



# ESG

## ENVIRONMENTAL SOCIAL GOVERNANCE

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

JULY 2025



A scenic view of rolling green hills in Tuscany, Italy. In the foreground, a stone building with a tiled roof sits atop a hillside, surrounded by several tall, slender cypress trees. The landscape extends into the distance with rolling hills, fields, and a small town visible in the valley. The sky is filled with soft, white clouds, suggesting a bright, slightly hazy day.

**We are  
committed to  
achieving the  
global sustainable  
development goals.**

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*Dear Stakeholders,*

I am pleased to share with you the third Sustainability Report of the A&T Europe Group, which reaffirms our commitment on multiple fronts to sustainable growth. In 2024, new and exciting opportunities opened up for us, confirming that our Group is now a solid business reality, built on Italian technological excellence and increasingly setting the pace in global markets, while staying true to its cultural and industrial values. Our supply chain expanded this year with new markets and product lines. We invested in strengthening our sales networks and supporting both industrial and digital strategies, which will remain strategic pillars in the years to come. In this context, our goal is to build a future where sustainability is not just a guiding principle, but a true engine of value, innovation and growth.

## From Sport, a Sustainable Legacy

*“This summer we shouted, we cried, and we lived emotions like never before. [...] Because the emotions of sport mark us for life. [...] 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.”*

I chose to share these words from **Tony Estanguet, President of the Paris 2024 Olympic Committee**, addressed to the event’s Partners as a heartfelt thank-you for their support. Though written by him, they perfectly reflect the values of our Group: sport for future generations, and sport as a force to unite humanity. A sustainable sport at every level.

## Technologies That Inspire Change

In 2024, Myrtha Pools marked a milestone in its history as **Supporteur Officiel of the Paris Olympic and Paralympic Games**, with the construction of 24 pools for competition and training. The Paris Olympic Committee selected us for our ability to deliver highly engineered and reliable temporary pools, designed to become permanent facilities in the Seine-Saint-Denis region. A model that blends innovation, inclusion and sustainability, creating new opportunities for local communities.

Social impact goes hand in hand with environmental benefits. In Paris, 80% of the materials used to build the pools were destined for reuse, while advanced technologies applied to the tanks helped improve water and air quality, ensuring both athlete performance and overall well-being.

It was in Paris that our Group saw the implementation of some of the most significant milestones of our three-year sustainability roadmap, developed by the internal Sustainability Committee established in 2023.

Among these milestones is the R-Evolution membrane, used in the Olympic pools in Paris. Made of PVC with 60% recycled content and fully recyclable, this membrane is more than a technical component, it embodies our circular vision: designing today with the materials of tomorrow, ensuring durability, reusability, and reduced environmental impact.

The Paris pools also featured the **Myrtha Breathe system**, developed in collaboration with the academic world: an innovative air extraction system that significantly improves air quality in indoor pools by reducing chloramines, promoting health and comfort for athletes and spectators alike.

## The road to gold is paved in steel

With its gold medals, Paris undoubtedly shone on the international stage, but 2024 was a year filled with many other milestones for our Group across the world of sport. From the World Aquatics Championships in Doha, Qatar, to the US Olympic Trials in Indianapolis, we showcased our ability to be a trusted reference point for international sports infrastructure.

## Innovation, Design and Lifestyle Beyond Sport

Having solidified our leadership in pools for major sporting events, the Group continues to expand its expertise beyond the competitive arena, developing technical and design-forward solutions for wellness, hospitality and lifestyle. Our goal is to meet increasingly diverse needs with efficient, sustainable infrastructures that integrate seamlessly into even the most complex architectural settings.

We collaborate with designers and industry professionals to create unique installations - from suspended pools to sandy lagoons and wellness centers - optimizing construction timelines and resource consumption. Our modular approach and industrialized processes help reduce environmental impact across the entire project lifecycle, from production to installation and operation. This translates into greater sustainability and a competitive edge for our partners and clients.

## Product Evolution: between digitalization and industrial vision

Technological innovation and digitalization are structural pillars of our Group's strategy. By integrating innovation and sustainability, we aim to create long-term value for our clients and for society. Our R&D team works in synergy with universities, technology partners and clients to develop cutting-edge systems, with a strong focus on sustainability, efficiency and user experience quality.

Technological advancements such as the **Myrtha Flow system** - a counter-current swimming solution designed to optimize athletes' training - embody the Group's vision of engineering innovation in aquatic training, rehabilitation and inclusion for athletes and users with disabilities. This vision came to life at the **'SinapsiCR2' center in Cremona**, a multidisciplinary aquatic facility inaugurated in 2024.

The center welcomes athletes, patients undergoing rehabilitation and young people with neurological disorders, and features two therapeutic Myrtha pools, one equipped with the Myrtha Flow system.

The project stands as a reference point for sports training and aquatic therapy, contributing to health and social cohesion within the community.

The **Yale Tech Tank** is another example of how our technologies support research. In 2024, Myrtha Pools partnered with the Yale School of Engineering & Applied Science to

build a 90 m<sup>3</sup> experimental tank - known as the "Tech Tank" - designed to test robotic and marine technologies in a controlled environment. Equipped with advanced systems including a wave generator, mobile ramp and heating, the facility is a tangible example of innovation applied to research. Open to researchers from various disciplines, the tank has fostered an interdisciplinary approach to robotics, reaffirming Myrtha's commitment to developing technological solutions that support knowledge and sustainability.

## The Group's evolutionary path toward a sustainable future

Our strategic plan places us at the forefront of the transition to a low-carbon future. Beyond emission reduction targets, the program aims to empower people as agents of change and foster virtuous connections across the sectors in which we operate. Our priority has always been to develop solutions and services that promote a sustainable, low-impact transition.

We continue to pursue this path with conviction, designing pools that reduce CO<sub>2</sub> emissions by up to 50% compared to traditional construction methods. We also promote advanced filtration systems, with a particular focus on public facilities, significantly reducing water and energy consumption. These results generate value for both the environment and facility operators, in line with our vision of applied sustainability.

Our commitment to environmental and social sustainability is also reflected in the renovation of existing facilities, thanks to technologies specifically developed to upgrade obsolete pools. This allows us to breathe new life into shared spaces that promote physical activity, social interaction and quality of life.

We are also advancing the validation of our Group's contribution to building efficiency and sustainability, through product mapping aligned with LEED V4, BREEAM and Green Star standards. This demonstrates how our processes, materials and products help earn specific credits toward building energy certifications.

Finally, I am proud to announce that in 2024, Myrtha Pools reaffirmed its leadership in sustainability and efficiency by obtaining three certifications from the Singapore Green Building Council (SGBC) for technologies developed in the competition, leisure and wellness sectors. Singapore, a technological hub in Southeast Asia, is a strategic market, and the Singapore Green Building Product (SGBP) certification confirms the value of our solutions on an international scale. The three certified technologies - stainless steel panels (rated "Very Good") and the Myrtha Evolution and anti-slip membranes (rated "Excellent") - were evaluated according to sustainability criteria across the entire product lifecycle.

Myrtha is currently the only pool manufacturer certified by the **Singapore Green Building Product (SGBP)** scheme within the construction sector in Singapore, further strengthening our commitment to high-performance, safe and environmentally responsible products. At the same time, our dedication to a more sustainable future is reflected in how we manage our operations. In 2024, we continued along our virtuous path by further reducing CO<sub>2</sub> emissions, thanks to the full activation of solar panels across our production sites and the expansion of our electric vehicle fleet.

## People First: the roots of our progress

In 2024, we strengthened our commitment to a management approach focused on creating value for all individuals involved in the Group's activities.

We firmly believe that people's talent is the true engine of our growth. That's why we continued to invest with determination in outstanding talent and expertise to meet emerging challenges and provide solid support to our clients. At the same time, we reinforced programs dedicated to talent development and retention.

Through new internal sentiment analysis tools launched during the year, we further enhanced our ability to listen, take action, and build a more balanced and rewarding work environment. Diversity, equity, respect, work-life integration, and professional development remain top priorities. In this spirit, we expanded our training opportunities with a blended approach that combines classroom learning, digital tools, and team-based experiences—fostering innovation and team building.

### Sport, Health and Wellbeing: a space for energy and growth

Our Group has always embraced the values of sport. In 2024, we continued to strengthen the "Sport, Health and Wellbeing" initiative, promoting an integrated approach to physical and mental wellness for our people.

The program was enriched by the creation of an internal team of employees who, driven by their passion for sport, actively collaborate with HR to propose and coordinate increasingly engaging and accessible activities. The initiative includes a wide range of offerings designed to meet diverse needs: sports tournaments, group walks, excursions, eco-friendly activities, health screenings, and specialist medical consultations.

Through these tools, we continue to cultivate an inclusive and dynamic environment—one that offers opportunities for social connection and wellness-focused learning, and that empowers each individual to play an active role in shaping their own personal and professional balance.

### Culture, Community, Cohesion: our impact on local areas

Beyond our corporate boundaries, we see ourselves as part of a broader community to which we hold a tangible social responsibility, working in partnership with both local and international organizations.

We support the culture of wellness and aquatic sports, celebrating diversity and involving athletes with disabilities as Ambassadors in inclusive, athletic, and social initiatives.

We also believe in the power of alliances between businesses and institutions, essential tools for addressing shared challenges and generating broader positive impact through joint action. In 2024, we launched a collaboration with Royal Life Saving Australia, born from a shared vision of making water a safer, more accessible, and inclusive space.

Together, we are working to renovate outdated facilities and return them to their communities, with a special focus on areas where the risk of drowning is highest.

The goal is to promote swimming as a tool for prevention, personal growth, and social cohesion, offering renewed spaces where people can learn, train, and enjoy water safely.

***I would like to conclude by saying that this document is intended to highlight the evolution our Group is undergoing. A transformation made possible by the daily contributions of all the people who, with skill and passion, bring our commitment to sustainability to life, day after day.***

*Thank you for your attention,*

*Roberto Colletto,*  
CEO di A&T Europe S.p.A.

## METHODOLOGICAL NOTE

The Sustainability Report of A&T Europe S.p.A. (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 2024 fiscal year (January 1 – December 31, 2024) 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 2024 (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 S.p.A.

### Significant Changes (gri 2-4)

No significant changes occurred in A&T Europe’s organizational structure during 2024 compared to the previous year. In this report, the 2023 location-based Scope 2 GHG emissions values have been revised from those published in the 2023 ESG Report to reflect the final 2023 estimate released by ISPRA.

### Contacts (gri 2-3)

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1.



**A&T EUROPE  
IN THE WORLD.**



## OUR MISSION



Our mission stems from a desire to develop and refine technologies that transform every aquatic experience into something extraordinary. We aim to be a global benchmark, not only in the world of competitive swimming and sports pools, but also in wellness, leisure, and recreational water environments.

Through years of ambitious projects around the world, often facing complex challenges, we've built a wealth of expertise that allows us to deliver cutting-edge, high-quality solutions. We pair our experience with an innovative and visionary spirit that guides every phase of our work from architectural and technical design to component manufacturing, to the construction and management of iconic aquatic facilities.

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

## OUR VISION



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

Our vision is built on reliability, a constant commitment to quality and innovation, and a drive to deliver excellence in both products and services, creating long-term value for clients and stakeholders.

## OUR CULTURE



Our corporate culture is rooted in strong values that guide every action we take in pursuit of our mission and vision.

We promote a culture that fosters group growth through clear, shared principles. Total quality, customer-centricity, collaboration as a collective strength, a hands-on mindset, and a passion for challenges define the professional conduct we expect from our team.

Ethics and a passion for excellence are the pillars of our identity, helping us build lasting value through transparency, honesty, and respect.

## OUR VALUES



### Total quality

In the coming years, we aim to achieve a clear and ambitious goal: total quality, visibly recognized from the outside.

To reach this goal, we focus our energy on four strategic pillars:

- Continuous innovation, both technological and product-based
- Advanced and precise project development
- Integrated and efficient supply chain management
- Customer-oriented after-sales service focused on long-term value.

By consistently following this path, we will strengthen our position of excellence in the pool industry and expand into new segments, while maintaining the high standards that define us and that the market demands.

### Customer-Centric Approach

For us, the customer is both the starting point and the destination of every action.

Placing the customer at the center of our system means building ongoing dialogue, understanding their needs, anticipating expectations, and meeting them through attentive service and open, collaborative relationships.

### People and Collaboration

We believe in the power of teamwork: every individual contribution is essential to the success of our projects, and everyone should feel actively responsible for the results achieved.

Our focus on quality and excellence translates into a continuous commitment to improvement, shared across the organization.

We promote open and authentic communication, based on mutual respect and appreciation of each other's work. We strive to build an inclusive environment where everyone can express themselves, feel heard, and contribute their talents to collective success.

### Hands-On Culture

We foster a results-driven mindset, where each person is encouraged to act with courage, responsibility, and intelligence to make effective decisions and achieve set goals.

We believe success also comes from preparation. That's why we invest in ongoing training and provide the right tools so that everyone can approach their role with confidence and competence.

### Passion for Challenges and Complex Projects

Our philosophy drives us to embrace even the most complex projects with enthusiasm. We love to challenge ourselves, tackle new opportunities, and turn them into growth.

We carefully assess the risks of each new venture, but we also recognize that innovation and progress require entrepreneurial courage to take on bold and difficult projects.

### Looking Ahead

We have been operating for over 60 years, fully aware that our activities and services can impact the environment and the future of our planet.

For years, we have been committed to reducing our ecological footprint through responsible business choices.

We implement concrete recycling policies, promote efficient resource use, and continuously invest in innovations, products, and services that are increasingly sustainable and environmentally conscious.

## 1.1.1. HISTORY

### MILESTONES SINCE 1961

Founded in Castiglione delle Stiviere in 1961, A&T Europe S.p.A. has followed a truly emblematic growth path. The company began its journey in the national market, quickly expanding worldwide and becoming an international leader in its sector within just a few years of its founding.

Thanks to a visionary approach and a strategic plan focused on the continuous pursuit of advanced and reliable technologies - along with exclusive patents - the Company revolutionized the swimming pool market and set the stage for global development.

### 1961

A&T Europe is founded, initially operating in the packaging sector with notable economic 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, permanent, 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.

