



Sustainability

Report
2021

PRESEZZI EXTRUSION GROUP



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Note on **methodology**

The boundaries of the Sustainability Report

This sustainability report examines the way in which an organisation works to create **long-lasting value**, providing an overview of strategies, goals and performances related to the organisation's ability to create value.

The time frame considered for the information on reporting aspects is **2019-2021**.

The report also contains indications of the commitments of the sustainability plan for the financial year from 2022 onwards with a three-year window.

The drafting principles



The drafting of the report takes into account the guidelines proposed by the **International Integrated Reporting Framework** (<IR>) published by the International Integrated Reporting Council (IIRC) and updated by the Value Reporting Foundation: strategic focus and future orientation, connectivity of information, stakeholder responsiveness, materiality, conciseness, reliability and completeness, consistency and comparability.

The information and quantitative data were reported by referencing the GRI Sustainability Reporting Standards defined by the Global Reporting Initiative ('GRI Standards').

The contents of the document also refer to the SDGs (Sustainable Development Goals), an integral part of the United Nations 2030 Agenda.

The stakeholder engagement



- GRI 102-40**
List of stakeholder groups
- GRI 102-43**
Method of involving stakeholders
- GRI 102-50** Reporting Period

In order to draw up its sustainability strategy, the company initiated a **process of listening to its stakeholders**.

They were selected and identified by each department head, in coordination with the company management.

Nine categories were involved: **employees, customers** (Italy and abroad), **PA, schools/education institutions, NGOs and territory, associations, consultants, suppliers and credit institutes**. The reporting project, process of identifying and evaluating relevant topics in terms of economic-environmental and social impact (materiality analysis) were illustrated to stakeholders through dedicated virtual meetings.

Meetings with stakeholders brought out insights and additions that enhanced the topics about the sustainability of the company, as well as offering reflections of potential mutual commitment on common paths.

The materiality matrix



GRI 102-45
Companies included in the consolidated financial statement

GRI 102-47
Selected material topics

GRI 103-1
Illustration of the material topics and the corresponding scope of application

The most significant topics for the Presezzi Group were identified through the materiality analysis process. The Group companies falling within the scope of application of this reporting have been Presezzi Extrusion Spa, both plants of Vimercate and Castelbelforte and Coim Srl in Castelcovati).

Stakeholders were asked to attribute an assessment and prioritisation based on the least or greatest impact of each topic on the **ability of the company to produce value in the medium-long term.**

The table shows the topics surveyed, while the figure shows the materiality matrix, in which the horizontal axis shows the results of the assessments of the management team and the vertical axis shows the averages of the assessments of the different categories of stakeholders.

The analysis of the material topics was conducted by taking into consideration the business sector in which **Presezzi Extrusion** operates and assessing the extent of the impact they may have on the organisation's strategy, governance, performance and prospects

The **eight material topics** identified and selected constitute a fundamental part in tracing the company's own **path towards sustainability** while the ones considered to be of strategic importance in creating value are reported in the upper right quadrant of the matrix.



The selected material topics

- Health and safety in the workplace
- Welfare, diversity and inclusion
- Carbon footprint
- Human capital
- Business ethics
- Innovation
- Energy
- Product safety and quality



Letter to the **Stakeholders**

Dear Stakeholders,

It's not difficult to talk about a short history for a company that was founded only twenty-eight years ago, yet we attach great importance to our history in order to learn from our mistakes, to assess the components of success not for the sake of giving ourselves a pat on the back, but to take every point and aim to constantly improve in every area of the company.

The first few years were spent investing in research and creating our first products, i.e. extrusion presses for aluminium alloys and copper brass.

In the years that followed, we increased our product range little by little, until today when we are producing complete extrusion systems including associated equipment such as automatic log management, heat treatment, hollow and solid profiles.

With the acquisition of Profile Automation in 2013, we also became fully-fledged suppliers of packaging, dies and profiles.

Similarly, the Coim company, part of the Group, specialising in high-efficiency thermal machines, is rapidly converting its capital into assets to our great satisfaction. All this, together with the Presezzi Group philosophy, results in energy-saving products.

This approach leads to constant improvement in terms of quality and efficiency aimed at minimising our environmental impact. In addition to improving the quality of the product range and providing an increasingly timely and efficient service to customers, we have created and consolidated an important melting division.

This sector is now able to provide our customers with turnkey systems to recycle and remelt aluminium alloy extrusion logs with perfect quality and production efficiency.





Letter to the **Stakeholders**



GRI 102-14
Statement
from senior
decision-maker

Research and development are highly important for our business as well as a smart way of seeking out all the technological moves that can generate positive actions for mankind and the environment.

Our most important mission today is research into achieving increasingly safe and efficient know-how and machinery with the precise objective of energy saving, i.e. requiring less energy per ton produced.

Improving this parameter results in:

- ▶ **less CO₂ emissions**
- ▶ **lower electricity request**
- ▶ **less use of gas**

Since using the terms green and environment is easy and overblown, our company turns actions aimed at these goals into concrete facts. We are, in fact, the first company in the world producing systems for the extrusion and melting of non-ferrous metals to have embarked on the E.P.D. route. (Environmental Product Declaration) which we aim to obtain by December 2022.

I can, therefore, conclude by stating with the utmost satisfaction that we fully up to speed in the present, but already looking towards a better future.

I would like to thank our fantastic partners, who are working hard alongside us to turn this ambitious goal into reality.

The President



Letter to the **Stakeholders**



Dear Stakeholders,

We are pleased to present you with our Group's first Sustainability Report, a document that represents a fundamental step towards sharing our activities, achievements and future plans, and highlighting our company's commitment to sustainable business development.

The tool to achieve this is open and continual dialogue with our strategic stakeholders in order to build solid partnerships based on mutual trust.

In order to preserve the environment and at the same time be competitive, we aim to value relationships between people based on a culture of respect as the driving force behind our actions.

To better describe how the Presezzi Extrusion Group wants to embark on this path, allow me to define the term "sustainability" in two words: "**Virtuous future**".

We know that the future "will arrive" no matter how we choose to tackle it. It is up to us, however, to decide whether to accept it as it is or attempt, with determination and conscience, to be small, positive actors in it who leave a tangible legacy of welfare for future generations.

And to play a key part in this Future, we must be **Virtuous**. In our industrial operation, the word **Virtue** must guide the management of both spheres that make up society: the economic-environmental and social spheres.



Letter to the **Stakeholders**



GRI 102-14
Statement
from senior
decision-maker

Buoyed by an increase in business volumes, excellent commercial results and confident of a growth in the demand for extruded profiles in the automotive, construction and transport sectors, the Group has given high priority to the **economic-environmental** topic.

The company has, in fact, strategically invested substantial resources in developing energy-saving technologies in the pursuit of innovation and continual quest for **excellence**, through solutions that ensure the lowest possible environmental impact.

Together with the excellent result, talking about the social sphere, being virtuous must also lead us to highlight the moral virtue of "doing good", not only working for oneself or simply the economic result, but also to create strong bonds with colleagues and foster the development of the fundamental work-life balance.

We have embarked on a path that aims to develop people who can express enthusiasm for their work, both individually and as a team. "PEnjoy" exemplifies this approach, acting as a receptacle for social initiatives aimed primarily at employees and their families to create virtuous relationships and a positive working environment capable of attracting new talent.

With this in mind, we will continue to pursue the projects started in 2021 dedicated to the training and recruitment of young people from schools in our area, collaboration with charities, and coaching initiatives for internal staff for the ongoing development of new skills whilst boosting our professionalism in customer service.

The CEO



Summary of the report on **Management**

Financial Year 2021

The comment by the Finance Director,
Cesare Cazzaniga

Throughout 2021, companies in general had to deal with a particularly challenging set of variables: on the one hand, the spread of new variants linked to the Covid-19 coronavirus, and on the other hand, a downturn in the economic recovery phase starting in the third quarter of the year due to a generalised increase in prices, particularly those of energy sources.

During 2021, the Group was committed to tackling all the variables that came its way (pandemic upsurge, price increases, critical issues along the supply chain) with good results.

Firstly, given the continuing travel restrictions in some geographical areas, the company continued to consolidate its remote installation and teleservice activities based on the new technologies that had already tested during the pandemic emergency

period. We thus were able to guarantee customers a cutting-edge and, therefore, much appreciated level of service

The company's resilience, which also stems from very far-sighted investment choices made in the past financial years in terms of strategic products, internal processes and the professionalism of various employees, was highlighted last year. The company succeeded in returning to pre-Covid turnover levels (**revenues of €70 million, +10% compared to 2020**) and, above all, production levels (**Prod. values of €81 million, +55% compared to 2020**).

EBITDA stands at €8 million, (+ 23% compared to 2020).

Margins (**EBIT**) in turn benefited from higher volumes and an increased turnover of orders, reaching

€5 million (+68% over 2020), which successfully met expectations of return on invested capital.

The financial structure, which had already been consolidated over the years, was thus further strengthened.

Through separate transactions, funding for a total of **€23.4 million** was obtained, guaranteed by SACE and MCC, as part of the support measures included by the "Italy" Decree, and in favour of companies' internationalisation programmes. With these disbursements, the Group has optimised the amount, duration and economic conditions of its financial funding, and can also tap into other resources to pursue its growth objectives, both in Italy and abroad, which are focused on digital transition and ecological productivity, and the no less important investments in research and development.



Summary of the report on **Management**

Financial Year 2021



GRI 102-14
Statement
from senior
decision-maker

The comment by the Finance Director,
Cesare Cazzaniga

The Group now has a robust and well-balanced liquidity basis that allows it to look at its financial commitments, arising from current operations and investment programmes, with reasonable degree of confidence.

The demand for goods and services by the reference sectors has thus far remained at fairly high, despite moving in an extremely complex and critical context.

The Group has succeeded in anticipating demand flows and seizing the relevant business opportunities, thus securing a significant workload for 2022, allowing it to make full and well-balanced use of its production and supply chain capacity.

As of 31 December 2021, the order backlog amounted to about **€230 million**, of which **about €100 million**

related to projects to be fulfilled in 2022, which - provided that today's adverse scenarios are stabilise and decrease - allow us to look forward to an average annual turnover growth target, which will reach an exceptional Prod. Value of **€100 million** in the next two financial years.

For this reason, despite the worrying geopolitical and economic scenario, the Group believes that it has implemented all the tools required to support the best business management while waiting for a rapid and lasting solution to the various areas of crisis.

The virtuous combination of a proactive market approach coordinated at group level, a state-of-the-art product and service portfolio, an almost obsessive focus on internal audit aspects of processes and costs, plus a shrewd investment policy that maintained momentum even during the peak pandemic period, has led to satisfactory results in terms of liquidity and margins which are, above all, sustainable in the long term.



The organisational **overview**

1.1. Vision, Mission, Values



The **power** of **ideas** and the best of technology to drive the extrusion and recycling world to a **sustainable future**



Mission

The non-ferrous metals and extrusion industry in which the Presezzi Group operates cannot escape this drive and regards the future with increasing respect for ecosystems, rapid evolution of technologies and an open mind towards increasingly "employee-friendly" working environments.

By focusing on people and their ideas as part of its core corporate philosophy, Presezzi Extrusion Group successfully navigates and commits to fostering change with determination and enthusiasm, continuing to create innovative processes and products.

The Group currently ranks as one of the leading companies in the extrusion system industry and is considered to be a highly reliable and competent technology partner focusing its core mission on creating value for its customers.

One of its strengths is the support it provides in every specific stage of the project through the development, design and realisation of complete custom systems, combined with an after-sales support service that aims to provide a product with a long-lasting life cycle.

Vision

At the heart of the Presezzi Group's Vision is its commitment to its key stakeholders: from customers worldwide to the local areas in which the company operates, from its work team to its many suppliers, and from local communities to its economic and financial partners.

An ambitious vision that includes not only the challenge, which the company the Group has already embraced, of adopting a more sustainable approach to business growth, but also care and a sense of responsibility towards our planet and the future generations that will inhabit it.



The organisational **overview**

1.1. Vision, Mission, Values

There is a natural propensity for change inherent in human nature and in everything around us.

This is summed up in the famous expression attributed to the Greek philosopher, Heraclitus:

"Panta rei", "everything flows".

Meaning that everything is destined to change, evolve, never remaining the same over time.

Values

People

Over the years, the Presezzi Group has built up its business around people driven by commitment and enthusiasm, who place their ideas and contribution to company growth at the centre of its philosophy.

