributions appropriate to the functions and responsibilities assigned and to act in such a way as to protect the prestige and reputation of the Company. The Company specifically undertakes to follow the principles below:

- ensure the best health and safety conditions in the workplace;
- protect the environment by seeking a balance between economic activities and environmental needs;
- promote respect for fundamental human rights and encourage equal opportunities, valuing the skills, creativity, and active participation of each individual, to support individual motivation and accompanying professional and personal growth paths;
- manage relationships with shareholders, corporate bodies, auditing firms, employees, customers, suppliers, public administration, collaborators, external consultants, and the community in an ethical manner.

The rules of this Code apply, without exception, to the Directors and Auditors of Savelli Technologies S.r.l., to managers, employees, collaborators, and consultants, as well as to all those who, directly or indirectly,

permanently or temporarily, establish relationships and collaborative relationships with the Company, for any reason, or operate in its interest. For further details, please refer to the text of the Code of Ethics on the Company's website (<https://www.savelli.it/sustainability/#ethical-code>).

**Regarding any incidents of corruption, as in 2023, no confirmed incidents occurred in 2024; therefore, no employee was dismissed or subject to disciplinary action for corruption, nor was any commercial contract terminated or not renewed due to corruption-related violations.**

SAVELLI has been the victim of unfair competition by third-party companies for years. In fact, in both 2023 and 2024, there was a case of anti-competitive behavior, but there were no cases of antitrust or monopolistic practices.

In this regard, SAVELLI won a lawsuit against one of these companies, which was forced to immediately cease the use of SAVELLI's technical drawings that it had illegally obtained.

In general, as in 2023, there were no cases of non-compliance with laws and regulations applicable to the organization in 2024.

## Privacy and computer security

Another fundamental aspect of responsible business management, and consequently of employee and customer management, is the protection of personal data.

**SAVELLI is committed to ensuring that data is processed in accordance with the law, adopting technical and organizational measures to protect the confidentiality, integrity, and availability of information, as an integral part of the corporate culture that is reflected in internal processes, employee training, and the management of the entire value chain.**

The critical nature of this issue stems from the fact that a breach of sensitive data can have significant consequences in terms of penalties and compensation, operational disruptions, loss of reputation, and decreased trust from customers and business partners.

Furthermore, data protection is closely linked to respect for fundamental human rights: improper management or unauthorized disclosure of personal information can compromise individual freedom, with significant ethical and legal risks.



The organization has adopted an Information Security Policy in line with the main regulatory references in this area, including ISO/IEC 27001, EU Regulation 2016/679 (GDPR) and EU Directive 2022/2555 (NIS2), which defines the commitments undertaken to ensure secure, responsible, and compliant data management, both within the organization and in relations with third parties.

These include the protection of the integrity, availability, and confidentiality of the data processed, the application of the principle of minimization and limitation of data retention times, and the adoption of the principle of accountability, which requires active demonstration of compliance with regulations and ongoing training of staff on the risks associated with data processing and the prevention and protection measures to be adopted.

In addition to adopting the Information Security Policy, to proactively and responsibly manage any risks associated with the loss or improper dissemination of data, it implements a series of safeguards, such as mapping data flows and the legal basis for processing, adopting IT protection systems such as antivirus software, firewalls, data encryption, and automatic backups, the implementation of differentiated access controls, with management and control of authorizations, and periodic training sessions on data protection for employees and collaborators, to strengthen awareness and promote safe and responsible behavior.

In line with its focus on the proper functioning of data management processes, SAVELLI uses a centralized digital system that promotes more orderly and traceable information management, helping to improve operational efficiency and internal transparency. The Company carries out periodic checks on its IT infrastructure through internal audits and pays attention to reports received from users or internal stakeholders to identify any critical issues and take corrective measures if necessary.

In the event of a data breach, SAVELLI implements containment and communication plans to prevent the problem from spreading and escalating, as well as promptly notifying the competent authorities and data subjects involved, following the GDPR.

In this context, the Company is focused on strengthening its IT security measures to prevent data protection incidents and progressively reduce the risk, with a view to continuous improvement. Specific courses on cybersecurity have been provided, with a particular focus on recognizing fraudulent emails and risks associated with fraud attempts, accompanied by dedicated documentation for internal use.

All company data is managed through the Microsoft cloud platform, under the supervision of an external IT manager. In addition, the company has fulfilled the obligations of the NIS 2 directive, further strengthening its cybersecurity measures and data management capabilities.

**Currently, the measures adopted by SAVELLI in terms of data security have proven effective. In fact, as in 2023, in 2024, there were no breaches of customer privacy or identified incidents of leakage, theft, or loss of customer data.**

In addition, internal training activities have reached 95% of staff, and vulnerability tests conducted on the company's IT systems have shown a high level of resilience in the corporate network.

However, areas for improvement were identified, and the Company implemented targeted measures. In particular, the revision of data access criteria allowed for the rationalization of authorizations, significantly reducing the risk of unauthorized access, and an advanced logging system was introduced for the accurate tracking of operations on sensitive data, strengthening the Company's ability to control and monitor the data in its possession.



# Social Aspects

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# Employees

Relations with employees are managed based on certain documents, such as the Code of Ethics, the Policy on Working Conditions and Human Rights, Operating Procedures, and Rules of Conduct.

SAVELLI is a center of technological expertise that places people and their skills at the heart of its operations.

For this reason, the aim is to acquire and integrate different professional profiles, responding to the need for a variety of skills and a high degree of specialization, and meeting the flexibility requirements of the market, which influence the distribution of work shifts in the production cycle.

Human resources are managed following national regulations and international conventions on human rights. In this perspective, all management personnel and those with responsibilities in human resources management are constantly updated on compliance with local legislation on labor standards.

However, SAVELLI employees are not affiliated with trade unions but interact directly with Legal Representatives and Directors when necessary.

In a corporate context that encourages participation in industry associations, Francesco Savelli is also a member of the General Council and the Mechanical and Mechatronics Council of Confindustria Brescia and serves as a Director and Past President of Amafond.

When defining working hours, the Company also considers the personal needs of its employees, providing for elements such as flexible start and finish times, in addition to what is required by law, such as parental leave and part-time work, within the limits imposed by efficient work organization.