A&T Europe experiences its most event-packed year to date. The company installs five temporary pools for the **World Aquatics Championships in Doha, Qatar**, and two temporary pools for the **US Trials in Indianapolis**. As part of its sustainable legacy program, the Indianapolis pools are relocated - one to Fort Wayne, USA, and the other to the Cayman Islands - supporting the growth of swimming in underserved regions. The Group successfully completes its Olympic and Paralympic year with **24 pools** for **Paris 2024**, including four temporary installations. For the first time globally, a **membrane made with 52% recycled materials** is installed and then recycled again after disassembly. Post-Games, two temporary pools are relocated to the outskirts of Paris, while others are reinstalled in cities across France, extending the legacy and promoting aquatic sports.

Technological and environmental innovation continues with the successful testing of **Myrtha Breathe** at Paris 2024. Developed through academic research, this system improves indoor air quality while reducing energy and water consumption. Another milestone is the installation of the first **Myrtha Flow** counter-current swimming system at the "R2 Sinapsi" rehabilitation center in Cremona, designed to support both athletes and Paralympic users.

2024 

## 1.1.2. GROUP STRUCTURE (gri 2-2)

A&T Europe does not prepare consolidated financial statements because the subsidiaries, individually and in aggregate, are not considered to be of sufficient relevance to provide a true and fair view of the group's financial position and results of operations. Consequently, A&T Europe's sustainability reporting encompasses solely the entity A&T Europe S.p.A.

The perimeter of A&T Europe's sustainability report aligns with that of the financial statement, encompassing all material topics. There were no notable shifts in the reporting boundary between 2023 and 2022.

## 1.1.3. A&T EUROPE'S GLOBAL PRESENCE

(gri 2-1)

A&T Europe has been at the forefront of technological innovation in its target market for over 60 years, laying the foundation for its global expansion. In addition to designing and installing its own pools, the company also manufactures most of the components and accessories in-house, ensuring compliance with national and international regulations. A&T Europe can now claim to have produced thousands of installations in more than 70 countries across five continents. With eight branches worldwide and a structured sales network in Italy and abroad, the company is able to produce more than 1,500 pools a year, including 300 public installations.

**70**  
**COUNTRIES REACHED**

**12**  
**WORLD BRANCHES**

**1500**  
**SWIMMING POOLS EACH**  
**YEAR, INCLUDING 300 PUBLIC**  
**FACILITIES**

**20**  
**AND BEYOND PARTNERSHIPS**  
**WITH SWIMMING FEDERATIONS**

**330**  
**DIRECT EMPLOYEES**

**200**  
**FOREIGN DISTRIBUTORS**

**170**  
**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	Bangalore - 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

## BRAND CHART



### PISCINE CASTIGLIONE



Piscine Castiglione stands as the historic brand under the A&T Europe Spa umbrella. It exclusively caters to the high-end private pool market within Italy, boasting a medium-to-high-end target audience. As the market leader, Piscine Castiglione not only offers premium pools but can also extend its portfolio to encompass wellness projects and products. In such cases, it collaborates with the Myrtha Wellness business unit for design and production.

The internal structure is complemented by an external network of around **140 authorised dealers** across.

Struttura interna + rete Concessionari esterna (140 circa in Italia).

### PISCINE SERVICE



Piscine Service was established alongside Piscine Castiglione and has emerged as Italy's pinnacle in post-sales assistance and maintenance for all types of pools, whether they were constructed by the company or not. This exceptional service extends to both private and public pools. Internally, Piscine Service operates in conjunction with a network of approximately **100 service providers across Italy**, ensuring top-notch support and maintenance for pool owners.

### MYRTHA POOLS



Myrtha Pools is the brand that encompasses A&T Europe's global market presence. It caters to various market segments, including pools for major sporting events (both temporary and permanent), competition pools, those for gyms, fitness centers, rehabilitation centers, hotels and resorts, water parks, and holiday parks. Notably, it does not focus on private pools.

Myrtha Pools operates internally and through a network of approximately **200 international distributors**.

### MYRTHA WELLNESS



Myrtha Wellness is a dedicated business unit under the Myrtha brand, specializing in the design and production of spas and wellness centres in Italy and worldwide.

Myrtha Wellness was established with the aim of complementing its offerings by integrating water elements with wellness components such as saunas, steam baths, emotional showers, hammams, frigidarium's, caldarium's, tepidarium's, relaxation areas, and more. Myrtha Wellness is associated with the Myrtha Pools brand and is used internationally. Additionally, wellness products are available in various formulations through Piscine Castiglione and Pool's.

## MYRTHA POOLS

### COMPETITION POOLS

- Pools for sport events (Olympics, World Championships)
- Competition pools for sports centers, municipalities
- Pools for universities and high schools
- Pools for gyms and fitness centers
- Pools for physiotherapy and rehabilitation

### DESIGN POOLS

- Pools for hotels and resorts
- Rooftop and high-rise pools
- Pools for residential complexes, luxury condominiums
- Pools for SPA centers

### MYRTHA WELLNESS

Myrtha Wellness is a cross-sector offering available in all regions and across all the categories listed above. Sales teams can promote wellness solutions globally. It was initially developed as a complementary offering for hotels, which typically have pools and spas. However, it can also be marketed to sports centres, gyms, rehabilitation facilities, campgrounds, and recreational complexes. Given its specific expertise in functional and aesthetic design, a dedicated Business Unit was established to support sales networks. Projects are handled in synergy between the Wellness division and the relevant Area Managers. Wellness has its own brand because it focuses on dry areas, distinguishing it from the core Myrtha product line, which includes pools.

### LEISURE POOLS

- Pools for water parks
- Pools for camping and tourist villages
- Recreational municipal pools
- Pools for cruise ships
- Spray parks

### 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 commercial organization that manufactures and distributes pool accessories and spare parts in Italy, serving a network of approximately 800 customers.

Among its various accessories and products, Pool's also offers wellness products separately and not under the Myrtha Wellness brand.



Pool's Specialist is the brand that identifies the best and most loyal customers within the Pool's customer base.

### PrimaVeraPool

PrimaVeraPool is a product brand under the Pool Comp umbrella. It represents a modular above-ground self-supporting multifunctional pool made of galvanized steel. Available for both the Italian and international markets.



i.Blue Piscine is a commercial organization specializing in the construction of standard models of private pools. It targets the mid to low-end market and distributes exclusively in Italy. It has an internal structure along with external distributors (approximately 50).



Gloobe is an e-commerce brand that offers pool accessories and components at reduced prices.



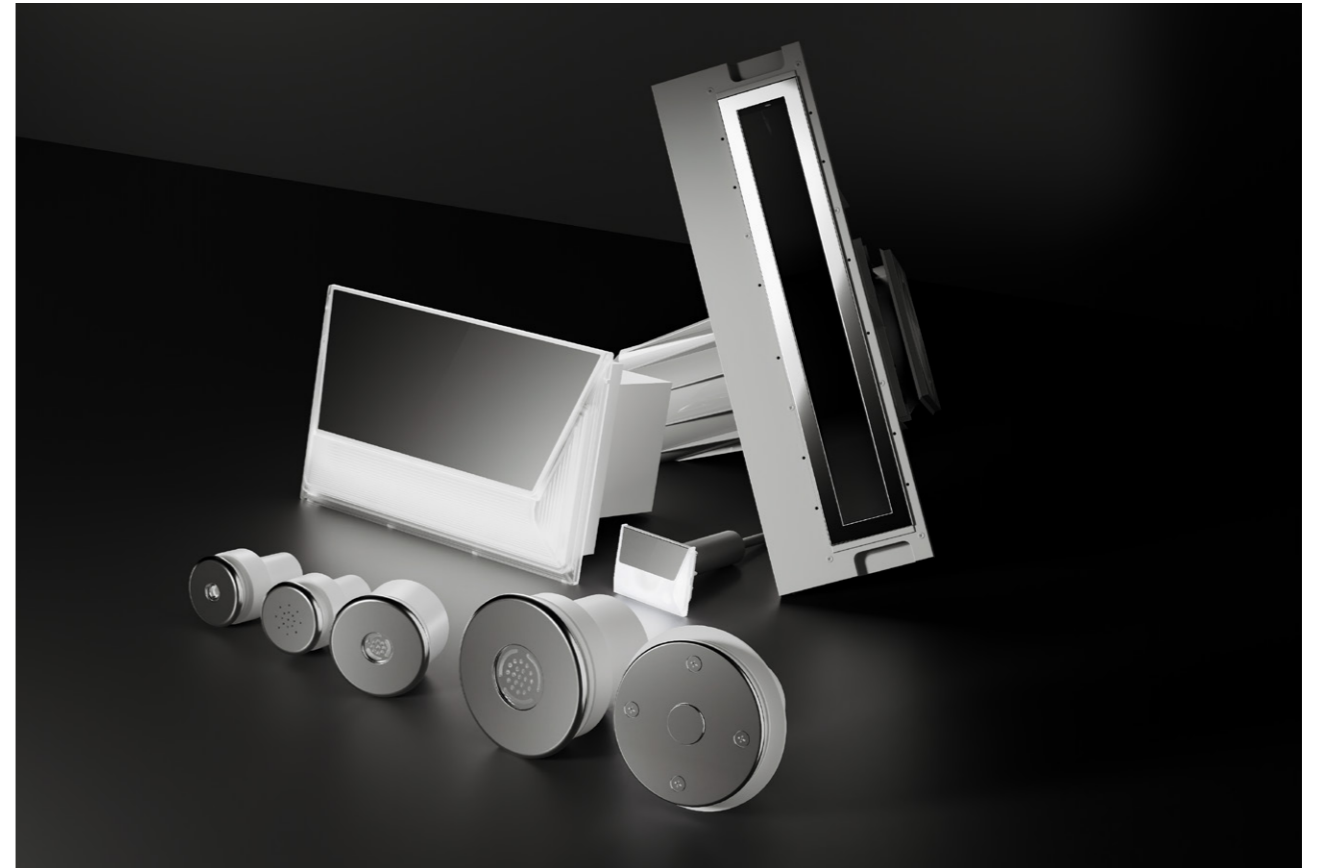
## 1.2.1. BUSINESS SECTOR

A&T Europe's global success can be attributed to its extensive experience and comprehensive understanding of the swimming pool market. The company's product range encompasses the design and manufacture of swimming pools for a diverse array of market sectors, including private pools, competition pools, large sports facilities, hotel pools, gyms, fitness centers, spas, recreational and community pools, and physiotherapy pools.

## 1.2.2. PRODUCT AND MARKETS SERVED

### PRIVATE POOLS

Since 1961, A&T Europe's primary focus has been on the private swimming pool sector in Italy. The company engages in the design, manufacture, and installation of private swimming pools, pursuing the execution of technically intricate projects that encompass intricate details and special features. It endeavors to advance the frontiers of technology and foster innovative design concepts. Particular attention is paid to details and finishes, which allow for the complete customization of the project and its seamless integration with the surrounding context. Within the Italian territory, the company has established a network of dealers and service centers, which provide both routine and exceptional maintenance services to both customers and external parties. The company is affiliated with Assopiscine, the Italian Association of Swimming Pool Builders.



### POOL COMPONENTS

The company has an in-house division dedicated to the production and marketing of swimming pool components. It produces the majority of the items it offers in its catalog and is the sole Italian manufacturer of a comprehensive range of ABS accessories, including skimmers, lights, nozzles, and bottom intakes. The company's historical orientation has been toward quality and customer satisfaction, with an emphasis on service to the customer as a primary objective.



## COMPETITION POOLS

The company has developed and refined its distinctive technologies through a focus on bespoke solutions for the construction of substantial permanent or temporary competition facilities. These include swimming pools, pools for water polo and artistic swimming, diving pools, and high-diving pools. The extreme precision in installation, the extremely short construction times, and the perfect compliance of all projects with the dimensional tolerances imposed by regulations have led swimming federations in many countries to select Myrtha technology for some of the most significant competitions in the world. Since 2009, A&T Europe has been a partner of World Aquatics (formerly FINA) and has entered into an agreement with the Paris 2024 Olympic Committee to construct 24 pools. Additionally, A&T Europe sponsors over 20 of the world's leading aquatic federations.



## PLAY AND ANIMATE POOLS FOR WATER PARKS AND CAMPINGS

A&T Europe is a leading provider of innovative solutions for transforming swimming pools into multifunctional spaces that offer fun and relaxation for all. Our specialised designs and structures are tailored to suit a range of leisure needs and environments, both indoors and out. We create spaces that are not only enjoyable but also engaging, resulting in the creation of free-form pools, even on a large scale. These pools feature unique features such as "beach" entrances, dedicated areas for whirlpools or special water games, and a range of accessories including slides, mushrooms, fountains, and raised areas above the water surface.



## SURF POOLS AND LAGOONS

The growing interest in huge pools for wave surfing, as well as lagoons created for tourism or residential purposes, represents a new business opportunity.

A&T Europe, in partnership with White Water, a global leader in the water park sector, has successfully completed the first Surf Lagoon in Munich. The company is currently building Celebration Key, a large lagoon for a resort in the Bahamas.



## POOLS FOR HOTEL AND RESORTS

The company guarantees the successful completion of any hospitality project, in accordance with the highest architectural and safety standards, the most innovative structural and aesthetic solutions, and the ability to realise projects in even the smallest of spaces, on terraces and on upper floors of buildings. The company also specialises in the installation of the most complex structures in the shortest possible time, without any inconvenience to tourist activities, and in the provision of extremely easy and quick maintenance. In addition, the company offers a wide range of accessories and water games for recreation and fun in the pool. In the hospitality sector, the company has formed **strategic alliances** with some of the most renowned international hotel chains, including **Hilton, Marriott, and Accor**.



## POOLS FOR GYMS AND FITNESS CENTERS

The company specializes in the design and construction of swimming pools for the most exclusive fitness centers in the world. The high level of design and exclusive, elegant solutions proposed by A&T Europe align perfectly with the prestige and quality of these centers.

