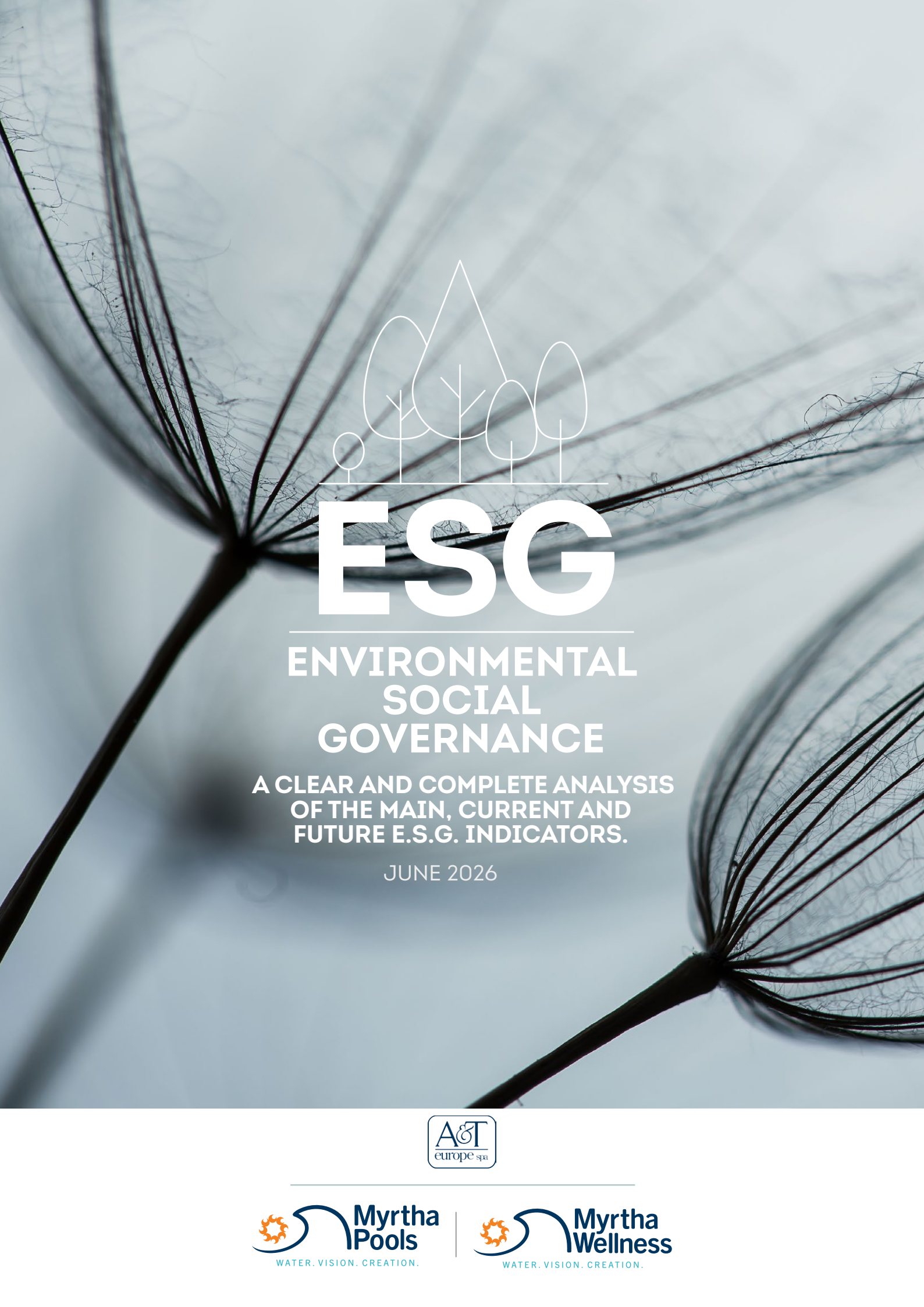




ESG

ENVIRONMENTAL SOCIAL GOVERNANCE

A CLEAR AND COMPLETE ANALYSIS
OF THE MAIN, CURRENT AND
FUTURE E.S.G. INDICATORS.

JUNE 2026





We are continuously committed to contributing to the achievement of the United Nations Sustainable Development Goals (SDGs).

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Cari Stakeholders,

I am pleased to share with you the fourth Sustainability Report of the A&T Europe Group, a document that reflects our ongoing commitment to a model of growth that is increasingly responsible, integrated and focused on long-term value creation.

In 2025, the Group further consolidated its development path by building on the positive growth trends achieved in large-scale projects, expanding in emerging markets and reinforcing its position in core markets. In each case, this builds upon progress achieved in the previous year. These results stem from a clear industrial vision based on innovation, sustainability and the growing integration of our different business functions.

Today, A&T Europe SpA continues to stand out as a solid and globally recognised company, combining technological excellence with its Italian industrial heritage while remaining firmly anchored to its core values.

Throughout 2025, we expanded our product portfolio with new product lines and continued to invest in strengthening our commercial networks and developing our industrial and digital infrastructures, strategic assets that will enable us to address future challenges. Within this framework, sustainability is not merely a guiding principle for us, but a genuine driver of innovation and value creation.

Sport, Health and Sustainability

Sport continues to be a source of inspiration for our Group, not only for the values it embodies, but also for its ability to generate lasting positive impact.

‘Together let’s continue to share the unique power of sport, its values, and its emotions to keep inspiring and making dreams come true for future generations, and to unite humanity.’

From this perspective, the words of Tony Estanguet, President of the Paris 2024 Organising Committee, continue to guide our journey. Sport’s ability to bring people together and inspire future generations fully reflects our vision of sustainability. In 2025, A&T Europe SpA also fulfilled the final commitments undertaken with the Paris 2024 Olympic and Paralympic Organising Committee.

Technologies that Inspire Change

*The **reinstallation of the temporary pools from the Paris Olympic and Paralympic Games** has officially begun. The commitment made by our Group with the Paris Organising Committee to reuse 80 percent of the materials employed in the construction of the temporary competition pools has now become a reality.*

In 2025, the reinstallation of the Olympic pool at Aquarena in Sevrans—a public aquatic centre on the outskirts of Paris—got underway. This facility will leave a lasting legacy for both young athletes and the local community.

*It is our Group’s determination and commitment to leaving a positive legacy beyond that technology that has made it possible, nearly ten years after the **Rio 2016 Olympic Games**, to reinstall the Olympic Stadium pool at Parque Oeste Ana Gonzaga in the area west of Rio de Janeiro. As in Paris, the social value of these projects goes hand in hand with the environmental benefits generated by repurposing Olympic and Paralympic facilities as public aquatic centres designed to more broadly serve local communities.*

*Among the year’s most significant developments are the first installations of **Myrtha R-Evolution**, our PVC membrane manufactured with 60 percent recycled materials and fully recyclable at the end of its life cycle. Installed at the Aquamore Ghedi aquatic centre and at the World Aquatics Championships in Singapore, this membrane is backed by a 15-year warranty, and the company has decided to introduce it as the new standard across all Myrtha pools. This decision reflects our commitment to integrate increasingly sustainable solutions, even where this may represent a commercial disadvantage in markets that are not yet mature from this perspective.*

More than just a component, this membrane embodies our circular vision: designing today with the materials of tomorrow, ensuring durability, reusability and a lower environmental impact.

Innovation has also continued with **Myrtha Breathe**. Following the successful trials conducted during Paris 2024, the system was installed for the first time in a permanent facility, at the Boston University Aquatic Center.

Developed by our R&D team, Myrtha Breathe is an extraction system that significantly improves indoor air quality by reducing chloramines and trihalomethanes generated by chlorine evaporation in indoor swimming pools, thereby substantially lowering health risks for athletes and staff—the groups most exposed to these substances. Supported by academic research, Myrtha Breathe has also been successfully presented at international scientific conferences, attracting the interest of international swimming federations following its presentation at the XX World Aquatic Health Conference in Atlantic City.

The Road to Gold Continues to Be Paved in Steel

Building on the momentum of 2024, 2025 was another remarkable year for major international sporting events, with our pools once again playing a leading role at the **World Aquatics Championships in Singapore** and the **Asian Aquatics Championships in Ahmedabad**.

Among the year's most significant achievements, I would like to highlight the extraordinary milestone of 193 Swimming World Records set in Myrtha pools by the end of 2025. Another important milestone is our 20-year partnership with World Aquatics. In 2025, through the Myrtha Pools brand, we renewed our partnership with the international federation through 2029.

This partnership positions A&T Europe not only as a supplier, but also as an Educational Partner, actively involved in **seminars, technical workshops**, and engagement initiatives with international sports federations and stakeholders. In 2025, these activities were carried out starting with the World Aquatics Championships in Singapore and continued throughout the following months, combining educational, relational, and technological contributions to promote the development of aquatic sports while fostering sustainability, health, and inclusion.

Beyond Sport: Design and Wellness

Alongside the consolidation of our position in the sports sector, A&T Europe SpA continues to expand its presence into complementary fields such as **wellness, hospitality** and **design**.

In 2025, we introduced the first sauna featuring a structural frame made from Myrtha modular steel panels. Our collaboration with architects, designers and industry professionals also enables us to deliver increasingly sophisticated and customised solutions, ranging from suspended pools to lagoons, while optimising construction times and the efficient use of resources.

In this respect, our modular approach and the industrialisation of our processes represent key factors in reducing environmental impact throughout the entire life cycle of our projects.

Digitalisation and Technological Development

Technological innovation and digitalisation continue to be key pillars of the Group's strategy. The integration of technological innovation and sustainability allows us to create long-term value for both our customers and society as a whole. Our Research & Development team works closely with universities, technology partners and clients to develop innovative systems, with a particular focus on sustainability, efficiency and enhancing the user experience.

Within this framework, **Myrtha Shark** represents a compact, high-performance connected filtration module designed for technical rooms with limited space. Thanks to its perlite filtration technology, it delivers outstanding performance while significantly reducing water, energy and chemical consumption.

The system also contributes towards achieving credits for internationally recognised green building certification schemes—including LEED, BREEAM and Green Star—making it suitable for public aquatic centres, water parks and hospitality facilities. Developed by our R&D team, the Myrtha Shark module has already been installed at the Aquamore Ghedi public aquatic centre, where it enables continuous remote monitoring of operational data.

Notes Towards a Sustainable Future

A&T Europe SpA's strategic plan forms part of a broader vision aimed at supporting the transition towards a low-carbon economy.

Alongside our targets for reducing greenhouse gas emissions, our programme seeks to raise awareness of the role each individual can play as an agent of change, while fostering positive relationships within the communities and sectors in which we operate.

We develop solutions and services that support a low environmental impact transition. For this reason, we remain firmly committed to this path, designing swimming pools capable of reducing CO₂ emissions by up to 50% compared with traditional construction methods.

At the same time, we continue to promote cutting-edge filtration solutions, with particular attention to public aquatic facilities, contributing significantly to reducing both water and energy consumption. These achievements generate value for the environment as well as for facility operators, fully reflecting our practical approach to sustainability.

Our commitment to environmental and social sustainability is also reflected in the renovation of existing facilities through technologies specifically developed to **refurbish ageing and obsolete swimming pools**.

This allows us to give new life to community spaces that encourage physical activity, social interaction and an improved quality of life.

We also continue to validate the contribution our Group can make to building efficiency and sustainability by mapping our products against the **LEED v4, BREEAM** and **Green Star** assessment systems. This demonstrates how our processes, materials and products can contribute to achieving specific credits for green building certification.

Following the achievement in 2024 of three product certifications from the Singapore Green Building Council (SGBC) for technologies developed across the competition, leisure and wellness sectors, I am particularly proud to announce that, in 2025, Myrtha Pools contributed to the development of new **Product Category Rules** (PCRs) specifically dedicated to swimming pools.

The new PCR also takes into account public and competitive swimming pools, characterised by very long service lives and demanding performance requirements. As an industry leader, we believe it is essential to establish clear and shared rules for the assessing environmental performance objectively, while creating a common and up-to-date benchmark for the entire sector.

Creating Value Through People: The Foundations of Our Progress

In 2025, we further strengthened our commitment to a management approach focused on creating value for all the people involved in the Group's activities.

We consider the talent of our people to be the true driving force behind our development. For this reason, we have continued to invest decisively in outstanding talent and expertise, enabling us to address emerging challenges while ensuring reliable support for our customers.

Aware that employees' wellbeing also stems from their direct contribution to the value chain, we have encouraged the development of bottom-up initiatives aimed at improving our internal processes.

In particular, 2025 saw the implementation of one of these initiatives: PLM Evo 2.0, a core project management process developed from the ground up by a multidisciplinary team.

At the same time, we consolidated the programmes dedicated to talent development and retention. Thanks to internal sentiment monitoring tools introduced during the year, we have further enhanced our ability to listen, take action and build a more balanced and rewarding working environment.

Our focus on diversity, equity and respect, work-life balance and professional development remains a priority. In this regard, we expanded our training opportunities by adopting an integrated learning approach that combines classroom training, digital learning and team-based activities, fostering both innovation and team building.

Sport, Health and Wellbeing

Our Group has always embraced the values of sport. In 2025, we continued to strengthen our Health, Sport and Wellbeing initiative, promoting an integrated approach to both physical and mental wellbeing of our people.

The initiative encompasses a wide range of activities designed to meet different needs, including sports tournaments, group walks, hiking excursions, environmental initiatives, health screenings with blood tests and specialist medical consultations.

In particular, 2025 saw the introduction of additional educational initiatives, including mindfulness sessions led by psychologists, together with further activities supported by the creation of an internal volunteer group that provides ideas and support for the implementation of new initiatives through a bottom-up approach designed to respond to employees' real needs.

With a view to promoting greater sustainability and wellbeing, the Health, Sport and Wellbeing group also introduced the replacement of the electric-assisted bicycles made available to employees for short journeys and lunch breaks with traditional bicycles.

Through these initiatives, we continue to foster an inclusive and dynamic working environment that offers opportunities for social interaction and wellbeing-focused learning, while encouraging everyone to play an active role in building their own personal and professional balance.

Culture, Community and Cohesion: Our Impact on Local Communities

A&T Europe SpA has always considered itself an active part of a broader community. It is a community towards which we exercise a tangible sense of social responsibility, working alongside institutional partners and organisations rooted in the local area.

We promote a culture of wellbeing and aquatic sports, while valuing diversity through initiatives that also involve athletes with disabilities as ambassadors for inclusive sporting and social projects.

We also believe in the value of partnerships between businesses and institutions as essential tools for addressing shared challenges and generating broader positive impacts through joint action. In 2025, we continued to support and collaborate with the **Royal Life Saving Society Australia (RLSSA)**.

Born from a shared vision of making water safer, more accessible and more inclusive, our collaboration with RLSSA has helped raise awareness among local communities of the importance of redeveloping ageing aquatic facilities and returning them to public use, with particular attention to those communities where the risk of drowning is greatest.

In particular, in 2025 our modular pool technology was included in a project called "**The Future of Pools**", which promotes modular technologies as a rapid and sustainable solution—both economically and environmentally—for the renovation of aquatic centres. Preventing the closure of ageing aquatic facilities has, in fact, **delivers significant social benefits in terms of public safety and public health**.

The objective is to promote a culture of swimming as a tool for prevention, personal development and social cohesion, by providing renewed spaces where people can learn, practise and experience water safely.

Our partnerships with swimming federations are also managed with the objective of increasing awareness of the social and public health impact of public aquatic centres. One notable example is the event organised together with the Finnish Swimming Federation in May 2025 at the Helsinki Olympic Stadium, focusing on responsible design, environmental impact and public health.

I would also like to highlight our membership of the International **Association for Sports and Leisure Facilities (IAKS)**, through which the Group contributes to the development of guidelines for public aquatic centres by participating in two dedicated working groups: the Circle of Experts and the **Sustainability Group**.

This Sustainability Report represents not only a reporting tool, but also an opportunity to reflect on the journey we have undertaken and on the challenges that lie ahead.

The results achieved are the outcome of the daily commitment of every employee at A&T Europe SpA and of the trust placed in us by our stakeholders. It is through this shared commitment that we can continue to build a future that is increasingly sustainable, innovative, inclusive and responsible.

Thank you for your attention.

Roberto Colletto,
CEO, A&T Europe SpA



METHODOLOGICAL NOTE

The Sustainability Report of A&T Europe SpA (hereinafter referred to as “A&T Europe,” the “Company,” or the “Group”) is a key tool for transparent communication with stakeholders and, looking ahead, a means of regulatory compliance, providing visibility into the company’s commitment to sustainability.

This reporting framework highlights the initiatives and projects implemented across economic, social,

and environmental dimensions, as well as the company’s most representative key indicators, considering the business in which it operates. The Sustainability Report is designed to communicate a responsible journey, one built on sustainable behaviors and practices that the company continues to pursue.

Reporting Guidelines and Process

The A&T Europe Sustainability Report presents the company’s performance for the 2025 fiscal year (January 1 – December 31, 2025) across economic, social, and environmental aspects. The report is published annually.

The document has been prepared in accordance with the SASB (Sustainability Accounting Standards Board) standards for the “Engineering & Construction Services” and “Industrial Machinery & Goods” sectors, updated in December 2023 by the IFRS (International Financial Reporting Standards) Foundation. The structure and part of the content also reference the GRI (Global Reporting Initiative) Standards, effective from January 1, 2023, including relevant updates.

With this report, A&T Europe provides a three-year historical dataset, offering stakeholders a clear and

comprehensive view of the company’s performance and trends, in line with the comparability principle outlined in GRI 1.

The preparation of the Sustainability Report involved active participation from various organizational areas across the Group’s companies.

The report highlights the most significant economic, environmental, and social impacts of A&T Europe, identified through a materiality analysis conducted via an online questionnaire. This involved an internal working group and a representative sample of company stakeholders, including employees, sports associations, public administrations, clients, and suppliers.

Reading Guide

Where applicable, SASB and GRI reference indicators are listed at the bottom left of each page and are detailed in the SASB Index 2025 (p. 114) and the GRI Content Index (p. 115).

Where relevant, SDG icons are displayed at the top right of each page to indicate the Sustainable Development Goals addressed by the topics discussed

Scope (gri 2-2)

This report covers the activities of A&T Europe SpA

Significant Changes (gri 2-4)

Compared with the previous reporting period, A&T Europe’s organizational structure remained substantially unchanged throughout 2025.

The 2023 Scope 2 location-based GHG emissions disclosed in this Report have been restated from those presented in the 2023 ESG Report to reflect the final 2023 emission estimates published by ISPRA.

Contacts (gri 2-3)

For any inquiries regarding the contents of this document, please contact:

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An underwater photograph of a person swimming, viewed from below. The person is wearing a dark swimsuit and a snorkel mask. A large, white, stylized number '1' is overlaid on the left side of the image, partially obscuring the swimmer's head and upper body. The water is clear and blue, with some bubbles visible.

1

A&T EUROPE IN
THE WORLD.

e in the world

1.1. OUR MISSION

Our mission stems from a commitment to developing and refining technologies that transform every aquatic experience into something extraordinary. We aim to be a global benchmark not only in the world of swimming pools for sport and competitive swimming, but also in wellness, relaxation, and leisure activities.

Through decades of ambitious projects around the world, often involving highly complex challenges, we have built a wealth of expertise that enables us to deliver cutting-edge, best-in-class solutions.

We combine our experience with an innovative and forward-looking mindset that guides every stage of our work, from architectural and engineering design to component manufacturing and the construction and management of iconic aquatic facilities.



“By choice and by heritage,
we are always in search
of excellence.”

Giorgio Colletto,
President, A&T Europe SpA

OUR VISION

Our goal is to be a unique and recognizable global benchmark, a partner that inspires and anticipates future needs.

Our vision is founded on reliability, a constant commitment to quality and innovation, and a focus on excellence in both our products and related services, while creating long-term value for customers and stakeholders.

OUR CULTURE

Our corporate culture is built upon solid values that guide every action we take in pursuing the mission and vision that inspire us every day.

We promote a culture that supports the growth of the Group through clear and shared values. Total quality, customer-centricity, collaboration as a collective strength, a culture of execution, and a passion for challenges define the professional conduct we expect from our people. Ethics and a passion for excellence are the cornerstones of our identity, enabling us to create long-term value through transparency, honesty, and respect for others.

OUR VALUES

TOTAL QUALITY

In the coming years, we are committed to achieving a clear and ambitious objective: delivering total quality that is also clearly perceived by our stakeholders.

To achieve this goal, we have chosen to focus our efforts on four strategic priorities:

- **Continuous innovation**, both technological and product-related;
- **Advanced project development**, with an ever-increasing focus on precision and engineering excellence;
- **Integrated and efficient supply chain management**;
- **Customer-oriented after-sales service**, ensuring continuity of value over time.

By consistently pursuing this direction, we will strengthen our position as a leader in the swimming pool industry while expanding into new market segments and maintaining the high standards that distinguish our Company and are expected by the market.