The Company stands out for its healthy and stimulating work environment, characterized by a strong focus on people's well-being and respect for professional roles and relationships.

Particular attention is paid to the individual needs of employees, encouraging a direct and open relationship with management, which also allows for personal knowledge of the employees. This approach facilitates active listening and promotes flexibility in response to specific needs, including those related to personal or family situations that may arise during working hours.

Among the company initiatives and events aimed at promoting inclusion and employee engagement, the "Family Day" organized in November 2023, which showcased the activities planned for 2024, is particularly noteworthy. During this day, employees had the opportunity to welcome their families to the company, showing them the environment in which they work and the values they share. The event also included a presentation of the company's current projects and prospects, fostering a climate of participation, dialogue, and sharing, and representing a moment of strong involvement and unity.

**The Company recognizes and respects the right of workers to adequate representation, guaranteeing freedom to form and/or join workers' organizations or trade unions.**

**Table: GRI 2-30 collective agreements**

Percentage of total employees covered by collective bargaining agreements	as of 31 December 2023	as of 31 December 2024
Total number of employees	41	39
Number of employees with collective bargaining agreements	41	39
<b>Total percentage</b>	<b>100%</b>	<b>100%</b>

**Table: GRI 2-7 employees**

Total number of employees by type of contract (permanent, fixed-term, and non-guaranteed hours) and gender	as of 31 December 2023			as of 31 December 2024		
	Men	Women	Total	Men	Women	Total
Permanent	31	10	41	30	9	39
Fixed-term	-	-	-	-	-	-
Non-guaranteed hours	-	-	-	-	-	-
<b>Total</b>	<b>31</b>	<b>10</b>	<b>41</b>	<b>30</b>	<b>9</b>	<b>39</b>

Total number of employees by contract type (part-time and full-time) and gender	as of 31 December 2023			as of 31 December 2024		
	Men	Women	Total	Men	Women	Total
Full-time	31	8	39	30	7	37
Part-time	-	2	2	-	2	2
<b>Total</b>	<b>31</b>	<b>10</b>	<b>41</b>	<b>30</b>	<b>9</b>	<b>39</b>

Regarding salaries, the company recognizes the importance of a fair and incentivizing remuneration policy, accompanied by the provision of fuel vouchers and ticket-restaurant for personal use.

At the end of the 2023 and 2024 financial years, given the company's positive growth, Management awarded cash bonuses to all employees based on their level of responsibility and based on meritocracy.

Salaries, which comply with applicable national regulations and industry standards, are determined based on objective criteria and, thanks to the provision of super-minimums, the average salary is approximately double the minimum provided for in the national collective agreement.

The company also guarantees adequate overtime compensation and protects its employees' right to rest,

ensuring at least one day off per week for staff working on construction sites and two days off for all others.

An adequate and competitive remuneration policy, combined with the promotion of employee well-being, satisfaction, and motivation, helps to prevent discrimination, harassment, and marginalization, as well as generate significant benefits in terms of improved productivity, reduced turnover, and enhanced corporate reputation.



**Table: GRI 401-1 New hires and turnover**

Incoming turnover	2023				2024			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	2	5	2	9	3	1	1	5
Women	2	1	-	3	1	-	1	2
<b>Total</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>12</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>7</b>
<b>Turnover %</b>	<b>20%</b>	<b>30%</b>	<b>13%</b>	<b>29%</b>	<b>67%</b>	<b>1%</b>	<b>13%</b>	<b>18%</b>

Outgoing turnover	2023				2024			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	1	1	-	2	2	2	2	6
Women	-	1	-	1	1	2	-	3
<b>Total</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>9</b>
<b>Turnover %</b>	<b>20%</b>	<b>10%</b>	<b>0%</b>	<b>7%</b>	<b>50%</b>	<b>24%</b>	<b>13%</b>	<b>23%</b>

Although due to the technical nature of SAVELLI's activities, mainly in the foundry plant engineering sector, women are currently concentrated in the administrative, logistics, and commercial support departments, the company recognizes the importance of promoting greater inclusion in technical roles as well, favoring equal opportunities for access and professional growth. Furthermore, respect for fundamental rights, including equality, freedom of expression, physical and moral

integrity, fair pay, and job security, is essential for a healthy and positive work environment.

The company actively encourages ethical behavior in the workplace, aimed at preventing any form of physical, verbal, sexual, or psychological harassment, abuse, threats, or intimidation in the workplace, as evidenced by the Code of Ethics.

The growing focus on diversity and inclusion is guiding the organization toward strengthening the collaborative climate and sense of belonging among employees.

In 2023 and 2024, there were no incidents of discrimination or abuse, the management of which is entrusted to the Supervisory Board, which intervenes directly with the support of whistleblowing procedures.

**Table: GRI 405-1 Diversity of governing bodies and among employees**

Members of governing bodies by gender and age group	as of 31 December 2023						as of 31 December 2024					
	Men		Women		Total		Men		Women		Total	
<30 years	-	-	-	-	-	-	-	-	-	-	-	-
30-50 years	-	-	-	-	-	-	-	-	-	-	-	-
>50 years	4	100%	-	-	4	100%	4	100%	-	-	4	100%
<b>Total</b>	<b>4</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>100%</b>

Employees by gender and professional category	as of 31 December 2023						as of 31 December 2024					
	Men		Women		Total		Men		Women		Total	
White-collars	24	59%	10	24%	34	83%	24	62%	9	23%	33	85%
Blue-collars	7	17%	-	-	7	17%	6	15%	-	-	6	15%
<b>Total</b>	<b>31</b>	<b>76%</b>	<b>10</b>	<b>24%</b>	<b>41</b>	<b>100%</b>	<b>30</b>	<b>77%</b>	<b>9</b>	<b>23%</b>	<b>39</b>	<b>100%</b>

Employees by age group and professional category	as of 31 December 2023								as of 31 December 2024							
	<30		30-50		>50		Total		<30		30-50		>50		Total	
White-collars	5	12%	16	39%	13	32%	34	83%	6	15%	13	34%	14	36%	33	85%
Blue-collars	-	-	4	10%	3	7%	7	17%	-	0%	4	10%	2	5%	6	15%
<b>Total</b>	<b>5</b>	<b>12%</b>	<b>20</b>	<b>49%</b>	<b>16</b>	<b>39%</b>	<b>41</b>	<b>100%</b>	<b>6</b>	<b>15%</b>	<b>17</b>	<b>44%</b>	<b>16</b>	<b>41%</b>	<b>39</b>	<b>100%</b>

**As part of its ongoing efforts to improve the working environment and performance, the Company promotes equal access to training and professional development opportunities, which are provided on an ongoing basis in collaboration with training institutions and technical schools and through programs aimed at both technical and cross-functional roles.**

Employees also have the opportunity to participate in trade fairs, seminars, and refresher courses outside the company.