Myrtha technology enables the swift completion of complex projects with minimal disruption to ongoing activities. It also allows for the creation of facilities that adhere to all regulatory standards, including those related to architectural design and user safety. Additionally, the company offers a comprehensive range of fitness-specific accessories and facilities, utilizing cutting-edge solutions in structure, filtration, and water treatment. Among its notable partnerships is with **Virgin Active Fitness**, with whom it has constructed pools in numerous centers across Italy and globally.



## THERMAL POOLS AND SPAS

A&T Europe has also promoted its experience and technologies internationally in the spa wellness sector, implementing exclusive projects in centers often located in areas rich in hot springs, which are known to offer the best in health solutions and treatments. The materials used are of the highest quality and have been specifically designed for use in swimming pools. They offer maximum resistance to any type of water, including chlorine-treated, thermal, and salt water. The advantages of Myrtha technology allow for maximum versatility in projects that often present unique challenges. Pools can be designed to communicate with each other, to be partly covered and partly outside, or placed on different levels and connected by waterfalls, whirlpool areas, rivers, and lagoons. A range of accessories can also be included, such as loungers, benches, and whirlpool islands, geysers, and multicolored underwater lights.



## PHYSIOTHERAPY POOLS

It is of great importance that the structure and equipment of the pool meet precise characteristics to ensure the facility's therapeutic value is optimized. A&T Europe's technologies are the optimal solution for pools with therapeutic and rehabilitative purposes. They enable the integration of the pool into existing environments, which are often constrained by space or difficult to access, and the construction of the pool as a standalone structure above ground. This allows operators and medical staff to monitor patients' rehabilitative activities more effectively. A&T Europe has also developed a comprehensive range of essential therapy accessories. In addition to building pools for **hospitals and medical rehabilitation facilities**, A&T Europe operates within **sports centers and football clubs** in Italy and abroad.



## WELLNESS AND SPAS

In recent years, A&T Europe has expanded its operations with the launch of the Myrtha Wellness division. This new division specializes in the design, production, and construction of wellness facilities and spas. A&T Europe's technologies and expertise enable Myrtha Wellness to offer a distinctive product and project proposition in its target market, which includes spas, home spas, hotels and resorts, fitness clubs, yachts and cruise ships, and club houses. It is possible to integrate water and wellness facilities into all of these projects. Myrtha Wellness is able to cater to the specific requirements of each client, providing guidance and support at every stage of the design, construction, and management of any required solution.

## 1.2.3. SUPPLY CHAIN

**Suppliers are essential to A&T Europe's operations, playing a crucial role in optimizing internal production processes and enhancing our products and services. Some suppliers also have strategic importance, as they form the foundation of our proprietary products and technologies.**

A&T Europe maintains ongoing relationships with its suppliers to ensure that our commitment to responsible business conduct is clearly communicated throughout the supply chain.

The main tool adopted is the supplier qualification process, according to a specific procedure that includes:

- Communication and acceptance of the code of ethics for suppliers
- Completion of the evaluation questionnaire
- Audits and site visits

Based on the results of the evaluation and audits, the company classifies suppliers 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 - INCLINATION TO SUSTAINABILITY (gri 3-3)

For A&T Europe, corporate sustainability must be reflected in the implementation of tangible initiatives that yield positive outcomes for people, the environment, and the community. Furthermore, sustainability is linked to the company's innovation, as it enriches business strategies with content and fuels growth. Finally, it also represents an opportunity to improve the quality of products and services, ensure the responsible sourcing of raw materials throughout the supply chain, ensure respect for human rights and the living conditions of the people involved, and promote sustainable practices to preserve natural resources.

In 2024, A&T Europe defined a strategic direction and initiated a series of sustainability-oriented actions, which are outlined in the management report and listed below.

### GENERAL ORGANIZATION OF THE COMPANY

Sustainability is a core component of A&T Europe's long-standing commitment to the community and a fundamental aspect of its rich history.

Our corporate culture, which is based on efficiency, strict cost management and good customer service, has enabled us to grow into a leader in our industry.

Our sustainability initiatives, including our "Renovaction" technology, have enabled us to manufacture and deliver innovative, high-quality products to our customers. Our experience shows that adopting ethical, responsible and sustainable practices within the company contributes directly to its economic, social and organisational well-being.

We have also patented a new system for removing chloramines from swimming pool air, which we will begin promoting throughout the market starting in 2025.

In September 2023, we published the company's inaugural ESG (Environmental, Social, Governance) Report. This is a comprehensive report that highlights the company's management through sustainable development, showing the results achieved to date. The actions described in the 2024 ESG Report represent our commitment to corporate sustainability. Our aim is to consolidate our position as a sustainable and responsible company in our industry and community.

## STAFF INFORMATION

Health protection in the workplace is guaranteed at A&T Europe by the activities of the prevention and protection service (SPP), established by the employer and composed of the following roles:

- Employer (or their representative)
- Head of the Prevention and Protection Service (RSPP)
- Competent doctor (MC)
- Prevention and Protection Service Officers (ASPP)
- Workers' safety representatives (RLS)

The SPP service is responsible for the management of the annual programme for health surveillance, the purpose of which is to monitor health eligibility deadlines. The resulting measures to be adopted appear to be substantially oriented towards the management of employees' travel abroad, particularly to non-EU countries.

Employees who travel are informed by the SPP service through direct communications about the nature and extent of the risks present in the countries of destination and with updated information on the health and logistical conditions present.

The SPP service periodically updates the list of all European and non-EU countries, indicating for each of them a risk index (low, medium, high), established on the basis of health, environmental and political-social parameters. For those countries with higher risk contexts, detailed information is provided, in collaboration with the relevant doctor, on health aspects.

In this regard, the SPP service, in collaboration with the company doctor, has initiated a good practice that includes a preventive interview with the doctor before the trip and a possible consultation with a travel medicine centre (Saint-Bon in Milan), also for the possible administration of vaccines.

This practice has been formalised in a company quality system document.

The SPP service plans to update the various courses to ensure the validity of the safety training certificates of the various professional figures. A training plan for 2025 has been prepared on an annual basis.

This plan was presented at the annual meeting of the SPP service and submitted for approval by the RLS.

The option of participating in e-learning and videoconference courses remains available.

I am pleased to inform you that the planned safety training programme for 2024 has now been completed.

The annual health surveillance plan has been completed with the scheduled medical examinations.

During 2024, there were no significant accidents or cases of occupational illness, nor were there any disputes with staff in relation to the above areas.

The current risk assessment document (company DVR dated 27 September 2022) is currently being updated.

The safety organisation chart is subject to constant review and refinement.

The following risk assessments were carried out during 2024:

- For the Head Office Unit in Castiglione delle Stiviere, there is a risk of electrical hazards and electrocution
- For the attention of the Guidizzolo Pool Unit: The following risks are currently under assessment:
  - Atex risk (explosion in closed environments)
  - General DVR risk
  - MMC risk (manual handling of loads)
  - Repetitive movement risk
  - Electrical risk
  - Chemical risk

The SPP service has launched a series of support consultations with external bodies. These are aimed at enabling more appropriate management of the purchase, storage, use, sale, transport and disposal of chemical products. This is in line with the need to comply with the numerous European regulations in force.

A preliminary document has been prepared which details the activities to be carried out.

This document has been sent to the Employer for their consideration. In addition, specific operatin instructions were drawn up to ensure proper operational management between the various functions involved (Purchasing, SPP, Technical Office, Warehouse, SCS, RCQ), detailing the tasks of each company body involved.

The company has adopted the organisational and management model set out in Decree 231/2001.

As part of the activities provided for in the model, the Supervisory Body (ODV) has carried out surveillance audits of the various company activities.

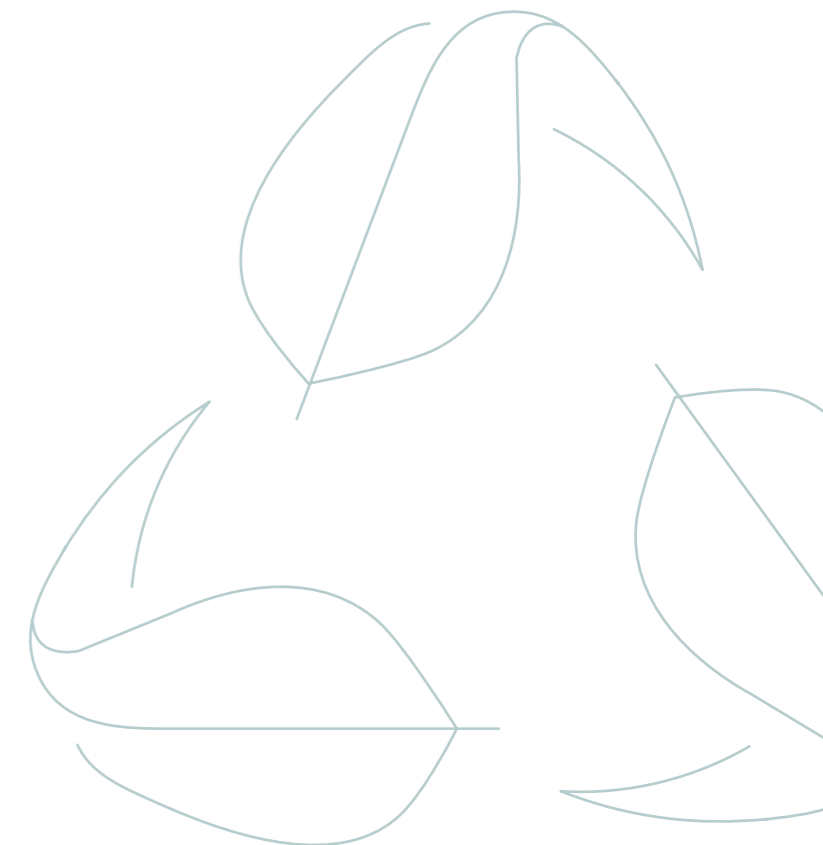
The SPP service schedules internal audits in the company areas (Production, Warehouse, Pool Academy and Pool's site in Guidizzolo), while the Installation Service independently carries out these activities on construction sites with its own operators.

## ENVIRONMENTAL INFORMATION

The role involves managing regulatory compliance in various areas, including control and analysis of atmospheric emissions, identification and disposal of waste, water discharge, and issuance of CPI certificates.

Please find below a list of the most important activities scheduled for 2024:

- All the necessary environmental analyses were carried out as required by the single environmental authorisation (AUA).
- Please find below a summary of the latest changes to the safety data sheet (SDS), as outlined in EU Regulation 878/2020. SDS management has been formalised in an operating instruction. This instruction sets out the various tasks to be performed by each party involved (SPP and Purchasing Department).
- Explosive precursors – in accordance with EU Regulation 1148/2019. The procedure for the traceability and control of sales of products containing explosive precursors is adequately managed, and the relevant declarations are updated on an annual basis.
- With regard to biocides, please note that EU Regulation 528/2012 and Legislative Decree 179/2021 (sanctions decree) have been implemented. Products containing peroxide, sanitiser and bromochlorine have been eliminated and replaced (where possible) with products from other suppliers that are already registered. Products containing trichlorine will continue to be used for maintenance purposes only; products containing dichlorine are being registered with PMC in the name of A&T Europe. The latter activity is still ongoing, as further analyses are required.



## 1.4. ECONOMIC PERFORMANCE

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

The most relevant economic aspects of A&T Europe are presented through the income statement reclassification statement. This is done with the aim of providing evidence of the economic value directly generated by the company and its distribution to internal and external stakeholders.

The **Distributed Economic Value** represents the value of A&T Europe's economic and social impact, as well as the wealth generated and distributed to certain categories of individuals who, through their different contributions, have helped to produce it as the company's main stakeholders.

**Retained Economic Value** represents the portion of economic resources retained within A&T Europe for the purpose of maintaining its own viability and sustainability over time. It reflects the value of depreciation, amortization, provisions, and increases in reserves.

In 2024, the **Economic Value Generated** was approximately 138 million euros. Of this amount, 91% was distributed to stakeholders, as detailed in the table below.

A&T Europe retained a 9% share, worth approximately 12 million euros. This corresponds to the amount invested in the company and reflects the value of depreciation, provisions, and increases in reserves.

Table of generated and distributed economic value

	2024	2023	2022
PRODUCTION ON VALUE	136.680.929	108.391.092	98.493.459
OTHER INCOME	1.389.212	1.524.920	669.270
<b>TOTAL GENERATED ECONOMIC VALUE</b>	<b>138.070.141</b>	<b>109.916.012</b>	<b>99.162.729</b>
OPERATING COSTS	99.818.953	81.895.540	73.544.167
EMPLOYEES	23.216.425	20.358.720	19.384.260
PUBLIC ADMINISTRATION	3.058.870	1.206.095	1.000.326
LENDERS	249.408	198.818	175.027
<b>TOTAL DISTRIBUTED ECONOMIC VALUE</b>	<b>126.343.656</b>	<b>103.659.173</b>	<b>94.103.780</b>
<b>RETAINED ECONOMIC VALUE</b>	<b>11.726.485</b>	<b>6.256.839</b>	<b>5.058.949</b>

## 1.5. PROCUREMENT (gri 204-1)

The purchasing department is responsible for the majority of the group's procurement activities. Certain business functions have the autonomy to procure specific services directly, such as marketing.

The company procures raw materials and components for our production facilities, as well as finished products for brands or products that we do not manufacture ourselves.

In 2024, the purchasing department managed a volume of €51.6 million (compared to €39 million in 2023). Of the group's suppliers, 36% were product suppliers in 2024, accounting for 64.2% of the year's purchasing volume. Conversely, service providers accounted for 64% of the total, with a purchasing volume of 35.8%.

A&T Europe classifies suppliers as critical if they exceed €50,000 in purchasing expenditure. By the end of the 2024 financial year, 240 suppliers had been classified as critical by A&T Europe, representing 18.3% of the total number of suppliers and 90% of the total purchase value.

The average supplier payment period in 2024 was 70 days. There were no significant changes in the shareholding structure or position of A&T Europe's suppliers in 2024 that affected our supply chain. To ensure that the organisation has access to the required products and services in the right quantities at the right time, we rely on a combination of local and global suppliers to optimise costs and availability while minimising risks.