CUSTOMER CENTRICITY

For us, the customer is both the starting point and the ultimate destination of every action we take. Placing customers at the centre of our business means building a continuous dialogue with them, understanding their needs, anticipating their expectations, and responding through attentive service, operational excellence, and open collaboration.

PEOPLE AND COLLABORATION

We believe in the value of teamwork. Every individual contribution is essential to the success of our projects, and everyone must feel actively involved and accountable for the results achieved. Our focus on quality and excellence translates into a continuous commitment to improvement shared across the entire organization. We promote open and authentic communication, based on mutual respect and appreciation of each person's contribution. We are committed to creating an inclusive environment where everyone can express themselves, feel heard, and contribute their capabilities to collective success.

A CULTURE OF EXECUTION

We promote a results-oriented mindset in which individuals are encouraged to act with courage, responsibility, and sound judgment to make effective decisions and achieve established objectives.

We believe that success is also built on preparation. For this reason, we are committed to providing continuous training and the appropriate tools to enable everyone to perform their role with competence and confidence.

A PASSION FOR CHALLENGES AND COMPLEX PROJECTS

Our philosophy encourages us to embrace even the most complex projects with enthusiasm. We thrive on innovation, welcome new challenges, and view them as opportunities for growth. While we carefully assess the risks associated with every new initiative, we also recognize that innovation and progress require entrepreneurial courage and the willingness to tackle ambitious and demanding projects.

LOOKING TO THE FUTURE

We have been operating for more than 60 years and are fully aware that our activities and services may impact both the environment and future generations. For many years, we have been committed to reducing our environmental footprint through responsible business decisions. We implement concrete recycling policies, promote the efficient use of resources, and continuously invest in innovations, products, and services that are increasingly sustainable and environmentally responsible.

1.1.1. COMPANY HISTORY

Founded in Castiglione delle Stiviere in 1961, A&T Europe S.p.A. has followed a truly remarkable growth journey.

The Company began operating in the domestic market before expanding globally and, within just a few years of its foundation, became an international leader in its industry.

Driven by a strategic vision focused on continuously pursuing the most advanced and reliable technologies, and supported by proprietary patents, A&T Europe introduced a technological revolution to the swimming pool industry and embarked on a path of international expansion.

Corporate Milestones

since 1961

1961

A&T Europe is founded and initially operates in the packaging sector, achieving strong commercial success.

1966

In its early years, A&T Europe is involved in the construction of a port and a hotel on Lake Garda, which was to include four swimming pools. Founder Giorgio Colletto decides to import and market steel and vinyl pools from the United States, launching a successful business thanks to bold ideas and a series of fortunate circumstances: market opportunity, trade fair exposure, and advertising in emerging magazines.

This commercial venture begins under the brand name **Piscine Florida**.

1968

Giorgio Colletto launches the brand **Piscine Castiglione**, named after the town where the business was rapidly taking shape, Castiglione delle Stiviere, in the province of Mantua.

1971

Near Milan, the first sales support center is established, offering warranty services and chemical supplies.

This marks the beginning of what would become the **Piscine Castiglione Service Network**, now widely present across Italy.

1974

A&T Europe begins a long journey of research and technological innovation. The company introduces HD (Heavy Duty) technology, enabling the construction of galvanized steel pools lined with double-thickness PVC membranes. The result is a highly durable product that overcomes limitations in shape and size. This breakthrough opens the door to the public and commercial pool market, with A&T Europe building 400 pools in a single year.

1975-76

Europe acquires **Protea**, a company specializing in pool components and accessories. This acquisition leads to the creation of the Pool’s commercial division, a sales network for components suitable for all types of pools.

1977

Following an insight by engineer Colletto, the company patents a new technology for modular steel pool construction.
A&T Europe introduces **Myrtha Technology** for pool walls, based on galvanized steel panels laminated on the water-facing side with a high-resistance PVC membrane. The coating is heat-applied using a lamination line, forming a bonded layer resistant to mechanical processing for the production of finished panels.
The previously introduced HD technology continues to be used for the pool floor.

1979

In the early 1980s, the **Sport and Leisure division** is established, expanding the company’s offerings into the water entertainment sector. In 1988, the first complete water park is built in Cesenatico.

1980-86

Myrtha’s modular technology gains increasing traction in the public pool market. Throughout the 1980s, the technology is widely applied in commercial pools and, above all, in sports facilities.

1987

The **European Championships in Strasbourg** mark A&T Europe’s first major challenge in international sporting events, with the construction of the first temporary pool using Myrtha technology. After the event, the pool was dismantled and permanently reinstalled in Canet-en-Roussillon, France.

1994

In pursuit of continuous improvement, the company introduces stainless steel in the production of Myrtha panels for commercial and sports pools. In September, A&T Europe is the official supplier for the **7th FINA World Swimming Championships** in Rome. A temporary Myrtha pool is installed on a clay tennis court at the **Foro Italico**, the same venue as the Italian Open. With no possibility of permanent construction, A&T Europe installs a fully self-supporting above-ground pool, dismantled after the event.
That same year, the **Piscine Castiglione Dealer** Network is launched for the private market, offering Bluestyle pools made of steel and reinforced flexible PVC.

1995

FINA selects A&T Europe again to build two temporary pools on Copacabana Beach in Rio de Janeiro for the Short Course World Championships in December. Beyond their technical excellence, the Rio 1995 installations remain among the most spectacular ever created by the company.



1996

Myrtha technology debuts at the **Centennial Olympic Games** in **Atlanta** with a temporary water polo pool. Installed in just 12 days, the pool is later relocated to Lake Highland Preparatory School in Florida as a permanent 50-meter facility. The Atlanta Olympics establish Myrtha’s global reputation for excellence and uniqueness in temporary installations for international sporting events.

1997

The company develops and patents a specific technology for renovating obsolete concrete pools. The first projects using **RenovAction technology** begin in 1997, featuring stainless steel panels laminated with PVC—now among the best solutions for pool renovation. At the Asian Games in Almaty, Kazakhstan, pools are refurbished using this technology, developed by A&T Europe’s R&D team.

1998

Myrtha technology proves its value beyond temporary installations. The organizing committee of the **FINA World Championships** in **Perth** selects A&T Europe to build a **permanent water polo pool** at the Challenge Stadium, Australia’s premier aquatic complex.

2000

Following major international success, President Giorgio Colletto opens the **Myrtha Pools USA** branch in Florida.

2005

At the FINA World Championships in Montreal, A&T Europe builds seven pools-three permanent and four temporaries. **Nine world records** are broken during the event. **American swimmer Michael Phelps** calls the pools “perfect,” echoing the praise of **Mark Spitz**, legendary Olympic champion and former Myrtha Pools ambassador.



2008

A&T Europe returns to the Olympics in Beijing with **RenovAction technology** used to refurbish two pools at the Ying Tung Natatorium - one for diving and one 50-meter pool for modern pentathlon competitions.

2009

A&T Europe becomes an official FINA Partner, marking a new chapter in aquatic sports. The partnership is formalized at the **FINA World Championships in Rome**, where the company installs two temporary pools for water polo and artistic swimming at the Foro Italico, as in 1994. Additionally, a pool is built for the “**Swim with Your Champion**” initiative, allowing young spectators to race against their swimming idols.

2010

In the private pool sector, Piscine Castiglione becomes the undisputed leader of the Italian market. Alongside Piscine Castiglione, the company launches the **i.Blue brand**, offering modular pools in various shapes and sizes, with smart pool features for a tech-savvy audience.

2011

A&T Europe celebrates **50 years of growth** and receives recognition from Confindustria. The company’s reference list surpasses 20,000 installations.



2012

A&T Europe completes its third Olympic challenge with **seven temporary pools for the London Games, including those for official water polo competitions**. Even more significant is the legacy: after the Olympics, the pools remain in the UK and are distributed across 14 permanent locations, including municipalities, swim schools, and educational institutions.

2013

The company explores new opportunities in the market for water slides, spray parks, and themed play areas for children - including installations on cruise ships. In 2013, MSC Cruises wins an innovation award for guest entertainment, thanks to the **Vertigo slide** and **Doremi Castle spray park** created by A&T Europe aboard the MSC Armonia.

2015

A year to remember, marked by spectacular and high-tech installations inaugurated around the world, including the **Galaxy Macau** in **China** and the **Porsche Design Tower in Miami**.



2016

At its fourth Olympic appearance, A&T Europe builds and installs a total of **18 pools for the Rio Olympic Games**, including both temporary and permanent facilities. The company also establishes itself as a global leader in the hospitality sector, with successful projects at Lefay Resort & SPA and SLS Brickell in collaboration with Philippe Starck. Additionally, A&T Europe completes the design and construction of a water park aboard the iconic cruise ship **Harmony of the Seas**.



2017

At the FINA World Championships in Budapest, A&T Europe installs “water on water”: **the first-ever temporary high diving pool in World Championship history**. The circular pool, 15 meters in diameter and 6 meters deep, is built on the banks of the Danube, directly across from the Hungarian Parliament.

2018

A&T Europe launches a new challenge: **Myrtha Wellness**, a dedicated line of solutions and products for wellness centers. In the hospitality sector, leading hotel chains such as **Hilton, Marriott**, and **Accor** choose A&T Europe as their aquatic spaces partner.

2019

The year ends with a showstopper: a pool built in Las Vegas for the ISL Grand Final, **the first temporary pool featuring a 25-meter transparent methacrylate wall**. Marriott International also selects Myrtha’s advanced technology and design for all pools and wellness centers across its hotels and brands.

2020

Three Myrtha pools are shipped to the **Tokyo Olympics**. Due to the pandemic, the event is postponed, and the pools remain unused for another year. Meanwhile, **the private pool and component market in Italy sees strong growth**: in a world on pause, the value of having a pool in one’s own backyard becomes clear. Myrtha Pools receives an Honorable Mention in the **Architectural Product Design** category of the prestigious International Architecture Master Prize for the pool project at SLS Brickell Hotel & Residences in Miami.

2021

The private pool market continues to expand. International swimming events resume: the US Trials in Omaha, the **Tokyo Olympic Games**, and the FINA Short Course World Championships in Abu Dhabi all featuring Myrtha pools.

2022

The road to Paris 2024 begins: A&T Europe signs on as **Supporteur Officiel of the Paris 2024 Olympic and Paralympic Games**. The agreement includes 24 pools, ermanent, temporary, and training facilities. Sustainability and inclusivity are core themes of Paris 2024, and A&T Europe is proud to champion both, which led to its selection by the organizing committee.

2023

A&T Europe installs five temporary pools for the **World Aquatics Championships in Fukuoka, Japan**. As part of the company’s sustainable legacy program, two of these pools are reconfigured into 25-meter pools and relocated to four Japanese high schools, bringing the spirit of international competition to future generations of athletes. The company also wins the **Innovative Project Award 2023** for the **Factory of Water** aquatic center in Szczecin, Poland, recognized for its outstanding architectural innovation. On the technology and sustainability front, A&T Europe introduces **Myrtha Shark**, a system that combines regenerative filtration with real-time automated control of filtration and disinfection systems, achieving new benchmarks in energy and water savings.

2024 was A&T Europe’s busiest and most significant year to date in terms of international sporting events. During the year, the Company installed five temporary pools for the **World Aquatics Championships in Doha, Qatar, as well as two temporary pools for the U.S. Olympic Team Trials in Indianapolis**. In line with the Company’s sustainable legacy programme, both temporary pools used in Indianapolis were repurposed after the event: one was reinstalled in Fort Wayne, Indiana, while the other was relocated to the Cayman Islands. This initiative contributes to the long-term development of aquatic sports and provides future generations with access to high-quality swimming facilities, including in areas where aquatic centres were previously unavailable. The Group successfully concluded the Olympic and Paralympic year by delivering **24 pools** for **Paris 2024**, including four temporary installations. For the first time world-wide, A&T Europe installed a waterproofing **membrane manufactured with 60% recycled materials**, which was subsequently recycled after dismantling. Following the Games, two of the temporary pools were disassembled and reinstalled in the suburban areas of the French capital, while the remaining pools are being relocated to other French cities as part of the Games’ legacy programme, supporting the long-term growth of aquatic disciplines and expanding access to sports infrastructure. From both a technological innovation and environmental sustainability perspective, the Company successfully tested the **Myrtha Breathe** system during Paris 2024. Developed through extensive academic research, this innovative solution improves indoor air quality while simultaneously reducing energy and water consumption in indoor aquatic facilities. Another significant milestone was the installation of the first **Myrtha Flow**, an advanced counter-current swimming system, at the R2 Sinapsi Rehabilitation Centre in Cremona, Italy. The system supports rehabilitation activities and is also suitable for use by Paralympic athletes.



2024

2025

Myrtha designed and installed two pools for the **World Aquatics Championships in Singapore**. During the 2025 competitions, the number of World Records achieved in Myrtha pools surpassed 190, while the Group, through its international brand Myrtha Pools, renewed its **partnership with World Aquatics through 2029**. This important milestone reflects the confidence that the global aquatic sports community continues to place in A&T Europe and its expertise.

At the international awards level, Myrtha Pools proudly celebrates the **IOC IAKS Architecture Prize** awarded to the **Parramatta Aquatic Centre in Sydney**.

This prestigious award recognizes sports and leisure facilities that demonstrate excellence in sustainability, accessibility, and innovation. The excellence of Myrtha technology was also acknowledged at the **SPA & Wellness Awards 2025**, which honored the Wai Ariki Hot Springs & Spa wellness destination in New Zealand.

In the wellness sector, A&T Europe also celebrates the success of the **Terme De Montel project in Milan**, an architectural redevelopment of the historic De Montel stables that has been transformed into Italy's largest urban thermal park, featuring ten pools built using Myrtha technology.

The Company also celebrates its **partnership with Blue Mar Basins** and the successful completion of the first large-scale lagoon project at Celebration Key in the Caribbean for Carnival Cruise Line. Thanks to Myrtha solutions, the lagoon was constructed on a compact-soil foundation, consisting of compacted earth with only 5% cement content, eliminating both the cost and environmental impact associated with a conventional 14,000 m² reinforced concrete slab.

In terms of technological innovation, the **Myrtha R-Evolution membrane** has, since 2025, incorporated 60% recycled material content and is now also used in permanent pool installations.

In addition, the first Myrtha Breathe system was installed at the permanent aquatic centre of Boston University. The results demonstrating improvements in indoor air quality achieved through this innovation were presented at the **World Aquatic Health Conference (WAHC)** in Atlantic City, United States.

Finally, A&T Europe actively promoted and contributed to the **development of new Product Category Rules (PCRs)** for swimming pools, enabling the publication of more transparent and reliable **Environmental Product Declarations (EPDs)**.

This represents a tangible achievement that allows environmental performance to be assessed objectively and consistently.

These initiatives provide concrete evidence of the Company's continued investment in environmental sustainability, while simultaneously driving innovation in product development and aquatic technologies.

1.1.2. GROUP STRUCTURE (gri 2-2)

A&T Europe does not prepare consolidated financial statements because its subsidiaries, both individually and collectively, are considered immaterial for providing a true and fair view of the Group's financial position and performance.

Accordingly, A&T Europe's Sustainability Report covers only A&T Europe SpA.

The reporting boundary of this Sustainability Report is aligned with that of the Company's financial reporting for all material topics addressed.

No significant changes to the reporting perimeter occurred during 2025 compared with 2024

1.1.3. GLOBAL PRESENCE (gri 2-1)

Over more than 60 years of activity, A&T Europe has introduced technological innovation to its industry and expanded worldwide while maintaining direct control over the design, production, and installation of a substantial portion of its products and components.

Today, A&T Europe can boast thousands of installations in more than 70 countries across five continents.

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70
COUNTRIES REACHED

13
WORLD BRANCHES

1500
SWIMMING POOL EACH YEAR,
INCLUDING 300 PUBLIC
FACILITIES

20
AND BEYOND PARTNERSHIPS
WITH SWIMMING FEDERATIONS

359
DIRECT EMPLOYEES

200
FOREIGN DISTRIBUTORS

195
ITALY DEALERS

100
SERVICE POINTS ITALY

1.2. BUSINESS MODEL (gri 2-6)

A&T Europe is a family-owned entrepreneurial company in its second generation.

It is committed to continuing the legacy of its founder while adapting its strategies to align with evolving market needs and opportunities.

SUBSIDIARIES

01.	MYRTHA POOLS USA INC.	Florida - USA
02.	MYRTHA POOLS SWITZERLAND S.A	Friburgo - SWITZERLAND
03.	MYRTHA CONTRACTING USA INC	Florida - USA
04.	WELLNESS SPECIALIST S.R.L.	Bucarest - ROMANIA
05.	MYRTHA POOLS CANADA INC.	Newmarket - CANADA
06.	MYRTHA POOLS SOUTH EAST EUROPE DOO	Portorose - SLOVENIA
07.	MYRTHA POOLS INDIA PRIVATE LIMITED	Bangaloru - INDIA
08.	MYRTHA POOLS BRASIL	São Paulo - BRAZIL
09.	MYRTHA POOLS MIDDLE EAST	Dubai - EAU
10.	MYRTHA UK	UNITED KINGDOM
11.	MYRTHA AUSTRALIA	Sydney - AUSTRALIA
12.	MYRTHA JAPAN	Tokyo - JAPAN
13.	MYRTHA FRANCE	FRANCE

BRAND CHART



PISCINE CASTIGLIONE



Piscine Castiglione is A&T Europe's historic brand and the market leader in Italy's premium private swimming pool sector. Serving the upper-mid to high-end market, the brand specializes in the design, construction, and installation of bespoke residential pools throughout Italy. In addition to swimming pools, the offering may include wellness products and projects, supported by the expertise of the Myrtha Wellness business unit for both design and manufacturing.

Internal sales and technical structure.
Network of approximately 155 authorized dealers across Italy.

PISCINE SERVICE



Established alongside Piscine Castiglione, Piscine Service represents A&T Europe's specialized after-sales and maintenance division. The company provides technical assistance, maintenance, refurbishment, and support services for all types of swimming pools, both private and public, regardless of whether they were originally built by A&T Europe.

Internal service structure.
Network of approximately 40 service centers throughout Italy.

MYRTHA POOLS



Myrtha Pools is A&T Europe's international brand, serving the global market with advanced aquatic solutions.

Its core market segments include: major sporting events (temporary and permanent facilities, competition swimming pools, fitness and wellness centers, rehabilitation facilities, hospitality projects, water parks, campgrounds and holiday resorts). The brand does not operate in the private residential pool market.

Internal international sales structure.
Approximately 200 distributors worldwide.

MYRTHA WELLNESS



Myrtha Wellness is a dedicated business unit specializing in the design, manufacturing, and delivery of wellness and spa facilities worldwide. The brand was created to complement aquatic environments with wellness experiences, including: saunas, steam baths, hammams, emotional showers, frigidariums, tepidariums, calidariums, relaxation areas.

Internationally, Myrtha Wellness is closely associated

with the Myrtha Pools brand. Wellness products are also marketed through Piscine Castiglione and Pool's in selected market segments.

MYRTHA POOLS

COMPETITION POOLS

- Pools for international sporting events (Olympic Games, World Championships, etc.)
- Competition pools for sports centers and municipal facilities
- University and high school pools
- Pools for fitness clubs and gyms
- Physiotherapy and rehabilitation pools

DESIGN POOLS

- Hotel and resort pools
- Elevated and rooftop pools
- Pools for residential developments and luxury condominiums
- Thermal and spa pools
- Lagoons for resorts and real estate developments

LEISURE POOLS

- Water park pools
- Surf lagoons
- Pools for campgrounds and holiday villages
- Municipal leisure pools
- Cruise ship pools
- Spray parks

MYRTHA WELLNESS

Myrtha Wellness operates across all market sectors served by the Group.

The wellness offering can be integrated into any project category and is marketed worldwide through A&T Europe's sales network.

Originally developed as a complementary solution for hospitality projects, it is now widely adopted in sports facilities, fitness centers, rehabilitation facilities, campgrounds, leisure destinations, and mixed-use developments.

Given the highly specialized nature of wellness design, A&T Europe established a dedicated Business Unit to support Area Managers and commercial networks through every stage of project development.

Projects are managed collaboratively by the Wellness Division and the relevant Area Manager.

Unlike Myrtha Pools, which focuses primarily on aquatic environments, Myrtha Wellness specializes in "dry wellness" spaces, while also incorporating spas and plunge pools where required to complete integrated wellness projects.

The Myrtha Wellness product portfolio includes: saunas, steam baths, snow rooms, frigidariums, emotional showers, salt-wall treatment cabins.

In addition, the internal Wellness Specialist Team provides consultancy services covering concept design, space planning, and detailed design for wellness and spa facilities.

LEISURE

Referred to as “**Leisure**” within the company, it is not a standalone brand but rather a package that includes products, accessories, design, and theming for recreational projects. In this case, too, everyone can promote Leisure solutions. However, due to the more creative and complex nature of these projects, there is a specialised Business Unit that supports Area Managers and sales networks. This Business Unit provides expertise in consulting, design, theming, and offers a range of accessories and water games. Accessories and games are not manufactured in-house; we have suppliers and partners, and the division is responsible for their procurement and selection.