The Company pays particular attention to the onboarding and mentoring of new employees; in fact, dedicated induction programs are provided for new hires, and a skills assessment is carried out to identify any training needs.

Regarding the development of its employees' skills, SAVELLI promotes training, refresher courses, and professional growth, investing in training programs as a strategic element for improving individual performance, organizational continuity, and long-term business competitiveness.

The training program includes cross-functional training courses that cover not only technical and managerial aspects but also topics related to sustainability and ESG performance, intending to strengthen the organization's awareness and alignment with the expectations of customers, suppliers, and stakeholders.

In 2023, a specific course on technical design was implemented for the sales department to provide workers in this area with the basic knowledge needed to independently manage technical offers, thus improving efficiency and speed in negotiations with customers. These activities are complemented by micro-learning on specific topics related to the operational needs of staff,

which, although not included in the average annual training hours, represent an additional tool for updating and in-depth study. These training sessions, generally conducted by department managers and sometimes supported by external consultants, cover updates on regulations, specific requests from foreign markets, and certifications.



**Savelli Technologies S.r.l. - Sand plant with SK cooler for a new foundry in Mexico**



**Table: GRI 404-1 average hours of annual training per employee**

Average hours of training	2023			2024		
	Men	Women	Total average	Men	Women	Total average
White-collars	12	2	9	-	-	-
Blue-collars	22	-	22	17	-	17
<b>Total average</b>	<b>15</b>	<b>2</b>	<b>11</b>	<b>3</b>	<b>-</b>	<b>3</b>

The significant reduction in average training hours provided in 2024 compared to 2023 is mainly linked to the intense workload recorded during the year, characterized by a sharp increase in orders and a consequent tripling of turnover. In this context, training activities for employees have been temporarily reduced, with the aim, however, of reversing this trend in the immediate future. On the contrary, training for operational staff has not undergone any reductions, as it is mandatory and closely linked to health and safety issues and specific procedures for construction sites, with technical content tailored to the needs of field activities.

Informal discussions with employees revealed the need to update training content over time, improve internal dialogue, and evaluate the introduction of inclusivity monitoring tools in managerial assessments.

Among the training initiatives, particular importance was given to English language courses, organized in

collaboration with an accredited training institution, to enhance employees' ability to communicate directly with international customers. Training courses are activated on request, so once employees have expressed their interest, managers evaluate the proposals based on the job position and connection with the activities carried out, adopting an approach based on operational consistency and adherence to business needs.

**Starting at the end of 2024, the company launched a project aimed at strengthening organizational well-being, with a particular focus on training as a lever for development.**

This project involves the use of artificial intelligence to map critical issues and training needs that emerged during individual interviews and small group meetings, to gain a deeper understanding of internal dynamics. This initiative is part of a broader process of cultural

and organizational evolution, which aims to overcome a compartmentalized corporate structure, promoting a collaborative, transparent, and continuously improving environment. The goal is to enhance operational efficiency, role management, and the internal climate, creating the conditions for greater participation and satisfaction among employees.

As part of its organizational and managerial evolution, SAVELLI has enlisted the help of a Temporary Innovation Manager, an expert in reorganization and digital technology, who is currently supporting the company in a process of cross-functional improvement.

In carrying out their role, they actively contribute to internal reorganization, aligning company practices with new competitive scenarios and demands for quality, efficiency, and sustainability, such as obtaining certifications and strengthening key aspects like risk management, stakeholder engagement, and human resource management.



**Savelli Technologies S.r.l. - Rotary cooling drum to cool sand and castings for a new foundry in Mexico**

Regarding health and safety in the workplace, SAVELLI is committed to ensuring a healthy, safe, and secure working environment for all employees, minimizing the risk of accidents or injuries through careful and constant risk assessment and ongoing efforts to raise awareness of these issues among all staff (e.g., prohibition on entering the workshop without safety shoes and protective equipment, prohibition on walking outside the

corridor that delimits the pedestrian passage from the offices to the warehouse, etc.). The Company guarantees the right to access preventive healthcare and medical treatment following local legislation and practices, as well as the use of supplementary healthcare services through membership of the Unisalute EBM Fund (Ente Bilaterale Metalmeccanici). The latter provides employees with a range of benefits, including integrated healthcare

services, specialist assistance, and financial support in the event of illness or injury, ensuring comprehensive and personalized protection and contributing significantly to the well-being of employees.

Although the Company has not implemented a formalized occupational health and safety management system, it is firmly committed to ensuring the health and safety of its workers by adopting prevention and protection measures in accordance with current legislation and subjecting all employees to supervision, advice, and support from an external Health and Safety Manager (RSPP). One of its tasks is to draw up the DVR (Risk Assessment Document), which lists the specific risks of 'typical' activities that may also be carried out at customers' premises (for installations and maintenance) and suppliers' premises (for assembly and inspections). Information on company risks, based on requests, is then transferred to customers and suppliers through self-certifications, DVRs, or extracts thereof, always provided by the RSPP and their team. Based on the risk assessment drawn up by the RSPP, appropriate measures have been taken to reduce risks and mitigate their effects, using appropriate PPE (Personal Protective Equipment).