A&T Europe extensively utilises its network of local product and service suppliers wherever possible, thanks to the efficiency and availability of their products. A purchase is defined as local when the supplier is located less than 50 km from our production site in Castiglione delle Stiviere (MN).

For installation activities, local purchasing is defined as purchasing from a supplier in the same country as the installer. As A&T Europe has customers all over the world, this definition varies depending on the location of the installer. In 2024, approximately 28% of A&T Europe's total purchases were from local suppliers.

Supplier classification table by proximity and inclusion

	2024		2023	
	N.	%	N.	%
SMALL /MEDIUM SUPPLIERS <sup>1</sup>	92	37.2%	90	36.0%
LOCAL SUPPLIERS <sup>2</sup>	56	22.4%	54	21.6%
WOMEN-OWNED SUPPLIERS	4	1.6%	4	1.6%
SUPPLIERS THAT ARE WORKER-OWNED OR EMPLOY WORKERS FROM VULNERABLE, MARGINALIZED, OR UNDERREPRESENTED SOCIAL GROUPS	1	0.4%	1	0.4%
<b>TOTAL SUPPLIERS<sup>3</sup></b>	<b>250</b>	<b>100%</b>	<b>250</b>	<b>100%</b>
INSTALLATIONS CARRIED OUT BY LOCAL COMPANIES <sup>4</sup>	52	50.5%	52	50.5%
<b>TOTAL INSTALLATIONS</b>	<b>103</b>	<b>100%</b>	<b>103</b>	<b>100%</b>

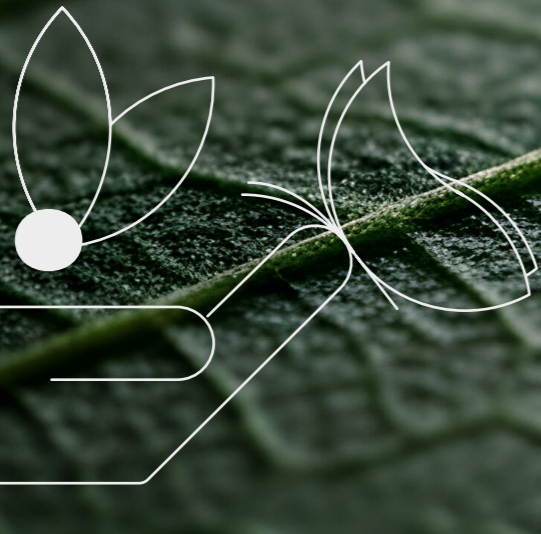
<sup>1</sup> Companies with turnover < €10 mln/year

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

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

<sup>4</sup> Companies based in the same country in which the installation takes place

2



**SUSTAINABILITY  
FOR A&T EUROPE.**



A&T Europe's corporate sustainability analysis methodology is based on dual materiality, financial and impact analysis. The first application by A&T Europe has been reported in detail in the ESG 2022 Report.

The concept of materiality is the foundation for understanding how and why certain issues and information are relevant to a company, sector, or industry. Materiality analysis is the cornerstone of a company's sustainability strategy, enabling them to grasp, assess, and holistically consider impacts, risks, and opportunities.

During the course of 2024, the company did not identify any notable shifts in its impacts, operational and financial risks and opportunities. A&T Europe did not discern any substantial changes in its individual circumstances, assumptions, or external environment. This report presents the findings of the materiality analysis conducted for the year 2022.

Prior to examining advancements in the materiality analysis, A&T Europe concentrated on identifying pertinent stakeholders.

## 2.1. THE STAKEHOLDER (gri 2-29)

In 2023, A&T Europe engaged with stakeholders to communicate and explain the contents of its ESG 2022 Report. This was done with the objective of raising awareness of the company's sustainability profile and establishing a foundation for future interactions that would be mutually beneficial for all stakeholders.

The stakeholder relevance analysis was developed in accordance with the methodology set forth in the volume Corporate Diplomacy – Witold J Henisz – 2014.

The methodology allows for a dynamic definition of relevant stakeholders, taking into account both relationships with the company and mutual influence between stakeholders.

This is done with the goal of improving interactions with them.

Relevant stakeholders for A&T Europe are:

- Clients
- Sport associations
- Employees
- Suppliers
- Local governments

## 2.2. MATERIALITY FOR A&T EUROPE

A materiality analysis enables a company operating in a specific sector to identify and assess the environmental, social, and economic issues that are of greatest importance to its stakeholders.

Materiality is the quality of an aspect of the relationship between a company and its stakeholders that affects the organization's capacity to create value.

The insights derived from the materiality analysis are instrumental in shaping the company's strategic direction and communication approach.

The term "dual materiality" refers to:

1. The effect that sustainable development has on the company's economic performance (financial materiality analysis) and
2. The impact of the company on sustainable development (impact materiality analysis)

A&T Europe has elected to utilize the themes specified by the SASB standard for financial materiality analysis and the themes indicated by the GRI standard for impact materiality.

A&T Europe's dual materiality analysis methodology aligns with the recommendations set forth by EFRAG for implementing the European Sustainability Reporting Standards (ESRS)<sup>1</sup>



<sup>1</sup> EFRAG IG 1: Materiality Assessment Implementation Guidance - May 2024

## 2.2.1. FINANCIAL MATERIALITY

In conducting the financial materiality analysis, A&T Europe employed the themes delineated in the SASB standard.

It identifies the subset of environmental, social, and governance issues that are most pertinent to the company's operational and financial performance in each of the sectors in which it operates.

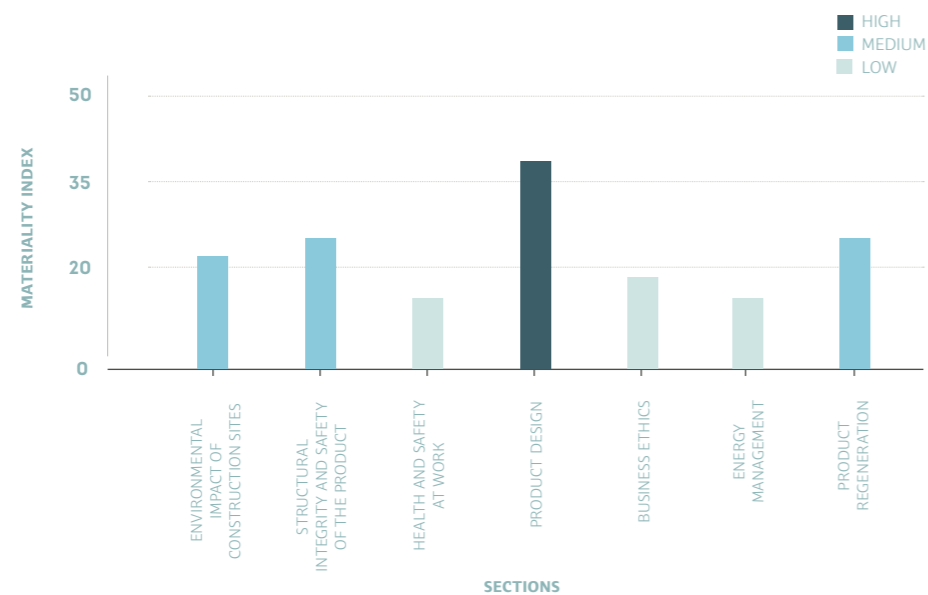
In consideration of the distinctive activities undertaken by A&T Europe, the company elected to examine material topics pertaining to two SICs® (Sustainable Industry Classification System) sectors:

- **Engineering and Construction:** The engineering and construction services sector proposes the topics relevant to those providing engineering, construction, design, consulting, contracting and other related services in support of various building and infrastructure projects. A&T Europe's activity falls within the civil engineering sector, as the company participates with the design and construction of manufactured goods and infrastructure in projects led by a general contractor or local construction companies.
- **Industrial goods:** A&T Europe's business includes elements specific to the production of industrial goods, given the use of large quantities of raw materials, including steel, plastics, and rubber, and given the destination of its products to intermediate goods in the value chain.

Through surveying the SASB standards of the two sectors, A&T Europe identified some sector-specific sustainability issues:

- Product design
- Product regeneration
- Structural integrity and safety of the product
- Environmental impact of construction sites / Biodiversity
- Etica d'impresa
- Gestione dell'energia
- Salute e sicurezza sul lavoro

A&T Europe established a relative order of priority for the issues based on their financial materiality, as illustrated in the following histogram:



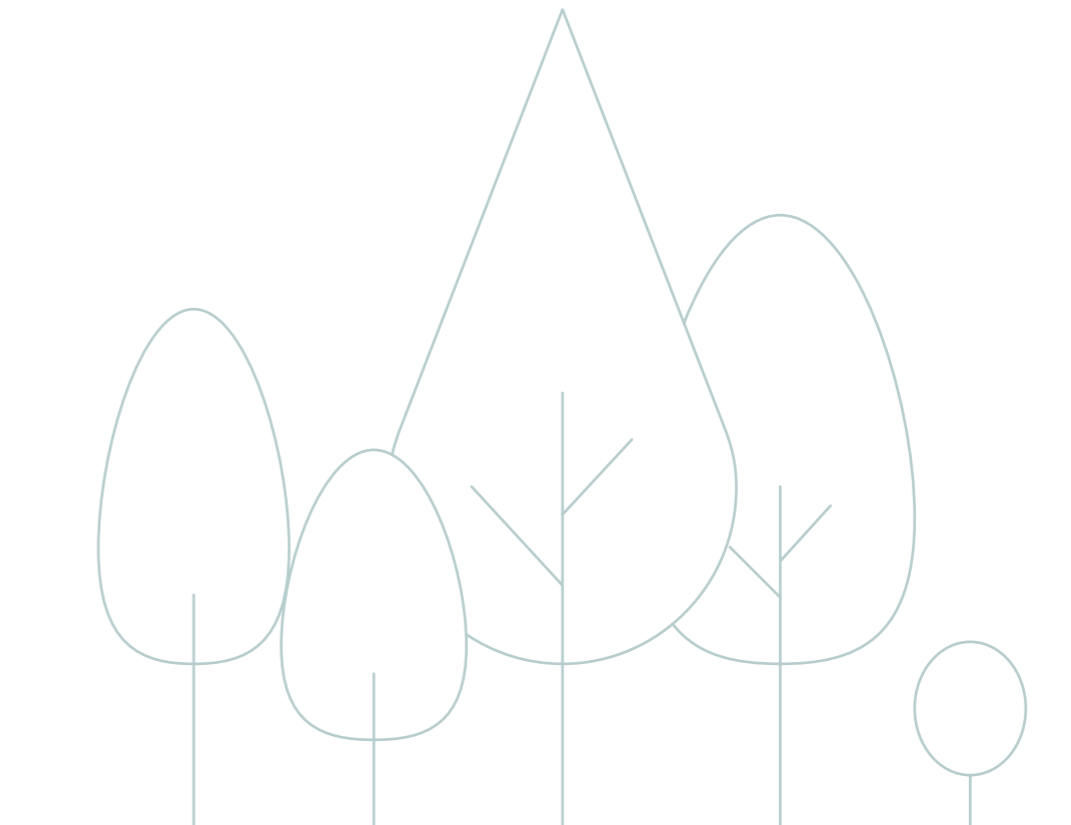
## 2.2.2. IMPACT MATERIALITY (gri 3-1, 3-2)

In conducting the impact materiality analysis, A&T Europe opted to primarily utilize the themes outlined in the GRI standard.

The analysis yielded a list of impact issues, ordered by priority:

1. GRI-201 Economic Performance
2. Risk management of major events
3. GRI-417 Marketing and Labeling
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

The list identifies sustainability issues where the company has a significant impact, even if there are limited operational or financial spillovers.



## 2.3. LA CULTURE OF SUSTAINABILITY

A&T Europe views a commitment to environmental and social sustainability as a key differentiator in terms of business performance.



The UN's 2030 Agenda aims to integrate sustainability and innovation in a way that respects the environment and the needs of current and future generations. Endorsed in 2015 by 193 states, the agenda consists of 17 Sustainable Development Goals (or SDGs) and 169 targets, reflecting all three areas of sustainable development: economic, social, and environmental.

Sustainability issues, such as the Sustainable Development Goals (SDGs), are frequently conceptualized as business risks. However, they can also be viewed as potential avenues for corporate development. The SDGs can be pivotal for value creation in specific industries and business models yet may be inconsequential for others.

An approach to the SDGs is needed that helps the company allocate resources to specific activities that can achieve three outcomes:

- Reduce negative impacts
- Realize positive impacts
- Achieve financial goals with an acceptable level of risk

In this context, the company can identify the SDGs with which it is best positioned to make a contribution, thereby also gaining a benefit. This is achieved by identifying links between the specific targets of the SDGs and the company's own activities, products, and services. In this way, the company can make a feasible contribution to the SDGs and maximize its impact.

The outcome of the analysis is presented in a connecting diagram between the themes that emerged from the materiality analysis and the SDGs.

<sup>1</sup> Mandatory topic according to the GRI standard

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:



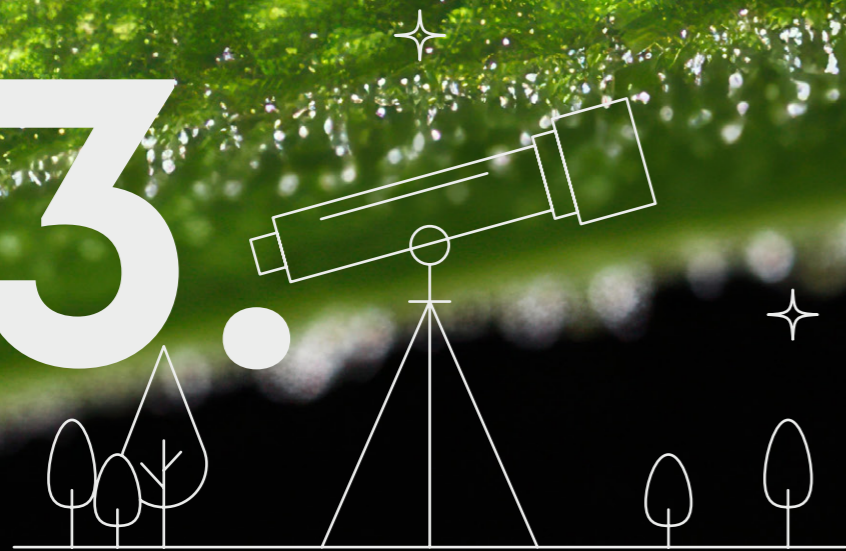
A&T Europe's contribution to sustainable development is mainly focused on product-related aspects, as the company's medium-small size limits its direct impacts.