Innovation

Our company designs and manufactures machines equipped with the very best, cutting-edge and constantly evolving technologies delivered worldwide.

Sustainability

Presezzi's renews its commitment to deliver a better future to new generations every day through the development and application of cutting-edge and sustainable technologies, allowing our customers to limit negative impacts on the environment without having to forego high performance and production efficiency.



"Talent wins games,
but **teamwork** and intelligence win championships"

Michael Jordan



The organisational **overview**

1.2. Ownership and operational structure

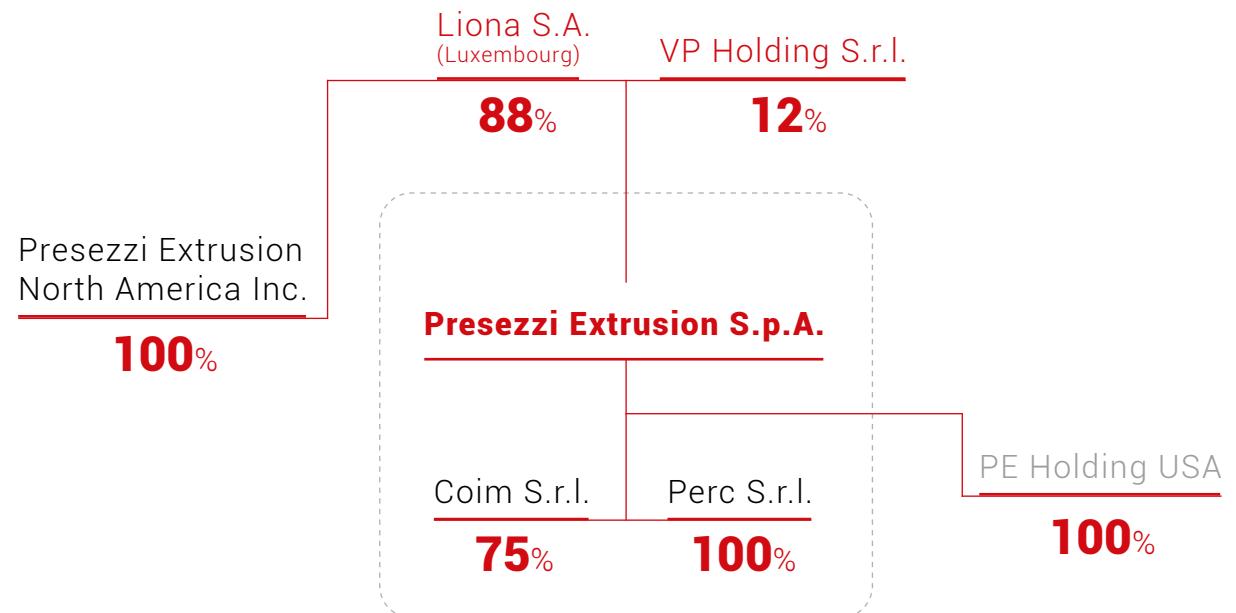
The industrial Group Presezzi currently has a share capital of €3,000,000 held by two holding companies headed by the Presezzi family: the Luxembourg-based Liona SA and VP Holding S.r.l.

The affiliated company, Coim S.r.l, with operational headquarters in Castelcovati (BS) has a share capital of €100,000 - 75% of which is held by Presezzi Extrusion and 25% by an independent person outside the Presezzi Group.

Presezzi Extrusion S.p.A. wholly owns Perc S.r.l, a real estate company that owns the properties from which the company operates.

PE Holding USA was set up in 2020 to finalise acquisitions of shareholdings in sector-based companies in the USA and falls outside the scope of consolidation, as does Presezzi Extrusion North America Inc. based in the USA (Chicago) dedicated to marketing the Group's products in the North American market, as well as the development of after-sales services for the American continent.

	GRI 102-1 Name of the organisation
	GRI 102-3 Location of headquarters
	GRI 102-4 Countries operating
	GRI 102-5 Ownership and legal form





The organisational **overview**

1.3. Company history and milestones

Presezzi Extrusion S.p.A. was founded in 1994 as a company initially specialising in the production of presses and revamping existing systems. In 2013, the first important corporate evolution took place with the acquisition and merger of Profile Automation S.r.l based in Castelbelforte (MN), a company dedicated to the production of handling systems.

This operation so led to the foundation of the Presezzi Extrusion Group along with Coim S.r.l., based in Castelcovati, specialising in the production of gas-fired billet heaters, (an upstream component of complete systems) with headquarters in Vimercate, Monza and Brianza.

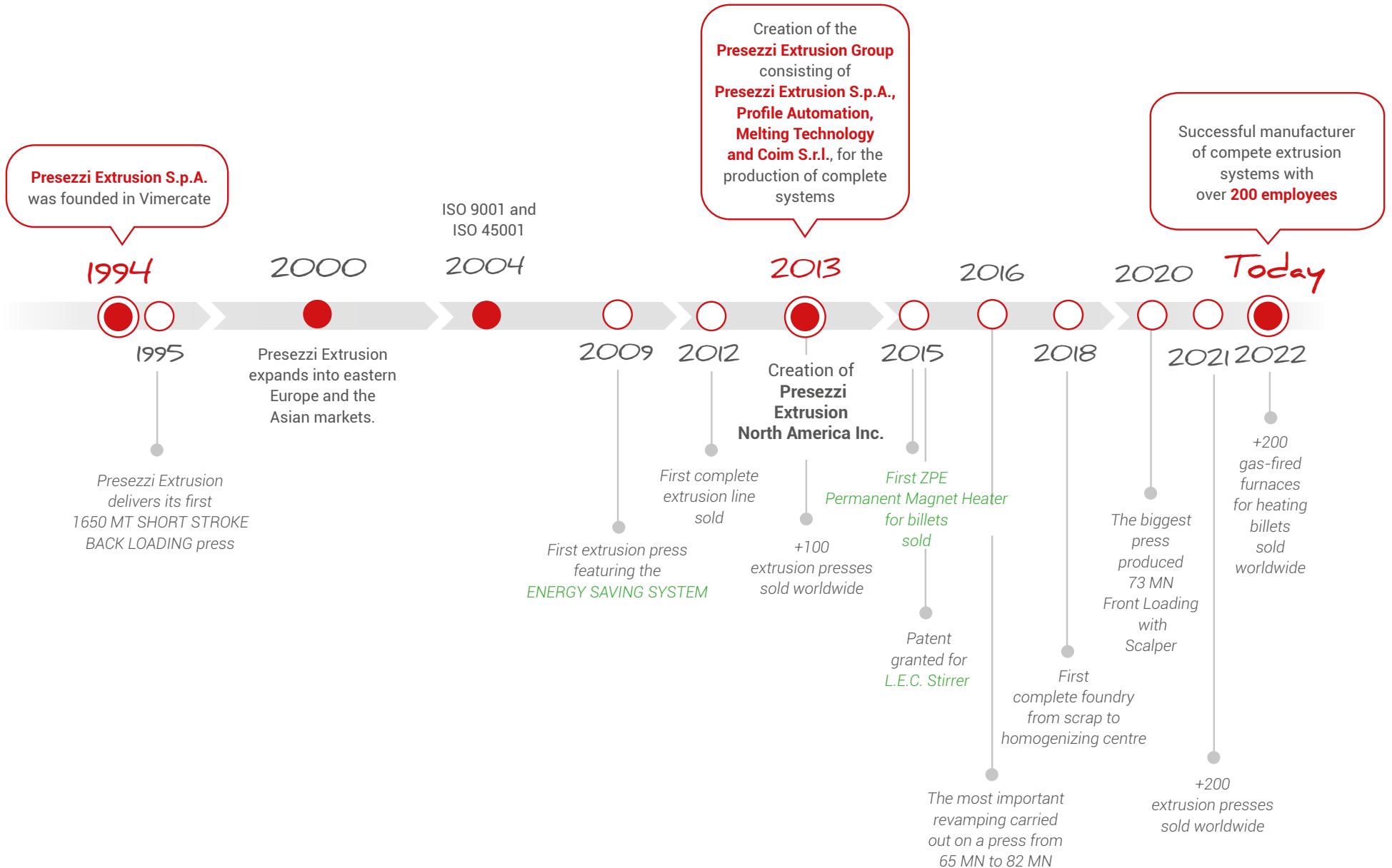
Through this growth process, the Group has achieved the ambitious goal of controlling the entire production cycle for aluminium, copper and brass extruded profiles.

The group pays great attention not only to efficiency and technology, but also to the environment. Reduction in consumption became a reality with the sale in 2009 of the first extrusion press equipped with the Energy Saving system (including the installation of energy-efficient hydraulic pumps), while the first ZPE (Zero Pollution Energy), a magnetic billet heater, was sold in 2015.

The Group continued to grow, especially in the years between 2019 and 2021, when the Group reached its greatest milestones by selling over 200 presses and 200 gas preheating furnaces worldwide.

In 2020, the Group designed and marketed the largest press ever built in Romania.

The Presezzi Group is now a leading international company in the design, production and marketing of complete systems for the extrusion of non-ferrous metals such as aluminium, copper and brass, and is preparing for the future on the strength of major successes with the determination to face upcoming challenges.





The organisational **overview**

1.4. "All in one": Presezzi Group's contribution to the production process of extruded profiles

Thanks to advanced and increasingly energy-saving technologies, Presezzi Group's production process enables its customers (non-ferrous metal profile extruders) to obtain high-quality aluminium, copper and brass products and achieve environmentally friendly production.

In order to serve end markets such as the automotive, railway, aerospace, marine, infrastructure, construction and design world, the Group has structured its organisation to provide complete highly customised turnkey installations.

Starting with aluminium, copper and brass, the company's Melting division, dedicated to the production of preheating furnaces, produces billets or logs (large billets). Extruded profiles for the above-mentioned sectors are then obtained after the extrusion process made possible by complete systems equipped with energy-saving systems.

The aluminium, which is 100% recyclable and infinitely reusable, can at this point be re-melted to recreate the production cycle from the beginning and thus obtain regenerated extruded profiles.



We can be
co-authors with our
customers
for a more
sustainable future

Thanks to our technologies, we enable our customers to achieve environmentally friendly production without having to forego production performance and efficiency.



* Our complete systems are equipped with systems to **reduce energy consumption** such as E.S.S. - Energy Saving System and ZPE - Magnet heater

The **revamping** of existing machinery gives them new life.