During the performance of work duties, a safety officer is always present in accordance with Legislative Decree 81/2008, who, using a form provided, can report any critical issues or risks for workers. In the event of non-compliance with obligations by workers, the safety officer is authorized to reprimand the colleague and report the situation to their manager. In the event of serious and immediate danger, they are authorized to suspend work in progress both at company premises and at customer sites. In the event of an accident, this is reported in the

DVR (Risk Assessment Document) in a special accident register and brought to the attention of the RSPP (Prevention and Protection Service Manager) for any necessary action.

**Based on the tasks and risks assessed by the RSPP, a competent occupational physician has been appointed to provide specialist medical support and advice to employees who are covered by insurance against accidents at work.**

Recognizing the importance of active worker participation and consultation in the context of the development, implementation, and evaluation of existing occupational health and safety measures, an RLS (Workers' Safety Representative), elected internally by the workers, acts as a liaison between workers and management. The RLS is primarily responsible for actively participating in regular meetings with management, where occupational health and safety issues are discussed, receiving information and documentation relevant to occupational health and safety, and requesting additional information and documentation from the employer, if necessary.

Regarding the tasks identified, each employee has received adequate training that is regularly updated and implemented as needed, in accordance with Legislative Decree 81/2008.

The training covers general occupational health and safety topics, such as an introduction to fundamental concepts, hazard identification and risk assessment, emergency procedures and first aid, as well as specific topics related to work hazards, including risks linked to tasks and activities, proper use of PPE, and safe work procedures for particular tasks. Training sessions are conducted during the initial orientation for new employees, ensuring they have a solid knowledge base from the start, throughout the careers of existing employees—especially when roles or procedures change—and periodically for all workers to keep them informed about the latest health and safety regulations and procedures.

**Within the company, personnel have also been identified and trained to provide first aid and manage emergencies.**

Additionally, the organization voluntarily provides its employees with a variety of health promotion services and programs to address major health risks, including prevention and management programs for chronic diseases such as diabetes and hypertension. These programs include health monitoring, nutritional advice, and psychological support.

The organization also promotes physical activity through yoga and running classes to encourage employees to stay active.

Free psychological support services are available to help employees handle stress and emotional challenges. Maintaining an ongoing dialogue with employees about these services and programs makes access easier, and this can also be done digitally via their own devices.

Furthermore, each department manager is trained to assist employees in accessing health promotion services and to motivate their active participation.

The organization is committed to continuously improving its performance in terms of health and safety at work by reviewing and updating its policies and procedures, as well as implementing a series of safeguards.

Among these, SAVELLI regularly identifies and assesses occupational health and safety risks in order to adopt effective preventive measures, provides its workers with adequate training and education to perform their duties safely, regularly monitors working conditions and takes corrective measures if necessary, and actively involves workers in occupational health and safety management through participation in meetings and requests for feedback.

**In 2024, there were no accidents at work, as in 2023.**



# Supply chain

SAVELLI's production is completely outsourced; therefore, the construction of machines and technological systems requires its suppliers to meet high standards of quality, efficiency, and sustainability during the construction phase.

The supply chain is configured as a global network of production partners located in Italy, China, Poland, Bosnia, Mexico, and other strategic countries.

This configuration has positive effects in terms of local economic development in the areas where suppliers operate, cost optimization, and production flexibility for the company. However, there may also be risks related to workers' rights and safety in third-party companies, negative environmental impacts resulting from production in countries with less stringent regulations, supply chain disruptions due to geopolitical, pandemic, or logistical events, and possible indirect involvement in unethical or non-compliant practices.

In order to disseminate its values among stakeholders, SAVELLI has published its Code of Ethics on its website, inspired by the principles of respect for human rights, social and environmental sustainability, and integrity in commercial relations.

Relationships with suppliers and partners are based on direct dialogue and mutual trust, and, where necessary, informal checks are carried out to monitor compliance with the Company's expectations in terms of fairness and responsibility.

**Table: GRI 204-1 Proportion of expenditure on local suppliers**

Costs for local suppliers	2023			2024		
	Local expenditure [€]	Total annual expenditure [€]	Percentage of local expenditure	Local expenditure [€]	Total annual expenditure [€]	Percentage of local expenditure
Italy	€ 11.516.221	€ 12.004.160	96%	€ 26.350.650	€ 34.560.633	76%
Lombardy	€ 10.652.641	€ 12.004.160	89%	€ 24.453.429	€ 34.560.633	71%
Brescia	€ 7.288.271	€ 12.004.160	61%	€ 13.818.361	€ 34.560.633	40%

To promote respect for human rights and prevent violations internally and among its suppliers and customers, SAVELLI has formalized its Working Conditions and Human Rights Policy, grounded in the Company's values and Code of Ethics. A

dhering to the principles of this Policy, inspired by the European Convention on Human Rights (ECHR) and the ILO Convention on forced labor and child labor, is a fundamental duty of the Company's employees, collaborators, suppliers, and customers, built on transparency and mutual trust among stakeholders.

Any shortcomings or violations in the area of human rights can be reported by email to the member appointed by the Board of Directors (Francesco Savelli), using the direct email address [savellif@savelli.it](mailto:savellif@savelli.it), and to the Head of Human Resources (Massimo Archetti), using the direct email address [archettim@savelli.it](mailto:archettim@savelli.it) or through the website [www.savelli.it](http://www.savelli.it) using the link **Whistleblowing** (or at the email address [savelli.segnalazioni@studio-231.it](mailto:savelli.segnalazioni@studio-231.it))



## Quality and safety of plants

The quality and safety of the products and services provided by SAVELLI are fundamental values, given the supply of complex systems for industrial production in medium and large foundries. The technical expertise of automation and mechanical design engineers is essential for the development of the best technologies focused on material and energy savings in machines and systems.

**The constant reliability in the design and delivery of orders has allowed SAVELLI to establish solid relationships with its customers, maintaining over time a stable growing turnover and promoting sustainable economic growth.**

The company also boasts consolidated know-how in the implementation of highly efficient technologies capable of improving productivity and reducing the environmental impact of the foundries it serves. Replacing traditional hydraulic systems with electro-mechanical drive units eliminates the use of hydraulic oil, reducing the risk of pollution and optimizing energy consumption.