## 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 MANAGEMENT <sup>1</sup>	5,8	



3.



**GOVERNANCE  
AND RESPONSABILE  
LEADERSHIP.**

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

The group is governed by the Board of Directors (BoD). The BoD is assisted by the Board of Statutory Auditors.

In addition to the BoD, the company relies on the support of its executives and managers through a system of regular meetings (Staff Meetings), through which:

- It provides information on decisions and guidelines established by the BoD.
- It gathers information and opinions from executives and managers based on a dialectical discussion on topics of general interest.
- It promotes communication between the various divisions and departments.

Finally, the company has set up a supervisory body pursuant to Legislative Decree 231/01. The composition of the governing bodies of A&T Europe in office as at 31 December 2024 is shown in the table below.

Composition of A&T Europe's governing bodies table

COMPOSITION O CORPORATE BODIES	NAME	ROLE	LOCATION	GENUS
<b>BOARD OF DIRECTOR</b>	GIORGIO COLLETTA	PRESIDENT	-	M
	ROBERTO COLLETTA	CHIEF EXECUTIVE OFFICER	-	M
	ANNALISA COLLETTA	COUNCILOR	TECHNICAL CONSULTANT	F
	MARCELLO BALZARINI	COUNCILOR	TECHNICAL CONSULTANT	M
	DAVIDE STROPPA	COUNCILOR	TECHNICAL CONSULTANT	M
<b>BOARD OF AUDITORS</b>	SALVATORE LOPIZZO	PRESIDENT	ACCOUNTANT	M
	SALVATORE PALMI	STATUTORY AUDITOR	ACCOUNTANT	M
	STEFANIA DALFIOR	STATUTORY AUDITOR	ACCOUNTANT	F

All governing bodies are elected for a term of three years. The board was renewed in 2023 with the approval of the 2022 accounting budget.

The Board of Directors has appointed Director Davide Stroppa to oversee health and safety, environmental compliance, and serve as the company's employer.

## 3.2. RISK MANAGEMENT SYSTEM (gri 2-25)

The primary objective of risk management at A&T Europe is to ensure the preservation of profitability at all stages of the value chain. Model 231 incorporates all the principles and operating procedures aimed at preventing the commission of offences and promoting correct behaviour by those who work on behalf of the company. It is also in compliance with the principles of legitimacy, fairness and transparency.

In order to define the 231 model for 2022, A&T Europe conducted a survey to identify the business activities in which the offences provided for by Legislative Decree 231/2001 may be committed. The activity also resulted in the establishment of control protocols for the most sensitive activities identified. With regard to ESG risks, the model incorporates elements that can be traced back to the environmental dimension.

With regard to industrial activity, A&T Europe utilises the risk assessment document (DVR) to limit and prevent related risks. This document establishes the methods for identifying hazards and assessing all risks to the health and safety of workers. The DVR was issued in 2022, adopting the procedures set out in Legislative Decree 81/08.

A&T Europe recognises the importance of aligning itself with best practices in ESG risks, taking inspiration from national and European regulatory requirements. A&T Europe is not subject to the regulatory obligations set out in Legislative Decree 125/2024 (Sustainability Reporting). The company has considered Legislative Decree 125/2024 and EU Delegated Regulation 2772/2023 (ESRS - European Sustainability Reporting Standards), to which the decree refers, in order to describe the main risk factors for its sustainability and the tools it ha adopted to ensure constant control and monitoring.

TOPIC ESRS	RISK FACTORS	MONITORING INSTRUMENTS
<b>CLIMATE CHANGE</b>	ENERGY	MODEL 231, DVR
	GHG EMISSIONS	
<b>WATER AND MARINE RESOURCES</b>	WATER	DVR
<b>BIODIVERSITY AND ECOSYSTEMS</b>	ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES	MODEL 231
<b>RESOURCE USE AND CIRCULAR ECONOMY</b>	PRODUCT EFFICIENCY	EPD, UPC® SGBC
	PRODUCT REGENERATION	
<b>OWN WORKFORCE</b>	WORKPLACE HEALTH AND SAFETY	DVR, MODEL 231
	EQUAL OPPORTUNITIES	
<b>CONSUMERS AND END-USERS</b>	PRODUCT SAFETY	ISO 9001, EN 1090-2, UPC®
	MAJOR EVENTS	
<b>BUSINESS CONDUCT</b>	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 philosophy are ethics and a passion for excellence:

- **Ethics**, understood in the sense of building value over time through transparency, honesty, and respect for others
- **Passion for excellence**, as a love of the beautiful and well-made

Guided by our passion for excellence in all we do, we are committed to pursuing not only the right profit but also to enhancing the quality of life of our stakeholders through the values we uphold.

A&T Europe is aware that its work, carried out with a sense of responsibility and moral integrity, contributes to the process of economic development in Italy and in the world, as well as to the civil growth of the countries in which it operates. The company places a high value on work and considers legality, fairness, and transparency of action to be essential prerequisites for achieving its economic, productive, and social objectives.

To this end, the company has adopted a code of ethics, approved by resolution of the board of directors on January 16, 2015, and updated on December 13, 2023.

With the code of ethics, A&T Europe has formally given itself a set of rules:

- Of conduct in relations with external interlocutors, collaborators, the market and the environment, rules to which the company informs its internal and external activities, demanding compliance with them by all collaborators, consultants and, to the extent of their competence, by external interlocutors
- Of organization and management, aimed at implementing an efficient and effective system of planning, execution and control of activities such as to ensure constant compliance with the rules of conduct and prevent their violation by anyone working for the company

A&T Europe is committed to fair and competitive practices. Our actions are guided by a belief in rewarding ability, experience, and efficiency in the pursuit of competitive results. Therefore, the company and its employees are expected to conduct themselves in a fair and ethical manner in all business dealings, including those with public authorities. Any action aimed at altering the conditions of fair competition is contrary to company policy and is prohibited for any person acting for the company. The pursuit of the company's interest cannot justify any conduct by the company's top management or collaborators that is not respectful of the laws in force and in compliance with the rules of the code of ethics. All information regarding the company and its activities must be truthful, clear, and verifiable in any communication with the outside world.

The company's relations with external stakeholders, whether public or private, must be conducted in accordance with the law and in compliance with the principles of fairness, transparency, and verifiability. In particular, relations with public employees must comply with the principles and provisions set forth in Presidential Decree No. 62 of April 16, 2013 (Code of Conduct for Public Administration Employees).

In regard to representatives or employees of public administrations, it is prohibited to pursue or establish personal relationships of favor, influence, or interference that could directly or indirectly affect the outcome of the relationship. It is also prohibited to offer goods or other benefits to representatives, officials, or employees of public administrations, including through intermediaries, unless the offering is a gift of modest value and in accordance with custom, and as long as it cannot be understood as aimed at seeking undue favors. Furthermore, the company does not make contributions, advantages, or other benefits to political parties and workers' trade union organizations, or to their representatives, except in compliance with applicable regulations. In responding to requests for proposals, the company conducts a thorough assessment of the suitability and feasibility of the proposed services, with a particular focus on technical and economic considerations, safety, and environmental impact.

Any identified issues are promptly addressed, where feasible. Bids are formulated in a way that ensures compliance with defined quality standards, reasonable employee compensation, and current safety and environmental protection measures.

The company only resorts to litigation when its legitimate claims are not adequately addressed by the other party. In general, any potential conflict of interest is avoided during negotiations.

In light of Legislative Decree No. 231 of June 8, 2001, A&T Europe has adopted its own organizational, management, and control model to regulate its business processes and mitigate the risks associated with the commission of offenses that may also result in criminal liability. In light of the aforementioned legislative interventions that have expanded the list of so-called "231 predicate offenses," as well as the organizational changes that have affected the company, the management has initiated a project to review and analyze its management and control tools. The aim is to verify the compliance of the behavioral principles and procedures already adopted with the purposes pursued by Legislative Decree 231. In this regard, the implementation of the organizational model serves as an effective instrument for fostering awareness and ethical conduct among all individuals employed by or representing A&T Europe.

### 3.3.2. SUPERVISORY BODY

The board of directors appoints the supervisory body, which is a collegial body composed of three members, including the chairman. The supervisory body reports critical issues to the board of directors in compliance with the model drawn up in accordance with Legislative Decree 231/2001.

During the course of 2024, there were no reports of violations of the organizational model or code of ethics.

### 3.3.3. WHISTLEBLOWING (gri 2-26)

A&T Europe has established a specific procedure for handling reports of illegal activities and irregularities. Under this procedure, any circumstance that constitutes even a potential violation of European Union law, national regulations, Legislative Decree 231/2001, the organisational model and the principles of the code of ethics can be reported through the dedicated channel for reporting illegal activities. In accordance with the relevant legislation, no form of retaliation will be tolerated against any individual who reports illegal activities that they have become aware of in the course of their employment or collaboration with A&T Europe.

During 2024, a single report was received via the above-mentioned channel. Following thorough investigation, no indication of misconduct or unethical conduct was found. Nevertheless, the company is continuing to monitor the situation and retains the prerogative to implement remedial measures if deemed necessary.

### 3.3.4. MANAGING AND FIGHTING CORRUPTION (sasb IF-EN-510a.1,2,3)

The company has a zero-tolerance policy towards any form of malfeasance and corruption, and ensures full compliance with all applicable laws and national regulations. A&T Europe's commitment to ethical business practices is reflected in our code of ethics, which emphasises the principles of transparency, truth, and honesty, as well as the standard of conduct to be observed in relations with the public administration.

The 231/2001 model outlines the management of sensitive activities and related responsibilities in several protocols. Powers of delegation, signature, and account access are exclusively assigned to specific management figures and transactions. Additionally, the principle of dual control is applied, which involves cross-checks through the involvement of multiple individuals within the company.

The code of ethics and model 231/2001, as well as Italian regulations, provide fundamental and sufficient guidance for optimal management by A&T Europe.

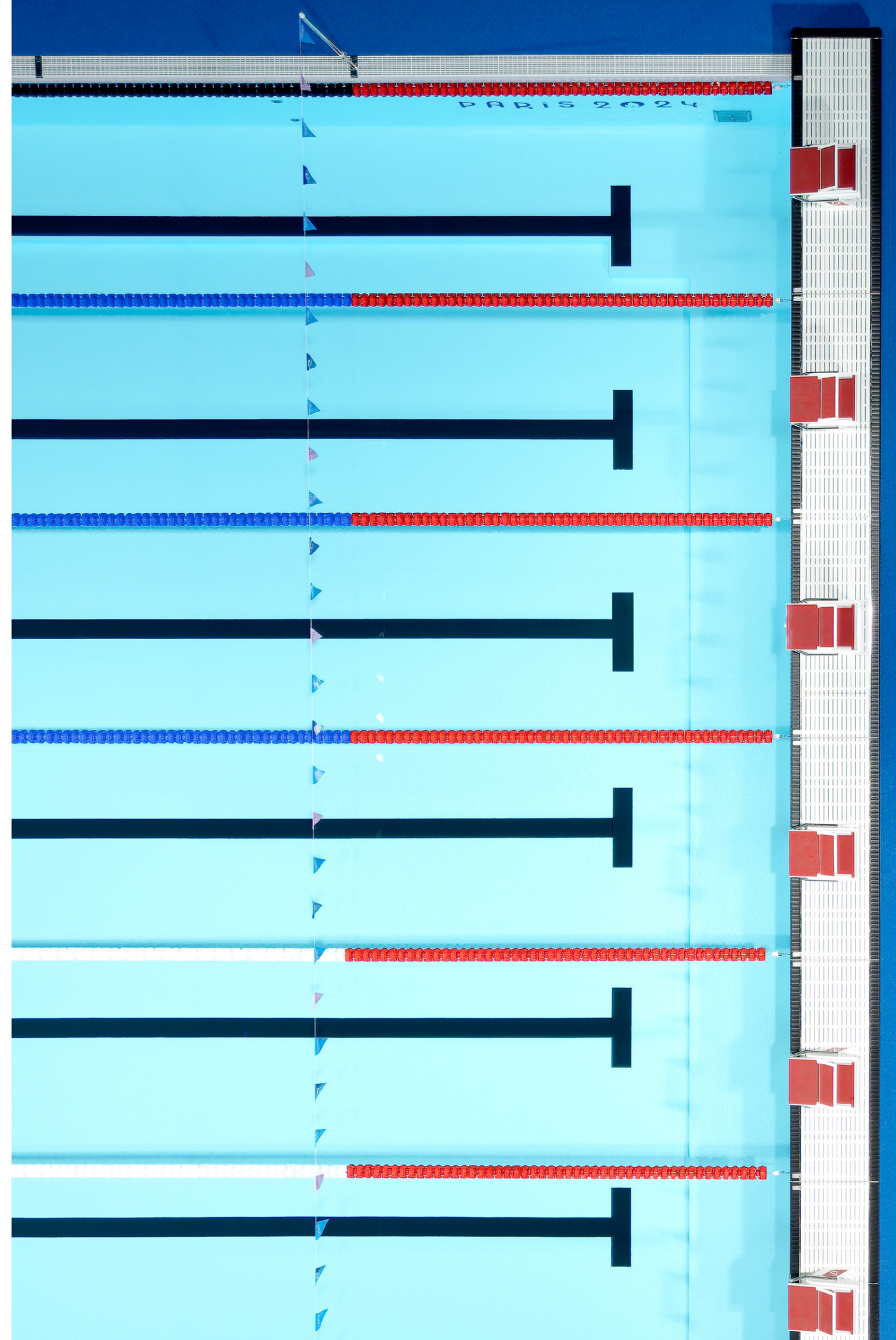
This approach is also instrumental in combating corruption in the supply chain, as the group's suppliers are required to adhere to the code of ethics and the values it espouses.