POOL COMP



Pool's is A&T Europe's commercial division dedicated to the production and distribution of swimming pool accessories, spare parts, and technical components throughout Italy.

Network: Approximately 800 customers

In addition to pool-related products, Pool's also distributes selected wellness products marketed independently from the Myrtha Wellness brand.



Pool's Specialist is the designation reserved for the most loyal and strategically important customers within the Pool's network.

PrimaVeraPool

PrimaVeraPool is a product brand within the Pool Comp division.

The product consists of a self-supporting, above-ground modular swimming pool manufactured from galvanized steel. The brand is marketed in both Italy and international markets.



i.Blue Piscine is a commercial organization dedicated to standardized private swimming pool solutions.

Targeting the mid-market residential segment, the brand offers a range of predefined pool models distributed exclusively in Italy.

Network:

Internal commercial structure

Approximately 50 external distributors



Gloobe is A&T Europe's e-commerce brand dedicated to swimming pool accessories and components, offering a wide selection of products through a competitive online sales model.



1.2.1. BUSINESS SECTORS

A&T Europe's achievements around the world are the result of extensive expertise and comprehensive coverage of the swimming pool industry. The Company designs and delivers aquatic solutions across all major market segments, including private swimming pools, competition pools, major sports facilities, hotel and resort pools, fitness and wellness centers, thermal and spa facilities, leisure and public-use pools, as well as physiotherapy and rehabilitation pools.

1.2.2. PRODUCTS AND MARKET SERVED

PRIVATE SWIMMING POOLS

Since 1961, A&T Europe's core activities have focused on the private swimming pool market in Italy. The Company designs, manufactures, and installs residential swimming pools, managing highly customized and technically sophisticated projects characterized by complex engineering requirements and distinctive design features. Continuous innovation in both technology and aesthetics remains a key driver of product development.

Particular attention is devoted to details and finishes, enabling complete project customization and seamless integration within the surrounding environment.

Throughout Italy, A&T Europe operates through a network of authorized dealers and service centers that provide both routine and extraordinary maintenance services to customers and third parties alike.

A&T Europe is a member of Assopiscine, the Italian Association of Swimming Pool Builders.



POOL COMPONENTS AND ACCESSORIES

A&T Europe includes a dedicated business division specializing in the manufacturing and distribution of swimming pool components and accessories.

The Company manufactures a significant portion of the products included in its portfolio and is the only Italian producer offering a complete range of ABS accessories, including skimmers, underwater lights, return inlets, and main drains.

A&T Europe has always been strongly committed to quality and customer satisfaction, placing customer service and support at the forefront of its strategic priorities.



COMPETITION POOLS

A&T Europe has developed and continuously refined its proprietary technologies, specializing in tailor-made solutions for large-scale permanent and temporary competition facilities.

These range from swimming pools and water polo venues to artistic swimming facilities, diving pools, and high-diving installations.

The exceptional precision of installation, rapid construction timelines, and strict compliance with dimensional tolerances established by international regulations have led swimming federations worldwide to select Myrtha technology for some of the most prestigious aquatic competitions.

Since **2009, A&T Europe has been an official partner of World Aquatics (formerly FINA)**. In 2022, the Company was appointed **Official Supporter of the Paris 2024 Olympic and Paralympic Games**, contributing to the delivery of 24 swimming pools.

A&T Europe is also a **sponsor of more than 20 of the world's leading aquatic federations and associations**.



PLAY AND ANIMATE POOLS FOR WATER PARKS AND CAMPINGS

A&T Europe transforms swimming pools into places of recreation, enjoyment, and relaxation through innovative solutions tailored to a wide variety of leisure applications.

Its portfolio includes freeform pools, large-scale recreational facilities, beach-entry pools, hydromassage areas, interactive water features, and installations equipped with attractions such as slides, water mushrooms, fountains, and elevated water play structures.

These solutions are designed to create engaging and memorable aquatic experiences for guests of all ages.



SURF POOLS AND LAGOONS

Growing global interest in large-scale surf pools and recreational lagoons has created a significant new business opportunity.

In partnership with WhiteWater, one of the world's leading water attractions companies, A&T Europe successfully delivered the first Surf Lagoon in Munich, Germany.

The Company also completed the Celebration Key Lagoon project in the Bahamas in 2025, creating a large-scale aquatic attraction for a major resort destination.



HOTEL AND RESORT POOLS

Within the hospitality sector, A&T Europe delivers projects of every size and complexity, ensuring compliance with architectural, structural, and safety requirements while providing innovative aesthetic and engineering solutions.

Its expertise includes: rooftop and elevated pools, space-constrained installations, rapid construction schedules minimizing disruption to hotel operations, easy-maintenance solutions, water attractions and recreational features.

The Company has established **partnerships** with some of the world's leading hospitality groups, including: **Hilton**, **Marriott** and **Accor**.



FITNESS CLUBS AND SPORTS CENTRES

A&T Europe designs and constructs swimming pools for some of the world's most prestigious fitness and wellness facilities.

Its high level of engineering expertise and premium design solutions complement the quality standards expected by leading fitness brands.

Myrtha technology enables the rapid construction of technically complex facilities while ensuring full compliance with applicable safety and regulatory requirements.

The Company also offers a broad range of specialized fitness-oriented aquatic solutions, combined with advanced water treatment and filtration technologies.

Among the most prominent international brands with which A&T Europe has collaborated is **Virgin Active**, for which the Company has developed multiple facilities in Italy and abroad, including the latest project completed in 2025 at Corso Como, Milan.



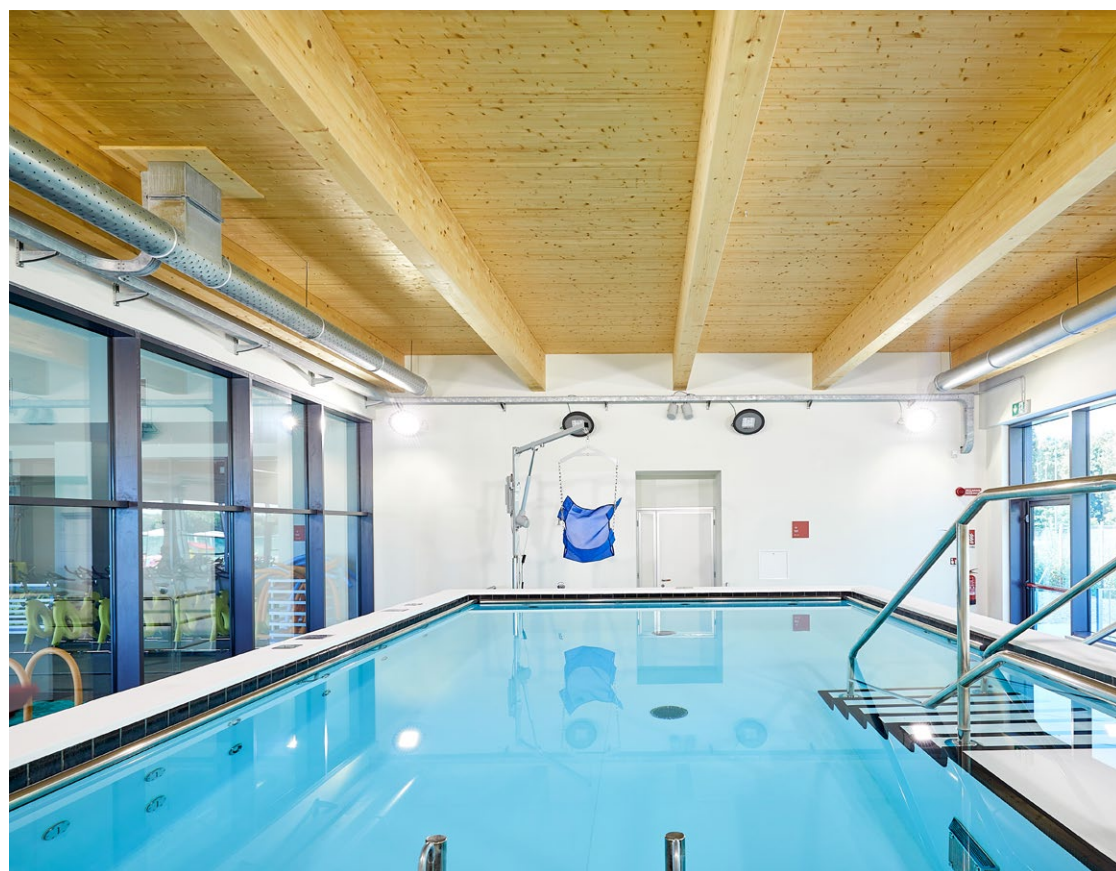
THERMAL AND SPA POOLS

A&T Europe has successfully expanded its expertise into the thermal wellness and spa sector, delivering exclusive projects in facilities often located near renowned thermal springs and wellness destinations.

The high-quality materials used in Myrtha systems provide exceptional resistance to any type of water, including: chlorinated water, thermal mineral water, saltwater.

Myrtha technology offers exceptional flexibility for highly sophisticated wellness environments, including interconnected indoor and outdoor pools, multi-level aquatic experiences, waterfalls, hydrotherapy areas, lazy rivers, and lagoons.

Projects may also include a wide range of integrated wellness features such as: hydromassage loungers, massage benches and islands, geysers, multicolour underwater lighting systems.



PHYSIOTHERAPY AND REHABILITATION POOLS

When designing and installing physiotherapy and rehabilitation pools, it is essential that the facilities meet precise technical requirements to ensure their therapeutic effectiveness.

A&T Europe technologies provide an ideal solution for rehabilitation environments because they allow pools to be installed within existing buildings, including locations with limited access or space constraints, as well as fully above-ground installations.

These characteristics facilitate the monitoring and management of rehabilitation activities by healthcare professionals and therapists.

A&T Europe has also developed a comprehensive range of therapy-specific accessories designed to support rehabilitation programmes.

In addition to supplying pools for **hospitals and medical rehabilitation centres**, the Company also serves **sports performance centres and professional football clubs** in Italy and internationally.



WELLNESS & SPA

In recent years, A&T Europe has expanded its business through the establishment of Myrtha Wellness, a dedicated division specializing in the design, manufacture, and delivery of wellness facilities and spa environments.

Leveraging A&T Europe's technological expertise and decades of experience, Myrtha Wellness offers a unique portfolio of products and turnkey solutions for: wellness spas, home spas, luxury hotels and resorts, fitness clubs, yachts and cruise ships, clubhouses and private facilities.

Water experiences and wellness environments can be seamlessly integrated within a single project, creating cohesive and immersive customer experiences.

From concept development through construction and operational support, Myrtha Wellness guides clients through every stage of the project lifecycle, ensuring tailored solutions that meet both functional and aesthetic requirements.

1.2.3. SUPPLY CHAIN

Suppliers play a fundamental role in A&T Europe's operations, contributing both to the optimization of internal production processes and to the continuous improvement of products and services.

Certain suppliers are of strategic importance, as they provide key components and technologies that underpin the Company's proprietary solutions.

A&T Europe maintains ongoing relationships with its suppliers to promote its commitment to responsible business conduct throughout the entire supply chain. The primary tool adopted for this purpose is the supplier qualification process, which follows a specific procedure that includes:

- Communication and acceptance of the Supplier Code of Ethics;
- Completion of a supplier assessment questionnaire;
- On-site audits and supplier visits.

Based on the results of the assessment process and audit activities, suppliers are classified into three categories: **A**, **B**, and **C**.

Suppliers in **Category A (Qualified)** have demonstrated their ability to meet the required standards through a successful assessment, with a score above 50 percent. They have also passed a series of compliance, procurement, ESG, HR, HSE, quality, and finance checks. Finally, they have completed an on-site audit with satisfactory results.

Suppliers in **Category B (Conditional Qualification)** have met the first two requirements above and have an approved audit. However, they are subject to the implementation of corrective plans. Once these plans are implemented, these suppliers are requalified and move to Category A. If they do not take the required measures within the allotted time, they will be reclassified to Category C.

Finally, **Category C (Disqualified)** encompasses suppliers who have scored less than 50 percent of the points on the questionnaire and have been identified as having the aforementioned issues or who have failed the audit. These suppliers will have the opportunity to implement a corrective action plan that has been agreed upon with A&T Europe before a final decision is made regarding their disqualification from working with group companies.

Since 2023, A&T Europe has started to consider ESG certification as a preferential factor in choosing a supplier, although it has not yet imposed it as a mandatory criterion for qualification. It is important to note that only a few large Western suppliers can meet this requirement.

1.3. BUSINESS STRATEGY AND SUSTAINABILITY APPROACH (gri 3-3)

For A&T Europe, corporate sustainability must translate into concrete initiatives capable of generating positive impacts for people, the environment, and the communities in which the Company operates. Sustainability is also closely linked to innovation, enriching the Company's business strategy and supporting its long-term growth. Furthermore, sustainability represents an opportunity to: improve the quality of products and services,

promote responsible sourcing across the value chain, safeguard human rights and the well-being of individuals involved in business activities, encourage sustainable practices that help preserve natural resources.

In 2023, A&T Europe defined a strategic sustainability framework and implemented a series of initiatives aligned with these objectives, as outlined in the Management Report and summarized below.

CORPORATE ORGANIZATION

Sustainability remains an integral part of A&T Europe's history and its long-standing commitment to the broader community.

Our corporate culture, built on efficiency, disciplined cost management, and customer service excellence, has enabled us to grow into a leader within our industry.

Over the last decade, sustainability-driven initiatives such as the RenovAction® technology have enabled the Company to deliver innovative, high-quality solutions to customers around the world. Our experience demonstrates that ethical, responsible, and sustainable business practices contribute directly to the economic, social, and organizational well-being of the Company.

A&T Europe has also patented an innovative system designed to remove chloramines from pool air, a technology that will be actively promoted across the market beginning in 2025.

In September 2023, the Company published its first ESG (Environmental, Social and Governance) Report, providing a comprehensive overview of its sustainability journey and the results achieved to date.

The initiatives presented in the 2025 ESG Report reflect our commitment to sustainability. Our ambition is to continue strengthening our position as a responsible and sustainable company within both our sector and the broader community.

PEOPLE DISCLOSURE

The protection of employee health and safety at A&T Europe is ensured through the activities of the Prevention and Protection Service (SPP), established by the Employer and composed of the following roles:

- Employer (or delegated representative)
- Head of the Prevention and Protection Service (RSPP)
- Occupational Physician (MC)
- Prevention and Protection Officers (ASPP)
- Workers' Safety Representatives (RLS)

Occupational health surveillance is conducted through an annual programme managed by the Prevention and Protection Service, which monitors the validity and renewal of employees' medical fitness certifications. The resulting preventive measures are primarily focused on managing international business travel, particularly to non-EU countries.

Employees travelling abroad receive direct communications from the Prevention and Protection Service regarding the nature and extent of potential risks in destination countries, together with updated information on local health conditions and logistical considerations.

The Prevention and Protection Service regularly updates a register of European and non-European countries, assigning each destination a risk rating (low, medium, or high) based on health, environmental, political, and social factors. For destinations presenting higher risk profiles, additional health-related guidance is provided in collaboration with the Occupational Physician. As a best practice, the Prevention and Protection Service, together with the Company Physician, has implemented a pre-travel process that includes a medical consultation prior to departure and, where appropriate, referral to a specialist travel medicine centre (Saint-Bon Travel Clinic, Milan), including the administration of recommended vaccinations. This procedure has been formally incorporated into the Company's Quality Management System. The Prevention and Protection Service also

coordinates the periodic updating of mandatory health and safety training programmes to ensure the continued validity of certifications for all professional categories. An annual training plan for 2025 was prepared, presented during the annual Prevention and Protection Service meeting, and submitted to the Workers' Safety Representatives (RLS) for review.

Employees continue to have access to both online learning (e-learning) and virtual instructor-led training programmes.

The annual health surveillance programme was successfully completed, including all scheduled medical examinations. During 2025: no significant workplace accidents occurred, no occupational illnesses were reported, no disputes relating to health and safety matters arose with employees.

The current Risk Assessment Document (DVR), originally issued on 27 September 2022, is under review and update. The Company's Health and Safety Organization Chart is continuously maintained and updated as necessary.

During 2025, the following risk assessments were carried out:

- Headquarter facility (Castiglione delle Stiviere): lectrical risk assessment, lightning protection risk assessment
- Pool's facility (Guidizzolo): ATEX risk assessment (explosive atmospheres), general workplace risk assessment (DVR), manual handling risk assessment (MMC), repetitive motion risk assessment, electrical and chemical risk assessments (ongoing)

The Prevention and Protection Service also initiated a series of consultancy projects with external specialists aimed at improving the management of chemical products throughout their lifecycle, including procurement, storage, use, sale, transport, and disposal, in line with the requirements of the growing body of applicable European legislation. For this purpose, a preliminary assessment document outlining the required activities was prepared and submitted to the Employer. In addition, a specific operating procedure was developed to ensure effective coordination between the various departments involved, including: purchasing, prevention and protection Service (SPP), technical Department, warehouse Operations, customer Service (SCS), quality Management (RCQ).

The procedure clearly defines the responsibilities and activities assigned to each function.

A&T Europe has adopted the Organizational, Management and Control Model pursuant to Legislative Decree 231/2001.

As part of the activities provided for under the Model, the Supervisory Body (OdV) conducted monitoring audits across various Company functions during the reporting period.

The Prevention and Protection Service schedules and performs internal audits in several operational areas, including:

- Production
- Warehousing
- Pool Academy
- The Pool's facility in Guidizzolo

The Installation Department independently conducts its own audits and inspections at project sites through dedicated operational personnel.

ENVIRONMENTAL DISCLOSURE

A&T Europe manages compliance obligations across a wide range of environmental areas, including: atmospheric emissions monitoring and analysis, waste identification and disposal, wastewater management, fire Prevention Certificate (CPI) compliance, environmental permit management.

Among the most significant activities completed during 2025 were:

- Single Environmental Authorization (AUA): in accordance with permit requirements, all prescribed environmental monitoring and analysis activities were completed;
- Safety Data Sheets (SDS) Update – Regulation (EU) 2020/878. The process for managing Safety Data Sheets was formalized through an operating procedure defining the responsibilities of each function involved, including the Prevention and Protection Service and the Purchasing Department;
- Explosive Precursors – Regulation (EU) 2019/1148. Procedures governing the traceability and control of products containing explosives precursors remain fully implemented, and all required declarations are updated annually;
- Biocides – Regulation (EU) 2012/528 and Legislative Decree 179/2021. Products containing peroxide, bromine-chlorine compounds, and certain sanitizing agents have been discontinued and replaced, where possible, with equivalent products supplied by already registered manufacturers.

With regard to trichlorine-based products, their use will continue solely for maintenance purposes. For dichlorine-based products, A&T Europe is currently progressing with the registration of Presidi Medico Chirurgici (PMC) under its own name. This process remains ongoing due to the need for additional analytical testing and supporting documentation.



1.4. ECONOMIC PERFORMANCE

1.4.1. ECONOMIC VALUE GENERATED AND DISTRIBUTED (gri 201-1)

The most significant economic aspects of A&T Europe S.p.A. are presented through a reclassified Income Statement, with the objective of highlighting the economic value directly generated by the Company and its distribution among internal and external stakeholders.

Economic Value Distributed represents the economic and social impact generated by the Company, as well as the wealth created and distributed to stakeholder groups that contribute to the Company's operations through their respective roles and relationships.

Economic Value Retained represents the portion of economic resources retained within the Company to support its long-term sustainability and growth. It includes depreciation and amortization, provisions, and increases in reserves.

In 2025, **Economic Value Generated** amounted to approximately €157 million. Of this amount, 92% was distributed to stakeholders, as illustrated in the table below.
The remaining 8%, amounting to approximately €12 million, was retained by the Company and reinvested in its business operations. This retained value reflects depreciation and amortization, provisions, and increases in reserves, supporting A&T Europe's long-term financial sustainability.

Economic value generated and distributed

	2025	2024	2023
PRODUCTION ON VALUE	155.306.254	136.680.929	108.391.092
OTHER INCOME	1.379.493	1.389.212	1.524.920
TOTAL GENERATED ECONOMIC VALUE	156.685.747	138.070.141	109.916.012
OPERATING COSTS	113.685.350	99.818.953	81.895.540
EMPLOYEES	26.330.956	23.216.425	20.358.720
PUBLIC ADMINISTRATION	4.073.642	3.058.870	1.206.095
LENDERS	222.982	249.408	198.818
TOTAL DISTRIBUTED ECONOMIC VALUE	144.312.930	126.343.656	103.659.173
RETAINED ECONOMIC VALUE	12.372.817	11.726.485	6.256.839

1.5. PROCUREMENT PRACTICES (gri 204-1)

The Purchasing Department manages the majority of the Group's procurement activities. Certain business functions may independently procure specific services, such as marketing-related activities, according to their operational requirements.