The latest generation of servomotors, interfaced with PLCs and remotely controllable, consume energy only during operation and can recover energy during

braking, transferring it to other motors in use, allowing for a reduction in energy consumption of up to 40-50% compared to traditional solutions.

Other solutions include the optimization of forming machines, which, through a new forming system with bottom impression of the model in the bracket containing the earth (high-pressure forming and double pressing also from the model side), allow for energy savings, and the use of machines that use less compressed air, further contributing to overall efficiency.

In addition, the Company actively collaborates with its suppliers in the development of innovative solutions for reducing consumption and adopting more sustainable technologies.

The Company's proper management of plant quality and safety has led to a reduction in workplace accidents suffered by plant users: this has been possible thanks to safer and more automated plants, which have led to an improvement in the health and safety of operators in customer foundries, the spread of technical and functional standards that promote a safer working environment in compliance with European regulations, and a reduction in environmental impact thanks to the adoption of low-consumption electromechanical technologies and predictive maintenance.

Regarding the quality and safety of plants and machinery, SAVELLI follows a rigorous design and

internal functional testing phase, during which it develops technical solutions that integrate self-diagnostic, supervision, and automatic shutdown functions in the event of an error and uses components that are certified and approved by selected suppliers.

**Furthermore, safety culture is also promoted through technical documentation and training provided to plant users. In some specific cases, SAVELLI supports customers in activities related to internal plant certification, in line with the Machinery Directive and current safety regulations.**

Recently, it carried out an electrical revamping project at a foundry requested by the customer to replace obsolete components with energy recovery motors of last generation. In this case, having made substantial changes to existing systems, it was necessary to proceed with a new certification to ensure compliance with current standards. If, despite the preventive measures taken, critical issues arise related to product quality or safety, the Company analyzes the causes, implements corrective actions, and intervenes with the service team to perform software updates or technical modifications directly at the customer's premises.

Particular attention is paid to customer feedback, both during the start-up phase of the plants and during maintenance activities, to improve the tracking of non-conformities, reduce technical response times, and increase satisfaction with the work carried out.

Experience has shown that direct customer involvement during testing helps to improve service effectiveness.

In addition, the use of remote assistance and the development of predictive maintenance systems based on artificial intelligence are helping to reduce the occurrence of sudden failures.

As a result of the actions implemented concerning the health and safety of products and services, there have been no serious accidents due to defects in the last three years, and technical non-conformities have been reduced.

**During 2023 and 2024, there were no cases of non-conformity regarding the health and safety impact of products and services recorded by the Sales Department.**



Savelli Technologies S.r.l. - Horizontal flask moulding line for the production of truck engine blocks and cylinder heads in Sweden



# Customers

The Company manufactures highly customized systems for medium and large foundries. The process of creating these systems requires considerable effort on the part of the entire workforce, driven by the desire to fully satisfy customer needs and requirements, a central and distinctive feature of the Company's business. Customers are foundries, i.e., companies and industrial groups operating in the automotive, truck, earthmoving and agricultural machinery, railway, energy, and mechanical sectors, which use SAVELLI systems for the production of ferrous castings, as well as non-ferrous castings in very few cases, for medium and high volumes.

**Over the years, SAVELLI has built relationships based on collaboration and transparency with its customers, contributing to the consolidation of its market presence and the continuous improvement of the quality of the systems it manufactures.**

In this context, attention to service and customization of systems is a distinctive feature of the Company's approach. This orientation is also reflected in the progressive development of digital solutions aimed at enhancing supervision, predictive maintenance, and remote assistance capabilities.

To maximize the efficiency of the customer experience, direct communication channels between the customer and senior management are maintained, confirming the constant attention paid to the specific needs of each project. In addition, a culture of listening and continuous improvement is promoted.



Savelli Technologies S.r.l. - Sand plant for a new foundry in Mexico



Savelli Technologies S.r.l. - Moulding line for a new foundry in Mexico

With regard to customer dissatisfaction, cases may arise mainly related to delays in order delivery, inefficiencies in after-sales service, ineffective complaint management, and possible technical defects in products.

Currently, complaints are handled in real time via email or telephone by a dedicated contact person who assesses the situation and decides, if necessary, to take corrective action, promptly informing management.

To avoid potential legal consequences or reputational damage in the event of disputes with customers, SAVELLI actively involves customers in the design and technical definition phases of projects, adopting a collaborative approach that minimizes errors and critical issues and is particularly effective given the high degree of customization of orders.

**To support the safety and quality of the systems and machinery it produces, the Company uses highly reliable proprietary technologies, such as Formimpress® Model-side Compaction and El-Mecs, designed to reduce defects and ensure high performance of the systems supplied.**

In addition, project management and after-sales service personnel undergo continuous training to ensure efficient, customer-oriented management throughout all phases of the project and to create increasingly effective, competent, and responsive support teams.

With this in mind, the Company focuses on consolidating customer relationships, aiming to provide reliable products and services that meet the diverse needs of the market. Among the areas in which it intends to continue investing are maintaining a good level of collaboration with customers, reducing formal complaints in projects, and monitoring satisfaction through dedicated survey tools.

**A clear indicator of the effectiveness of the actions taken is the increase in orders from customers with whom the Company has already collaborated in the past, which highlights a strengthening of customer loyalty and confirms the quality and reliability of the products supplied, as well as from new customers, both nationally and internationally.**

Furthermore, thanks to the strengthening of local structures to ensure direct and timely support to its customers and the reinforcement of communication management, there has been a gradual reduction in after-sales service issues over the last two years.



# Environmental Aspects

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# Energy and emissions

**For SAVELLI, caring for the environment is a value to be pursued constantly, with an awareness of the growing attention of the national and international community to environmental issues and sustainable development.**

Furthermore, the dynamics of the market in which it operates represent a push towards efficiency and sustainability in machines and systems, the production of which is totally outsourced.

The Company is committed to more advanced technological and digital solutions, including electromechanical systems that replace traditional hydraulic cylinders with imposing hydraulic power units.

These servomotor-based solutions optimize energy consumption and recover part of the energy during operation, reducing the use of hydraulic oil and helping to limit environmental impact.