In terms of the international arena, as of 31 December 2024, A&T Europe had no open procurement contracts with any of the countries ranked among the 20 worst in Transparency International's Corruption Perceptions Index (CPI), except for one contract with Egypt.

In the course of 2024, A&T Europe was not subjected to any financial penalties resulting from proceedings pertaining to allegations of active or passive bribery or anticompetitive practices.

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

There were no significant instances of non-compliance with laws and regulations applicable to A&T Europe during 2024.



4.



INNOVATION.

## 4.1. PRODUCT DESIGN

At A&T Europe, we are committed to designing products that are environmentally and socially responsible throughout their entire life cycle.

A&T Europe's Myrtha technology is comprised of prefabricated, modular components. The entire structure of the swimming pool complex, including the pools themselves and their supporting and anchoring elements, is engineered on the basis of guidelines and standard modules adapted to the context of each specific project.

The distinct qualities of lightness, flexibility, and longevity that define Myrtha technology provide a competitive advantage over conventional reinforced concrete alternatives, including environmental benefits. Markets that prioritise measuring the life cycle of buildings have already adopted the solutions offered by A&T Europe.

In 2023, A&T Europe initiated an LCA (Life Cycle Assessment) of an Olympic swimming pool measuring 50x 25 m, intended for the 2024 Olympic Games in Paris, in accordance with ISO 14040 and ISO 14044 standards. The analysis produced positive results, demonstrating a 38% reduction in CO2 equivalent emissions compared to the target set by the Olympic Committee in the contract phase.

During 2024, A&T Europe initiated the process of creating a Basic Product Category Rule (PCR) for the general category "Swimming pool tanks", developed as part of the EPDItalia programme. The PCR serves as a framework for the preparation, assessment and validation of an internationally recognised Environmental Product Declaration (EPD), establishing the mandatory requirements for assessing the environmental performance of swimming pool tanks.

Specifically, this PCR covers tanks used in swimming pools, in line with UN CPC classification 422 (tanks, reservoirs and containers made of iron, steel or aluminium). This applies to tanks of all sizes and capacities. They are constructed primarily from metallic materials, such as steel, iron or aluminium. These tanks are designed for various purposes, including residential and public use, both indoors and outdoors.

Once the PCR specification is available, it will be possible to issue an EPD for any organisation operating in this sector. The EPD will be an objective, clear document recognised by stakeholders internationally in relation to the LCA (Life Cycle Assessment) to be published.

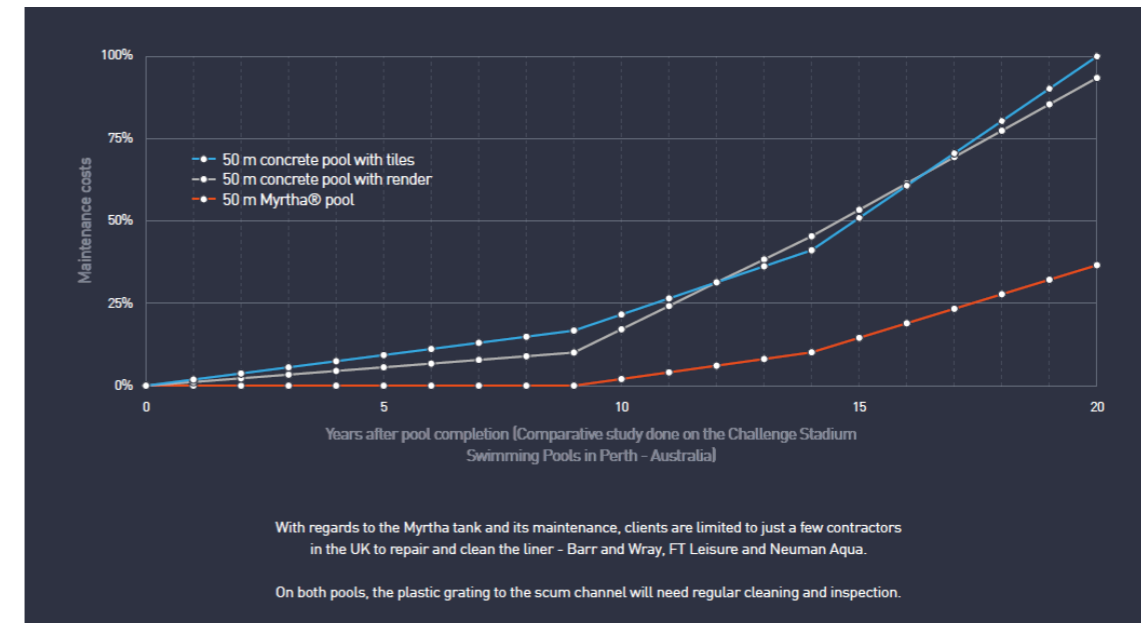
The architectural firm GT+3 Architects (<https://www.gt3architects.com/>) has conducted simulations on the entire life cycle of the pool. The findings indicate that the maintenance costs of an A&T Europe pool are more economical in the medium to long term when compared with traditional technologies.

### Concrete pool tank and stainless steel pre-fabrication

An independent review



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



In 2024, A&T's Research and Development Department launched an ambitious project to recover and reuse Myrtha materials at the end of their life cycle. While the recovery process is straightforward for stainless steel structural elements, recycling Myrtha panels – which are composed of PVC and steel – is intricate due to the composite nature of the material.

The concept validation phase was completed in 2024 and took place in two main stages. The first stage involved an in-depth bibliographic analysis of the main methods for separating composite materials containing PVC and steel. The second stage involved experimental separation tests carried out directly on Myrtha composite materials.

Following the analysis of the results, the subsequent phases of the project were initiated with the objective of selecting the technological solutions that can be implemented over the next decade.

At present, the recycling process is limited to production waste, with no separation of individual materials. This results in a lower economic value for the waste material than that obtained downstream of an efficient separation process. However, it is expected that the implementation of technological solutions for separation and recycling will not only increase the environmental sustainability of the production cycle, but also that of the recovery of end-of-life materials, contributing to the recovery of the initial investment.

This approach is fully in line with the principles of the circular economy, promoting the transition to a more efficient, responsible and environmentally friendly industrial model.

## 4.1.1. PRODUCT CERTIFICATION

(sasb IF-EN-410a.1)

A&T Europe has complied with the main national and international sustainability standards in order to obtain certifications that are useful to its customers and, at the same time, to improve its range of products and services in a market that is increasingly attentive to environmental impact issues.

Since 2011, the company has had a TUV-certified LEED® product mapping.

A mapping exercise has been conducted which shows how Myrtha Pools and Piscine Castiglione products comply with the LEED® standard.



Libretto Prodotto n. 004 del 25/10/2011

The LEED standard assessment criteria refer to buildings as a whole. Therefore, certifications (with their relative performance levels: Silver, Gold and Platinum) are not applicable to a single part of a building. A&T Europe is able to provide a detailed list of the "credits" that can be contributed to the building's certification. Over the years, the company has invested in updating the values obtained to the new standards (LEED V4 mapping in 2019) and in extending the range of product mappings to other international standards (BREEAM and Green Star of GBC Australia, in 2020).

For more information, please visit our website:

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

The qualification of A&T Europe products according to LEED and BREEAM standards is entrusted to Habitec's Greenmap programme.

Please find the link to the Myrtha Pools website below:

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

During 2024, Myrtha Materials successfully completed the certification process for its products according to the SGBC (Singapore Green Building Council) scheme.

For more information, please visit:

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

All
Leader ✓✓✓✓
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 international standards such as LEED and BREEAM, A&T Europe products are 100% certifiable for both prefabricated tanks and water treatment systems.

However, building certification depends on the general contractor, who is not required to communicate this to suppliers.

Consequently, the number of projects listed as certified or in progress in 2023 is purely indicative.

Tbale of projects certifiable according to a third-party sustainability standard

N.	COMMERCIAL ORDER	NATION	CERTIFICATION	UNDERWAY/ COMPLETED
1	ITC COLOMBO ONE	SRI LANKA	LEED®	COMPLETED
2	SOUTH DUNES	SAUDI ARABIA	LEED®, FSC	COMPLETED
3	HOTEL H11 RED DUNES	SAUDI ARABIA	LEED®	COMPLETED
4	H12 RED SEA	SAUDI ARABIA	LEED®	COMPLETED
5	CENTRE AQUATIQUE OLYMPIQUE 2024	FRANCE	HQE	COMPLETED
6	SOTOGRADE VILLAGE VERDE	SPAIN	BREEAM	COMPLETED
7	GOOGLE KGX1	UNITED KINGDOM	BREEAM	COMPLETED
8	YSGOL CEDEWAIN NEWTON WALES	UNITED KINGDOM	BREEAM	COMPLETED
9	NEOM SKI VILLAGE	SAUDI ARABIA	LEED®	UNDERWAY
10	WIND CREEK RESORT BETHLEHEM	U.S.A.	LEED®	UNDERWAY
11	U.C. SAN DIEGO STUDENT BLOCKS	U.S.A.	LEED®	UNDERWAY
12	ECLIPSE LEISURE CENTRE	UNITED KINGDOM	PASSIVHAUS	COMPLETED

## 4.1.2. HOW WE INTEGRATE ENERGY AND WATER EFFICIENCY INTO PRODUCT DESIGN

(sasb IF-EN-410a.2)

A&T Europe has set up a research and development department with processes and resources that pay particular attention to the sustainability of new products and services. In 2010, the company undertook a complex process of technology transfer to adopt CFD (Computational Fluid Dynamics) tools — a first for the swimming pool industry — among the so-called 'intangible' innovations. Following years of investment in a quiring sophisticated skills and tools, A&T Europe has succeeded in establishing itself as a global benchmark for the simulation of water behaviour in swimming pools.

The process developed by the company enables it to:

- Optimise pool design (shapes, nozzle positions, flow rates, etc.) to ensure success in the colour test defined by EN 15288
- Minimise the consumption of disinfection products while ensuring proper water distribution.

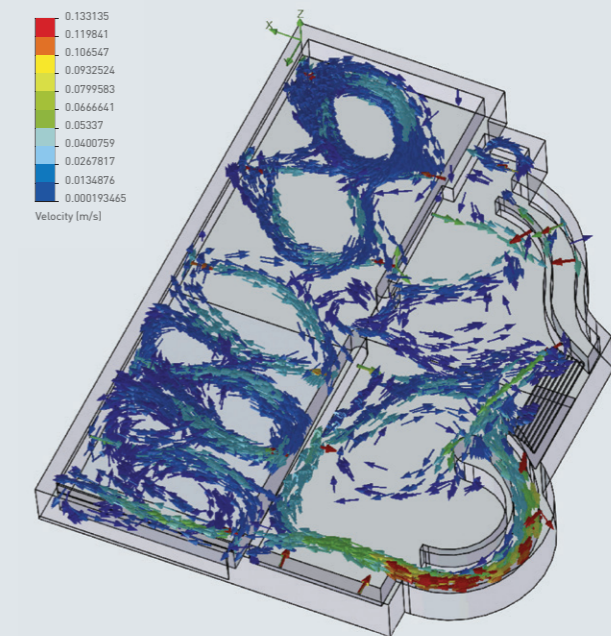
The performance improvement resulting from CFD analysis is not a regulatory or contractual requirement. It is one of A&T Europe's specific initiatives to reduce energy and water consumption during product use.

### Computational Fluid Dynamics

Myrtha Pools is the industry leader in the application of this technology. 2D and 3D Computational Fluid Dynamics (CFD) simulations applied to a specific pool design provide essential information regarding anticipated water circulation. Through the use of digital dye tests, information is gathered that provides verification and the opportunity for optimisation of the circulation, as well as aiding in development of special features and accessories.

Inlets around the edge of the pool are designed to recover the water from the pool, sending it to the filter, disinfect and then enter it again in the pool. The recirculation of water includes the route from the gutter to the balance tank through the overflow collectors and subsequent return to the pool and it determines the chemical parameters of water. Getting the jets to reach the centre of the pool and help disinfect the water here has always been problematic. Myrtha's unique Strahlenturbulenz inlet allows for a preventive recycle system test that avoids mistakes and "surprises" and allows the inlets to cover the full pool.

The picture on the right shows the results of a digital dye test applied to a pool with 3 different depths after 15 minutes, revealing erlchrome concentration.



During the quotation phase, A&T Europe produces data and documentation to demonstrate the energy savings of its solutions by simulating running costs against the initial investment in new technologies. In some cases, customers have specific product efficiency requirements relating to local conditions and/or regulations. For example, they may need to comply with local certification standards such as Green Mark and SGBC.

A&T Europe has developed the Myrtha Shark system, which integrates all water treatment functions, such as filtration, disinfection, UV treatment and heat exchange, into a single module. This module is managed by a central 'brain' that is constantly connected to monitor all relevant parameters.

The Myrtha Shark system was developed to optimise the energy efficiency of swimming pool water treatment. The system can immediately identify any water leaks, enabling timely maintenance and limiting water waste and damage to structures (the leak detection system improves the BREEAM standard rating).

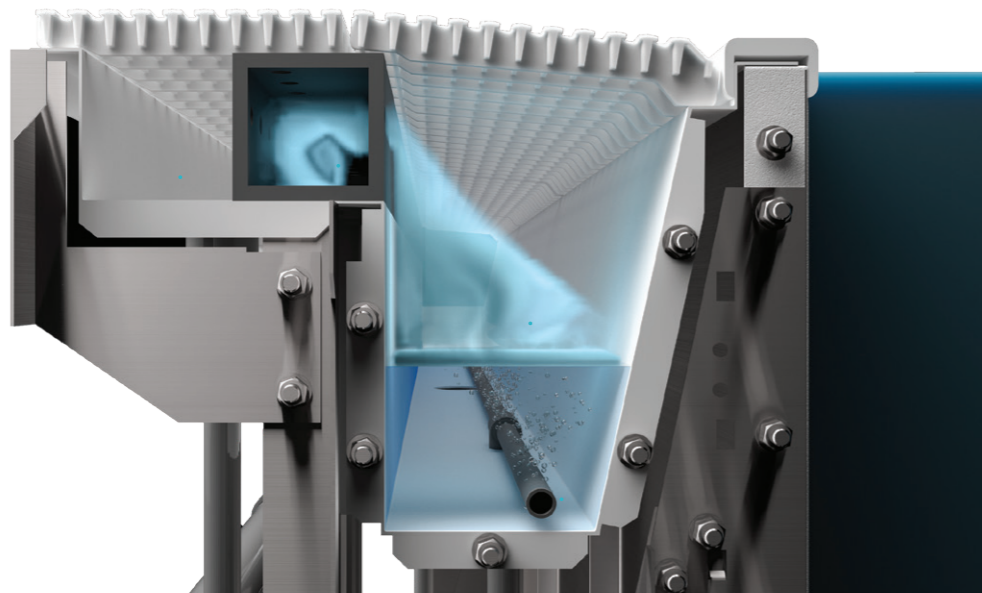
### 4.1.3. THE QUALITY OF THE INDOOR ENVIRONMENT

The research and innovation team at A&T Europe has developed the Myrtha Breathe system to remove volatile disinfection by-products (DBPs), such as chloramines and halomethanes, from indoor swimming pool environments. This innovative system improves the quality of the pool environment and prevents diseases caused by prolonged exposure to DBPs.