The Company purchases both raw materials and components for its manufacturing operations, as well as finished products marketed under its brands or products not manufactured directly by A&T Europe. The procurement volume managed by the Purchasing Department amounted to €62.3 million in 2025, compared with €51.6 million in 2024.
In 2025: 34% of suppliers provided products, representing 58.8% of total procurement value, 66% of suppliers provided services, accounting for 41.2% of total procurement value.
From a supplier risk management perspective, A&T Europe classifies suppliers with annual purchasing volumes exceeding €50,000 as critical suppliers.
As of year-end 2025, the Company had 236 critical suppliers, representing: 17.2% of the total supplier base; and 89% of the total value of purchases.

The average supplier payment period during 2025 was 70 days.
No significant changes occurred during the year in A&T Europe's ownership structure or supplier base that could materially affect the Company's supply chain.
To ensure the availability of products and services in the required quantities and at the appropriate time, A&T Europe relies on a combination of local suppliers and international suppliers, balancing cost optimization, product availability, and risk mitigation.
Whenever operationally and economically feasible, the Company prioritizes procurement from local suppliers for products and services.

For A&T Europe, a supplier is considered local when the supplier's facilities are located within 50 kilometres of the Company's production headquarters in Castiglione delle Stiviere (Mantua).
For installation activities, given A&T Europe's global customer base, procurement is classified as local when the installer is located in the same country as the final destination of the project.
In 2025, purchases from local suppliers represented approximately 21% of total procurement expenditure.

Supplier classification by proximity and inclusion criteria

	2025		2024	
	N.	%	N.	%
SMALL/MEDIUM SUPPLIERS ¹	88	33.8	92	37.2
LOCAL SUPPLIERS ²	54	20.8	56	22.4
WOMEN-OWNED SUPPLIERS	4	1.5	4	1.6
SUPPLIERS THAT ARE WORKER-OWNED OR EMPLOY WORKERS FROM VULNERABLE, MARGINALIZED, OR UNDERREPRESENTED SOCIAL GROUPS	1	0.4	1	0.4
TOTAL SUPPLIERS ³	260	100	250	100
INSTALLATION CARRIED OUT BY LOCAL COMPANIES ⁴	54	50	52	50.5
TOTALE INSTALLATIONS	108	100	103	100

¹ Companies with turnover < €10 mln/year

² Companies located < 50 km away from A&T Europe headquarters in Castiglione delle Stiviere (MN)

³ Purchasing Department manages 320 active suppliers, but only the top 250 by turnover are considered, as the rest have marginal value.

⁴ Companies based in the same country in which the installation takes place

A dandelion seed head is shown against a teal background. A large, reflective silver sphere is positioned in the center of the seed head, reflecting the surrounding environment. The seeds are visible as thin, wispy lines radiating from the sphere.

2022

**SUSTAINABILITY
FOR A&T EUROPE.**

sustainability

The corporate sustainability assessment methodology adopted by A&T Europe is based on a double materiality analysis, encompassing both financial materiality and impact materiality. A&T Europe's first application of this methodology was extensively reported in the 2022 ESG Report.

The concept of materiality defines how and why certain topics and information are relevant to a company, a sector, or an industry. Materiality analysis establishes the foundation of a company's sustainability strategy, enabling organizations to understand, assess, and comprehensively consider impacts, risks, and opportunities. During 2025, the Company did not identify any significant changes in its impacts, nor in the opera-

tional and financial risks and opportunities arising from them. A&T Europe also did not identify any significant changes in its specific circumstances, assumptions, or external environment. Accordingly, this Report reaffirms the results of the materiality assessment conducted in 2022. Prior to reviewing the outcomes of the materiality analysis, A&T Europe focused on identifying its relevant stakeholders.

2.1. STAKEHOLDER (gri 2-29)

During 2025, A&T Europe continued its communication and engagement activities regarding its ESG Report with stakeholders, with the objective of increasing awareness of the Company's sustainability profile and establishing the basis for constructive future interactions with all interested parties.

The stakeholder relevance assessment was developed according to the methodology outlined in Corporate Diplomacy (Witold J. Henisz, 2014).

This methodology enables a dynamic definition of relevant stakeholders, taking into account both their relationship with the Company and the mutual influence among stakeholders, with the aim of improving engagement and interaction processes.

The stakeholders identified as relevant for A&T Europe are:

- Customers
- Sports Associations
- Employees
- Suppliers
- Local Authorities

2.2. MATERIALITY FOR A&T EUROPE

Materiality analysis makes it possible to identify and assess the environmental, social, and economic topics that are most significant for a company operating within a specific sector.

Materiality refers to the characteristics of those aspects of the relationship between a company and its stakeholders that are capable of influencing the organization's ability to create value.

The information gathered through the materiality assessment is essential for guiding both the Company's strategy and its communication activities.

The concept of double materiality refers to:

1. The impact that sustainable development issues have on the Company's economic performance (financial materiality analysis); and
2. The impact that the Company has on sustainable development (impact materiality analysis).

A&T Europe has elected to use the topics defined by the SASB Standards for its financial materiality assessment, while the topics defined by the GRI Standards have been used for its impact materiality assessment.

The double materiality methodology adopted by A&T Europe is aligned with the recommendations issued by EFRAG for the implementation of the European Sustainability Reporting Standards (ESRS).¹

2.2.1. FINANCIAL MATERIALITY

For its financial materiality assessment, A&T Europe applied the topics and guidance provided by the SASB Standards.

These standards identify the subset of environmental, social, and governance issues most relevant to the operational and financial performance of companies within each industry.

Considering the nature of its business activities, A&T Europe decided to assess material topics relating to two SICs® (Sustainable Industry Classification System) sectors:

■ **Engineering & Construction:** this sector includes companies providing engineering, construction, design, consulting, contracting, and other related services supporting building and infrastructure projects. A&T Europe operates within the civil engineering segment, participating in the design and construction of structures and infrastructure within projects led by general contractors or local construction companies.

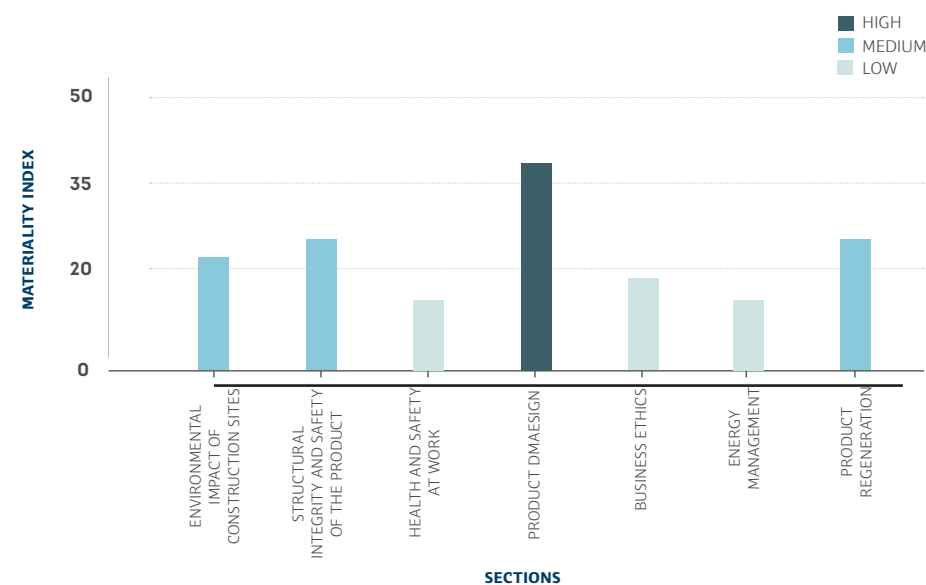
■ **Industrial Goods:** certain aspects of A&T Europe's operations are also associated with industrial manufacturing, given the significant use of raw materials, including steel, plastics, and rubber, and considering that the Company's products serve as intermediate goods within the value chain.

Through a review of the SASB Standards applicable to these sectors, A&T Europe identified the following sustainability topics as particularly relevant to its business activities:

- Product Design
- Product Regeneration
- Product Structural Integrity and Safety
- Construction Site Environmental Impact/ Biodiversity
- Business Ethics
- Energy Management
- Occupational Health and Safety

¹ EFRAG IG 1: Materiality Assessment Implementation Guidance - May 2024

A&T Europe assigned a relative ranking to these topics based on their level of financial materiality, as illustrated in the following chart:



2.2.2. IMPACT MATERIALITY (gri 3-1, 3-2)

For its impact materiality assessment, A&T Europe primarily adopted the topics defined by the GRI Standards.

The assessment resulted in the following list of impact topics, presented in order of priority:

1. GRI-201 Economic Performance
2. Major Event Risk Management
3. GRI-417 Marketing and Labelling
4. GRI-204 Procurement Practices
5. GRI-305 GHG Emissions
6. GRI-306 Waste
7. GRI-303 Water and Effluents
8. GRI-405 Diversity and Equal Opportunity

This list represents the sustainability areas in which the Company believes it generates a non-negligible impact, even where the related operational or financial implications may be limited.

2.3. A CULTURE OF SUSTAINABILITY

A&T Europe considers a strong focus on environmental and social sustainability to be a distinctive value driver capable of supporting business performance and long-term development.

Sustainability issues, including the Sustainable Development Goals (SDGs), are often viewed primarily as sources of business risk; however, they can also represent important opportunities for growth and value creation. Certain SDGs may be highly relevant to specific industries and business models, while having limited relevance to others.



The United Nations 2030 Agenda seeks to foster the convergence of sustainability and innovation within a framework that respects both the environment and the needs of present and future generations. Adopted in 2015 by 193 countries, the Agenda consists of 17 Sustainable Development Goals (SDGs) and 169 targets, encompassing all three dimensions of sustainable development: economic, social, and environmental.

An effective approach to the SDGs should enable companies to allocate resources to specific activities capable of achieving three key outcomes:

- Reducing negative impacts;
- Generating positive impacts;
- Achieving financial objectives while maintaining an acceptable level of risk.

Within this framework, companies can identify the SDGs to which they are best positioned to contribute while also deriving business value. This requires mapping the links between specific SDG targets and the Company's activities, products, and services, thereby making its contribution to sustainable development both measurable and effective.

The results of this analysis are presented in the mapping framework that links the material topics identified through the materiality assessment to the relevant SDGs.

¹ Mandatory topic under the GRI Standards.

According to the financial materiality analysis, in line with the corporate strategy, A&T Europe contributes in particular to eight sustainable development objectives, in the following order:



A&T Europe's contribution to sustainable development is mainly focused on product-related aspects, as the company's medium-small size limits its direct impacts.

RECONCILIATION TABLE BETWEEN MATERIAL TOPICS AND DSG

MATERIALITY	TOPICS	SDG	
FINANCIAL	PRODUCT DESIGN	6,7,9	  
	PRODUCT REGENERATION	8,9,12	  
	STRUCTURAL INTEGRITY AND SAFETY OF THE PRODUCT	9	
	ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES – BIODIVERSITY	15	
	BUSINESS ETHICS	16	
	ENERGY MANAGEMENT	7	
	HEALTH AND SAFETY AT WORK	3,8	 
	ECONOMIC PERFORMANCE	8	
	RISK MANAGEMENT OF MAJOR EVENTS	17	
	MARKETING AND LABELLING	12	
IMPACT	PROCUREMENT	8	
	GHG EMISSIONS	13	
	WASTE	3,6,12	  
	WATER AND EFFLUENTS	6	
	DIVERSITY AND EQUAL OPPORTUNITY	5,8	 
	PEOPLE MANAGEMENT¹	5,8	 





03

**GOVERNANCE
AND RESPONSIBLE
LEADERSHIP.**

governance

3.1. CORPORATE GOVERNANCE SYSTEM (gri 2-9, 405-1a)

The governance of the Group is entrusted to the Board of Directors.
The Board of Directors is supported by the Board of Statutory Auditors.

In addition to the Board of Directors, the Company relies on the contribution of its executives and managers through a system of regular meetings (Staff Meetings), which serve to:

- Communicate decisions and strategic directions established by the Board of Directors;
- Gather information and feedback from executives and managers through constructive discussion on matters of general interest;
- Foster communication and coordination among the Company's various divisions and departments.

Furthermore, the Company has established a Supervisory Body pursuant to Legislative Decree 231/2001. The composition of A&T Europe's governing bodies in office as of 31 December 2025 is shown in the table below.

Composition of A&T Europe's governing bodies

COMPOSITION CORPORATE BODIES	NAME	ROLE	LOCATION	GENUS
BOARD OF DIRECTOR	GIORGIO COLLETTTO	PRESIDENT	-	M
	ROBERTO COLLETTTO	CHIEF EXECUTIVE OFFICIER	-	M
	ANNALISA COLLETTTO	COUNCILOR	TECHNICAL CONSULTANT	F
	MARCELLO BALZARINI	COUNCILOR	TECHNICAL CONSULTANT	M
	DAVIDE STROPPIA	COUNCILOR	TECHNICAL CONSULTANT	M
	SALVATORE LOPIZZO	PRESIDENT	ACCOUNTANT	M
BOARD OF AUDITORS	CESATI STEFANO	STATUTORY AUDITOR	ACCOUNTANT	M
	STEFANIA DALFIOR	STATUTORY AUDITOR	ACCOUNTANT	F

All governing bodies serve a three-year term. The Board of Directors was renewed in 2023 following the approval of the 2022 financial statements.
The Board of Directors has entrusted Board Member Davide Stroppa with responsibility for overseeing occupational health and safety and environmental compliance matters, appointing him as Employer Representative (Datore di Lavoro) pursuant to applicable legislation.

3.2. RISK MANAGEMENT SYSTEM (gri 2-25)

Risk management aims to safeguard A&T Europe's profitability throughout its entire value chain. The Company's Organizational, Management and Control Model pursuant to Legislative Decree 231/2001 ("Model 231") sets out the principles and operating procedures designed to prevent unlawful conduct and promote appropriate behavior among all individuals acting on behalf of the Company, in accordance with the principles of legality, fairness, and transparency. As part of the development of its Model 231 in 2022, A&T Europe conducted a comprehensive assessment to identify business activities potentially exposed to offences under Legislative Decree 231/2001. This process also led to the definition of specific control protocols for the most sensitive activities identified. With regard to ESG risks, the Model includes provisions addressing matters that can be associated with environmental risk management. Concerning industrial operations, and in order to prevent and mitigate related risks, A&T Europe relies

on its Risk Assessment Document (Documento di Valutazione dei Rischi, DVR), which establishes the procedures for identifying hazards and assessing all occupational health and safety risks affecting employees. The DVR was issued in 2022 in accordance with the requirements of Legislative Decree 81/2008. A&T Europe recognizes the importance of aligning its practices with ESG risk management best practices, drawing inspiration from both Italian and European regulatory frameworks. Although the Company is not subject to the reporting obligations established by Legislative Decree 125/2024 concerning Sustainability Reporting, it nevertheless takes into consideration both Legislative Decree 125/2024 and Commission Delegated Regulation (EU) 2023/2772 (ESRS), to which the decree refers, in describing the principal sustainability-related risks affecting its business, as well as the governance and control mechanisms adopted to ensure their continuous monitoring and management.

TOPIC ESRS	RISK FACTORS	MONITORING INSTRUMENTS
CLIMATE CHANGE	ENERGY	MODEL 231, DVR
	GHG EMISSIONS	
WATER AND MARINE RESOURCE	WATER	DVR
BIODIVERSITY AND ECOSYSTEMS	ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES	MODEL 231
RESOURCE USE AND CIRCULAR ECONOMY	PRODUCT EFFICIENCY	EPD, UPC®-SGBC
	PRODUCT REGENERATION	
OWN WORKFORCE	WORKPLACE HEALTH AND SAFETY	DVR, MODEL 231
	EQUAL OPPORTUNITIES	CODE OF ETHICS
CONSUMERS AND END-USERS	PRODUCT SAFETY	ISO 9001, EN 1090-2, UPC®
	MAJOR EVENTS	GET COMMITTEE
BUSINESS CONDUCT	SUPPLIER RELATIONSHIP MANAGEMENT	MODEL 231, CCODE OF ETHICS
	ACTIVE AND PASSIVE CORRUPTION	

3.3. BUSINESS ETHICS

3.3.1. CODE OF ETHICS

The two pillars of A&T Europe’s corporate philosophy are ethics and a passion for excellence:

- **Ethics**, understood as the creation of sustainable value over time through transparency, honesty, and respect for others;
- **Passion for excellence**, intended as a commitment to beauty, quality, and craftsmanship.

Driven by passion in our work, we aim not only to pursue fair profit but also to improve the quality of life of our stakeholders through the values in which we believe. A&T Europe is aware that, through its activities carried out with responsibility and integrity, it contributes to economic development in Italy and internationally, as well as to the social progress of the countries in which it operates. The Company believes in the value of work and regards legality, fairness, and transparency as essential prerequisites for achieving its economic, operational, and social objectives. For these reasons, the Company adopted a Code of Ethics approved by resolution of the Board of Directors on 16 January 2015 and subsequently updated on 13 December 2023.

Through its Code of Ethics, A&T Europe has formally established a set of rules governing:

- Conduct in relations with external stakeholders, employees, the market, and the environment. These principles guide the Company’s internal and external activities and are binding on employees, consultants, and, where applicable, external counterparties.
- Organizational and management practices aimed at implementing an efficient and effective system for planning, executing, and monitoring activities, thereby ensuring ongoing compliance with ethical standards and preventing violations by anyone acting on behalf of the Company.

A&T Europe believes in free and fair competition and conducts its business with the objective of achieving competitive results that reward expertise, experience, and efficiency. Accordingly, both the Company and its employees are required to maintain integrity in business dealings and in their interactions with public authorities.

Any action intended to alter the conditions of fair competition is contrary to Company policy and prohibited for anyone acting on behalf of A&T Europe. Under no circumstances may the pursuit of corporate interests justify conduct by directors, officers, or employees that fails to comply with applicable laws and the principles set forth in the Code of Ethics.

In all external communications, information concerning the Company and its activities must be truthful, clear, and verifiable.

Relationships with public and private stakeholders must be conducted in compliance with applicable laws and in accordance with the principles of fairness, transparency, and accountability.

In particular, interactions with public officials must comply with the principles and provisions established

by Presidential Decree No. 62 of 16 April 2013 (Code of Conduct for Public Employees).

The establishment of preferential personal relationships, influence, or interference that could directly or indirectly affect dealings with public authorities is prohibited. Likewise, the offering of gifts, benefits, or other advantages to representatives, officials, or employees of public administrations, whether directly or indirectly, is prohibited, except for modest gifts consistent with customary business practice and that cannot reasonably be interpreted as intended to obtain undue advantages.

The Company does not provide contributions, benefits, or other forms of support to political parties, trade unions, or their representatives except as permitted by applicable law.

When participating in tendering procedures, the Company carefully assesses the feasibility and appropriateness of the requested services, with particular attention to technical and economic conditions, safety requirements, and environmental aspects, promptly reporting any anomalies where possible.

All proposals and bids are prepared in a manner that ensures compliance with defined quality standards, fair employee remuneration levels, and applicable occupational health, safety, and environmental protection requirements. The Company resorts to litigation only when its legitimate claims cannot be satisfactorily resolved through dialogue with the counterpart. More generally, in the conduct of any negotiation, situations involving actual or perceived conflicts of interest are avoided. Taking advantage of the opportunities provided by Legislative Decree No. 231 of 8 June 2001, A&T Europe adopted its own Organizational, Management and Control Model in order to regulate corporate processes and reduce the risks associated with unlawful conduct that could give rise to criminal

liability for the Company itself. Following legislative developments that expanded the scope of predicate offences under Legislative Decree 231/2001, as well as organizational changes within the Company, management initiated a review of its governance, management, and control systems to verify the ongoing adequacy of existing procedures and behavioral principles with respect to the objectives of the legislation. In this regard, the adoption of the Organizational Model serves as an effective tool for raising awareness among all individuals acting on behalf of A&T Europe and encouraging responsible and compliant conduct.

3.3.2. SUPERVISORY BODY

The Board of Directors appoints the Supervisory Body, a collegiate body composed of three members, including a Chairperson. In accordance with the Organizational Model adopted pursuant to Legislative Decree 231/2001, the Supervisory Body reports any identified critical issues directly to the Board of Directors.

During 2025, no reports were received concerning violations of the Organizational Model or the Code of Ethics.

3.3.3. WHISTLEBLOWING (gri 2-26)

A&T Europe has implemented a dedicated procedure for the management of reports concerning unlawful conduct and irregularities. Under this procedure, any circumstance that constitutes, or may potentially constitute, a violation of European Union law, national legislation, Legislative Decree 231/2001, the Organizational Model, or the principles established by the Code of Ethics may be reported through the Company’s dedicated whistleblowing channel. In accordance with applicable legislation, no form of retaliation will be tolerated against individuals who report misconduct or irregularities identified in the course of their employment or collaboration with A&T Europe.

3.3.4. ANTI-CORRUPTION MANAGEMENT AND PREVENTION

(sasb IF-EN-510a.1.,2.,3)

The Company opposes all forms of unlawful conduct and actively prevents corruption-related offences in full compliance with applicable laws and national regulations.