The Company is also developing AI-based predictive maintenance systems (FoundryPred system) and high-performance solutions, such as the Formimpress® moulding system, which improves hourly production speed and the sand/metal ratio without the use of traditional air flow, or impulse.

Aware that its activities, products, and services can have an impact on the natural ecological balance, the Company considered it essential to formalize

an Environmental Policy shared with its employees and collaborators to formalize its commitment to the environment and define guidelines for implementing and improving its environmental management system. In recent years, the Company has implemented several measures to reduce the impact of its operations on the environment, including:

- use of LED lamps;
- reduction of the operating temperature of electric water heaters to a maximum of 40°C;
- installing software on PCs that puts them into standby mode when not in use after a certain period and, after a further time interval, automatically shuts them down;
- activating the standby function on all electrical and electronic equipment;
- replacing diesel-powered company vehicles with gasoline-powered ones;
- installing two A2A charging stations for electric vehicles.

Recognizing the importance of environmental protection in the performance of its activities, SAVELLI pays increasing attention to energy efficiency and to reducing environmental impact.

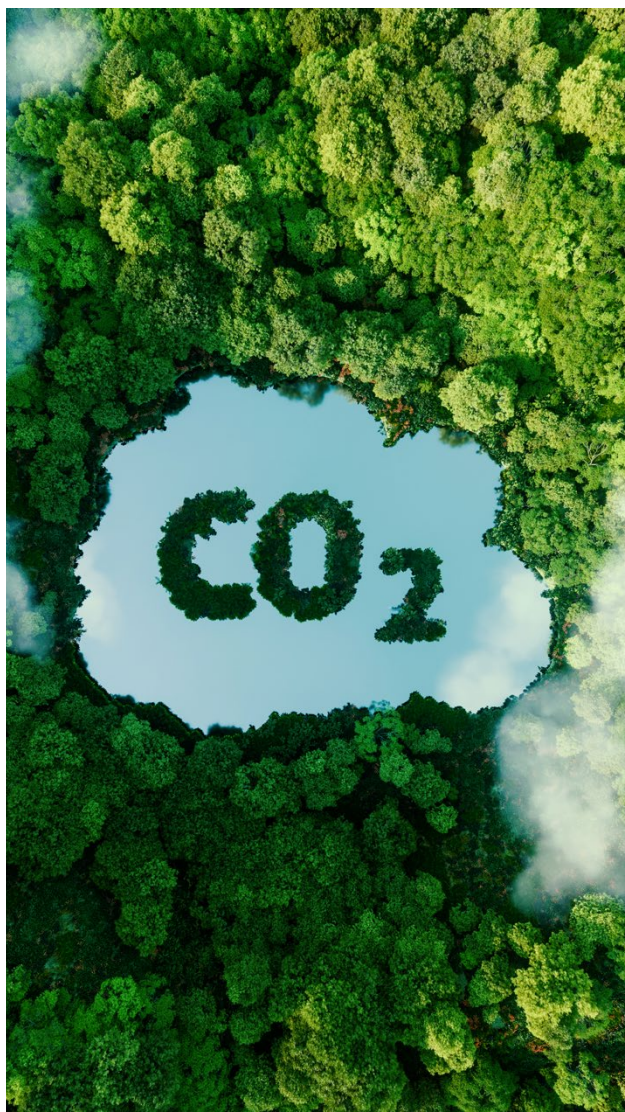
In this direction, some actions have been taken to reduce electricity consumption:

- implementation of the latest generation heat pumps for heating and cooling;
- regulations on the use and control of the efficiency of lighting installations;
- switching off unnecessary lights and equipment not used even temporarily;
- replacement of less efficient lamps and/or luminaires;

- use of “intelligent” management and control systems, capable of enabling the lighting and control of the luminous flux according to the availability of natural light.



**Savelli Technologies S.r.l. - SPS FoundryPred**



**Table: GRI 302-1 Energy consumed within the organization (GJ) <sup>1</sup>**

Energy source (GJ)	2023	2024
Electricity purchased	225	237
- of which from renewable sources (certified by GO)	-	-
Self-produced electricity (from photovoltaic) <sup>2</sup>	111	111
- of which self-consumed	99	101
Diesel (traction)	544	459
Gasoline (automotive)	105	149
LPG (traction)	3	3
<b>Total energy consumption within the organization <sup>3</sup></b>	<b>988</b>	<b>959</b>

**Table: GRI 305-1 Direct GHG emissions (scope 1) and GRI 305-2 Indirect GHG emissions from energy consumption (scope 2)(tCO<sub>2</sub>) <sup>4</sup>**

Type of emission (tCO <sub>2</sub> )		2023	2024
Scope 1	Diesel (traction)	37,97	33,92
	Gasoline (automotive)	6,88	9,64
	LPG (traction)	0,21	0,19
Total scope 1		45,05	43,75
Scope 2	Location-based	19,29	20,73
	Market-based	28,54	32,90
Total scope 1 + scope 2 Location-based		64,34	64,47
Total scope 1 + scope 2 Market-based		73,59	76,65

<sup>1</sup> The conversion factors published by DEFRA were used to calculate the energy consumption data in GJ.

<sup>2</sup> The data relating to the production and consumption of electricity by photovoltaic refers to the years 2023, 2024, and part of 2025.

<sup>3</sup> In calculating the total energy consumption within the organization, half of the total share of self-consumed electricity calculated as the sum of 2023, 2024 and part of 2025 was attributed to each year (2023, 2024).

<sup>4</sup> The emission factors published by DEFRA were used for the calculation of direct GHG emission data (scope 1). The emission factors published by TERNA for the Location-based method and the residual mix emission factors published by the Association of Issuing Bodies (AIB) for the Market-based method were used to calculate indirect GHG data emissions (scope 2).



# Waste

In line with its commitment to reducing its environmental impact, SAVELLI has implemented several measures to ensure that its offices operate efficiently in terms of resource consumption and disposal:

- **Reduction in paper consumption**

In addition to using recycled paper produced by companies that have obtained environmental certification (ISO 14001, EMAS) or eco-labels (e.g., Ecolabel, White Swan, FSC, PEFC, EFC, etc.), SAVELLI has adopted improvement measures aimed at optimizing the use and reducing the consumption of paper. These include archiving and sending documents in digital format, printing on both sides of the sheet (double-sided printing), the use of paper already printed on one side to reproduce drafts or take notes, the use of the fax-to-email service, which avoids the need to print documents to be sent by traditional fax, the use of reusable whiteboards instead of paper post-it notes, and printing two pages per side for drafts using the "Print" window in Microsoft Word.