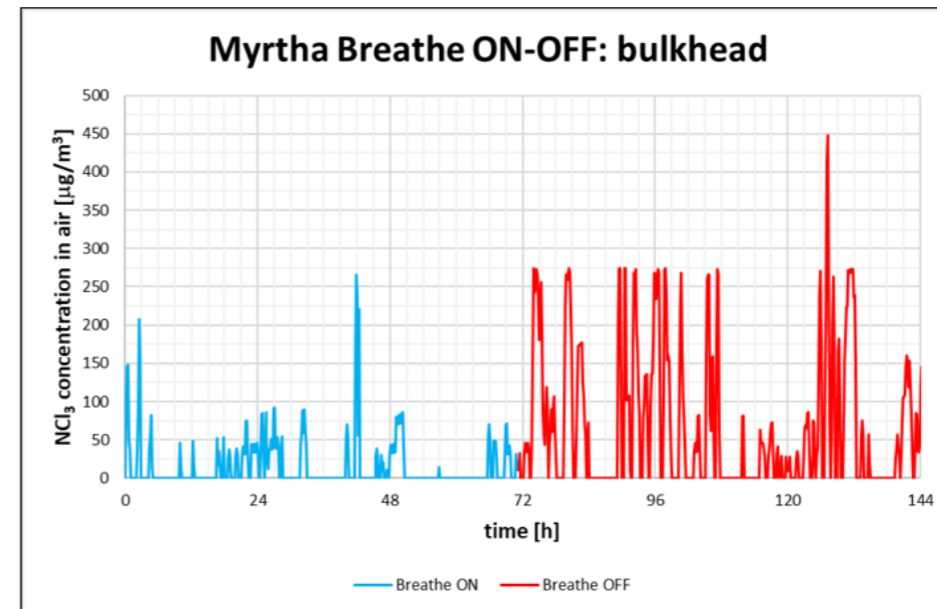
Many DBPs are chemically active substances. They can therefore attack the surfaces of the entire facility, causing premature deterioration of the pool's accessories and infrastructure, as well as affecting the building's exposed structural components.

The Myrtha Breathe system consists of an overflow channel equipped with porous pipes installed at the bottom of the channel. A duct draws polluted air from the main channel, the secondary channel and the pool floor.

This latest innovation is another step towards creating a fully sustainable aquatic facility. Using Myrtha materials instead of tiles and concrete can contribute towards sustainability certifications such as LEED and BREEAM. Add Myrtha Breathe to the mix and you have a sustainable, environmentally friendly facility with a longer life cycle.



During the 2024 Olympic Games in Paris, A&T Europe installed and tested the Myrtha Breathe system in the 50-metre swimming pool at the Defense Arena. The data collected was presented at international conferences and published in scientific journals, demonstrating the effectiveness of the new purification system in almost completely eliminating harmful volatile disinfection products (e.g. trichloramine NCl<sub>3</sub>) from the environment. These products are detrimental to both the health of swimmers and the structures of swimming facilities.



**3 days ON and 3 days OFF**

**Average NCl<sub>3</sub> concentration while ON:**

**16 µg/m<sup>3</sup>**

**Average NCl<sub>3</sub> concentration while OFF:**

**68 µg/m<sup>3</sup>**

## 4.3. RISK MANAGEMENT AT MAJOR EVENTS

A&T Europe manages hundreds of projects of various types (competitions, hospitality, leisure, etc.) every year. Most projects are permanent. Some projects are temporary, i.e. they are intended to provide a swimming venue for competitions during a specific event only.

Of all the projects carried out by A&T Europe, large temporary events (GETs) undoubtedly involve the greatest systemic risk.

These are events of international importance, such as the World Aquatics Championships (formerly FINA), as well as continental or national events organised by local federations.

The Olympic Games are undoubtedly at the top of the list of TEs, bringing prestige and resonance to all the companies involved while representing a major challenge requiring careful risk management, particularly with regard to the extremely high quality standards and strict deadlines.

A&T Europe has over ten years' experience in GET management and is recognised by all partners in the sector. WORLD AQUATICS recognises the company as an essential partner capable of not only preventing the risks associated with its activities, but also supporting and resolving any issues due to external causes or interference with other suppliers, which are typical of GETs.

At A&T Europe, the PMO (Project Management Office) has resources dedicated to GET management. These resources are responsible for formalising the lessons learned from each event in order to contribute to the continuous improvement of standards.

In addition to the PMO, the Site Management team is directly involved in each GET throughout the project, from planning to installation and management during the event, and final dismantling.

Since the London 2012 GET, A&T Europe has established a dedicated committee to oversee the GETs and manage related systemic risks. Composed of a Board of Directors representative who is an expert in major international competitive swimming events, the PMO manager and the company's marketing manager, this committee is responsible for analysing and preventing the specific risks of each GET, whether logistical, timing-related, safety-related, sustainability-related, communication-related or coordination-related.

In preparation for the World Swimming Championships scheduled to take place in Singapore in 2025, the PMO carried out a specific risk analysis for the event in 2024. Following this, a series of mitigating actions were identified and implemented to reduce and, where possible, eliminate the risks. The 2025 financial statements will report on how the event unfolded and any critical issues that arose.

## 4.3. PRODUCT REGENERATION

(sasb RT-IG-440b.1)

A&T Europe generates part of its revenue through the remanufacturing of swimming pools of various sizes and functionalities using materials from pools intended for large temporary events (GET). Once these pools have fulfilled their intended function, they undergo a multi-stage remanufacturing process involving dismantling, quality and compliance selection, remanufacturing, partial modification and warehouse recoding, and storage and reuse.

A&T Europe has been a leader in the construction of competition pools for over thirty years. From the 1987 European Championships in Strasbourg to the 2023 World Championships in Fukuoka, not to mention the Olympic Games. These events attract large audiences to specific locations for a limited period of time.

Thanks to Myrtha's prefabricated and modular technology, materials can be reused to create permanent structures derived from swimming pools.

Examples range from the numerous permanent swimming complexes constructed in the UK following the legacy of the 2012 London Olympics, to the 2023 World Aquatics Championships in Fukuoka, which will include materials used in Gwangju in 2019, Copenhagen in 2017, and even Rio in 2016.

This is all made possible by sophisticated design processes that provide for product reuse and regeneration from the earliest stages, exploiting the intrinsic characteristics of modular prefabrication. Fundamental quality aspects such as dismantling management are not neglected, as this is a crucial phase in ensuring the circularity of the process as a whole.

The contractual value of regeneration and reinstallation projects accounts for around 5% of A&T Europe's turnover.



MOUNT KELLY COLLEGE  
TAVISTOCK



SCARBOROUGH SPORT VILLAGE  
NORTH YORKSHIRE

## FUJUKA 2023



RIO DE JANEIRO 2016  
XXXI OLYMPIC GAMES



GWANGJU 2019  
18<sup>th</sup> FINA WORLD CHAMPIONSHIPS



COPENHAGEN 2017  
XXIII LEN EUROPEAN CHAMPIONSHIPS

## MYRTHA RENOVATION TECHNOLOGY

**In response to the need for the total or partial renovation of existing swimming pools (usually obsolete reinforced concrete pools), A&T Europe has developed a technology based on the same Myrtha modular principle. Renovation.**

Depending on the case, this system may involve renovating the walls, overflow channel, bottom lining, or even the entire pool structure. The RenovAction technology is a major innovation because both partial and total renovations can be carried out without the need for complete demolition of the existing structure.

In 2024, A&T Europe's Research and Development department launched a project aimed at recovering and reusing Myrtha materials at the end of their life cycle. While stainless steel structural elements are easy to recover, recycling Myrtha panels, which are made of PVC and steel, is more complex due to the composite nature of the material.

The Concept Validation process, which was completed in 2024, consisted of two main phases. In the first, the Research and Development department conducted a bibliographic analysis of the primary methods for separating composite materials containing PVC and steel. The second phase involved A&T Europe performing experimental tests directly on Myrtha panels.

Currently, A&T Europe recycles production waste materials delivered to companies specialising in waste recovery without separating the individual materials. This results in waste materials having a lower economic value than they would if they were separated efficiently.

Over the next decade, the company expects to implement technological solutions for separating materials, enabling their recovery at the end of their life cycle and reintroduction into the A&T Europe production cycle. These solutions will enhance the company's environmental sustainability, while also contributing to its economic performance by reducing the use of raw materials, shortening production times, and reintroducing recovered materials into a production cycle that adds greater value than recycling.

This approach is fully in line with the principles of the circular economy, promoting the transition to a more efficient, responsible, and environmentally friendly industrial model.

5.



ENVIRONMENT.

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

**A&T Europe is strongly moving towards a sustainable energy policy to operate its plants.**

In 2022, A&T Europe made a significant investment in the installation of a 150 kWp photovoltaic system to cover at least part of the energy needs of its industrial complex due to the significant increase in energy costs. The success of this project has led the company to budget for an additional investment for 2023.

In July 2023, A&T Europe began installing a second photovoltaic system with a capacity of 206 kWp, which became operational in March 2024. This photovoltaic system has doubled the total installed capacity and, consequently, the amount of electricity produced from renewable sources.

In late 2023, the company made a significant investment in replacing all the skylights in the warehouses with new, energy-efficient models. The new skylights have significantly reduced the need for interior lights to be turned on during working hours, leading to notable electricity cost savings.



A&T Europe has adopted an environmentally sustainable energy policy for the operation of its facilities, considering the self-consumption of energy produced by its own photovoltaic systems and the purchase of electricity from Enel Energia, a supplier that produces a significant portion of its energy from renewable sources.

Data on total energy consumption, expressed in terms of gigajoules (GJ), include consumption related to:

- Electricity
- Thermal energy from natural gas
- Thermal energy from diesel fuel

The electricity used for service activities in all offices, as well as for industrial activities attributable to production and warehouse activities, is derived from both renewable and fossil sources.

The share of non-renewable thermal energy from natural gas is utilized for both office heating and production departments.

The share of nonrenewable thermal energy from diesel fuel is used to power three light commercial service vehicles for A&T Europe.

Please find the breakdown of consumption by energy carrier and source type below.

Energy consumption table in Gigajoules (GJ)

CARRIER	TYPE	2024	%	2023	%	2022	%
ENERGY	ENERGY TAKEN FROM THE GRID	2569	41.2%	2634	48.9%	2556	46.6%
	SELF-CONSUMED ENERGY FROM PHOTOVOLTAICS	1038	16.7%	494	9.2%	681	12.4%
METHANE GAS	GAS FOR HEATING	1448	23.2%	1328	24.6%	1369	24.9%
	GAS FOR PRODUCTION	1094	17.6%	866	16.1%	881	16.1%
DIESEL FUEL	AUTOMOTIVE DIESEL FUEL	79	1.3%	65	1.2%	n.d.	_
<b>TOTAL</b>		<b>6228</b>	<b>100.0%</b>	<b>5387</b>	100.0%	<b>5487</b>	100.0%

Following renovation work on the building in Guidizzolo (Province of Mantua, Italy) in 2023, the 'Pool's' commercial division, along with the related warehouse and shipping department, was transferred to that location. Office and shipping activities in the new building began in 2024 and are therefore included in the tables showing the company's energy consumption.

As in 2023, the share of electricity used to provide company services at the Castiglione site was not broken down by sector because the company had only one meter from which all electrical loads and utilities originated. This is reported exclusively according to the source of supply.

Alongside an increased focus on renewable energy sources, the company is monitoring the potential to replace external lighting in car parks and around buildings with LED lighting. A technical study on the efficiency of existing heating systems using heat pumps has also been carried out and is ready for future renovation.

The 150 kWp photovoltaic system produced approximately 178 MWh in 2024. This can be added to the 199 MWh produced by the second 206 kWp system for a total of around 378 MWh. This generated savings of around 288 MWh on energy purchased from the grid. The difference between production and consumption (around 90 MWh) was sold to the grid as renewable energy, further contributing to the community's sustainability.

The share of thermal energy obtained from methane can be broken down by sector. In particular, we can attribute it to either office heating or A&T Europe's specific production processes.

A&T Europe has three commercial vehicles for direct use and a fleet of company cars leased on a long-term basis from major national providers. Each vehicle in the fleet is assigned directly to the relevant employee, who has it as a contractual fringe benefit. Regarding the share of energy required for the company fleet, A&T Europe has decided not to consider this at present, since none of the vehicles are intended for exclusive business use, but rather for mixed personal and business use. Due to this dual use, it is impossible to determine the specific consumption relating to business activities, and in any case it would have a limited impact on the company's overall business.

From 2023 onwards, A&T Europe started collecting data on the consumption of commercial vehicles, even though this represents a small amount compared to total consumption.

In 2024, an assessment was initiated for the rental of plug-in hybrid and/or fully electric cars, alongside the planned installation of charging stations for internal and external use in 2025.

This is in line with the company's commitment to limiting its environmental impact and contributing to the sustainability of the community.

Regarding energy procurement governance, A&T Europe belongs to a consortium of companies coordinated by 'Assindustria di Mantova' and specialised consultants. This consortium implements energy procurement policies based on short- and long-term market trends with the aim of achieving the best possible purchase price.