The organisational **overview**

1.5. Our global presence



Sites

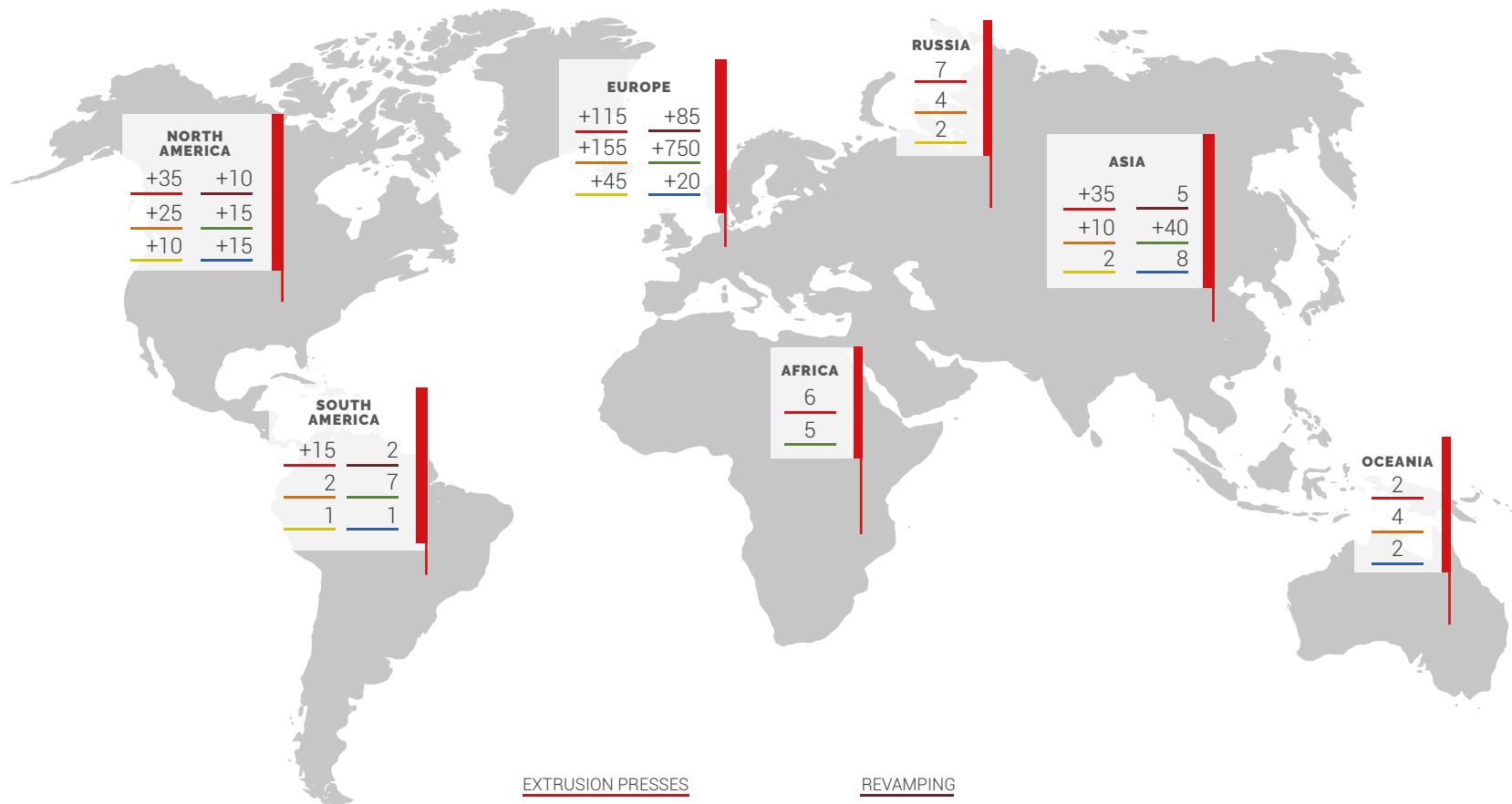


Representatives / Sales



The organisational **overview**

1.5. Our global presence

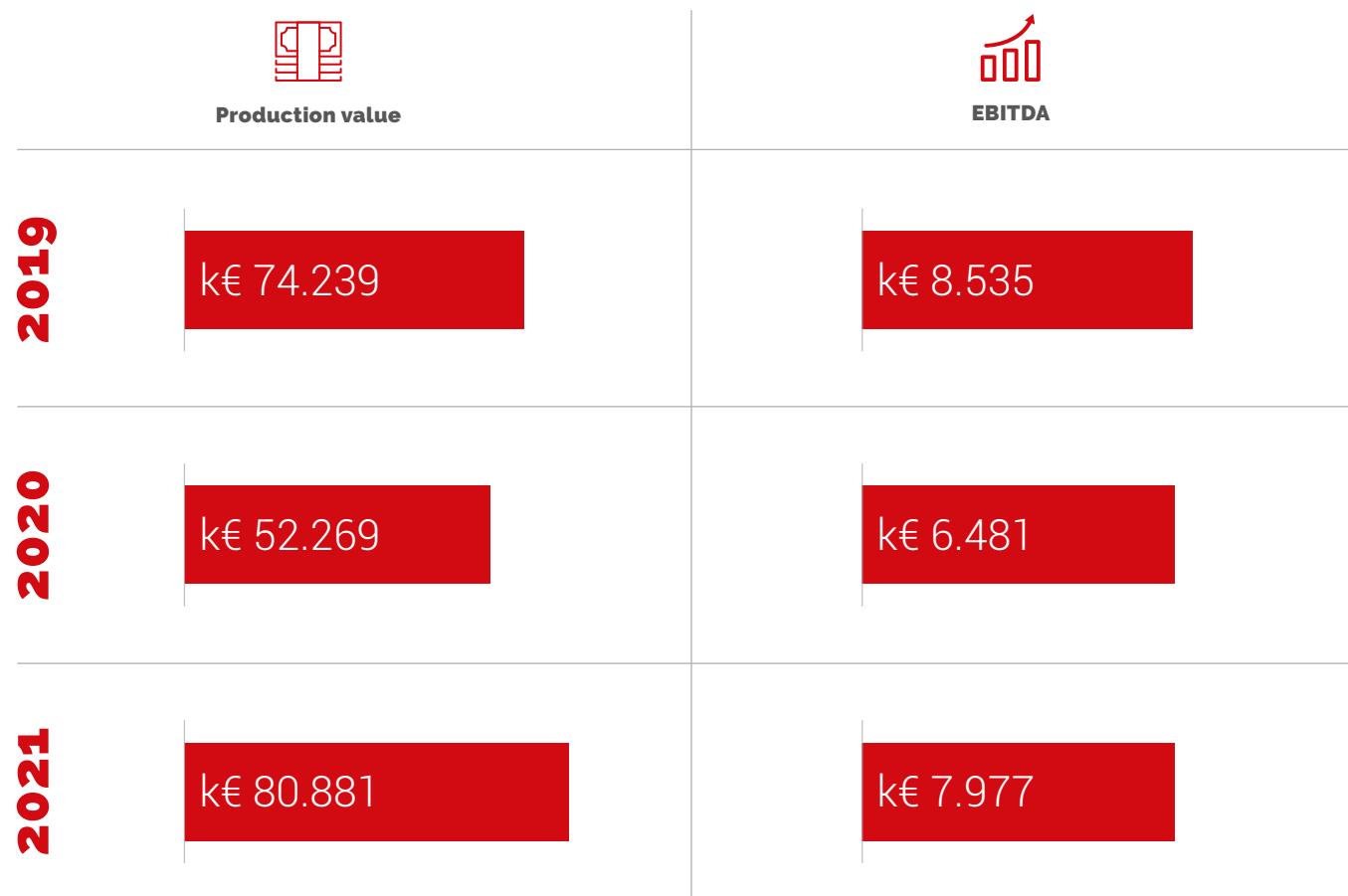




The organisational **overview**

GRI 102-6
Markets served
GRI 102-7
Scale of the organisation

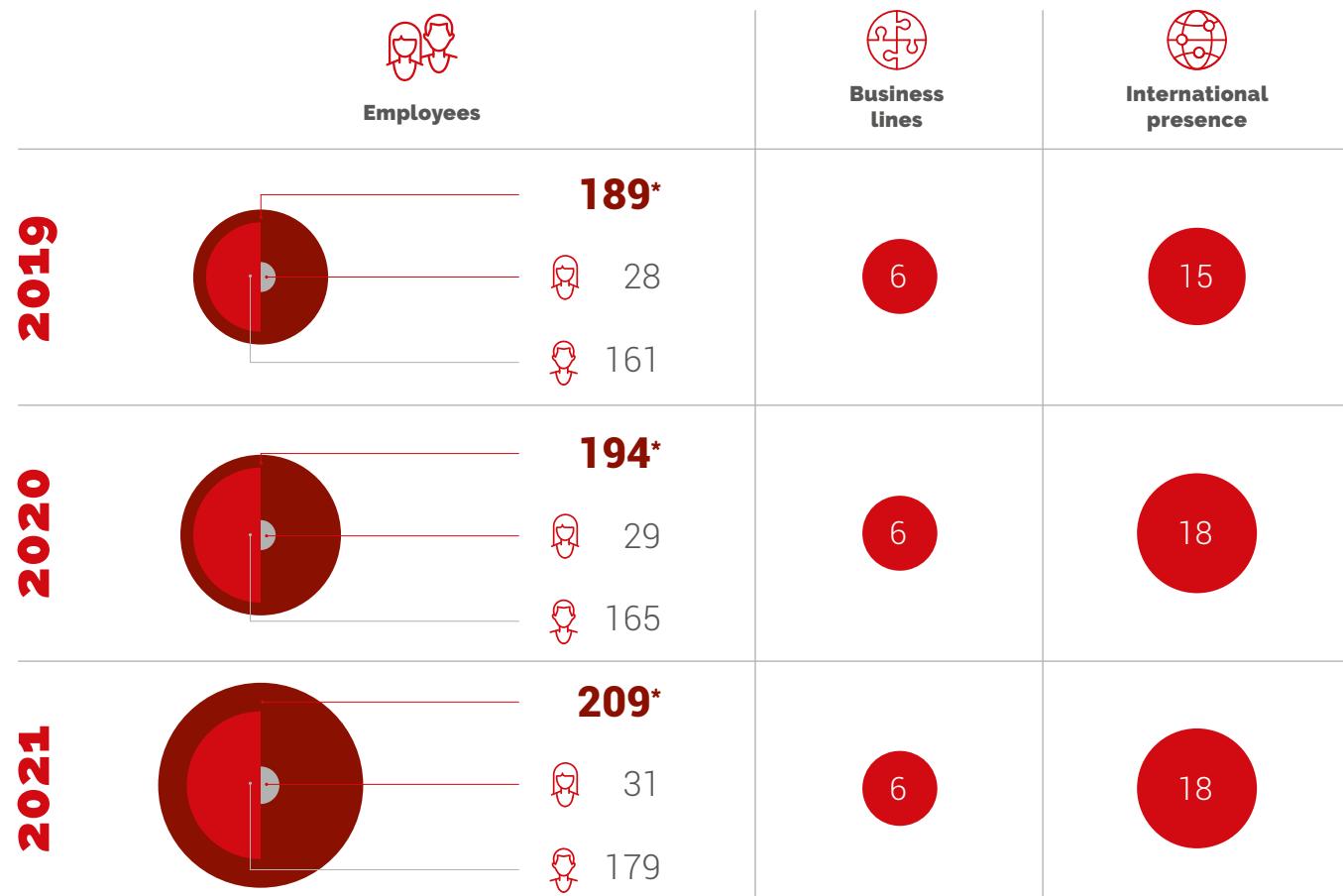
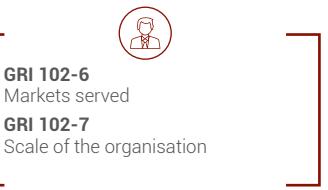
1.6. Summary data





The organisational **overview**

1.6. Summary data



* Data collected in December of each year in the three-year period 2019-2021 minus annual turnover



Corporate governance

2.1. The structure of governance

GRI 102-18
Description of governance
structure

Presezzi Extrusion S.p.A.

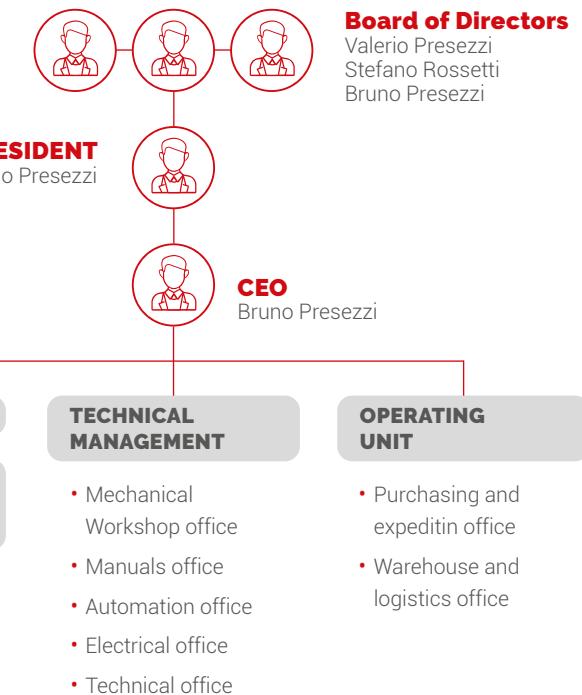
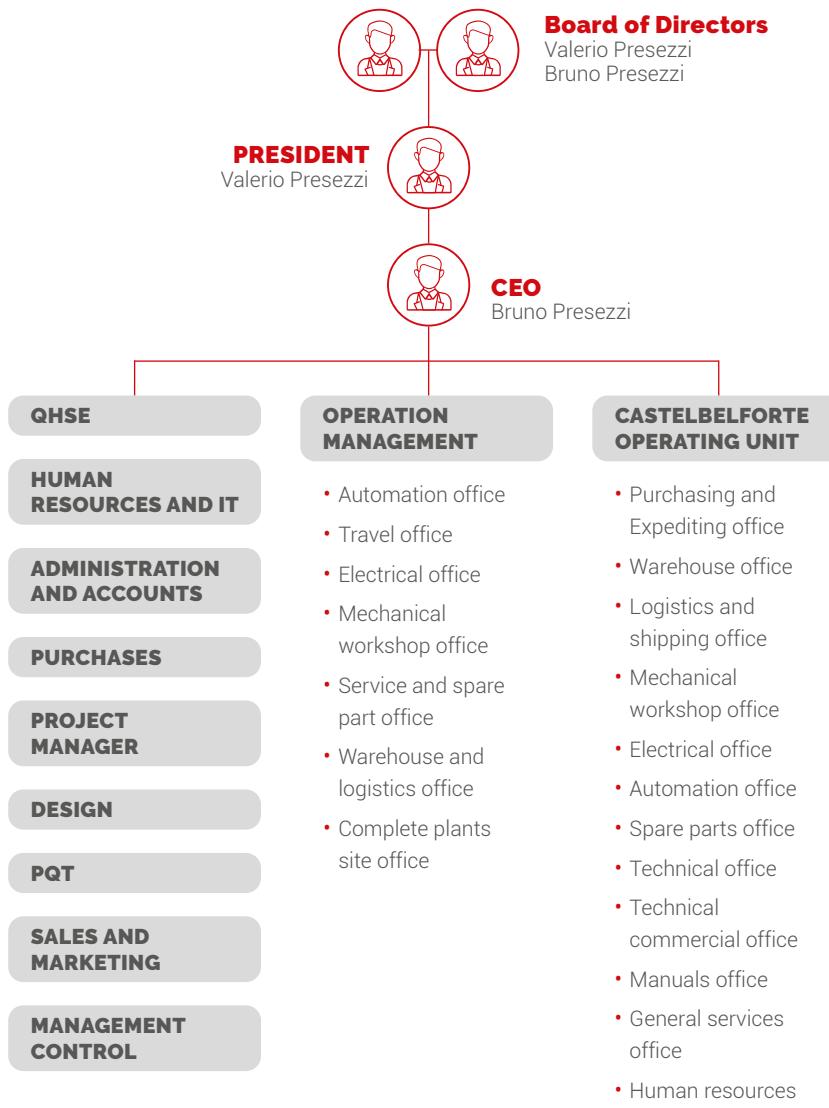
Presezzi Group has a well-organised corporate structure that includes not only the organisational units of the Vimercate, but also a third "hub" in Monza and Brianza (the Group's registered office) and Castelbelforte, in the province of Mantova represented by the affiliated company, Coim S.r.l., 75% of which is owned by Presezzi Extrusion S.p.A. with its operational headquarters in Castelcovati, Brescia.