- **Reduction in toner and printer cartridge consumption**

Several HP multifunction printers have recently been purchased, made from over 57% recycled plastic and featuring automatic systems to reduce consumption during standby periods. They

use energy-efficient ink and toner cartridges and comply with current indoor air quality standards. In fact, the toner in these printers has a very low

melting point, making it efficient both for printing and for the planet.

In addition, SAVELLI implements several measures to save toner or printer cartridges, such as printing internal documents or test prints in draft mode, installing specific software that can modulate the amount of ink used for printing or eliminate unnecessary pages, text, or images, and activating the "toner saving" function on equipment that supports it, printing in smaller fonts to save both ink and paper, thereby reducing the number of pages in documents, using fonts that use less ink, and shaking the toner cartridge when the printer indicates that the toner is running low, thereby saving money and reducing the amount of residual toner to be disposed of.

The reduction in paper and toner consumption also results in a waste reduction.

- **Reduction in waste generation**

As an improvement in the collection of solid urban waste, the Company provides containers for the separate collection of glass, aluminum, paper, and toner, to prevent these from being disposed of in unsorted waste.

These containers are correctly delivered to the Company that collects the waste. Specifically, paper, cardboard, and wood are sent to landfills, while plastic, metal packaging, unsorted waste, and wet waste are collected by the municipality, and the rest is collected using the form.





**Table: GRI 306-4 waste not intended for disposal (tons)**

Total weight of waste not intended for disposal (ton)	2023	2024
<b>Hazardous waste</b>	-	-
<b>Non-hazardous waste</b>	<b>2,714</b>	<b>4,505</b>
080318 used printer toner cartridges	0,026	-
080111 waste paint and varnish	-	0,015
150101 paper and cardboard	1,500	2,500
170201 wood	1,000	1,500
170203 plastic	0,150	0,200
200108 wet waste	0,038	0,050
130205 mineral oil waste	-	0,115
130802 other emulsions	-	0,125
<b>Total</b>	<b>2,714</b>	<b>4,505</b>

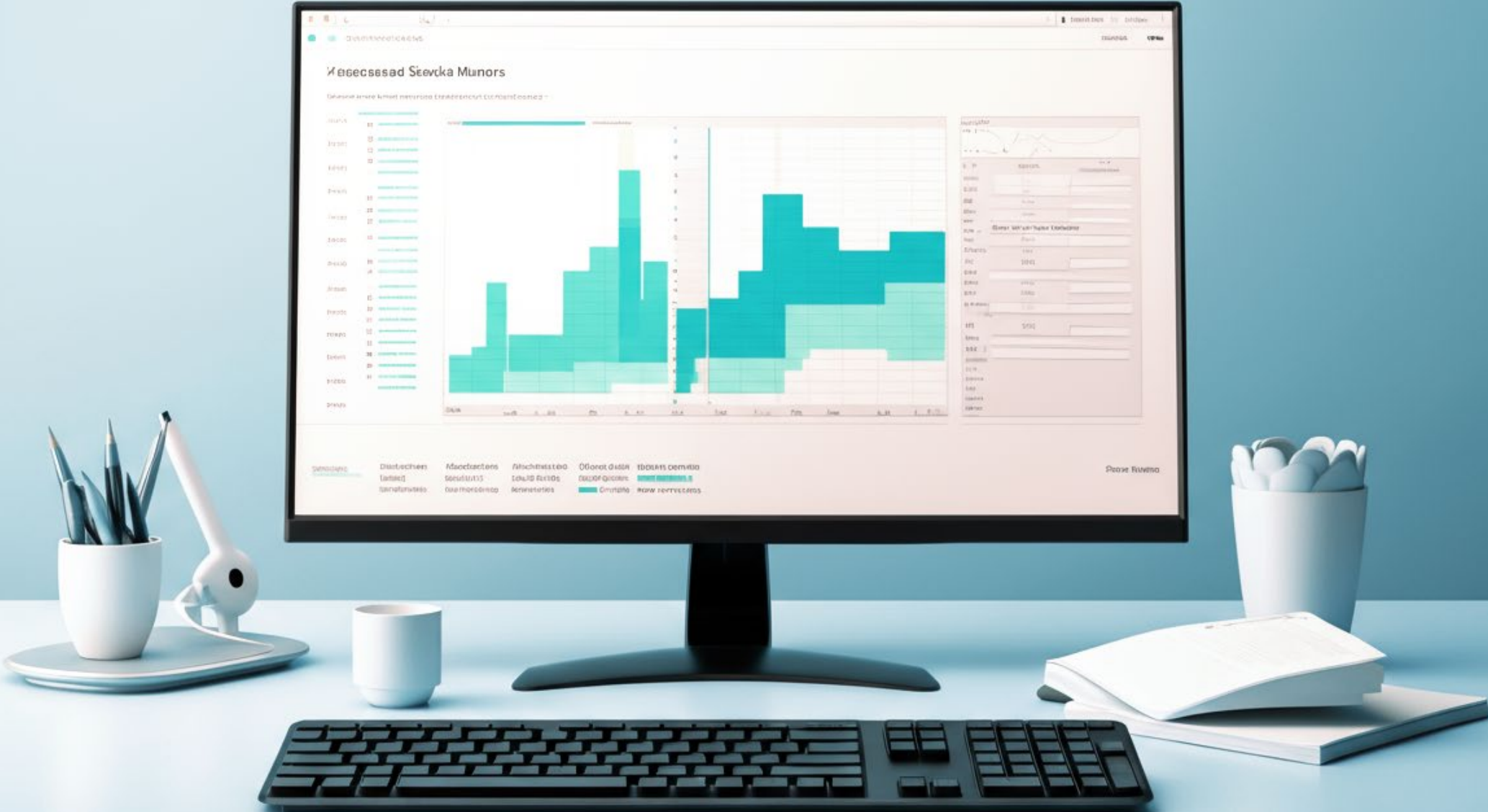
Total weight of waste not intended for disposal by recovery methodology (ton)	2023			2024		
	On-site	At an external site	Total	On-site	At an external site	Total
<b>Hazardous waste</b>						
Reuse	-	-	-	-	-	-
Recycling	-	-	-	-	-	-
<b>Non-hazardous waste</b>						
Reuse	-	-	-	-	-	-
Recycling	-	2,714	2,714	-	4,505	4,505
<b>Total</b>	<b>-</b>	<b>2,714</b>	<b>2,714</b>	<b>-</b>	<b>4,505</b>	<b>4,505</b>