A&T Europe's commitment is reflected in its Code of Ethics, which promotes the principles of transparency, truthfulness, and honesty, while establishing the standards of conduct governing interactions with public authorities.

The management of sensitive activities and the related responsibilities are defined through specific protocols within the Model 231 framework. Delegated authorities, signatory powers, and access to financial accounts are assigned exclusively to designated management roles and limited to specific transactions.

The Company also applies the principle of dual control, which requires cross-checking and verification through the involvement of multiple individuals within the organization.

The provisions contained in the Code of Ethics and Model 231, together with the requirements established under Italian law, are considered fundamental and adequate to ensure an effective anti-corruption framework. This approach also extends throughout the supply chain. Suppliers are encouraged to acknowledge and adhere to the principles and values set forth in the Company's Code of Ethics.

From an international perspective, as of 31 December 2025, A&T Europe had no active contracts generating expected future revenues with any of the twenty countries ranked lowest in Transparency International's Corruption Perceptions Index (CPI), with the sole exception of one contract in Egypt.

During 2025, A&T Europe was not subject to any monetary sanctions resulting from proceedings related to allegations of active or passive corruption, or anti-competitive practices.

3.3.5. COMPLIANCE WITH LAWS AND REGULATIONS (gri 2-27)

During 2025, no significant cases of non-compliance with laws and regulations applicable to A&T Europe were identified.



D4

INNOVATION.

innovation

4.1. PRODUCT DESIGN

A&T Europe designs its products with a focus on managing their environmental and social impacts throughout the entire life cycle.

A&T Europe's Myrtha technology is based on prefabricated modular components. The entire structure that, within an aquatic facility, comprises the pool tanks and their supporting and anchoring systems is engineered using standard design guidelines and modular elements adapted to the specific requirements of each individual project.

The lightness, flexibility, and durability that characterize Myrtha technology provide a competitive advantage over traditional reinforced concrete solutions, including from an environmental impact perspective.

Markets that place particular emphasis on life cycle assessment (LCA) in the construction sector have already incorporated the benefits associated with selecting A&T Europe's solutions.

In 2024, A&T Europe initiated the process for the development of a Basic Product Category Rule (PCR) for the general category "Swimming Pool Tanks" under the EPDItaly programme. Thanks to the contribution of Myrtha Pools as both promoter and technical expert within the working commission, in November 2025 EPD Italy officially published the final public versions of two PCRs.

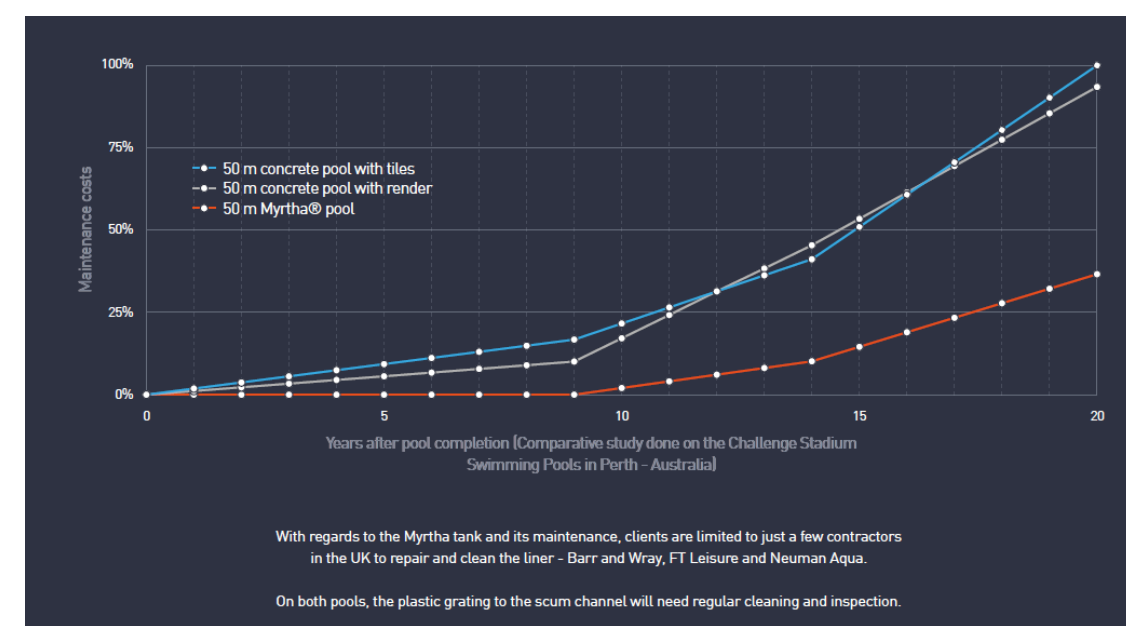
EPDItaly049 – SUB PCR - Tank for swimming pool
EPDItaly 055 - CORE PCR -Tank for swimming pool-(Not construction product)

The PCRs, one dedicated to permanent pools and the other to temporary pools, provide the framework for the preparation, assessment, and verification of internationally recognized Environmental Product Declarations (EPDs), establishing mandatory requirements for the evaluation of the environmental performance of swimming pool tanks. In practical terms, the adoption of these PCRs enables any operator within the sector to issue an EPD, providing stakeholders with an objective, transparent, and internationally recognized document relating to the Life Cycle Assessment (LCA) of a product.

Architectural firm GT3 Architects (<https://www.gt3architects.com/>) conducted full life cycle simulations of swimming pool facilities. The results demonstrate that maintenance costs associated with A&T Europe pools are lower than those of traditional pool construction technologies over the medium and long term.



Medium and long term maintenance costs of a 50m Myrtha Pool compared with 2 types of 50m concrete pools



A&T Europe's Research & Development Department continues to advance the ambitious end-of life material recovery and reuse project launched in 2024.

While recovery of stainless steel structural components is relatively straightforward, recycling the Myrtha panel, which consists of a composite combination of PVC and steel, presents greater complexity.

The concept validation phase has now been completed and consisted of two main stages:

- An extensive literature review of the leading methods for separating composite materials containing PVC and steel;
- Experimental separation testing conducted directly on Myrtha composite material samples.

4.1.1. PROJECT CERTIFICATIONS

(sasb IF-EN-410a.1)

A&T Europe continuously benchmarks its products against the leading national and international sustainability standards in order to obtain certifications that create value for customers while enhancing the Company's product and service offering in markets increasingly focused on environmental performance.

Since 2011, the Company has maintained a TÜV-certified LEED® Product Mapping system.

LEED® Mapping of Myrtha Pools and Piscine Castiglione Products



Libretto Prodotto n. 004 del 25/10/2011

LEED® assessment criteria apply to buildings as a whole. Consequently, LEED certifications and their associated achievement levels (Silver, Gold, and Platinum) cannot be granted to individual building components.

A&T Europe can, however, identify the credits its products contribute toward achieving certification for a building.

Over the years, the Company has invested both in updating its product assessments to reflect evolving standards, including LEED v4 mapping in 2019, and in expanding its product mapping to additional international standards such as BREEAM and Green Star (Green Building Council Australia), introduced in 2020.

<https://www.myrthapools.com/it/il-nostro-dna/myrtha-sostenibile-per-la-certificazione-leed/>

The qualification of A&T Europe products under LEED® and BREEAM standards is managed through Habitech's GreenMap programme.

<https://www.greenmap.it/azienda/myrtha-pools-piscine-castiglione-at-europe/>

Certification of A&T Europe products by the Singapore Green Building Council (SGBC) is currently underway.

<https://www.myrthapools.com/it/magazine/i-prodotti-myrtha-ottengono-la-certificazione-del-singapore-green-building-council/>

AllLeader ✓✓✓✓Excellent ✓✓✓Very Good ✓✓Good ✓

A&T Europe Spa

Brand: Myrtha Pools
Model: Myrtha Evolution Membrane
Product type: Pre-formed Waterproofing

Certification number: SGBP 5559/1
Issued on: 30/09/2024
Valid until: 29/09/2026

Excellent ✓✓✓

A&T Europe Spa

Brand: Myrtha Pools
Model: Myrtha Evolution Membrane Antislip
Product type: Pre-formed Waterproofing

Certification number: SGBP 5559/2
Issued on: 30/09/2024
Valid until: 29/09/2026

Excellent ✓✓✓

A&T Europe Spa

Brand: Myrtha Pools
Model: Myrtha Panel
Product type: Pre-formed Waterproofing

Certification number: SGBP 5558
Issued on: 30/09/2024
Valid until: 29/09/2026

Very Good ✓✓

SINGAPORE GREEN BUILDING COUNCIL

ABOUT US
The Singapore Green Building Council (SGBC) is an enabler of sustainability in the built environment. Represented by a distinctive public-private partnership that spans across the real estate value chain, SGBC is the nexus for the advocacy of green buildings that are healthier and more resource-efficient.

According to LEED®, BREEAM, and other internationally recognized sustainability standards, A&T Europe products are fully certifiable, both for prefabricated pool structures and for water treatment systems.

Because building certification is managed by the general contractor, who is under no obligation to disclose certification outcomes to suppliers, the number of projects identified as certified or certifiable during 2025 should be considered indicative only.

Projects eligible for third-party sustainability certification

N.	COMMERCIAL ORDER	NATION	CERTIFICATION	UNDERWAY/ COMPLETED
1	ITC COLOMBO ONE	SRI LANKA	LEED®	COMPLETED
2	SOUTH DUNES	ARABIA SAUDITA	LEED®, FSC	COMPLETED
3	HOTEL H11 RED DUNES	ARABIA SAUDITA	LEED®	COMPLETED
4	H12 RED SEA	ARABIA SAUDITA	LEED®	COMPLETED
5	CENTRE AQUATIQUE OLYMPIQUE 2024	FRANCIA	HQE	COMPLETED
6	SOTOGRADE VILLAGE VERDE	SPAGNA	BREEAM	COMPLETED
7	VILLAGE VERDE - TERRAZZA	SPAGNA	BREEAM	COMPLETED
8	GOOGLE KGX1	REGNO UNITO	BREEAM	COMPLETED
9	YSGOL CEDEWAIN NEWTON WALES	REGNO UNITO	BREEAM	COMPLETED
10	NEOM SKI VILLAGE	ARABIA SAUDITA	LEED®	UNDERWAY
11	WIND CREEK CASINO	U.S.A.	LEED®	UNDERWAY
12	U.C. SAN DIEGO STUDENT BLOCKS	U.S.A.	LEED®	UNDERWAY
13	SPELTORNE LEISURE CENTRE	REGNO UNITO	PASSIVHAUS	COMPLETED
14	HOTEL BRITANNIA EXCELSIOR CADENABBIA	ITALIA	LEED®	UNDERWAY
15	SHIRLEY CHSHOLM RECREATION CENTER - NY	U.S.A.	LEED® PLATINUM V4	UNDERWAY
16	BLAIRGOWRIE RECREATION CENTER	REGNO UNITO	PASSIVHAUS	UNDERWAY
17	KNARESBOROUGH LEISURE AND WELLNESS CENTRE	REGNO UNITO	BREEAM	UNDERWAY
18	THE SOCIAL HUB FIRENZE	ITALIA	BREEAM	UNDERWAY
19	BOCCONI REC CAMPUS	ITALIA	LEED® PLATINUM	COMPLETED
20	COLBY COLLEGE	U.S.A.	LEED® PLATINUM AND SITES GOLD CERTIFICATION	UNDERWAY
21	HOLMEN AQUATIC CENTER	NORVEGIA	LEED® PLATINUM	UNDERWAY

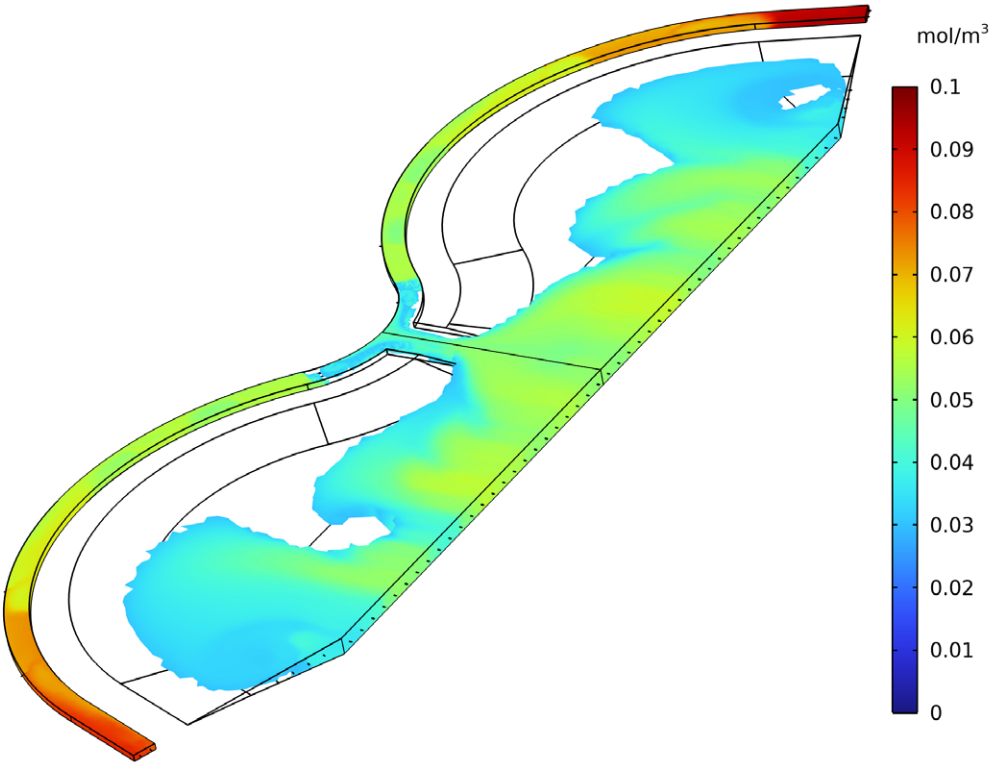
4.1.2. HOW WE INTEGRATE ENERGY AND WATER EFFICIENCY INTO PRODUCT DESIGN (sasb IF-EN-410a.2)

A&T Europe has established a dedicated Research & Development Department with processes and resources specifically focused on incorporating sustainability considerations into the development of new products and services. Among its most significant intangible innovations, the Company embarked in 2010 on a complex technology transfer programme to become the first organization in the swimming pool industry to adopt Computational Fluid Dynamics (CFD) tools. Following years of investment in specialized expertise and advanced simulation technologies, A&T Europe has become a global reference point for the simulation and analysis of water behaviour within swimming pools.

The proprietary process developed by the Company enables:

- Optimization of pool design (shape, inlet positioning, flow rates, and related parameters) to ensure compliance with the dye dispersion test required by EN 15288;
- Minimization of disinfectant consumption through improved water distribution efficiency.

The performance improvements generated through CFD analysis are neither regulatory nor contractual requirements. Rather, they form part of A&T Europe’s voluntary initiatives aimed at reducing energy and water consumption during the product use phase.



Tools such as CFD also make it possible to optimize design solutions for highly specialized projects, such as the surfing pool at Surftown MUC, Munich. Tracer distribution within a surf pool, expressed in mol/m³, 12 hours after injection through water inlets.

A&T Europe produces technical documentation and simulation data during the proposal stage to demonstrate the energy savings enabled by its solutions, comparing operational costs with initial technology investments.

In certain markets, clients require compliance with specific efficiency criteria arising from local regulations or sustainability standards, such as Green Mark or SGBC certifications.

A&T Europe has developed Myrtha Shark, an integrated solution that combines all water treatment functions including filtration, disinfection, UV treatment, heat exchange, and monitoring systems within a

single modular unit controlled by a centralized digital management platform.

Myrtha Shark was specifically designed to maximize operational and energy efficiency in swimming pool water treatment processes.

The system can immediately detect potential water leaks, enabling prompt maintenance interventions that minimize water losses and prevent structural damage. The leak detection functionality can also contribute positively toward scoring under the BREEAM certification framework.

4.1.3. INDOOR ENVIRONMENTAL QUALITY

A&T Europe's Research and Innovation Team developed Myrtha Breathe, an innovative system designed to remove volatile disinfection by-products (DBPs), including chloramines and trihalomethanes, from the atmosphere of indoor aquatic facilities.

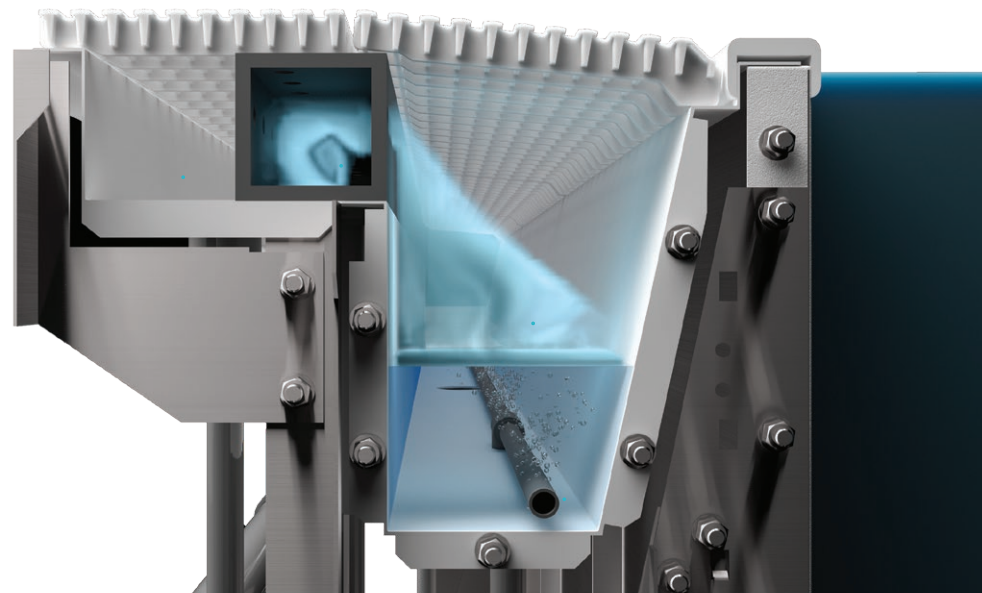
The system helps preserve a healthy pool environment and reduces the risk of illnesses associated with prolonged exposure to airborne DBPs.

Many DBPs are chemically reactive compounds capable of attacking surfaces throughout the facility. Their accumulation can accelerate the deterioration of accessories, infrastructure elements, and even exposed structural components of the building. Myrtha Breathe consists of an overflow channel equipped with porous pipes installed at the bottom

of the gutter.

An air extraction duct located between the main overflow channel and the adjacent secondary channel removes contaminated air from both channels and from the pool deck area.

This innovation represents a further step toward the creation of fully sustainable aquatic facilities. The use of Myrtha materials instead of conventional tile-and-concrete solutions contributes to sustainability certifications such as LEED® and BREEAM. Combined with the Myrtha Breathe system, it enables the development of highly sustainable facilities with extended asset life cycles.

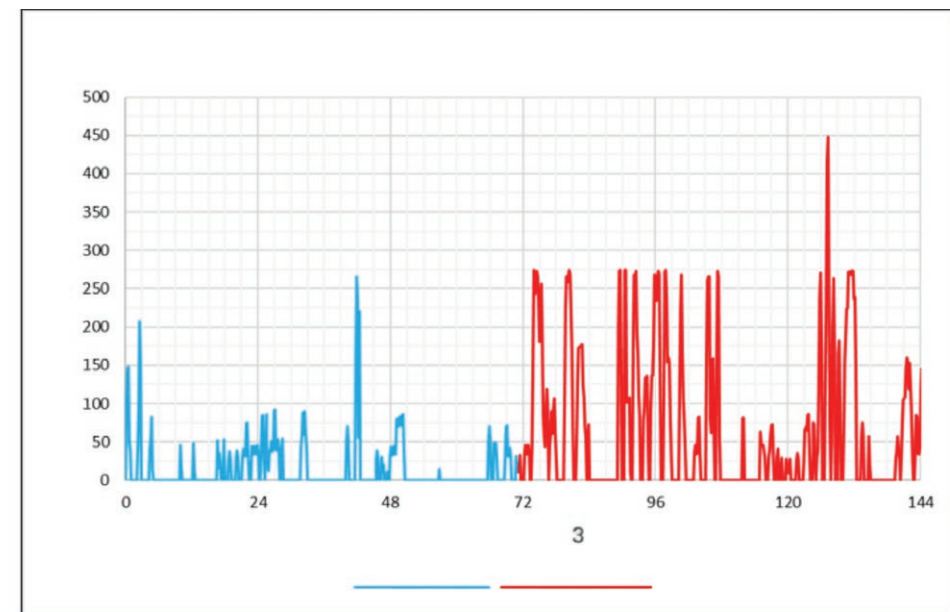


During the Paris 2024 Olympic Games, the Myrtha Breathe system was installed and tested in the 50-metre competition pool located within Paris La Défense Arena.

The data collected were subsequently presented at international conferences, including:

WAHC 2025
ICSPS 2025

and published in scientific journals, demonstrating the effectiveness of the stripping system in removing volatile disinfection by-products that may be harmful both to swimmers and to aquatic facility infrastructure.