The company's organisational set-up reflects the desire to ensure maximum operational efficiency and enhancement of the skills of every department in the organisation chart. Corporate governance consists of a Board of Statutory Auditors, the Board of Directors of which the Chairman, Valerio Presezzi and CEO, Bruno Presezzi are members. The various company departments and individual operational departments branch off from these two top management figures.

Coim S.r.l.

At the head of the affiliated company, Coim S.r.l. is a Board of Directors including Valerio Presezzi, Bruno Presezzi, already members of the Board of Directors of Presezzi Extrusion S.p.A., and Stefano Rossetti, an engineer from outside the Presezzi family, who holds a 25% share in the company.

The Coim organisational set-up includes a technical management and operations unit, a sales office dedicated to selling Coim products on the international market and a Project Management office.





Corporate governance



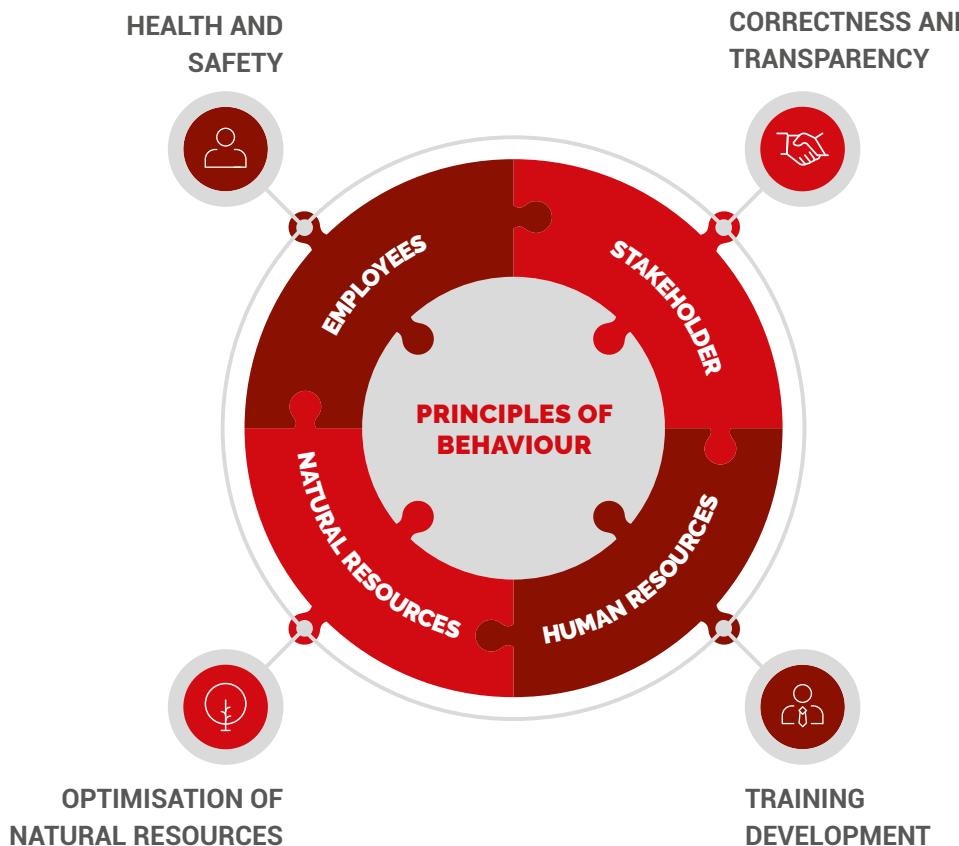
GRI 102-16
Values, principles, standards and norms of behaviour

2.2. Ethical code

Presezzi Group has a Code of Ethics on which the business of each member of the corporate organisation is based. The report stems from a number of ethical principles that highlight the company's approach.

The types of behaviour promoted by the management team include: commitment to fairness and transparency in relations with all stakeholders, the development of human resources, including the promotion of individual and team work, and attention to the training of new hires, the optimisation of natural resources while respecting the environmental challenges facing them and protecting the health and safety of workers, plus promoting an increasing awareness of risks and responsible behaviour by all concerned.

A special mention must be made of the constant commitment to be inspired, in the execution of activities, by conduct policies which can be traced to the highest ethical models in relations with all stakeholders: from customers to suppliers, competitors, financial institutions, the Board of Auditors, consultants, collaborators and the local community







BUSINESS ETHICS

HEALTH AND SAFETY

ENVIRONMENTAL COMMITMENT

PRODUCT QUALITY

HUMAN CAPITAL

RESEARCH AND INNOVATION

INCLUSION



Corporate **governance**

2.3. Quality policy and management systems

As part of its corporate strategy, Presezzi has defined, as the main guideline of its activities, the implementation of a Corporate Policy for system and product quality and for health and safety in the workplace, with the aim of disseminating and sharing its real objectives and involving all stakeholders in the achievement of its goals.

Corporate goals are defined by focusing on the relationship with customers and the management of human resources and employees.

The adoption of an Integrated Quality and Safety Management System enables the organisation to demonstrate its ability to comply with:

- ▶ **the mandatory requirements applicable to its business,**
- ▶ **any voluntary requirements agreed to by the organisation;**
- ▶ **customer and stakeholder requirements in general**

The ongoing commitment by the management team, through the coordination of the entire organizational set-up, to implement and monitor the Integrated Management System enables it to:

- ▶ **verify the efficiency of the processes and the achievement of the pre-set results**
- ▶ **continuously increase the value of its management system by achieving increasingly higher standards of quality and safety.**



Corporate **governance**

2.4. Certifications

Presezzi Extrusion has held certification for the following management systems since 2004:

UNI EN ISO 9001:2015



ISO 9001 is the international standard for Quality Management Systems (QMS). The Quality Management System is a set of documented policies, processes, procedures, and records. This set of documents defines internal rules that define how the company creates and delivers the product or service to customers. The quality management system must be tailored to the needs of the company and the product or service it offers, whereas the ISO 9001 standard provides a set of guidelines to ensure that no important elements required for the success of a Quality Management System are overlooked.

UNI EN ISO 45001:2018



ISO 45001 - "Occupational Health and Safety Management Systems" - is the first international standard to define minimum standards of good practice for the protection of workers worldwide. It establishes a framework for improving safety, reducing risks in the workplace and improving the health and welfare of workers, thus enabling the health and safety performance to be improved for any organization that chooses to certify the management system through accreditation.



MANY PEOPLE
ONE TEAM

EX GROUP



PRESEZZI
EXTRUSION

VIMERCATE (MB) - ITALY
www.presezziextrusion.com



The **business** model

3.1. Description of the external context and market outlook

The Presezzi Group operates internationally in the **production of machinery and complete plants for the extrusion of non-ferrous metals** such as aluminium, copper and brass. This is a specific market segment characterised, on the one hand, by the presence of large industrial groups also engaged in other businesses besides extrusion and, on the other hand, by smaller companies focused only on the production of some of the machines that make up the system.

The Group is at the very centre of these manufacturers, investing resources and energy into the supply of the machines and technologies required to build quality turnkey systems. The company's medium size, together with a widespread international presence, allows it to maintain a strong dynamic in the continual development of its sales in all countries worldwide.

During 2021, it achieved good growth results despite having to contend with the complex variables that came its way: the pandemic upsurge, rising raw material prices and the resulting difficulties along the supply chain.

This resilience, which was also the result of particularly far-sighted investment choices in previous years, was seen in full during 2021, enabling the company to recover its pre-Covid turnover levels.

In the face of international economic agendas calling for the adoption of energy-saving production processes, the Group is geared towards gaining other important market shares, on the strength of its technologies developed in recent years such as E.S.S - Energy Saving System, L.E.C. - Low Energy Consumption and ZPE

-Zero Pollution Energy and Billet Trays Technology UHT (Ultimate Homogenizing Technology), the latter a part of Coim.

The growing demand for extrusion equipment for the automotive, infrastructure and construction sectors has created interesting market opportunities that the company has been able to capture by seizing the relevant business opportunities and thus securing an important order backlog for 2022-2023.

Despite the persistence of critical economic and geopolitical issues related to the international scenario, this scenario will allow the continuation and optimisation of corporate management in terms of governance, economic performance and internal staff welfare.



The **business** model

GRI 102-2
Activities, brands, products and services

3.2. Our business lines:

Presezzi Group's offer can be divided into 6 business lines



«Melting»

- ▶ Ageing furnaces, for use in the production phase downstream part of the press
- ▶ Melting furnaces for casting systems upstream of complete extrusion systems

Furnaces for preheating and heat treatment

- ▶ Upstream part system production, gas-fired furnaces for heating billets both for the aluminium and the copper and brass sector,
- ▶ "ZPE" (Zero Pollution Energy) Magnet Heater
- ▶ Thermal treatment furnaces (T.T.)