**Table: GRI 306-5 waste for disposal (ton)**

Total weight of waste for disposal (ton)	2023	2024
<b>Hazardous waste</b>	-	-
<b>Non-hazardous waste</b>	<b>0,25</b>	<b>0,31</b>
150111 metal packaging	-	0,01
200301 undifferentiated	0,25	0,30
<b>Total</b>	<b>0,25</b>	<b>0,31</b>

Total weight of waste destined for disposal by disposal methodology (ton)	2023			2024		
	On-site	At an external site	Total	On-site	At an external site	Total
<b>Hazardous waste</b>						
Incineration (including energy recovery)	-	-	-	-	-	-
Incineration (thermal destruction)	-	-	-	-	-	-
Landfill	-	-	-	-	-	-
<b>Non-hazardous waste</b>						
Incineration (including energy recovery)	-	0,25	0,25	-	0,30	0,30
Incineration (thermal destruction)	-	-	-	-	-	-
Landfill	-	-	-	-	0,01	0,01
<b>Total</b>	<b>-</b>	<b>0,25</b>	<b>0,25</b>	<b>-</b>	<b>0,31</b>	<b>0,31</b>

# GRI Content Index





**Declaration of use:** Savelli presented a report on GRI Standards for the period 1 January to 31 December 2024

**GRI 1 used:** GRI 1 - Foundation - Version 2021

GRI standard	Informative	Location and Notes
<b>GRI 2: GENERAL INFORMATION (2021)</b>		
<b>GRI 2 - General Disclosures - Version 2021</b>	<b>The organization and its reporting practices</b>	
	2-1 Organizational details	Pag. 4
	2-2 Entities included in the organization's sustainability reporting	Pag. 4
	2-3 Reporting period, frequency, and contact point	Pag. 4
	2-4 Review of Information	Pag. 4
	2-5 External Assurance	Pag. 4
	<b>Activities and workers</b>	
	2-6 Activities, value chain, and other business relationships	Pag. 6, 11-12, 26-30
	2-7 Employees	Pag. 19
	<b>Governance</b>	
	2-9 Governance structure and composition	Pag. 13-14
	<b>Strategy, policies and practices</b>	
	2-22 Statement on the sustainable development strategy	Pag. 3
	2-23 Policy commitment	Pag. 14, 16, 18, 26, 32
	2-27 Compliance with laws and regulations	Pag. 14
	<b>Stakeholder involvement</b>	
	2-29 Approach to stakeholder engagement	Pag. 7-8
	2-30 Collective bargaining agreements	Pag. 18

GRI standard	Informative	Location and Notes
<b>MATERIAL THEMES</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-1 Process to determine material topics	Pag. 7-8
	3-2 List of material topics	Pag. 9
<b>Energy use &amp; GHG emissions</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 32
<b>GRI-302: Energy (2016)</b>	302-1 Energy consumed within the organization	Pag. 33
<b>GRI-305: Emissions (2016)</b>	305-1 Direct GHG emissions (Scope 1)	Pag. 33
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Pag. 33
<b>Waste management</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material themes	Pag. 34
<b>GRI-306: Waste (2020)</b>	306-4 Waste not intended for disposal	Pag. 35
	306-5 Waste intended for disposal	Pag. 36
<b>Occupational health &amp; Safety</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 24-25
	403-2 Hazard identification, risk assessment, and accident investigation	Pag. 24-25
	403-4 Participation and consultation of workers and communication on health and safety at work	Pag. 25
	403-5 Training of workers in the field of health and safety at work	Pag. 23
	403-6 Promoting the health of workers	Pag. 25
	403-9 Work-related injuries	Pag. 25
<b>Fair inclusive workplace</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 18-20
<b>GRI-401: Employment (2016)</b>	401-1 New hires and turnover	Pag. 20
<b>GRI-405: Diversity and equal opportunities (2016)</b>	405-1 Diversity in government bodies and among employees	Pag. 21
<b>GRI 406: Non-discrimination (2016)</b>	406-1 Incidents of discrimination and corrective measures taken	Pag. 20

GRI standard	Informative	Location and Notes
<b>Employee development</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 22-23
<b>GRI-404: Training and education (2016)</b>	Average 404-1 Hours of annual training per employee	Pag. 23
<b>Supply chain management &amp; responsible procurement</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 26
<b>GRI-204: Supply practices (2016)</b>	204-1 Proportion of expenditure to local suppliers	Pag. 26
<b>Product &amp; service safety &amp; quality</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 27-28
<b>GRI-416: Customer Health and Safety (2016)</b>	416-2 Incidents of non-compliance concerning impacts on the health and safety of products and services	Pag. 28
<b>Client satisfaction</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 29-30
<b>Economic performance</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 11
<b>GRI 201: Economic benefits (2016)</b>	201-1 Economic value directly generated and distributed	Pag. 11
<b>Business ethics</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 11
<b>GRI-205: Anticorruption (2016)</b>	205-3 Incidents of corruption confirmed, and actions taken	Pag. 14
<b>GRI-206: Anti-competitive behavior (2016)</b>	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Pag. 14
<b>Data privacy management</b>		
<b>GRI 3 - Material Topics - Version 2021</b>	3-3 Management of material topics	Pag. 15-16
<b>GRI-418: Customer Privacy (2016)</b>	418-1 Proven complaints about customer privacy breaches and loss of customer data	Pag. 16



# Limited Assurance Report

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