3 days ON and 3 days OFF

Average NCl3 concentration while ON:

16 µg/m³

Average NCl3 concentration while OFF:

68 µg/m³

4.2. MAJOR EVENT RISK MANAGEMENT

A&T Europe manages hundreds of projects every year across a broad range of segments, including Competition, Hospitality, and Leisure facilities.

Most projects are permanent in nature. However, some are temporary projects designed specifically to host swimming competitions during a defined event period.

Among all project categories, temporary major events represent the highest level of systemic risk. Major Events (MEs) include international competitions such as World Aquatics Championships, as well as continental and national events organized by local federations.

Olympic Games undoubtedly represent the most significant category of major events. While they provide visibility and prestige for all participating organizations, they also require rigorous risk management because of exceptionally demanding quality standards and strict timelines. A&T Europe's expertise in managing major events spans more than a decade and is recognized throughout the industry.

World Aquatics considers the Company a strategic partner capable not only of mitigating risks related to its own activities but also of supporting the resolution of issues arising from external factors and coordination challenges involving other suppliers, which are common in major events. Within A&T Europe, dedicated resources operating under the Project Management Office (PMO) are responsible for major event management and for formalizing lessons learned from each event, ensuring continuous improvement of standards and procedures.

In addition, the Site Management team is directly involved throughout the entire project lifecycle, from planning and installation through event operations and final dismantling. Since the London 2012 Olympic Games, A&T Europe has maintained a dedicated Committee for Major Event Oversight and Systemic Risk Management.

The Committee comprises:

- A Board representative with expertise in international competitive swimming events;
- The PMO Manager;
- The Corporate Marketing Manager.

Its role is to identify, assess, and mitigate project-specific risks, including logistical challenges, scheduling pressures, safety considerations, sustainability impacts, communication requirements, and coordination with the various stakeholders involved.

4.3. PRODUCT REGENERATION (sasb RT-IG-440b.1)

A portion of A&T Europe's revenue is generated through the construction of new aquatic facilities using materials originally employed in temporary major-event swimming pools. Once temporary pools have fulfilled their intended purpose, they enter a structured recovery process consisting of: dismantling, selection and quality verification, refabrication and partial modification, where required, inventory recoding, storage, reuse. For more than thirty years, A&T Europe has played a leading role in the construction of competition swimming pools. From the 1987 European Championships in Strasbourg to the 2023 World Aquatics Championships in Fukuoka, including numerous Olympic Games, the Company has supplied facilities for events attracting large audiences over limited periods. Thanks to Myrtha's modular prefabricated technology, materials can subsequently be reused to create permanent aquatic facilities.

Notable examples include the legacy projects derived from the London 2012 Olympic Games, which contributed to the development of multiple permanent aquatic centres throughout the United Kingdom, as well as the Fukuoka 2023 World Aquatics Championships, which incorporated materials previously used at Gwangju 2019, Copenhagen 2017, and even Rio 2016. These achievements are made possible through advanced design methodologies that incorporate reuse and regeneration requirements from the earliest project stages, leveraging the intrinsic benefits of modular prefabrication. Particular attention is also devoted to dismantling operations, a critical phase in ensuring the circularity and long-term effectiveness of the entire process.

Projects involving regeneration and reinstallation account for approximately 5% of A&T Europe's annual revenue.



MOUNT KELLY COLLEGE
TAVISTOCK



SCARBOROUGH SPORT VILLAGE
NORTH YORKSHIRE

FUFUOKA 2023



RIO DE JANEIRO 2016
XXXI OLYMPIC GAMES



GWANGJU 2019
18th FINA WORLD CHAMPIONSHIPS



COPENHAGEN 2017
XXIII LEN EUROPEAN CHAMPIONSHIPS

For the Paris 2024 Olympic Games, Myrtha Pools introduced a groundbreaking innovation: a waterproofing membrane manufactured with 50% recycled content.

This breakthrough led in 2025 to the development of Myrtha R-Evolution, a unique membrane solution that combines ambitious sustainability targets with extended product durability, featuring 60% recycled PVC content and increased thickness.

MYRTHA RENOVACTION TECHNOLOGY

To address the growing demand for complete or partial refurbishment of ageing swimming pools, particularly reinforced concrete facilities, A&T Europe developed RenovAction, a technology based on the same modular principles that characterize Myrtha systems.

Depending on project requirements, RenovAction can involve renovation of pool walls, overflow channels, floor finishes, or the complete pool structure.

The key innovation of RenovAction lies in its ability to enable both partial and full refurbishment without requiring complete demolition of the existing structure.

The system incorporates the latest Myrtha technologies, including Myrtha Skin, a protective lining designed to improve puncture resistance where required and extend the overall service life of waterproofing membranes and pool structures.



05

ENVIRONMENT.

environment

5.1 ENERGY MANAGEMENT (sasb RT-IG-130a.1)

A&T Europe has adopted a sustainability-oriented energy policy to support the operation of its facilities.

For the past three years, the Company has self-generated a portion of its electricity consumption through two photovoltaic systems with a combined installed capacity of 356 kWp.

No significant modifications were made to the Company's infrastructure during 2025. However, all routine and extraordinary maintenance activities, including upgrades to windows, lighting systems, ventilation equipment, machinery, and technical installations, were carried out with a focus on improving energy efficiency.



Through the combination of self-consumption of electricity generated by its photovoltaic systems and the purchase of electricity from its supplier (Enel Energia), which generates a significant share of its energy from renewable sources, A&T Europe has pursued an energy strategy aligned with environmental sustainability principles.

Total energy consumption data, expressed in gigajoules (GJ), include:

- Electricity consumption;
- Thermal energy generated from natural gas;
- Thermal energy generated from diesel fuel.

Electricity, whether **derived from renewable or non-renewable sources**, is used to support office operations as well as the Company's manufacturing and warehouse activities.

Non-renewable **thermal energy derived from natural gas** is used for heating both office facilities and production departments.

Non-renewable **thermal energy derived from diesel** is used to power three light commercial vehicles operated by A&T Europe.

Detailed energy consumption data by energy carrier and source are presented below.

Energy consumption 2025 (GJ)

CARRIER	TYPE	2025	%	2024	%	2023	%
ENERGY	ENERGY TAKEN FROM THE GRID	2402	44.3	2569	41.2	2634	48.9
	SELF-CONSUMED ENERGY FROM PHOTOVOLTAICS	1013	18.7	1038	16.7	494	9.2
METHANE GAS	GAS FOR HEATING	1449	26.7	1448	23.2	1328	24.6
	GAS FOR PRODUCTION	429	7.9	1094	17.6	866	16.1
DIESEL FUEL	AUTOMOTIVE DIESEL FUEL	132	2.4	79	1.3	65	1.2
TOTAL		5425	100.0	6228	100.0	5387	100.0

Electricity consumption associated with the Company's headquarters in Castiglione delle Stiviere was not allocated by business function. As in 2024, a single meter supplied all electrical loads and utilities during 2025; consequently, reporting is based solely on the source of electricity procurement.

In addition to progressively increasing the use of renewable energy sources, the Company is evaluating the replacement of external lighting systems located in parking areas and around its buildings with LED technology. A technical feasibility study has also been completed regarding the future replacement of existing heating systems with heat pump technology as part of a planned building renovation programme.

During 2025, the 150 kWp photovoltaic system generated approximately 144 MWh, while the second 206 kWp system generated approximately 223 MWh, resulting in total renewable electricity production of approximately 367 MWh. This generation reduced electricity purchases from the grid by approximately 282 MWh. The surplus generation, equal to approximately 85 MWh, was fed into the national grid as renewable electricity, further contributing to the environmental sustainability of the wider community.

Thermal energy generated from natural gas can be allocated between business functions, distinguishing

energy used for office heating from energy directly attributable to A&T Europe's production processes.

A&T Europe operates three commercial service vehicles and maintains a fleet of company cars through long-term leasing arrangements with major national providers. Each vehicle is assigned to an employee and is contractually provided as a fringe benefit. For the time being, energy consumption associated with the vehicle fleet has not been included in the Company's energy performance reporting, as these vehicles are used for both business and personal purposes. Given this dual use, it is not possible to determine the portion directly attributable to business activities. In any event, the related consumption is considered immaterial in relation to the Company's overall energy footprint.

Beginning in 2023, A&T Europe started collecting fuel consumption data for its commercial vehicles in order to improve reporting completeness, although these figures remain marginal compared with total energy consumption.

During 2025, the Company began leasing plug-in hybrid vehicles and plans to install electric vehicle charging stations in 2026 for both internal and external use, further supporting its commitment to environmental sustainability and community development.

Regarding energy procurement governance, A&T Europe participates in a consortium of companies coordinated by Assindustria Mantova and supported by specialist consultants. The consortium implements energy purchasing strategies based on both short- and long-term market dynamics, with the objective of securing the best available market conditions.

Each year, A&T Europe completes an energy reporting process, supported by a certified ESCO, to monitor and measure energy consumption and report data through the ENEA portal. In addition, a comprehensive energy audit of the industrial complex is conducted every five years.

5.2. GHG EMISSIONS (gri 305, 3-3)

Based on 2025 energy consumption data, greenhouse gas (GHG) emissions were estimated and are reported in the table "A&T Europe 2025 GHG Emissions Summary."

Through the photovoltaic systems commissioned in 2022 and 2023/24, A&T Europe has secured a direct source of renewable electricity, achieving a significant reduction in CO₂ emissions and consequently reducing its contribution to climate change.

The baseline year adopted for GHG emissions calculations is 2022, as this is the first year for which comprehensive data are available.

5.2.1. DIRECT GREENHOUSE GAS EMISSIONS (Scope 1) (gri 305-1)

With regard to A&T Europe's manufacturing activities, the production facility is of recent construction and equipped with photovoltaic systems. Consequently, residual emissions associated with electricity consumption are considered very limited. Direct greenhouse gas emissions (Scope 1) therefore relate exclusively to emissions generated by fossil-fuel sources operated by the Company, namely physical units or processes that release greenhouse gases into the atmosphere through fuel combustion.

- The Myrtha panel plastification process;
- Building and production facility heating systems, which are necessary to ensure suitable operating conditions for manufacturing activities.

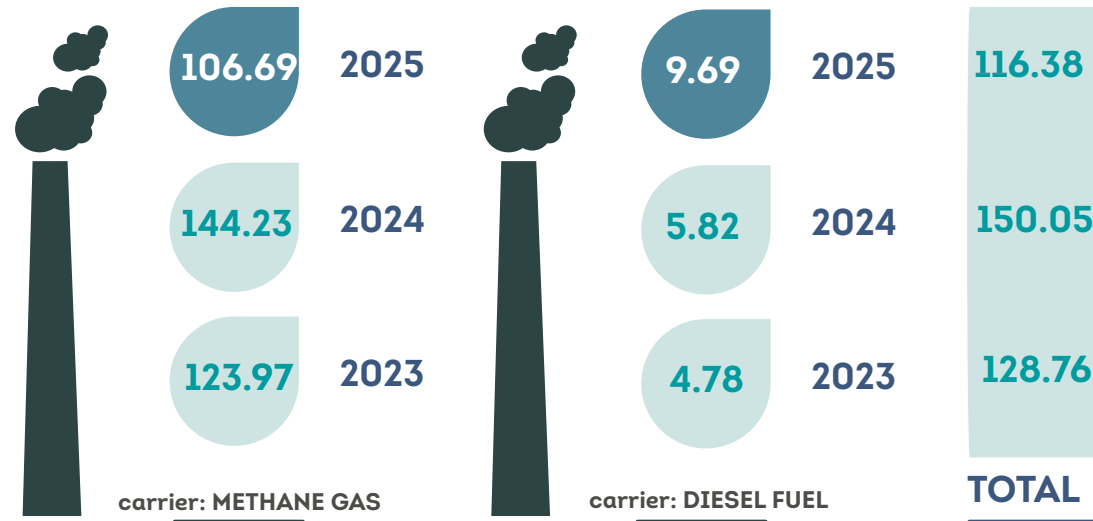
Direct CO₂ equivalent emissions were calculated using conversion and emission factors reported in the Italian National Standard Parameters Table (ISPRA, 2024), applied within the EU Emissions Trading System (EU ETS) framework and valid for 2025.

The principal sources of fossil fuel consumption (natural gas) within manufacturing operations include:

The factors incorporate all greenhouse gases included within the calculation methodology.

Beginning in 2023, estimated diesel fuel consumption associated with commercial vehicles under the Company's operational control has also been included in Scope 1 emissions calculations.

Direct GHG emissions (Scope 1) tCO₂e



➤ In February 2025, a fire affected a portion of the production site. The impacted area was subsequently restored and returned to full operation by the second quarter of the year. The Company promptly implemented corrective actions, strengthening safety measures and updating operating procedures and risk assessments. Overall impacts on business continuity were limited, although temporary reductions in energy consumption and related GHG emissions were observed during the suspension of production activities.

5.2.2. INDIRECT GREENHOUSE GAS EMISSIONS (Scope 2) (gri 305-2)

Indirect GHG emissions (Scope 2) include emissions associated with purchased or acquired electricity, heating, cooling, and steam consumed by the organization.

A&T Europe reports Scope 2 emissions using both:

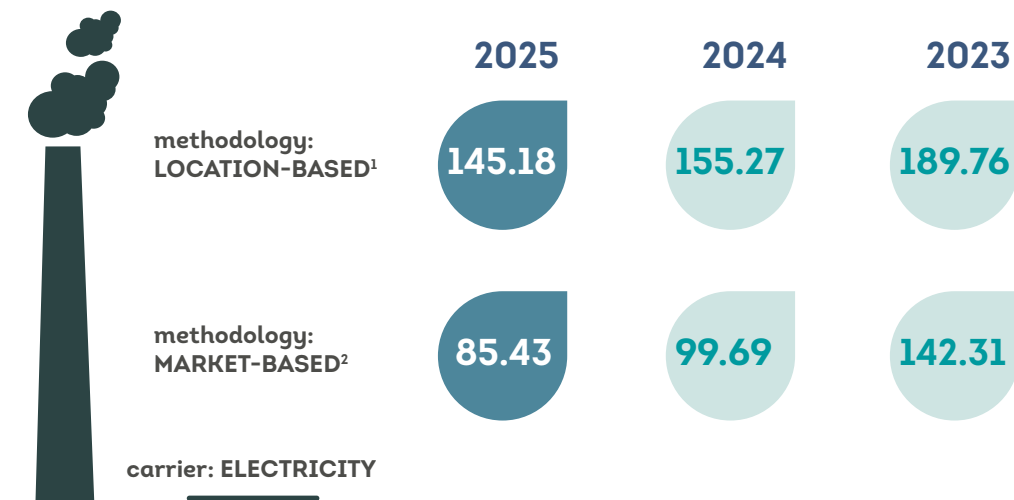
- A location-based approach; and
- A market-based approach.

The location-based methodology reflects the average GHG emission intensity of electricity generated and supplied through the local electricity grid. Location-based Scope 2 emissions were calculated using greenhouse gas emission factors for Italian grid electricity generation in 2023, based on ISPRA data. The methodology includes three greenhouse gases

(CO₂, CH₄ and N₂O), accounting for approximately 99% of total CO₂-equivalent emissions. The market-based methodology considers emissions associated with the energy mix supplied by the electricity provider.

Market-based Scope 2 emissions were calculated using the GHG emission factors published by the electricity supplier selected by the Company under its free-market electricity contract for 2023. The calculation includes all greenhouse gases relevant under the applicable reporting methodology.

Indirect GHG emissions (Scope 2) tCO₂e



5.2.3. AVOIDES INDIRECT GHG EMISSIONS (Scope 2) (gri 305-5)

The Company's photovoltaic systems enable the direct generation of renewable electricity, reducing the need to purchase electricity from the grid and avoiding the associated emissions.

Details of the resulting emissions savings are reported below.

Avoided Scope 2 GHG emissions (tCO2e)

methodology:
LOCATION-BASED¹

2025

61.25

2024

62.77

2023

35.59

carrier: ELECTRICITY FROM PHOTOVOLTAIC
FOR SELF-CONSUMPTION

A&T Europe GHG emissions summary (tCO2e)

TYPE	2025	2024	2023
GHG EMISSIONS Scope 1	116.38	150.05	128.76
LOCATED-BASED GHG EMISSIONS Scope 2	145.18	155.27	188.88
TOTAL	261.56	305.32	317.64
MARKET-BASED GHG EMISSIONS Scope 2	85.43	99.69	142.31
SAVINGS ON GHG EMISSIONS Scope 2	61.25	62.77	35.43

¹ Figure updated with ISPRA's final estimate for the year 2025.² Figure updated to reflect the change in the supplier's calculation methodology for the year 2025.

5.3. WATER AND AFFLUENTS

5.3.1. WATER SUPPLY (gri 303-1)

A&T Europe uses both well water and municipal water supplies to support its operations and facility-related services.

Water extracted from on-site wells is used exclusively for irrigation of green areas surrounding Company facilities. These green areas play an important role in mitigating the visual and environmental impact of industrial operations on neighbouring residential areas.

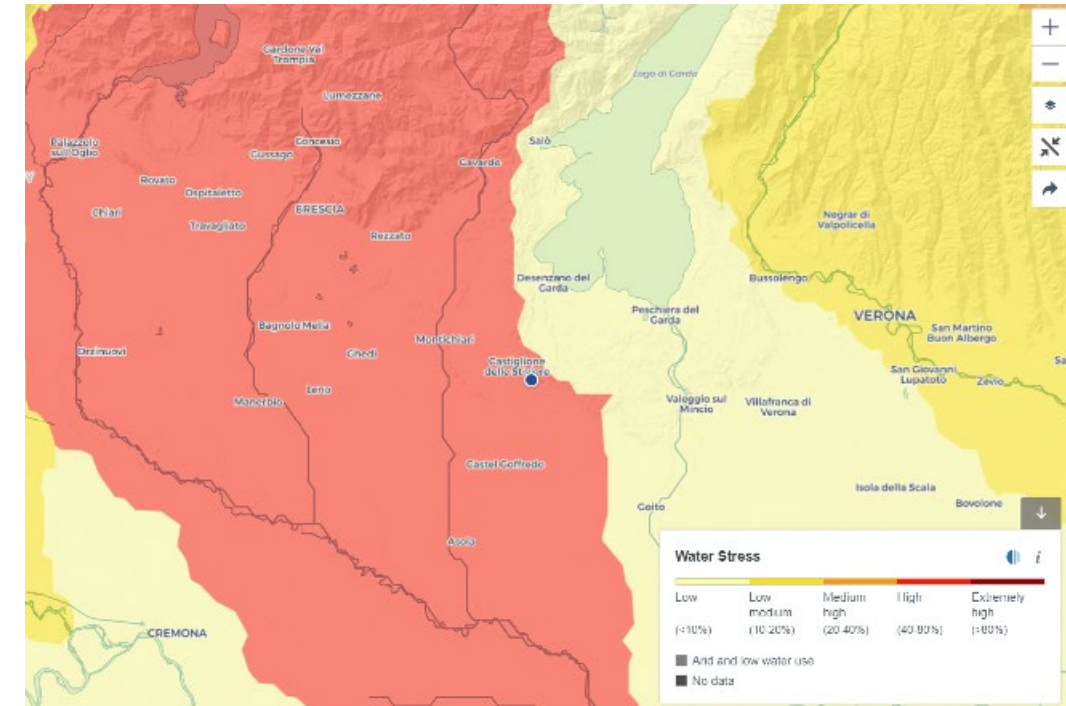
The use of well water for irrigation purposes was introduced to reduce demand for municipal drinking water supplies and alleviate pressure on public water distribution systems.

Municipal water, which undergoes a higher level of treatment, monitoring, and quality control, is considered a valuable resource whose responsible use is strongly encouraged. In recent years, particularly during hot summer periods affected by water shortages, local authorities have promoted awareness campaigns and water-use restrictions to safeguard potable water availability for communities.

5.3.2. WATER WITHDRAWAL (gri 303-3)

A&T Europe operates in an area classified as having a High level of water stress.

Water Stress Map (Source: www.wri.org/aqueduct).



Water withdrawal volumes by source are reported below.

Water withdrawal m³

SOURCE	2025	2024	2023	USE	CATEGORY
V. SOLFERINO WATER MAIN	5190	11756	16522	DOMESTIC AND INDUSTRIAL	DRINKING WATER
V. FONTANE WATER MAIN	535	293	498	DOMESTIC	DRINKING WATER
WELL	2567	3429	49	IRRIGATION	OTHER WATER
GUIDIZZOLO WATER MAIN	473	138	-	DOMESTIC	DRINKING WATER
TOTAL	8765	15478	17069		

More specifically:

- Water supplied via the Via Solferino connection is largely used for domestic purposes within the Company's main office and warehouse complex, which accommodates approximately 260 people.
- Part of this supply is used to fill demonstration pools located within the outdoor exhibition area for customers and visitors.
- A further portion is used during the plastification process to cool steel panels exiting the Myrtha production line. This process combines steel sheets and PVC film, producing the hot-laminated panels that constitute the core component of A&T Europe swimming pools.