Extrusion Presses

- ▶ Presses for aluminium, copper and brass (traditional, front loading, back loading, direct, indirect and with piercer)

“Handling” systems

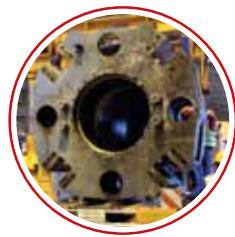
- ▶ Products for handling after unloading: machinery for the automatic handling of baskets within the production facility such as automatic warehouses, overhead cranes, monorails and post-processing packaging lines
- ▶ Aluminium profile handling and packaging systems: extruded profile conveyor belts, table rollways to cutting, stretcher machines, cutters, stackers and destackers
- ▶ After-press handling systems: cooling hood, saw and pullers
- ▶ Manufacturing of specific handling systems for the copper and brass sector



The **business** model

3.2. Our business lines:

GRI 102-2
Activities, brands, products and services



«Revamping»

- ▶ Revamping: overhaul and streamlining of customers' existing presses, including those produced by other manufacturers. Revamping can be "complete" if it involves the redesign of entire mechanical, electrical and hydraulic parts or "partial", aimed at replacing some of the main components. Revamping can also include upgrading with the most innovative management software systems, which allow for better control of productivity and faster resolution of any problems



"Service e Spare parts", dedicated to the supply of accessories and spare parts

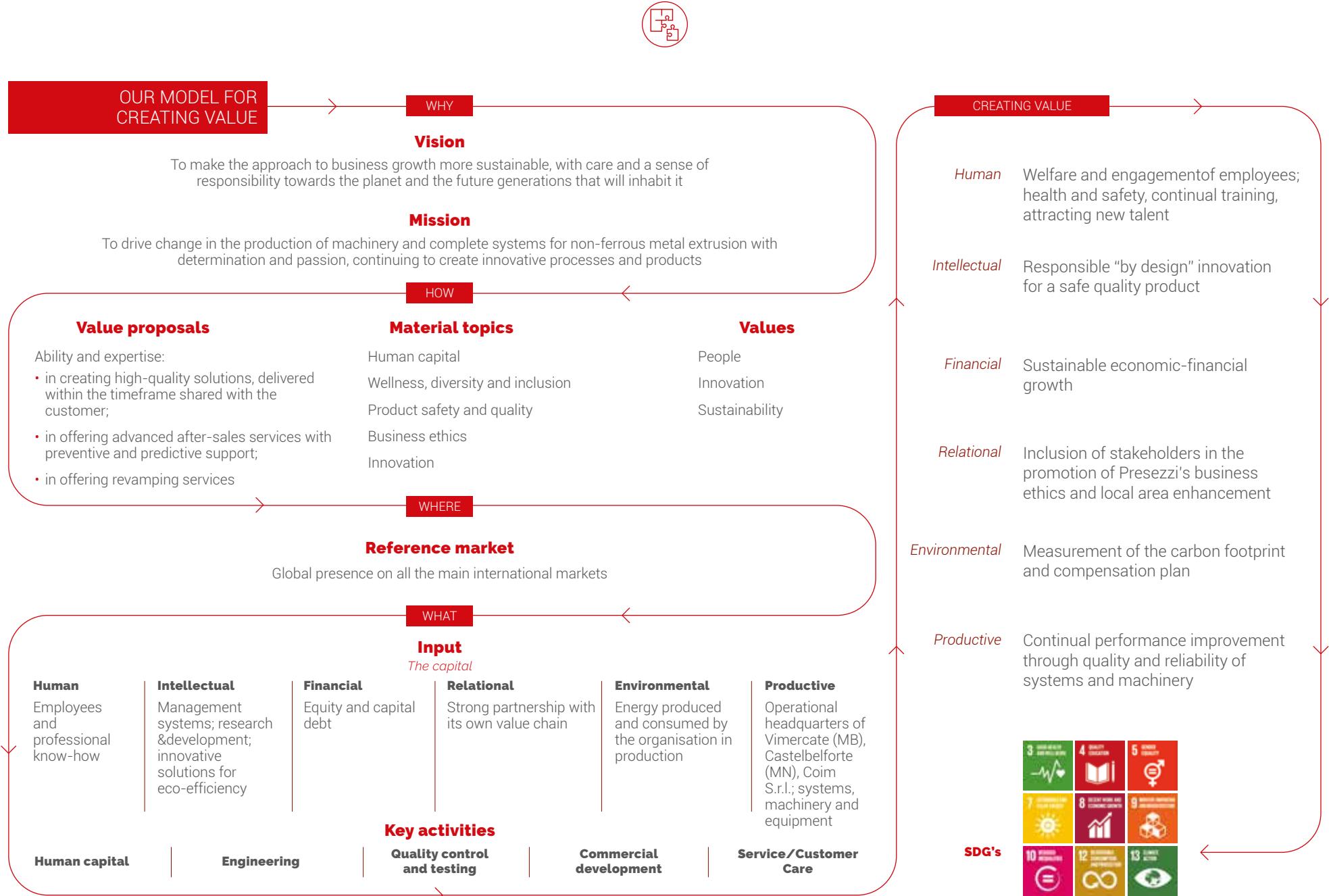
- ▶ Machine accessories are designed and manufactured within the Group; they mainly consist of punches and fittings in special steel, the production of which is intended both for new Presezzi presses, as well as machines made by other manufacturers



The **business** model

3.3. Creating shared value for Presezzi Extrusion







The **business** model

3.4. Risks and opportunities

GRI 102-15
Key impacts, risks, and opportunities

Over the next three years, the Presezzi Group's Sustainability Plan will identify numerous opportunities for growth and value creation for all its stakeholders thanks to the continual effort to expand the range of products supplied to the international market.

The company's management team is, in fact, not only engaged in research and innovation of aluminium profile extrusion techniques, but also in the development of foundry equipment upstream of the actual extrusion process.

In its business plan, the company wants to invest more and more resources and energy to achieve its goal of meeting the market needs of its customers.

On the risk front, the Group faces limited "country" risk in the medium term since, in its various business lines, it deploys a marked diversification of the target markets in which the Group is present.





The **business** model

3.5. Strategy and resource allocation

The company's strategic sustainability plan was laid out in the three ESG dimensions for the first time for 2021, the result of intense listening and discussion with all the most significant internal and external stakeholders.

The material topics which emerged are, above all, the ones related to **Human capital** with a focus on attracting new talent which can bring added value, as well as **reinforcing health and safety in the workplace**.

Last but not least, environmental issues with the aim of **controlling energy consumption and reducing the carbon footprint** both at the level of the company organisation through future investments in renewable energies, and at the level of the machines produced.

For the three-year period of 2022 2024, the company's management has already planned the allocation of resources above all for **training staff** and **research and development**, making corporate innovation systematic.

The strategic plan also includes the contribution to the **enhancement of the local area** through new partnerships and collaborations, as well as the strengthening of **corporate welfare** for the Group's employees.

Lastly, sustainability in its many aspects will continue to be a key theme in the company's growth path, as demonstrated by the management's willingness and commitment to promote

internal awareness of ESG issues to build a real culture of sustainability and growing awareness of the importance of these aspects for corporate efficiency.

The implementation of an **internal ESG committee** within the next three years, made up of Group representatives is an important first step in this direction.



The **business** model

3.5. Strategy and resource allocation

AREA	TOPIC	DESCRIPTION	GOALS	SDGs
E	Carbon Footprint	Intensity of carbon emitted	Management of the Carbon Footprint	 
E	Energy	Intensity in the use of energy and use of renewable energy	Management and reduction of energy consumption	
S	Health and safety in the workplace	Respect for compliance on topics of health and safety	Continuous improvement of safety governance system	
S	Human Capital	Strengthening of human resource skills and attracting talent	Skills enhancement and human capital development Attracting new talent	  
S	Welfare, diversity and inclusion	Policies related to employee welfare, inclusive work environment	Workplace Sustainability initiatives with employee engagement Work-life balance	   
S	Product safety and quality	Guarantee of product safety and quality for final customer	Standardisation of system safety System computer security Continual updating of installed machinery	 
G	Business ethics	Ability to promote vision, values and business ethics	Sustainability governance Internal awareness Benefit corporation	 
G	Innovation	Ability to promote product and process innovation	Systematic management of corporate innovation (see 56000)	 

The results for 2021 and the goals for 2022 are broken down into the three dimensions of sustainability: environmental, social and economic (ESG). Results and targets are measured for each dimension through GRI standards and associated with the United Nations development goals (SDGs)

ENVIRONMENT

SOCIAL

GOVERNANCE



ESG dimensions

4.1. Environmental sustainability

Activities related to the production of machinery and equipment have an impact on the environment which the Presezzi Group is determined to mitigate through the development of innovative production processes, by monitoring its **carbon footprint** and related compensation programs, as indicated in the 2022-2024 three-year sustainability plan.

The other material topic in which the company has had a significant long-term involvement is the intensity of energy use, with the increasing use of **renewable energy**.

In 2021, the company embarked on a project of governance with twofold objective: to reduce the consumption of water in plastic bottles and to strengthen corporate identity.

This was done by creating water bottles designed, manufactured and distributed to all the Group's

employees through the partnership with B-Corp 24Bottles.

The water bottles bear the PEnjoy logo, an "umbrella" initiative by the Group aimed at the welfare and inclusion of employees and the main stakeholders linked to the company.



ENVIRONMENTAL CAPITAL

Material topics

- ▶ Carbon Footprint
- ▶ Energy

SDG

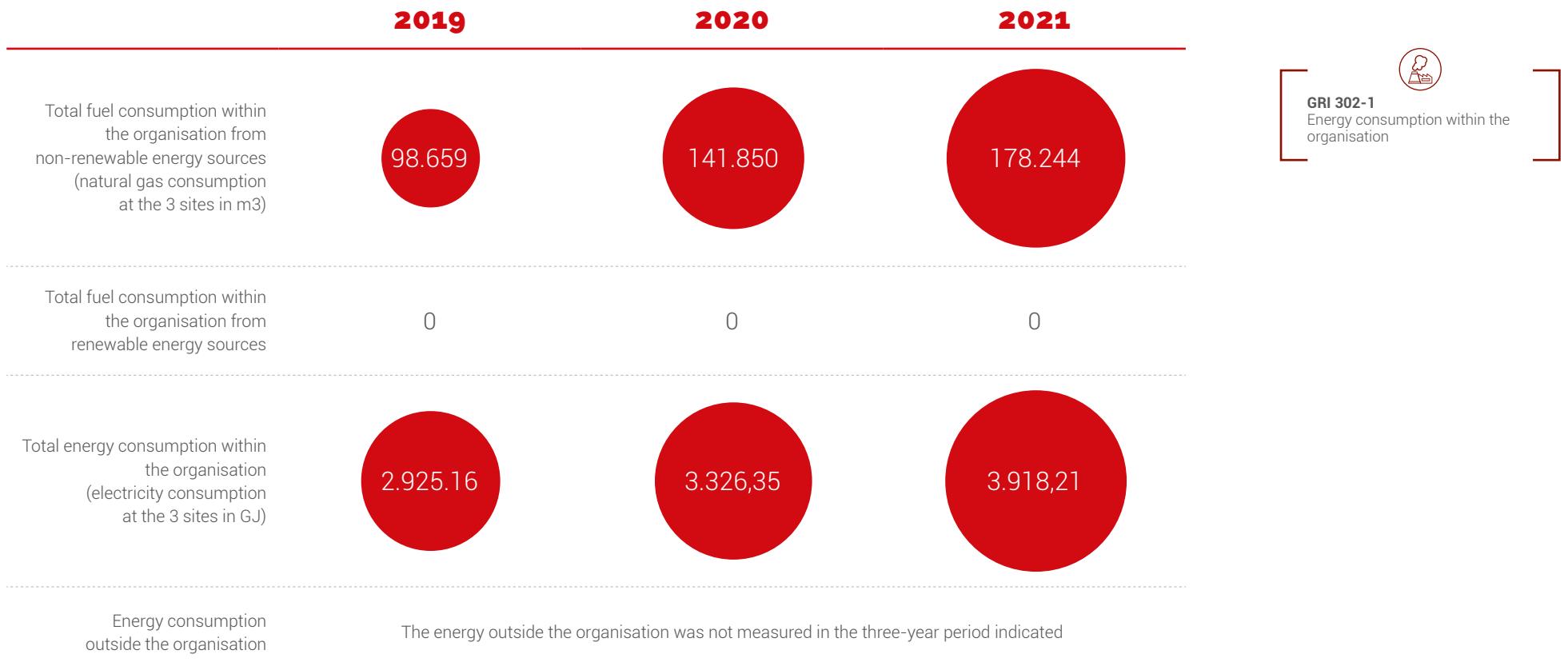




ESG

dimensions

4.1.1. Company performance





ESG

dimensions

4.1.1. Company performance

	2019	2020	2021
Total water withdrawal* (mc)	6.898	4.113	6.244
	(597) Spring (6.301) Aqueduct	(587) Spring (3.526) Aqueduct	(517) Spring (5.727) Aqueduct
Total weight of waste generated (in Ton)	246,49	224,35	351,64
Non-hazardous waste	243,34	221,417	346,602
Hazardous waste	3,518	6,207	5,802
Waste destined for disposal (out of total waste in tons)	3,102	4,54	61,363
Waste destined for recycling (out of total waste in tons)	243,39	219,81	291,043



* In Castelbelforte (Profile Automation division) the sourcing is exclusively from spring, in Vimercate (Presezzi Extrusion headquarter) and Castelcovati (Coim Srl) it is from aqueduct.



ESG dimensions

4.2. Social Sustainability

Human resources are the driving force behind the success of the Presezzi Group. People centricity is a pillar in the strategies for growth and market consolidation focusing on a two-pronged approach:

- ▶ Continual training of staff as the main development-tool for expertise;
- ▶ identification of tools to attract new talent to add value to the Group.

The material topics also identified health and safety in workplaces and production processes as the guidelines on which the Group will focus its commitment.

The activities/actions identified for 2022, aimed at achieving the goals with a "social" dimension of the 2022-2024 plan, concern (see next page).



HUMAN CAPITAL



RELATIONAL CAPITAL

Material topics

- ▶ Welfare, diversity and inclusion
- ▶ Human Capital
- ▶ Health and safety in the workplace
- ▶ Product safety and quality

SDG





ESG

dimensions

4.2. Social Sustainability

GOALS

Management of the Carbon Footprint

Energy measurement and reduction

Continuous improvement of safety governance system

Skills enhancement and human capital development

Attracting new talent

Workplace

Sustainability initiatives with employees

Work-life balance

Standardisation of system safety

Continual updating of installed machinery

ACTIONS 2022

- Acquisition of E.P.D. Label for PE. E.S.S. and ZPE following international audit

- Evaluation of green device procurement (e.g. photovoltaic panels)

- Strengthen H&S training and information

- Consolidate/implement supplier audits with focus on H&S

- Continual improvement 45001

- Creation of training schemes

- Definition of onboarding plan

- Relations with educational institutes

- Engagement with universities

- Expansion Vimercate offices

- Adaptation Brescia offices/workshop

- Company climate surveys

- Assessment of activities related to employee welfare

- Definition of company policy on working from home

- Corporate Welfare initiatives through the on-line "Staff Welfare" website made available to employees

- Analysis of applied safety systems

- Life cycle analysis of main components and proposal for scheduled maintenance c/o customer ("Service" project)



ESG dimensions

4.2.1. Achievements

Also in 2021, the Group carried out social initiatives involving different categories of stakeholders with which the organization comes into contact.

On the internal front, the Group has carried out **coaching/training** activities for a selection of employees affected by a recent change of job role or assignment of new jobs, involving targeted and personalised training/coaching with a dedicated consultant.



The Group has launched the **PEnjoy** project, which includes numerous initiatives aimed at employees and their families to experience the corporate environment as a place for sharing experiences, personal growth and stimulating them to strive to do better.

The 2021 initiatives included the box of ideas, a virtual "container" on the company homepage where each employee could anonymously share their points of view and make suggestions and proposals about the company set-up and the topics promoted by the Penjoy project..



ESG dimensions

4.2.1. Achievements

Internship/school work experience



Consolidated internal program to activate traineeships for the purpose of final recruitment of new talent in partnership with the schools of the Monza and Brianza catchment areas.

The selection and recruitment process with schools involves an initial interview to get to know the student followed by the signing an agreement with the institute, the joint preparation of a training plan that enhances the professional and human skills of the chosen resource.

Local Caritas project



On the International Human Solidarity Day celebrated every year on 20 November, the company promoted a food collection drive to help vulnerable people at the local Caritas associations at each of the Group's offices (Vimercate, Mantova and Brescia).



ESG dimensions

4.2.1. Achievements

International Day for the elimination of violence against women



On the International Day for the Elimination of Violence Against Women on 25 November, the company invited all its employees to express a thought for all female victims of violence.

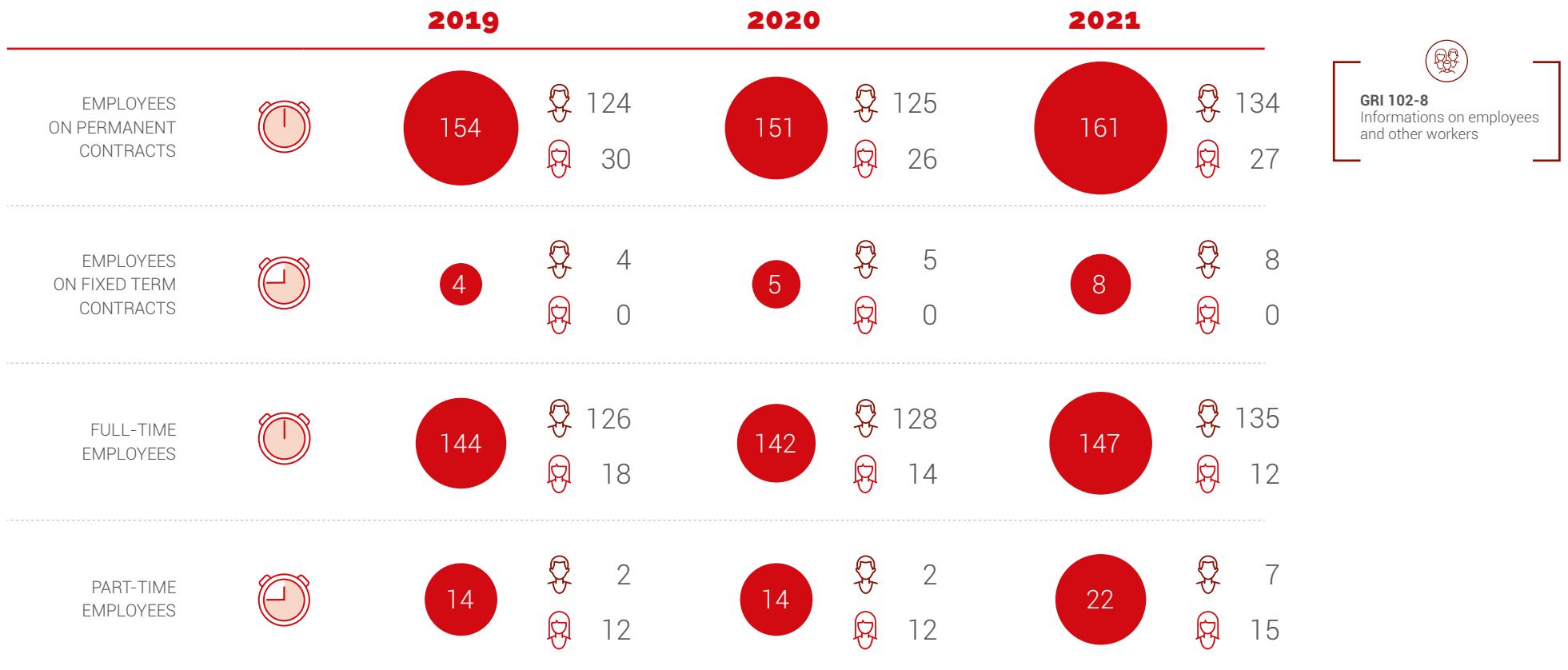
This initiative involved coverage on the company's social channels and the publication of a video with images of Presezzi employees, spreading messages about the International Day for the Elimination of Violence Against Women.



ESG

dimensions

4.2.2. The performance of Presezzi Extrusion S.p.A.





ESG

dimensions

4.2.2.The performance of
Presezzi Extrusion S.p.A.

	2019	2020	2021	
NUMBER / PERCENTAGE OF TURNOVER		16,38%	10,47%	8,74%
MEN		15,82%	7,56%	8,20%
WOMEN		0,56%	2,91%	0,55%
<30		5,65%	2,91%	2,73%
30-50		6,78%	5,23%	3,28%
>50		3,95%	2,33%	2,73%



GRI 401-1
New employee hires and employee turnover



ESG

dimensions

4.2.2. The performance of
Presezzi Extrusion S.p.A.

	2019	2020	2021	
NUMBER/ PERCENTAGE OF NEW HIRES		5,65%	8,14%	15,85%
MEN		5,65%	7,56%	14,75%
WOMEN		0,00%	0,58%	1,09%
<30		2,82%	3,49%	8,74%
30-50		1,69%	3,49%	5,46%
>50		1,13%	1,16%	1,64%


GRI 401-1
 New employee hires and
 employee turnover



GROUP

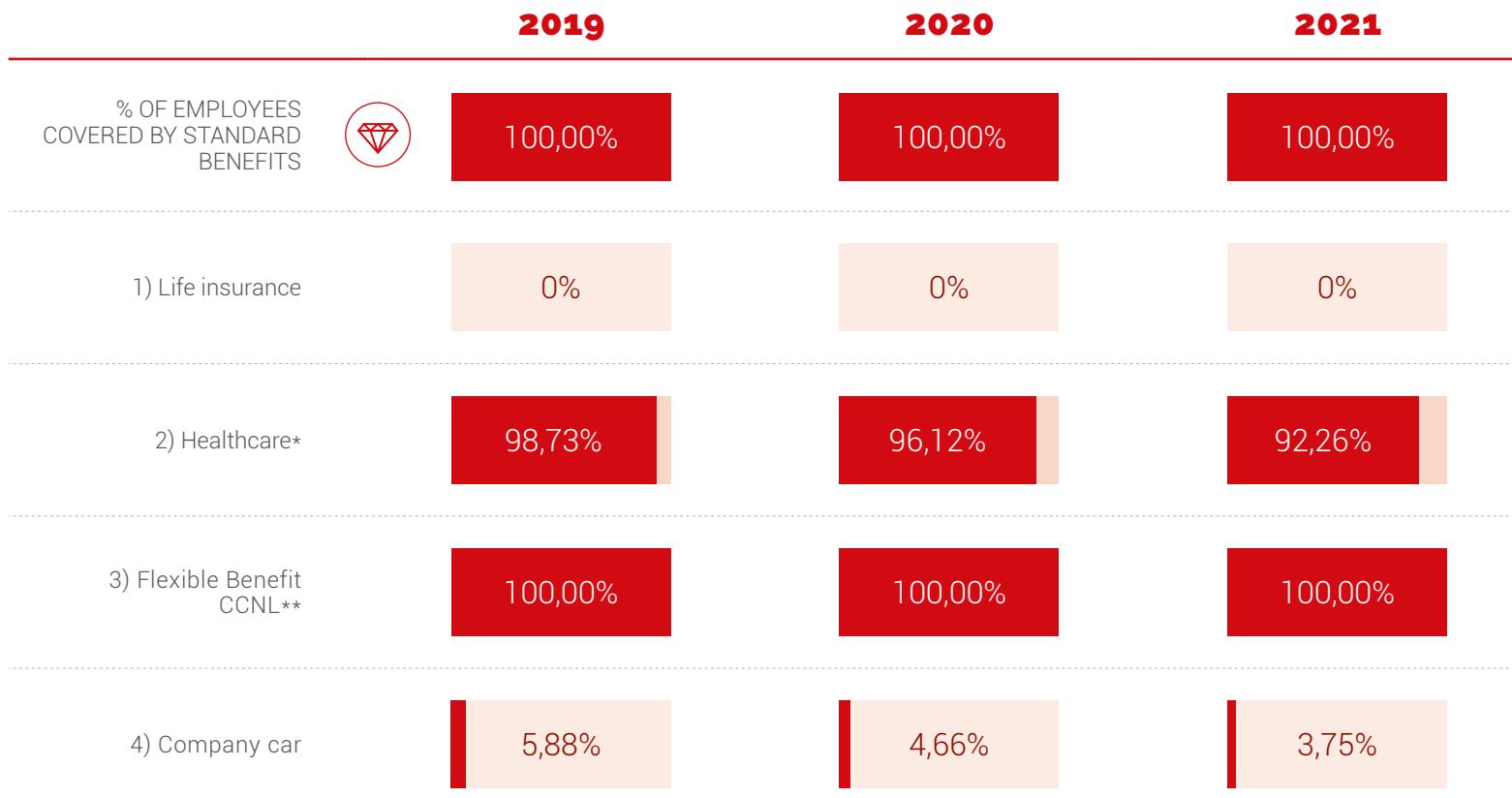




ESG

dimensions

4.2.2. The performance of
Presezzi Extrusion S.p.A.



 **GRI 401-2**
Benefits provided
to full-time
employees

* PROVIDED FOR BY CCNL - METASALUTE FUND ** PROVIDED FOR BY CCNL - CORPORATE WELFARE



ESG dimensions

4.2.2. The performance of Presezzi Extrusion S.p.A.

	2019	2020	2021	
TOTAL N° OF EMPLOYEES WITH RIGHT TO PARENTAL LEAVE		158	156	169
MEN		128	130	142
WOMEN		30	26	27
TOTAL N° OF EMPLOYEES WHO MADE USE OF PARENTAL LEAVE		8	11	11
MEN		4	4	6
WOMEN		4	7	5





ESG

dimensions

4.2.2. The performance of Presezzi Extrusion S.p.A.

	2019	2020	2021	
NUMBER AND PERCENTAGE OF DEATHS DUE TO ACCIDENTS		0	0	0
Number and percentage of recordable accidents		6 coeff. 4,2425	5 coeff. 4,2124	5 coeff. 3,4669
Near miss		0	0	0
Number of hours worked		282.850,45	237.395,50	288.436,50
NUMBER OF CASES OF WORK-RELATED ILL HEALTH		0	0	0
TYPES OF WORK-RELATED ILL HEALTH		0	0	0