The municipal water supply serving the Via Fontane building is used exclusively within an office facility hosting approximately 60 employees.

The municipal water supply for the Guidizzolo facility is used solely for domestic purposes within office spaces and warehouse changing rooms serving approximately 30 employees.

Within Company facilities, municipal water is used not only for sanitary services but also to supply still and sparkling water dispensers installed throughout workplaces. These systems provide employees with free drinking water in a more sustainable alternative to bottled water.

During the summer season, well water is used to irrigate approximately 8,000 m² of green areas located within a Company property covering approximately 55,000 m².

5.3.3. WASTEWATER MANAGEMENT (gri 303-4)

In compliance with applicable regulations, A&T Europe has obtained all required permits for wastewater discharges generated by its operations.

The permitting process included a comprehensive mapping of all discharge points associated with:

- Domestic and equivalent wastewater;
- Industrial wastewater.

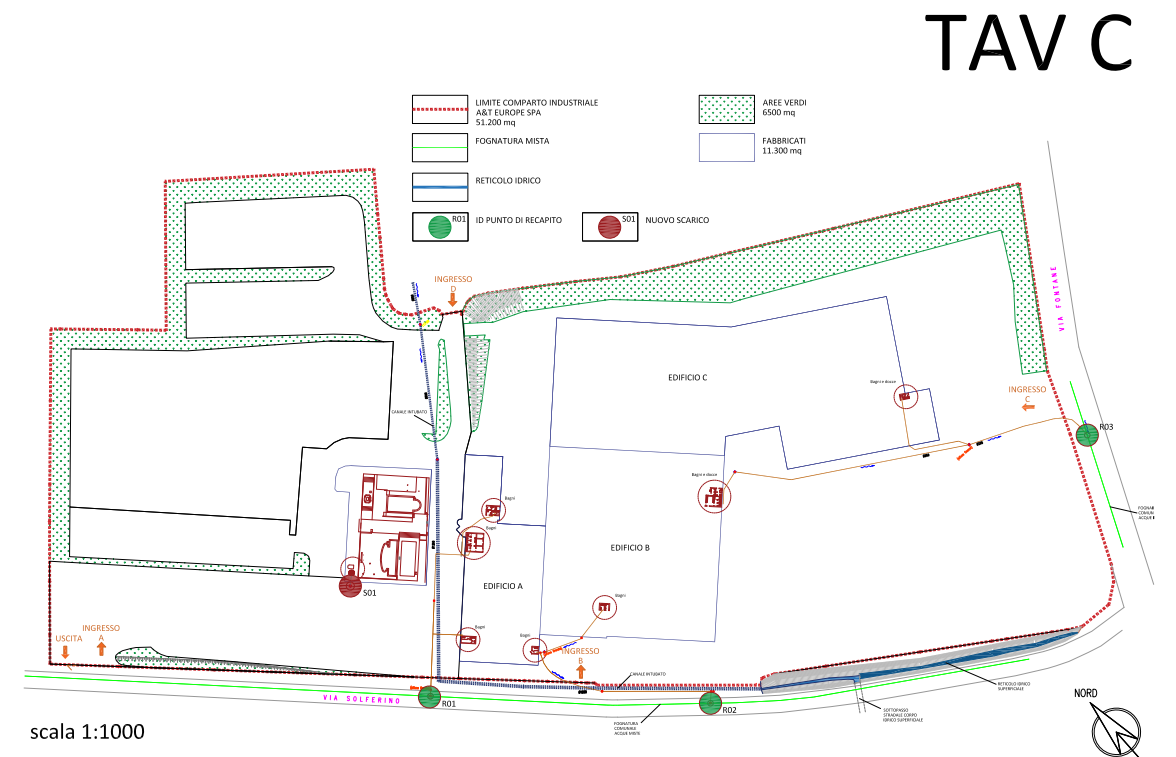
The Company has also mapped all stormwater drainage systems, including runoff from buildings, parking areas, and outdoor surfaces.

All wastewater is discharged into the public sewer network, with the exception of rainwater collected from the production building constructed in 2021.

This rainwater is collected within a dedicated attenuation basin and discharged through pumping systems into a surface water body that subsequently flows into surrounding green areas.

Wastewater volumes are generally not metered, with the exception of industrial wastewater, for which environmental permits require annual reporting to the competent authorities.

As in 2024, industrial wastewater generated during 2025 represented less than 1% of total water consumption and was therefore considered immaterial.



5.4. WASTE

5.4.1. HAZARDOUS AND NON-HAZARDOUS WASTE (gri 306-1, 306-3, 306-4)

Waste generated by A&T Europe consists almost entirely of non-hazardous waste (more than 99%), with hazardous waste accounting for approximately 1%.

Analysis of waste streams shows that approximately 99% of the total waste generated is destined for recovery and recycling operations.

Another important finding relates to the source of waste generation. The Company confirmed that construction site waste is very limited compared with waste produced by manufacturing and warehouse operations at the Guidizzolo facility.

The data reported for the period 2023-2025 remain broadly consistent.

In 2025, A&T Europe generated approximately 11 tonnes less waste than in 2024.

Waste generation summary

	2025	%	2024	%	2023	%
HAZARDOUS WASTE	4.41	1.1	3.4	0.8	6.9	2.2
NON-HAZARDOUS WASTE	407.5	98.9	419.5	99.2	301.7	97.8
TOTAL WASTE	411.9	100	422.9	100	308.6	100
WASTE RECOVERY	404.4	99.2	421.23	99.6	304	98.5
WASTE DISPOSAL	3.16	0.8	1.75	0.4	4.6	1.5
TOTAL WASTE	407.5	100	422.9	100	308.6	100
WASTE PRODUCED IN HOUSE	387.1	93.9	373.5	88.4	303.9	98.5
WASTE PRODUCED BY CONSTRUCTION SITES	11.01	2.7	33.3	7.8	4.7	1.5
WASTE PRODUCED IN GUIDIZZOLO	13.8	3.4	16.1	3.8	-	-
TOTAL WASTE PRODUCED(t)	411.9	100	422.9	100	308.6	100

Analysis by European Waste Catalogue (EWC/CER) code confirms that the largest waste stream consists of non-hazardous ferrous metal waste (CER 17.04.05). All ferrous waste generated is sold to metallurgical companies for recycling through remelting processes. A summary of waste generated during 2025 by hazardous classification and disposal destination is presented below.

Waste generation summary

WASTE (t)	HQ	CONSTRUCTION SITE	GUIDIZZOLO	TOTAL
NON-HAZARDOUS	382.72	11.01	13.8	407.5
RECOVERY	382.46	8,12	13.8	404.4
DISPOSAL	0.27	2.89	0	3.16
DANGEROUS	4.41	0	0	4.41
RECOVERY	2.72	0	0	2.72
DISPOSAL	1.69	0	0	1.69
TOTAL	387.13	11.01	13.8	411.94

The prevalence of non-hazardous waste streams sent for recovery demonstrates the Company's commitment to environmental sustainability through waste segregation and recycling initiatives.

The same approach is applied throughout office facilities, where dedicated waste collection systems support effective source separation of municipal-type waste.

5.5. CONSTRUCTION SITE ENVIRONMENTAL IMPACT AND BIODIVERSITY (sasb IF-EN-160a.1.,2)

The principal site activities performed on projects involve installation of:

- Bolted pool structures using PVC-laminated stainless steel panels;
- Reinforced PVC membranes;
- PVC piping;
- Finishing tiles;
- Competition equipment.

A&T Europe has also expanded its product portfolio, introducing installation activities relating to:

- EPS wellness cabins;
- Timber wellness cabins;
- Steel wellness cabins;
- Wellness facility systems;
- Steel structures for movable bridges and movable floors;
- Acrylic walls;
- Steel structures for water slides;
- Fiberglass slide systems.

A&T Europe does not directly employ installation personnel. Installation activities are subcontracted to specialized third-party companies. Internal staff primarily perform technical advisory, supervision, and training functions and may occasionally participate directly in particularly complex or high-profile installations. In most cases, A&T Europe itself operates as a subcontractor to the project's general contractor. Under typical contract arrangements, higher-impact environmental activities, including waste management, remain the responsibility of the general contractor.

Where such activities fall within A&T Europe’s contractual obligations, they are managed through specialist waste-management subcontractors. For each directly managed project, a Site Manager is appointed to plan site activities and monitor subcontractor performance and project progress. The Site Manager evaluates whether waste management contractors are required and, where applicable, verifies registration with the National Environmental Operators Register as well as all necessary transport and waste-storage authorizations.

All installation activities are carried out by qualified partner companies, both in Italy and internationally.

Subcontractors are qualified by A&T Europe through:

- Pool Academy training programmes;
- Documentation reviews;
- Verification of completed work.

To address increasing project volumes and the growing complexity arising from both product diversification and geographical expansion, the Company increasingly engages local subcontractors supported by specialist product experts. This local organization enhances responsiveness to country-specific requirements and project conditions. During 2025, no environmental incidents or cases of non-compliance with environmental permits, standards, laws, or regulations were identified in relation to the activities described above.

A close-up, high-contrast photograph of a person's eye. The eye is looking directly at the camera. The lighting is dramatic, with a strong blue light source on the left and a warm, golden light source on the right, creating a rim light effect on the eyelashes and the right side of the face. The background is dark and out of focus.

06

COMMUNITY.

community

6.1. PRODUCT INTEGRITY AND STRUCTURAL SAFETY (sasb IF-EN-250a.1.,2)

A&T Europe manufactures its swimming pools using a proprietary modular system based on stainless steel panels laminated at high temperature with a thick, high-performance PVC layer. The quality of the stainless steel employed ensures long-term durability, structural reliability, and consistent performance under all operating conditions.

All components, including rails, panels, and overflow channels, are bolted together, avoiding welded joints which, by their nature, are more susceptible to corrosion. The PVC layer provides complete waterproofing and is now widely used in public swimming pools due to its excellent resistance to UV radiation and chemical agents, as well as its ease of maintenance and pleasant tactile properties. PVC is applied to all wall joints, pool floors, and wall-to-floor connections, ensuring complete and durable sealing.

In 2025, A&T Europe did not incur any rework costs related to product safety issues attributable to the Company.

The Company incurred product rework costs associated with defects amounting to €754,702.00. This figure includes activities such as the removal of installed components, replacement materials, design and engineering activities, manufacturing and installation of replacement products, necessary equipment, and transportation costs. Of the total amount, €670,712.00 was attributable to Company-related errors, while €84,090.00 resulted from supplier-related issues.

Actions implemented to prevent and reduce such occurrences include: regularly scheduled meetings with suppliers, introduction of product inspection checklists, expansion of the technical resources team, progressive implementation of formal supplier audits.

These audits assess equipment maintenance conditions and material management practices, reducing the risk of unintended substitutions between interchangeable materials of different quality levels.

During 2025, A&T Europe incurred total costs of €109,980.83 arising from legal proceedings or settlement agreements related to product defects or product safety claims.

This amount represents a negligible percentage of the Company's overall business activities and falls within the normal margin of operational risk.

Due to privacy regulations, details concerning the parties involved, the nature of the proceedings, and the specific circumstances cannot be disclosed. The related expenditures were associated with issues involving water-tightness failures, installation errors, product defects, or waterproofing imperfections. Although corrective measures have not yet been fully implemented, an assessment of the products and installation processes involved in the proceedings has been initiated.

6.2. PRODUCT CERTIFICATIONS AND LABELLING (gri 417-1, 417-2)

A&T Europe has obtained EN 1090-2 certification for the structural steel components incorporated into its construction products.

The harmonized standard EN 1090-1:2009+A1:2011, *"Execution of Steel Structures and Aluminium Structures – Part 1: Requirements for Conformity Assessment of Structural Components,"* defines the requirements and procedures for CE marking in accordance with Regulation (EU) No. 305/2011.

All manufacturers of steel and aluminium structures are required to implement CE marking in accordance with EN 1090-1 for both their products and manufacturing facilities.

Compliance with this requirement became mandatory on 1 July 2014.

Manufacturers are required to qualify their products through initial type testing and/or calculations and to certify their Factory Production Control (FPC) system through an authorized notified body.

Construction requirements are further specified by:

- EN 1090-2 for steel structures;
- EN 1090-3 for aluminium structures.

Conformity assessment requirements are established under a common framework applicable to all structural product categories.

The products covered by these standards include some of the most important applications in civil engineering and construction, such as structural steelwork used for buildings, schools, office facilities, transportation infrastructure, and other construction projects.

While UNI EN 1090-1 does not directly establish structural design and calculation requirements, it expressly references the applicable design standards. A&T Europe has also obtained UPC (Uniform Plumbing Code) certification for solid-surface materials in accordance with the ANSI/ICPA SS1-01 standard. The UPC is a model code developed by the International Association of Plumbing and Mechanical Officials (IAPMO) to regulate the installation and inspection of plumbing systems in order to protect public health, safety, and welfare. UPC certification is recognized internationally as a rigorous and highly respected conformity mark.

During 2025, the Company did not identify any instances of non-compliance with product labelling regulations or voluntary certification requirements.

6.3. MARKETING (gri 417-3)

A&T Europe is committed to maximum transparency in its communications, building the positioning of its brands on tangible evidence, measurable scientific data, and verifiable facts that reflect the Company's core values.

Sharing the Company's values also means presenting the Group's businesses in a consistent and coherent manner, representing all companies within the industrial group as part of a single, unified identity.

Ethical marketing and the related standards of conduct are fundamental principles for A&T Europe.

The Company seeks to promote ethical behavior among employees and business partners, not only in the promotion of products and services but also throughout operational and production activities.

The communication approach adopted by the Company is shaped by the decisions and actions of its employees and representatives. These choices are guided by principles of: respect, fairness, transparency, truthfulness, responsible awareness of customer needs.

This approach strengthens the credibility and reliability of the Company's brands while generating positive value for the wider community.

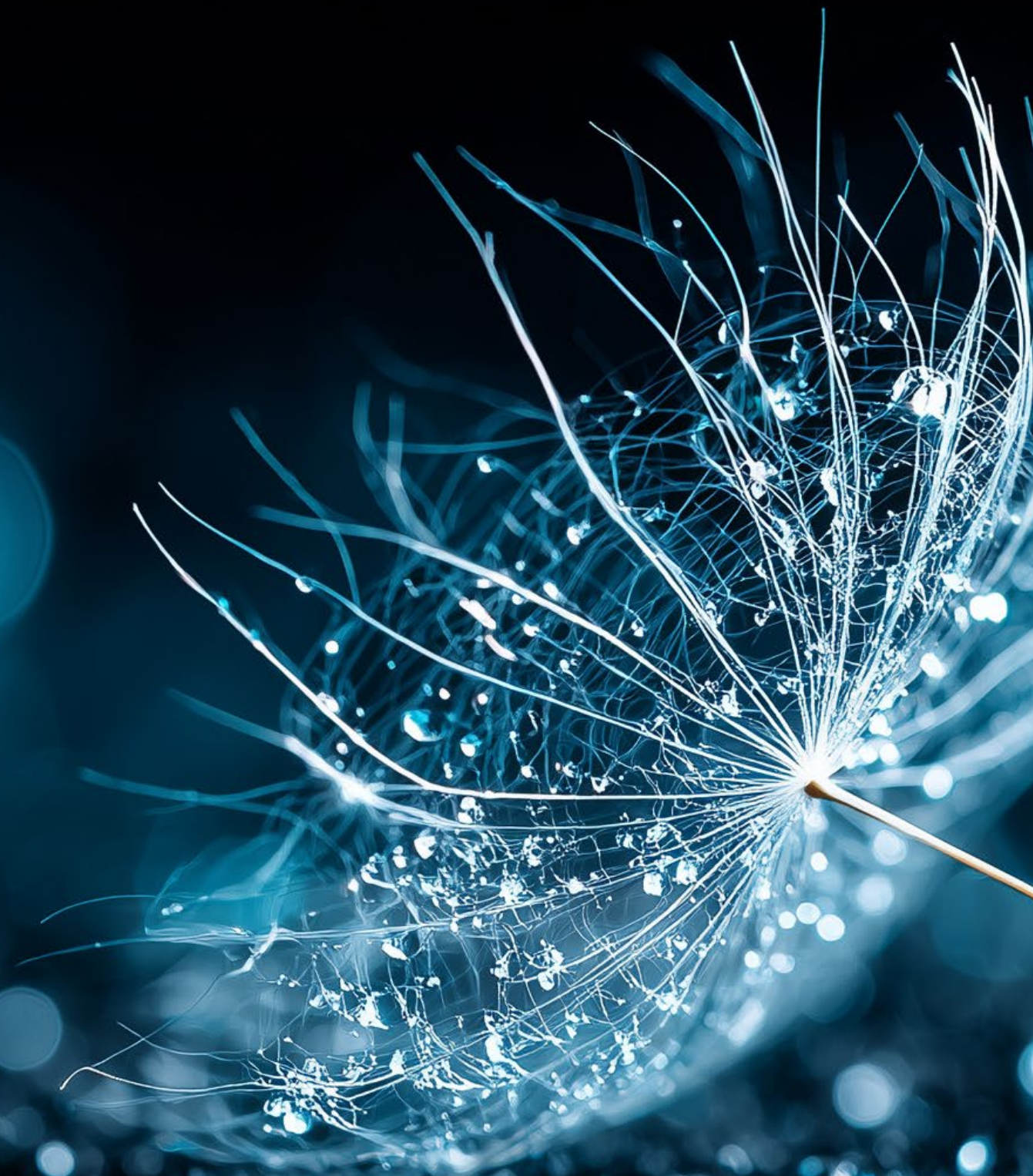
ETHICS AS A GUIDING PRINCIPLE

A&T Europe has always operated in full compliance with applicable legal and regulatory frameworks, from Legislative Decree 231/2001 to GDPR requirements, ensuring transparent and responsible management of personal data.

The purpose of corporate communication is to present products and services clearly and honestly, respecting customers, stakeholders, and the Company's ethical principles.

Responsible communication enables the Group's brands to be recognized as trustworthy organizations operating according to sound business practices. This supports their long-term consolidation in target markets as credible and reliable partners for customers and stakeholders alike.

During 2025, no instances of non-compliance with marketing communication regulations or voluntary codes of conduct were identified, including matters relating to advertising, promotional activities, sponsorships, or corporate communications.



07

PEOPLE.

people



7.1. PEOPLE MANAGEMENT

7.1.1. EMPLOYEES (gri 2-7)



“I like to think that our pools provide well-being not only to those who use them, but that our Company’s work also contributes positively to the growth and well-being of the community.”

Annalisa Colletto,
Executive Director and Member of the Board
of Directors, A&T Europe

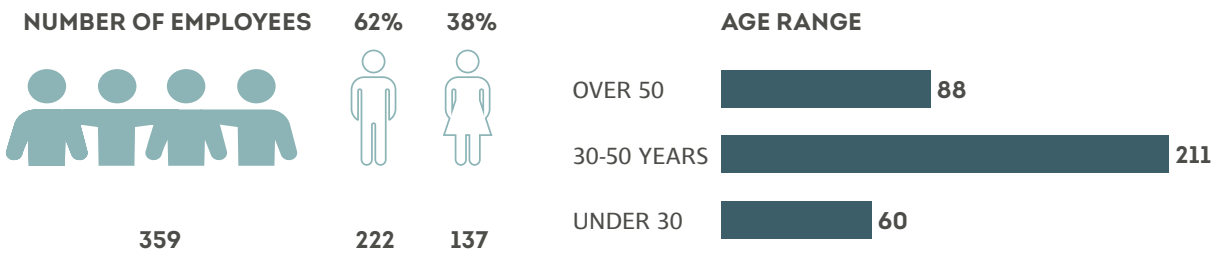
As of 31 December 2025, A&T Europe employed 359 people.

Compared with 2024, the number of employees increased slightly. The workforce consists predominantly of employees under permanent employment contracts.

A&T Europe’s workforce is composed of 62% men and 38% women. Permanent employees account for 92% of the workforce, while the remaining employees are employed under fixed-term contracts.

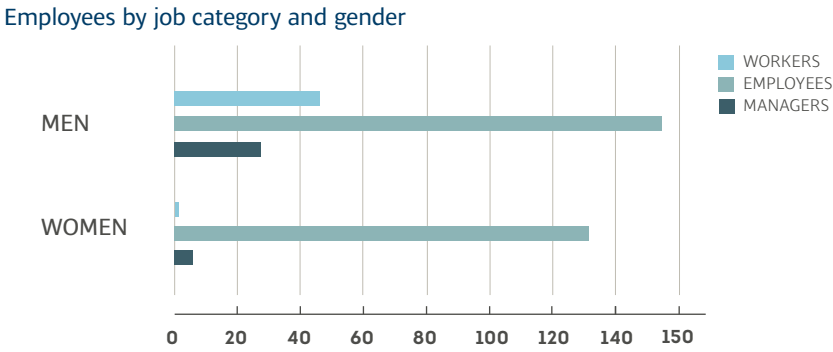
In 2025, the majority of employees (59%) fell within the 30-50 age group, while 16% were under the age of 30¹.

¹ The calculation does not include manager



When analyzed by professional category, most employees belong to the clerical and administrative staff category (78%), while 12% are classified as blue-collar workers.

Management personnel are employed under executive and middle-management contractual frameworks.



A&T Europe’s employees are based in Italy, primarily at the Company’s headquarters in Castiglione delle Stiviere (Mantua).

The total number of employees is reported based on the workforce in place at the end of the reporting period, namely 31 December.

Employee data

EMPLOYEES BY TYPE OF CONTRACT AND GENDER	2025			2024			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
PERMANENT	124	206	330	117	197	314	111	187	298
FIXED TERM	13	16	29	15	16	31	10	14	24
TOTAL	137	222	359	132	213	345	121	201	322

7.1.2. NON-EMPLOYEE WORKERS (gri 2-8)

To address unexpected increases in workload and higher workforce turnover, A&T Europe supplemented its workforce with non-employee personnel supplied by cooperative organizations.

The total number of non-employee workers is reported as an average calculated during the period of greatest operational activity, generally corresponding to the summer season.
This approach provides a more accurate representation of the overall workforce engaged during peak business periods.

Non-employee workers

JOB DESCRIPTION	2025	2024
WAREHOUSEMEN	15	12
RECEPTION	2	2
INTERNS	4	3
EMPLOYEES	2	2
MAINTENANCE TECHNICIANS	3	0
TOTAL	26	19

7.1.3. NEW HIRES AND TURNOVER (gri 401-1)

During 2025, A&T Europe hired a total of 42 employees, including 17 women and 25 men.

The overall hiring rate was 12%, including 12% for women and 7% for men. During the same period, 28 employees left the Company, resulting in an employee turnover rate of 8%. Compared with 2024, turnover levels returned to what the Company considers a normal and sustainable level.¹

¹ The calculation does not include manager

New hires and turnover

2025	WOMEN				MEN				TOTAL
	< 30 YEARS OLD	30-50 YEARS OLD	> 50 YEARS OLD	TOTAL WOMEN	< 30 YEARS OLD	30-50 YEARS OLD	> 50 YEARS OLD	TOTAL MEN	
NUMBER OF EMPLOYEES	27	79	31	137	33	132	57	222	359
NUMBER OF NEW HIRES	10	4	3	17	12	12	1	25	42
NUMBER RESIGNED	2	8	1	11	4	10	3	17	28
NEW HIRE RATE	37%	5%	10%	12.4%	36.4%	9%	2%	11.3%	11.7%
RATE DESIGNED	7.4%	10.1%	3.2%	8%	12.1%	7.5%	5.3%	7.7%	7.8%

2024	WOMEN				MEN				TOTAL
	< 30 YEARS OLD	30-50 YEARS OLD	>50 YEARS	TOTAL WOMEN	< 30 YEARS OLD	30-50 YEARS OLD	> 50 YEARS OLD	TOTAL MEN	
NUMBER OF EMPLOYEES	24	83	25	132	27	130	56	213	345
NUMBER OF NEW HIRES	8	10	1	19	12	17	2	31	50
NUMBER RESIGNED	1	4	5	10	2	13	7	22	32
NEW HIRE RATE	33%	12%	4%	14%	44%	13%	4%	14.5%	14%
RATE DESIGNED	4%	8%	28%	7.5%	16%	10%	12.5%	10%	9%

2023	WOMEN				MEN				TOTAL
	< 30 YEARS OLD	30-50 YEARS OLD	>50 YEARS OLD	TOTAL WOMEN	< 30 YEARS OLD	30-50 YEARS OLD	> 50 YEARS OLD	TOTAL MEN	
NUMBER OF EMPLOYEES	16	76	29	121	16	123	62	201	322
NUMBER OF NEW HIRES	6	10	0	12	6	11	1	22	34
NUMBER RESIGNED	2	7	1	10	2	9	5	16	26
NEW HIRE RATE	37.0%	13.2%	0%	9.8%	37.5%	8.9%	1.6%	11%	10.6%
RATE DESIGNED	12.5%	9.2%	3.4%	8.3%	12.5%	7.3%	8%	8%	8%

7.1.4. EMPLOYEE BENEFITS (gri 401-2, 401-3)

Fostering Employee Well-being and Satisfaction

A&T Europe has always placed significant emphasis on employee health, well-being, and workplace satisfaction.

To support these objectives, the Company has implemented numerous initiatives and continuously seeks opportunities to further enhance them. In addition to standard employment agreements, A&T Europe has introduced a second-level collective bargaining framework that includes several measures aimed at improving employee satisfaction, including: non-absorbable collective salary supplements, holiday bonuses and performance-related incentives, corporate welfare programmes, meal vouchers, flexible working hours for arrival and departure.

With regard to health and well-being, A&T Europe provides employees with access to services such as: blood testing programmes, seasonal influenza vaccination campaigns, both of which are offered directly at the workplace on an annual basis.

These initiatives are complemented by broader workplace health promotion activities conducted through the WHP (Workplace Health Promotion) programme and the Health, Sport & Well-being initiative, launched in 2018 to encourage healthy lifestyles and regular physical activity.

As part of this programme: fresh fruit is made available weekly in common areas, educational sessions are organized with nutritionists, personal trainers, and physiotherapists, employees receive guidance on preventing conditions associated with poor nutrition and sedentary lifestyles.

The Health, Sport & Well-being programme also includes sporting events, sponsored competitions, walking and cycling activities designed to promote team cohesion and social engagement.

One of the most recent initiatives involved providing employees with access to Aquamore aquatic centres, together with discounted admission for family members, encouraging participation in water-based activities and supporting healthy lifestyles.

The total number of events organized in 2025 remained consistent with the previous year. As in 2024, the Company continued focusing on diversifying its offering.

New initiatives introduced during the year included: awareness sessions on mental health, hypertension prevention programmes, new sporting activities, including SUP yoga experiences.

The programme was further enhanced through: cultural initiatives, such as visits to Mantua, social engagement activities, including plogging events, the introduction of an electric bicycle programme, promoting sustainable mobility throughout the year.

The most widely adopted employee benefit among full-time employees is private health insurance, followed by the Company's supplementary contributions to the industry pension fund.

Benefits for full-time employees

BENEFIT	2025	2024	2023
HEALTH-CARE	341	300	255
PARENTAL LEAVE	13	12	10
PENSION CONTRIBUTIONS	120	87	67

The return-to-work rate following parental leave in 2025 was 96%.

Parental leave

PARENTAL LEAVE	2025			2024			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
THOSE ELIGIBLE	8	5	13	8	13	21	5	5	10
USED	8	5	13	8	13	21	5	5	10
RETURNED BY THE END OF THE YEAR	5	5	10	7	13	20	2	5	7
STAYED BEYOND 12 MONTHS	2	0	2	7	13	20	2	5	7
RETURN RATE	62%	100%	77%	87.5%	100%	95%	40%	100%	70%
LOYALTY RATE	60%	100%	77%	87.5%	100%	95%	67%	100%	88%

7.2. TRAINING AND EDUCATION (gri 401-4, 401-3)

The number of employees used in calculating training indicators corresponds to the average workforce of 2024 and 2025.

Average training hours per employee

CATEGORY	2025			2024		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
MANAGERS	8.0	10.0	9.0	16.0	23.0	22.3
SUPERVISORS	5.6	3.4	5.0	25.8	8.9	12.6
EMPLOYEES	11.7	16.4	14.1	15.7	19.3	17.8
WORKER	-	5.0	5.0	-	40.0	40.0
TOTAL	11.1	14.9	13.7	15.8	19.2	17.8

A&T Europe demonstrates a strong commitment to actively listening to the needs and expectations of its employees. To support this approach, the Company introduced a new performance evaluation framework known as the Performance Review, consisting of an annual competency assessment process. During the review process, dedicated evaluation forms are used to:

- a) assess skills, competencies, and behaviors;
- b) identify training needs and support the development of the annual training plan.

The main benefit for employees is the opportunity to continuously improve their knowledge and professional capabilities through structured lifelong learning and development programmes.

2025 Competency assessment results

CATEGORY	% SUBJECT EVALUATION	
	2025	2024
MANAGERS	67%	67%
SUPERVISORS	100%	100%
EMPLOYEES	100%	100%
WORKERS	n.d.	n.d.
TOTAL	84%	84%

7.3. ENGAGEMENT, DIVERSITY AND INCLUSION (gri 405-1b)

Within the clerical and administrative workforce, A&T Europe maintains a substantial level of gender balance. Within the blue-collar workforce, male representation remains higher due to the operational characteristics of workshop and production activities. At management level, however, the Company recognizes the need for further progress in achieving gender balance.

Employee diversity by employment category

EMPLOYEES BY PROFESSIONAL PROFILE AND GENDER	2025			2024			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
MANAGERS	1	9	10	1	9	10	1	8	9
SUPERVISORS	4	19	23	4	19	23	3	17	20
EMPLOYEES	132	149	281	126	142	268	116	131	247
WORKERS	0	45	45	1	43	44	1	45	46
TOTAL	137	222	359	132	213	345	121	201	322
PERCENTUAL	38%	62%	100%	38%	62%	100%	37.6%	62.4%	100%

A&T Europe strongly believes in the principles of diversity and inclusion and actively seeks opportunities to support related initiatives. In this context, the Company collaborates with Aole Amateur Sports Association, an organization dedicated to promoting projects that support autonomy, social inclusion, and cultural integration for people with disabilities.

During 2025, A&T Europe supported Aole by collaborating in the organization of several corporate team-building initiatives, including: a cycling team-building event, a craft beer production workshop combined with a collaborative lunch preparation activity.

The Company also intends to introduce a formal Equal Opportunities Policy aimed at promoting gender equality and preventing discrimination related to gender and sexual orientation.

In 2025, A&T Europe began developing a fair, transparent, and inclusive compensation framework that will be finalized during the first months of 2026, in compliance with EU Directive 2023/970 on Pay Transparency.

7.4. OCCUPATIONAL HEALTH AND SAFETY

7.4.1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (gri 403-1)

A&T Europe operates an Occupational Health and Safety Management System (OHSMS) in compliance with the requirements of the Italian Consolidated Health and Safety Act (Legislative Decree 81/2008 and subsequent amendments).

The system is based on the following general prevention and protection measures:

- Assessment of all occupational risks, both general and task-specific, implementation of prevention measures, and provision of appropriate Personal Protective Equipment (PPE);
- Information, training, and instruction tailored to employees' job responsibilities;
- Occupational health surveillance provided through the Company Physician;
- Participation and consultation of employees and Workers' Safety Representatives (RLS) regarding health and safety matters.

A dedicated HSE (Health, Safety & Environment) software platform has been implemented to support the management of activities and related documentation. A&T Europe does not currently hold certification under ISO 45001 Occupational Health and Safety Management Systems.

For outsourced activities and projects performed within external construction sites or workplaces under the Company's control, contractors are required to provide evidence of compliance with all applicable health and safety requirements before work commences.

This includes documentation relating to:

- Safety training and qualifications;
- Compliance with legal, fiscal, social security, and occupational health and safety obligations;
- Chamber of Commerce registrations, DURC certificates, risk assessment documents (DUVRI and POS), and any additional mandatory authorizations.

7.4.2. HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION (gri 403-2)

Hazard identification and risk assessment activities are entrusted to specialist consultants to ensure objectivity and technical competence.

Assessments are conducted in collaboration with internal safety stakeholders, including:

- Head of Prevention and Protection Service (RSPP);
- Prevention and Protection Officers (ASPP);
- Area and Department Managers;
- Workers' Safety Representatives (RLS);
- Occupational Physician.

Audit findings are documented through reports, photographs, meeting minutes, and technical assessments and formalized through periodic audits conducted by the RSPP.

Incidents, injuries, near misses, and other critical events are reviewed during dedicated meetings involving relevant safety personnel and, where appropriate, the employees directly concerned. The objective is to identify root causes and define corrective and preventive actions. The Company continuously updates the reporting tools included within its ISO 9001 Quality Management System to manage near misses, injuries, illnesses, and other safety-related events.

More significant events are further reviewed during the annual Prevention and Protection Service meeting pursuant to Article 35 of Legislative Decree 81/2008.

7.4.3. OCCUPATIONAL HEALTH SERVICES (gri 403-3)

A&T Europe’s occupational health programme operates in accordance with Legislative Decree 81/2008 and is supported by:

- Head of Prevention and Protection Service (RSPP);
- Prevention and Protection Officer (ASPP);
- Supervisors;
- Occupational Physician;
- Workers’ Safety Representative (RLS);
- Emergency Response Teams (First Aid and Fire Safety).

Health surveillance activities are conducted under the responsibility of the Occupational Physician. Individual health records remain confidential and are accessible only to the Occupational Physician. Any restrictions or recommendations arising from employees' medical fitness assessments are communicated to the RSPP and the relevant manager to ensure implementation.

Medical examinations are conducted during working hours in dedicated facilities located within the Company premises, in full compliance with privacy requirements.

7.4.4. EMPLOYEE PARTICIPATION AND CONSULTATION (gri 403-4)

Employee participation in occupational health and safety matters is primarily ensured through the rights granted to Workers' Safety Representatives (RLS) under Legislative Decree 81/2008. Within A&T Europe, RLS representatives actively participate in workplace audits conducted by the RSPP and departmental managers. Formal minutes are prepared, signed by participants, and retained for record-keeping purposes. The RSPP also convenes dedicated meetings whenever specific safety risks or incidents require in-depth review. Where employee behavior contributed to the event under examination, the employee concerned is invited to participate in the discussion. Any issues addressed and resulting actions are documented and subsequently reviewed during the annual Prevention and Protection Service meeting.

7.4.5. EMPLOYEE TRAINING (gri 403-5)

Occupational health and safety training includes both:

- General mandatory training for all employees;
- Job-specific training based on risk exposure levels (low, medium, or high).

Additional specialized training is provided for activities involving specific risks, including:

- Working at height;
- Confined space operations;
- Forklift operation;
- Electrical work;
- Handling chemical substances.

Dedicated training programmes are also provided for emergency response personnel, including:

- Fire-response teams;
- First-aid teams;
- Defibrillator operators.

Training is delivered by accredited external providers during paid working hours. The effectiveness of each course is assessed through mandatory knowledge-testing questionnaires. In addition, A&T Europe organizes awareness programmes aimed at enhancing employees' understanding of workplace risks, including construction site access and safety training.

7.4.6. EMPLOYEE HEALTH PROMOTION

(gri 403-6)

A&T Europe promotes access to additional voluntary healthcare services provided free of charge during working hours, including:

- Seasonal influenza vaccination programmes;
- Blood testing services.

More broadly, the Company supports employee well-being through:

- Nutritional counselling services;
- Fresh fruit distribution programmes;
- Electric bicycle sharing initiatives;
- Partnerships with sports centres, gyms, swimming pools, and physiotherapy clinics;
- Corporate library services;
- Company-sponsored sporting excursions;
- Recreational activities such as beach volleyball and padel tournaments.

7.4.7. PREVENTION AND MITIGATION RELATED TO OPERATIONAL ACTIVITIES

(gri 403-7)

Occupational health and safety considerations linked to operational activities mainly relate to international travel performed by commercial and technical personnel.

Key risk factors include:

- Health conditions in destination countries;
- Sociopolitical, logistical, and environmental conditions.

The Prevention and Protection Service provides employees with detailed information prior to travel, including any required vaccinations or preventive health measures.

Where geopolitical or security risks exist, the Company arranges additional support services to maximize employee safety, including protected transportation where appropriate.

A dedicated corporate travel policy establishes the guidance and precautions to be followed when operating in higher-risk countries.

Although the COVID-19 emergency has subsided, the Company continues to maintain appropriate monitoring activities.

7.4.8. MANAGEMENT SYSTEM COVERAGE

(gri 403-8)

The Occupational Health and Safety Management System applies to all A&T Europe employees. Implementation is ensured both through compliance with statutory requirements and through the monitoring, audit, consultation, and review activities described above.

With respect to contractors and service providers, the Company verifies compliance with the documentation and requirements established by Legislative Decree 81/2008. The same approach applies to personnel employed by third-party companies performing activities within A&T Europe facilities.

7.4.9. OCCUPATIONAL INJURIES

(sasb RT-IG-320a.1, gri 403-9)

During 2025, no fatalities or serious workplace injuries occurred among A&T Europe employees. Three minor workplace injuries were recorded.

These indicators are monitored through management reports that track both the number of injuries and the number of lost-time days generated, broken down by business area.

Incident rates were calculated based on 200,000 hours worked.

Employee occupational injury statistics

	2025	2024	2023
NUMBER OF DEATHS	0	0	0
NUMBER OF SERIOUS INJURIES	0	0	0
NUMBER OF RECORDABLE INJURIES	3	2	1
NUMEBER OF NEAR-MISSES	1	3	2
HOURS WORKED	585.433	570200	508831

	2025	2024	2023
DEATH RATE	0	0	0
NUMBER OF SERIOUS INJURIES	0	0	0
RECORDABLE INJURY RATE (TRIR)	1.025	0.70	0.39
NEAR MISS FREQUENCY RATE	0.34	1.05	0.78

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TOPIC	ACCOUNTING METRIC	DATA	PAGE	CODE
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	No recorded incidents	93	IF-EN-160a.1
	Discussion of processes to assess and manage environmental risk associated with project design, siting, and construction	-	93	IF-EN-160a.2
Structural Integrity & Safety	Amount of defect-and safety-related rework costs	€ 754.702,00	96	IF-EN-250a.1
	Total amount of monetary losses as a result of legal proceedings associated with defect-and safety-related incidents	€ 109.980,83	96	IF-EN-250a.2
Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	(1) 11 (2) 10	70	IF-EN-410a.1
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	-	73	IF-EN-410a.2
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Trasparency International’s Corruption Perception Index	(1) None (2) None	64	IF-EN-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices	(1) None (2) None	64	IF-EN-510a.2
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	-	62	IF-EN-510a.3
Energy Management	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	(1) 5425 GJ (2) 44.3% (3) 16.7%	82	RT-IG-130a.1
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	(1) 1.025 (2) 0 (3) 0.34	113	RT-IG-320a.1
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	5% of total revenue	77	RT-IG-440b.1

Declaration of use	A&T Europe S.p.A. has reported the information cited in this GRI content index for the period from 1/1/2025 to 31/12/2025 with reference to the GRI standards.
GRI 1 Used	GRI 1 - Fundamental principles – 2021 version

STANDARD GRI	MARKER	DESCRIPTION	PAGE
GRI 2: General Disclosures 2021	2-1	Organizational details	27
	2-2	Entities included in the organisation’s sustainability reporting	27
	2-3	Reportiong period, frequency and point of contact	13
	2-4	Review of information	13
	2-6	Activities, value chain and other business relationships	29
	2-7	Employees	102
	2-8	Self-employed	104
	2-9	Governance structure and composition	60
	2-22	Declaration on sustainable development strategy	6
	2-25	Process aimed at remedying negative impacts	61
	2-26	Mechanisms for requesting clarification and raising concerns	63
	2-27	Compliance with laws and regulations	64
	2-29	Approach to stakeholder engagement	52
GRI 3: Material Topics 2021	3-1	Process of determining material topics	54
	3-2	List of material topics	54
	3-3	Management of material topics	45
GRI 201: Economic Performance 2016	201-1	Direct generated and distributed economic value	48
GRI 201: Economic Performance 2016	204-1	Proportion of spending made with local suppliers	49

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GRI 303: Water and effluents 2018	303-1	Interactions with water as a resource	88
	303-3	Water use	89
	303-4	Water discharge	90
GRI 305: Emissions 2016	3-3	Management of the material topic	85
	305-1	Direct greenhouse gas (GHG) emissions(Scope 1)	85
	305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	87
	305-5	Reduction of greenhouse gas (GHG) emissions	87
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	91
	306-3	Waste generated	91
	306-4	Waste no sent to landfill	91
GRI 401: Employment 2016	401-1	Hiring new employees and employee turnover	107
	401-2	benefits for full-time employees that are not available to temporary or part-time employees	106
	401-3	Parental leave	106
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management systems	109
	403-2	Hazard identification, risk assessment and incident investigation	110
	403-3	Professional health services	110
	403-4	Participation and consultation of worker regarding workplace health and safety programmes and related communication	111
	403-5	Training workers on occupational health and safety	111
	403-6	Fostering Staff members’ health	112
	403-7	Prevention and mitigation of workplace safety impacts directly linked to business relationships	112

	403-8	Workers covered by an occupational health and safety management system	113
	403-9	Accidents at work	113
GRI 404: Training and Education 2016	404-1	Average number of training hours per year per employee	106
	404-3	Percentage of employees who receive periodic evaluations of their performance and professional development	107
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity in governance bodies and among employees	108
GRI 417: Marketing and Labelling 2016	417-1	labelling requirements and information on products and services	97
	417-2	Incidents of non-compliance concerning labelling and information on products and services	97
	417-3	Incidents of non-compliance concerning marketing communications	97