GRI 403-9
Work-related injuries

GRI 403-10
Work-related ill health



ESG

dimensions

4.2.2. The performance of
Presezzi Extrusion S.p.A.

	2019	2020	2021
TOTAL TRAINING		x	13.496
MEN		x	12.281
WOMEN		x	1.215
TYPE (DIRECTORS)		x	1.259
TYPE (MANAGERS)		x	x
TYPE (EMPLOYEES)		x	12.237
			4408

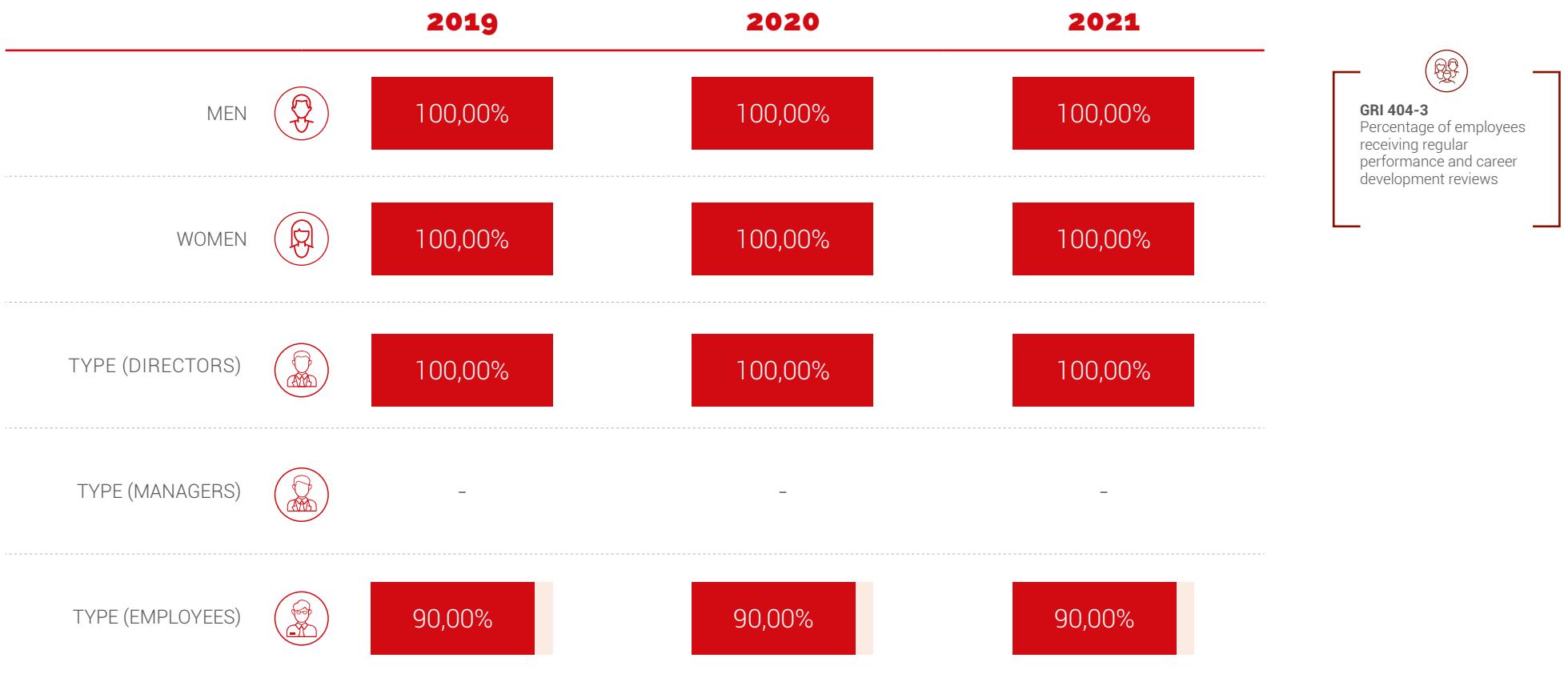


GRI 404-1
Average hours of
training per year



ESG dimensions

4.2.2. The performance of Presezzi Extrusion S.p.A.





ESG

dimensions

4.2.2. The performance of Presezzi Extrusion S.p.A.

	2019	2020	2021
A. GOVERNANCE BODIES (MANAGERS AND DIRECTORS)	 10	 10	 10
MEN	 10	8	8
WOMEN	 0	2	2
<30	 0	0	0
30-50	 7	9	8
>50	 3	1	2



GRI 405-1
Diversity of
governance bodies
and employees



ESG dimensions

4.2.2. The performance of Presezzi Extrusion S.p.A.

	2019	2020	2021
B. TOTAL NUMBER OF EMPLOYEES	148	146	159
MEN	118	122	134
WOMEN	30	24	25
<30	32	27	34
30-50	90	88	91
>50	26	31	34


GRI 405-1
Diversity of
governance bodies
and employees



ESG

dimensions

4.2.2. The performance of
Presezzi Extrusion S.p.A.

	2019	2020	2021
RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN	 -12,61%	-12,39%	-6,13%
By category of employees			
Level D1	-14,62%	-6,46%	7,56%
Level C3	2,31%	1,30%	-0,17%
Level C2	2,87%	-5,06%	3,91%
Level B3	-13,91%	-18,38%	-6,19%
Level B2	-5,86%	-8,70%	-10,50%
Total number of episodes of discrimination	0	0	0



GRI 405-2
Ratio of basic salary and remuneration of women to men



GRI 406-1
Incidents of discrimination and corrective actions taken



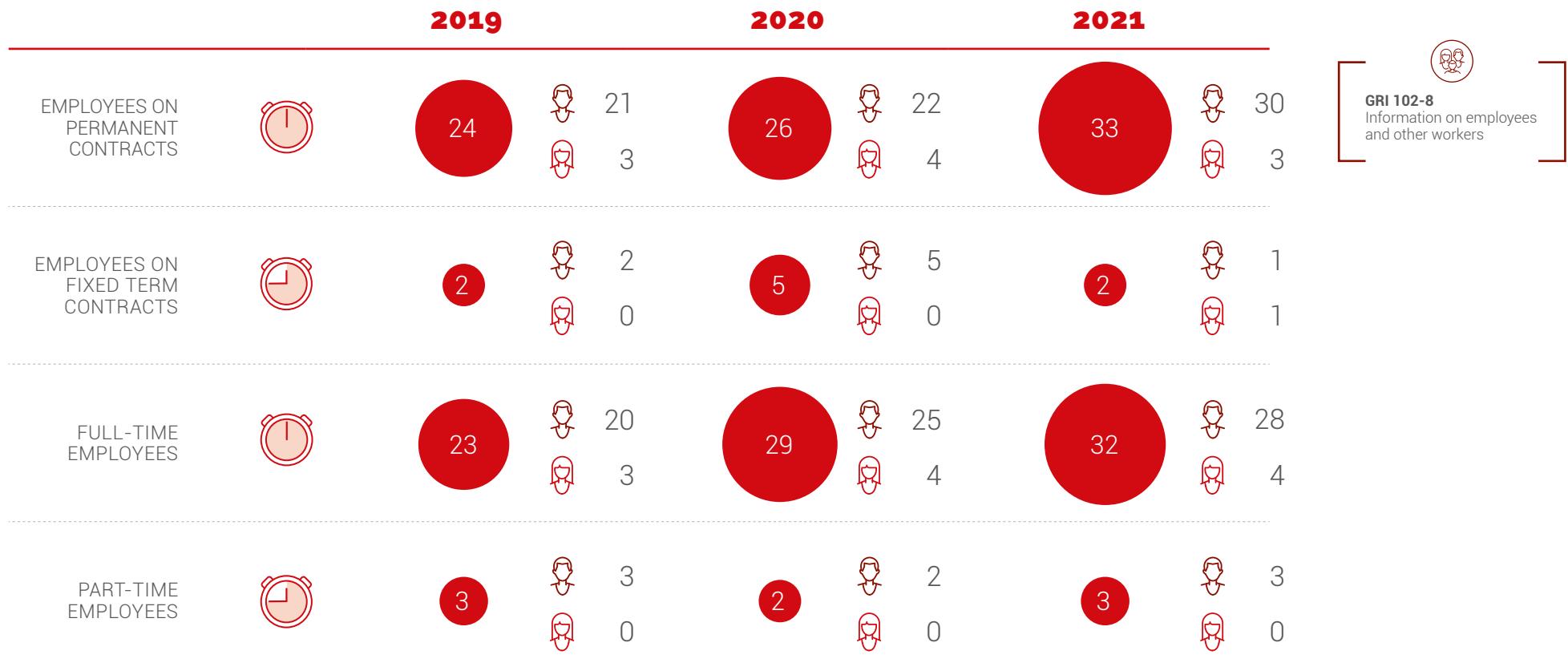




ESG

dimensions

4.2.3. The performance of Coim S.r.l.





ESG

dimensions

4.2.3. The performance of
Coim S.r.l.

	2019	2020	2021	
NUMBER / PERCENTAGE OF TURNOVER		42,42%	37,14%	41,46%
MEN		42,42%	34,29%	34,15%
WOMEN		0,00%	2,86%	7,32%
<30		15,15%	11,43%	19,51%
30-50		15,15%	20,00%	17,07%
>50		12,12%	5,71%	4,88%



GRI 401-1
New employee hires and employee turnover



ESG

dimensions

4.2.3. The performance of
Coim S.r.l.

	2019	2020	2021
NUMBER/ PERCENTAGE OF NEW HIRES	 21,21%	 22,86%	 26,83%
MEN	 21,21%	22,86%	21,95%
WOMEN	 0,00%	0,00%	4,88%
<30	 9,09%	5,71%	17,07%
30-50	 6,06%	14,29%	9,76%
>50	 6,06%	2,86%	0,00%



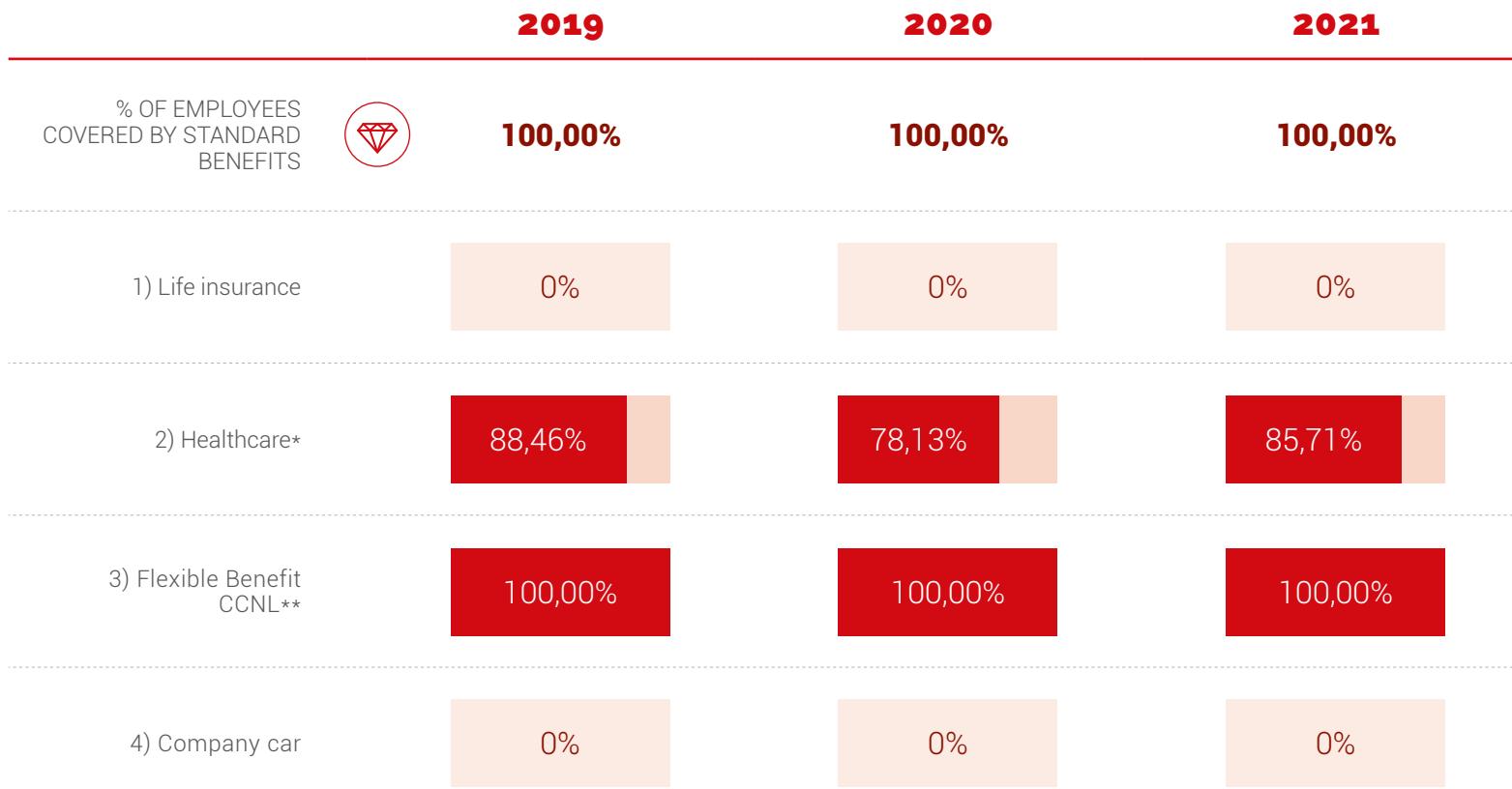
GRI 401-1
New employee hires and
employee turnover



ESG

dimensions

4.2.3. The performance of
Coim S.r.l.




GRI 401-2
Benefits provided
to full-time
employees



ESG dimensions

4.2.3. The performance of Coim S.r.l.

	2019	2020	2021	
TOTAL N° OF EMPLOYEES WITH RIGHT TO PARENTAL LEAVE		26	31	35
MEN		23	27	31
WOMEN		3	4	4
TOTAL N° OF EMPLOYEES WHO MAKE USE OF PARENTAL LEAVE		1	1	3
MEN		1	1	3
WOMEN		0	0	0



GRI 401-3
Parental leave



ESG

dimensions

4.2.3. The performance of Coim S.r.l.

	2019	2020	2021	
NUMBER AND PERCENTAGE OF DEATHS DUE TO ACCIDENTS		0	0	0
Number and percentage of recordable accidents		2 coeff. 7,772*	0	0
Near miss		0	0	0
Number of hours worked		51.462,85	43.848,00	63.166,75
NUMBER OF CASES OF WORK-RELATED ILL HEALTH		0	0	0
TYPES OF WORK-RELATED ILL HEALTH		0	0	0



GRI 403-9
Work-related injuries



GRI 403-10
Work-related ill health



ESG

dimensions

4.2.3. The performance of
Coim S.r.l.

	2019	2020	2021
TOTAL TRAINING		x	1.102
MEN		x	1.062
WOMEN		x	40
TYPE (DIRECTORS)		-	-
TYPE (MANAGERS)		-	-
TYPE (EMPLOYEES)		1.102	1.932



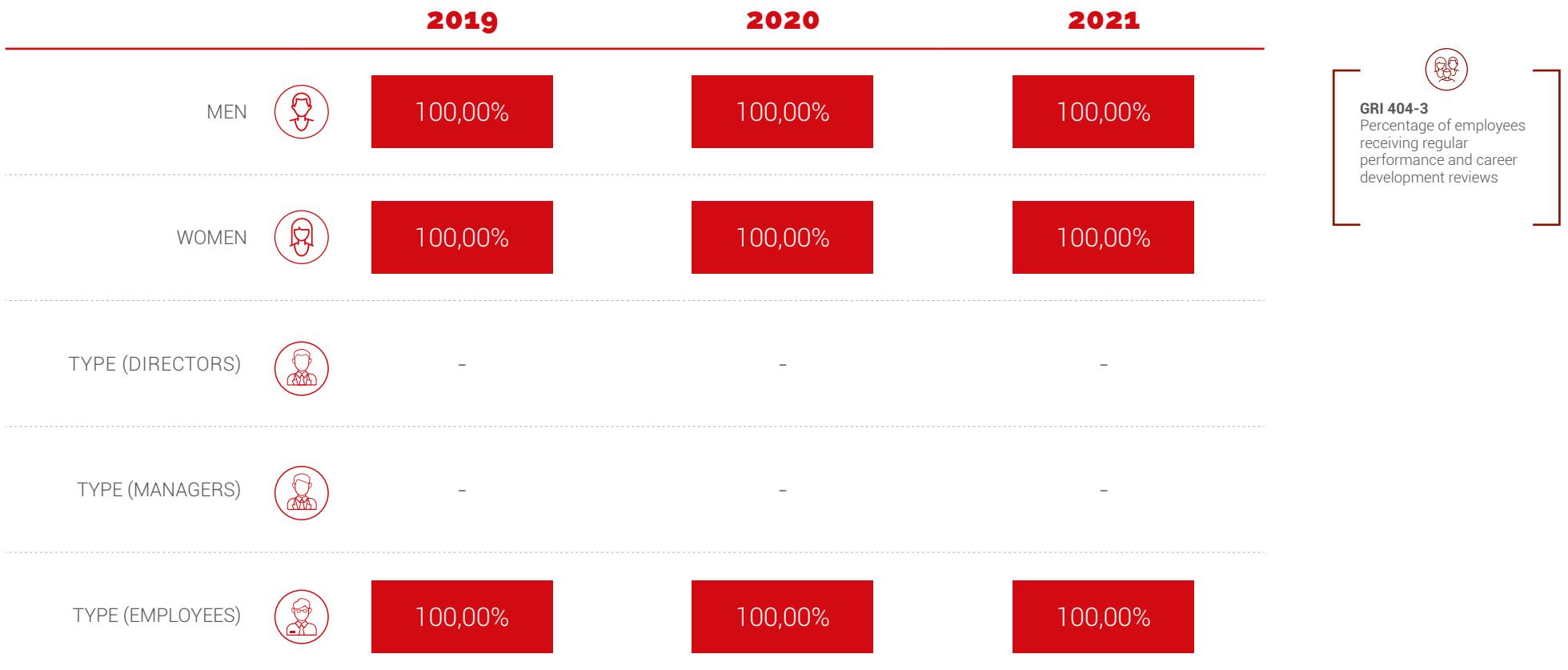
GRI 404-1
Average hours of
training per year



ESG

dimensions

4.2.3. The performance of Coim S.r.l.





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ESG

dimensions

4.2.3. The performance of Coim S.r.l.

	2019	2020	2021	
A. GOVERNANCE BODIES (MANAGERS AND DIRECTORS)		1	1	1
MEN		1	1	1
WOMEN		0	0	0
<30		0	0	0
30-50		1	1	1
>50		0	0	0



GRI 405-1
Diversity of
governance bodies
and employees



ESG dimensions

4.2.3. The performance of Coim S.r.l.

	2019	2020	2021
B. TOTAL NUMBER OF EMPLOYEES	25	30	34
MEN	22	26	30
WOMEN	3	4	4
<30	3	3	9
30-50	14	16	16
>50	8	11	9

 GRI 405-1
Diversity of
governance bodies
and employees



ESG

dimensions

4.2.3. The performance of
Coim S.r.l.

	2019	2020	2021
RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN	 -17,53%	-6,42%	-26,16%
By category of employees			
Level D1	-	-	-
Level C3	-29,11%	-1,80%	-26,39%
Level C2	-	-	-21,28%
Level B3	-	-	-
Level B2	-0,19%	5,22%	-1,04%
Total number of episodes of discrimination	0	0	0



GRI 405-2
Ratio of basic salary and
remuneration of women to
men



GRI 406-1
Incidents of discrimination
and corrective actions taken





ESG dimensions

4.3. Economic Sustainability

The most voted material topics have earmarked **innovation** as a strategic element in the medium to long term in the production of products, through efficient processes.

The topic of **business ethics**, on the other hand, concerns the ability to promote vision, values and business ethics to achieve the long-term goal of creating shared value, the true pillar of corporate sustainability.

Hence, the commitment in the 2022 sustainability plan, which includes two main lines of action:

▶ Within the framework of "**Sustainability Governance**", the Group intends to set up an internal ESG Committee to make the approach to sustainability and the management of objectives, actions and performance monitoring a systematic process. This will only be possible through the participation of the company's "population" on the path that the company has undertaken which includes the raising of awareness and training on these topics in 2022.

▶ In terms of systematic business innovation, the medium-term goal is to design and implement an **innovation management system**, guided by the principles of ISO 56000:2020.



INTELLECTUAL CAPITAL



FINANCIAL CAPITAL

Material topics

- ▶ Innovation
- ▶ Business Ethics



SDG





ESG

dimensions

4.3.1. Company performance

		2019	2020	2021
A	ECONOMIC VALUE GENERATED: REVENUE	€ 74.239.184	€ 52.269.637	€ 80.881.286
B	ECONOMIC VALUE DISTRIBUTED			
B1	OPERATING COSTS	€ 53.785.373	€ 34.866.250	€ 60.307.709
B2	EMPLOYEES' SALARIES AND BENEFITS	€ 11.917.998	€ 10.921.889	€ 12.596.997
B3	PAYMENTS OF CAPITAL TO SUPPLIERS	€ 0	€ 0	€ 0
B4	PAYMENT TO P.A. (TAXES)	€ 0	€ 0	€ 0
B5	INVESTMENTS IN THE COMMUNITY	€ 0	€ 0	€ 0
C	ECONOMIC VALUE RETAINED (A-B)	€ 8.535.813	€ 6.481.498	€ 7.976.580



GRI 201-1
Economic Value Generated and Distributed
GRI 201-4
Financial assistance received from government



ESG

dimensions

4.3.1. Company performance

	2019	2020	2021
Tax relief (no relief on personnel; Simest funds; de minimis)	€ 32.883	€ 9.467.716	€ 12.183.005
Subsidies: grants to R&D and investment	€ 66.932	€ 105.748	€ 175.681
Scope of development of investments significant infrastructures and funded services	€0,00	€0,00	€0,00
Current and predicted impacts on the community or local economy, including positive and negative impacts where relevant	€0,00	€0,00	€0,00



GRI 201-4
Financial assistance received from government



GRI 203-1
Significant infrastructure investments

Data referring to Presezzi Extrusion S.p.A.





References

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References

Glossary

Capital: six types of resources through which the company can create value.

- **Financial:** financial resources (forms of funding, equity, etc.) used to produce goods or services.
- **Productive:** physical resources (buildings, systems, equipment) used to produce goods or services.
- **Intellectual:** intangible resources related to organisational capital and the value of knowledge.
- **Human:** people's skills, capabilities and experience and their motivation to innovate.
- **Social and relational:** ability to share information to increase individual and collective well-being.
- **Environmental:** processes and environmental resources that provide goods or services for the success of an organisation.

ESG (Environmental, Social, Governance): indicates the dimensions of sustainability by which an organisation's activities are assessed, not only from an economic and governance point of view, but also from an environmental and social point of view.

Business model: organisational system through which an organisation, through its business activities, transforms inputs into outputs and outcomes (impacts) and aims to meet the organisation's strategic goals and create value in the short medium and long term.

Governance: persons or organisation(s) (e.g. the board of directors or a corporate trustee) with responsibility for overseeing the strategic direction of an organisation and its obligations regarding responsibility and administration. For some organisations and jurisdictions, those responsible for governance may include executive management.

Inputs: capital (financial and non-financial resources) that the organisation draws on for its business activities.

Integrated reporting: a process based on integrated thinking that results in an organisation's integrated periodic reporting on the creation, preservation or erosion of value over time, as well as reporting on aspects of value creation.

Outcomes (Impacts): the internal and external consequences (positive and negative) on capital as a result of an organisation's activities and results.

Outputs: products and services generated by an organisation, and any by-products and waste.

Performance: the performance of an organisation in terms of its strategic objectives and results in terms of its effects on capital.

SDGs (Sustainable Development Goals): 17 goals established by the United Nations to be reached by 2030. These goals serve as a guideline to contribute to global development, promote human welfare and protect the environment.

Stakeholders: groups or individuals who can reasonably be expected to be significantly influenced by an organisation's business activities, outputs or results of an organisation or whose actions can reasonably be expected to have a significant impact on the organisation's ability to create value over time. The stakeholders may include financial backers, employees, customers, suppliers, business partners, local communities, NGOs, environmental groups, legislators, regulators and policy makers

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