A&T Europe draws up an annual energy report to monitor and measure consumption and communicates this information on the ENEA portal through a certified ESCO. Every five years, it carries out an energy audit of the entire industrial complex.

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

Greenhouse gas (GHG) emissions were estimated based on energy consumption and are shown in the 'Summary of GHG emissions A&T Europe' table.

Once the photovoltaic systems come into operation in 2022 and 2023/24, A&T Europe will be powered directly by renewable sources. This will significantly reduce CO2 emissions and consequently lower the company's impact on climate change.

The reference year for calculating A&T Europe's GHG emissions is 2022, as this is the first year for which data is available.

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

In relation to A&T Europe's production activities, as the building housing the production departments is newly built and equipped with a 150 kWp photovoltaic system, the main residual emissions attributable to electricity consumption from renewable sources are considered to be very low and negligible.

Direct (Scope 1) GHG emissions therefore refer only to emissions generated by the fossil GHG sources present in the company, i.e. physical units or processes that release GHGs into the atmosphere (fuels fuel cells).

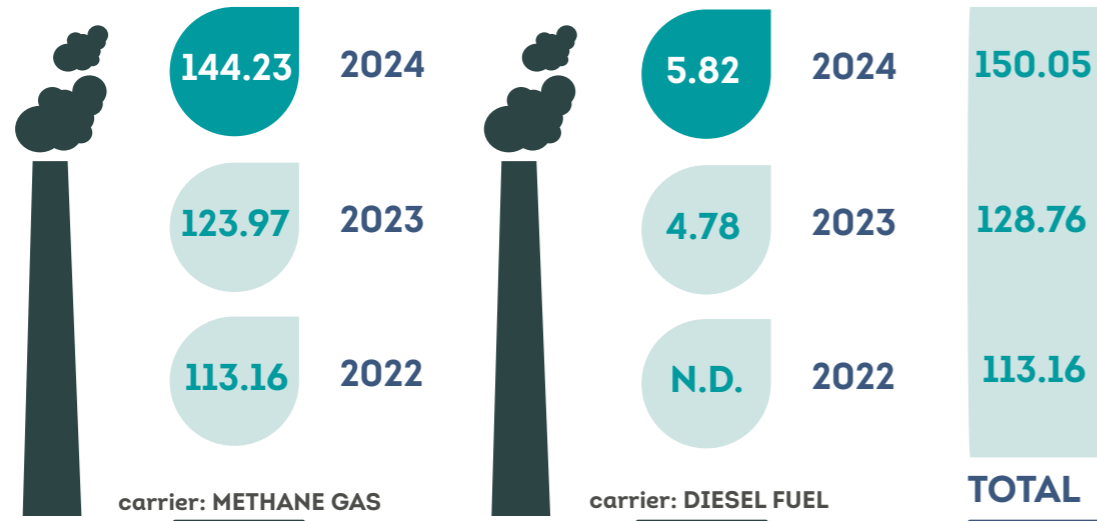
The main activities involving the use of fossil fuel (methane) in the production area are the Myrtha sheet metal plasticizing plant and the building and departmental heating system, which must be sufficiently heated to ensure the mechanical processing result of the manufactured products.

For the calculation of direct CO2-equivalent emissions, we used the conversion and emission factors given in the National Standard Parameters Table (source: ISPRA 2025), which are used to calculate EU ETS (Emission Trading Scheme) emissions with estimates valid for 2024.

The coefficients include all greenhouse gases in the calculation.

Compared to 2022, the 2023 and 2024 ESG Reports now include estimates of diesel fuel consumption for commercial vehicles under the control of A&T Europe.

Direct GHG emissions table (Scope 1) in tCO<sub>2</sub>e



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

Indirect GHG emissions (Scope 2) from energy consumption include, but are not limited to, CO<sub>2</sub> emissions from the generation of electricity, heating, cooling, and steam purchased or acquired and consumed by an organization.

A&T Europe has decided to report two separate values for Scope 2 GHG emissions: one based on geographic location (location-based) and one based on market (market-based).

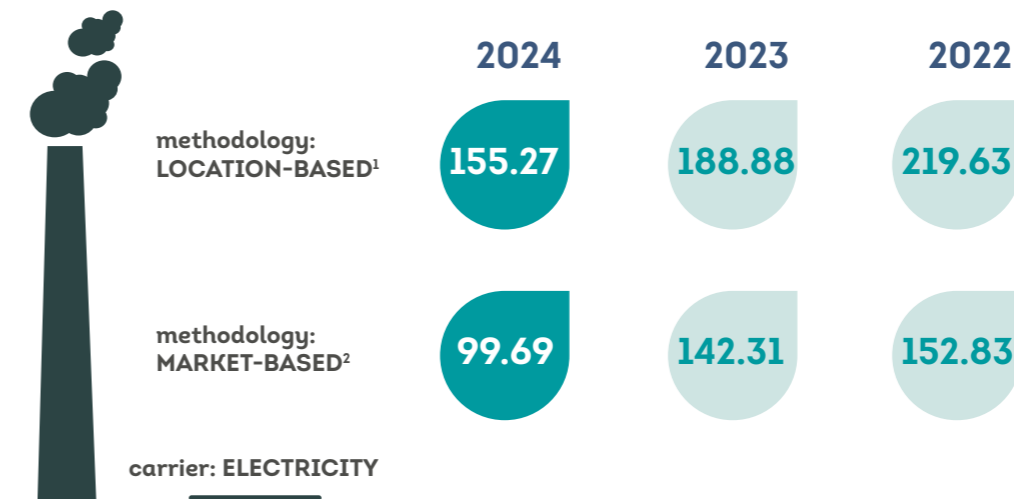
The location-based methodology considers the average GHG emission intensity of the energy produced and fed into the local grid to which it belongs. To calculate local Scope 2 emissions, we used the estimated GHG emission factors for Italian electricity production fed into the grid in 2024 (source: ISPRA database).

The estimate includes three greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O), which account for 99% of CO<sub>2</sub> emissions.

The market-based methodology considers GHG emissions resulting from the energy mix used by suppliers. To calculate the market-based Scope 2 emissions, we used the conversion factor calculated from the GHG emissions published by the electricity supplier that our organization deliberately chose to contractually purchase from the open market for the year 2022, 2023 and 2024.

The estimate includes all GHG.

Indirect GHG emissions table (Scope 2) in tCO<sub>2</sub>e

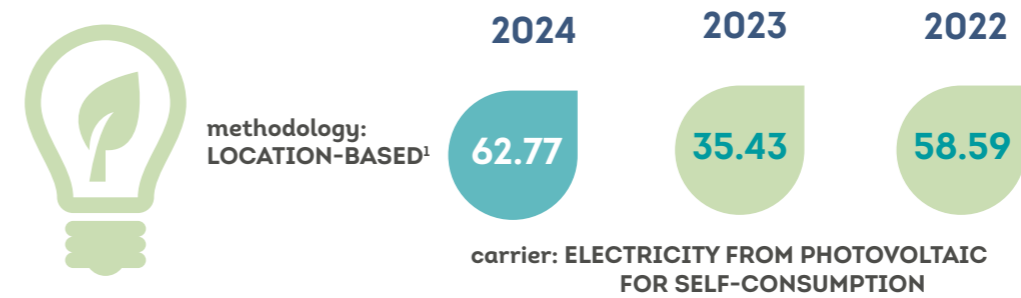


## 5.2.3. SAVINGS IN INDIRECT GHG EMISSIONS (Scope 2) (gri 305-5)

The presence of a photovoltaic plant in 2023 allowed A&T Europe to directly generate electricity from renewable sources, saving the purchase of electricity from the grid and the associated release of emissions.

Here are the details of the emissions saved.

Indirect GHG emissions savings table (Scope 2) in tCO<sub>2</sub>e



A&T Europe in GHG emissions summary table in tCO<sub>2</sub>e

TYPE	2024	2023	2022
GHG EMISSIONS Scope 1	150.05	128.76	113.16
LOCATION-BASED GHG EMISSIONS Scope 2	155.27	188.88	219.63
<b>TOTAL</b>	<b>305.32</b>	<b>317.64</b>	<b>332.79</b>
MARKET-BASED GHG EMISSIONS Scope 2	99.69	142.31	152.83
SAVINGS ON GHG EMISSIONS Scope 2	62.77	35.43	58.59

<sup>1</sup> Figure updated with ISPRA's final estimate for the year 2024.

<sup>2</sup> Figure updated to reflect the change in the supplier's calculation methodology for the year 2024.

## 5.3. WATER AND WASTEWATER

### 5.3.1. SUPPLY OF WATER (gri 303-1)

A&T Europe has water from both wells and aqueducts for its activities and services to its buildings.

With regard to water discharged from wells, the use is for irrigation of green areas located perimeter to its facilities and necessary to mitigate the industrial impact towards neighboring residential areas.

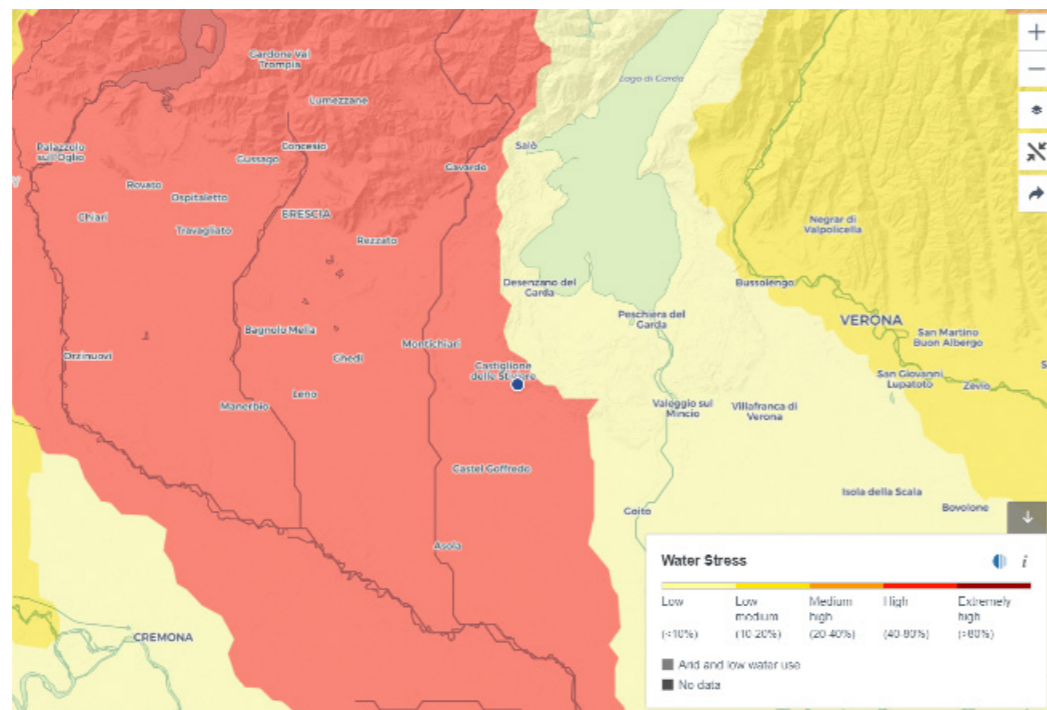
The irrigation of landscaped areas with well water was introduced in order to avoid overloading the water supply from the aqueduct, thus relieving the drinking water distribution system to the various households in the area.

The water from aqueducts is of a higher degree of purity, control, and treatment than well water. It is a precious commodity, and its intelligent use is recommended as much as possible. In recent years, during periods of high temperatures, municipalities have initiated awareness campaigns to rationalize the distribution of drinking water and meet the demands of their populations.

### 5.3.2. WATER WITHDRAWAL (gri 303-3)

A&T Europe is situated within an area that has been identified as experiencing a high level of water stress. The map, updated to August 16, 2023, is provided below for reference.

Map of water stress on the territory (fonte: [www.wri.org/aqueduct](http://www.wri.org/aqueduct)).



The tables below present the quantities of water withdrawn by each utility available to A&T Europe.

Table of quantity of water withdrawn in m<sup>3</sup>

SOURCE	2024	2023	2022	USE	CATEGORY
V. SOLFERINO WATER MAIN	11756	16522	10374	DOMESTIC AND INDUSTRIAL	DRINKING WATER
V. FONTANE WATER MAIN	293	498	622	DOMESTIC	ADRINKING WATER
WELL	3429	49	7527	IRRIGATION	OTHER WATER
GUIDIZZOLO WATER MAIN	138	-	-	DOMESTIC	DRINKING WATER
<b>TOTAL</b>	<b>15478</b>	<b>17069</b>	<b>18523</b>		

During the summer of 2023, the well water withdrawal system ceased to function. Consequently, the volume of drinking water withdrawn from the aqueduct on Via Solferino had to be increased to compensate for the interruption of the irrigation source. Nevertheless, the total volume of water consumed in the same areas remained unchanged.

During 2024, the water system of the headquarters well will be restored, allowing the amount of water drawn from the aqueduct and irrigation sources to return to 2022 levels.

In particular, the water drawn on Via Solferino is utilized primarily for domestic purposes, serving as a source for A&T Europe's largest office and warehouse complex, which employs approximately 260 individuals. Some of this water is used to fill the pools located in the outdoor exhibition center, which is set up for guests and clients. Lastly, some of this water is also used within the plasticizing production process to cool the sheet metal coming out of the Myrtha Line. The plasticization process consists of coupling steel sheet with PVC film, resulting in a hot-plasticized sheet, which is the main element of A&T Europe's swimming pools.

The water drawn on Fountains Street is exclusively utilized by an office building that houses approximately 60 individuals.

In the A&T Europe buildings, water drawn from the aqueduct is utilized not only in restrooms but also in the provision of sparkling and natural water columns situated in various work areas. This initiative offers employees a sustainable source of drinking water, an alternative to bottled water.

During the summer months, water is extracted from wells and utilized for the irrigation of all green areas within the farm property, encompassing an approximate total area of 55,000 m<sup>2</sup>. Of this total, approximately 8,000 m<sup>2</sup> is comprised of green areas.

## 5.3.3. WASTEWATER COLLECTION

(gri 303-4)

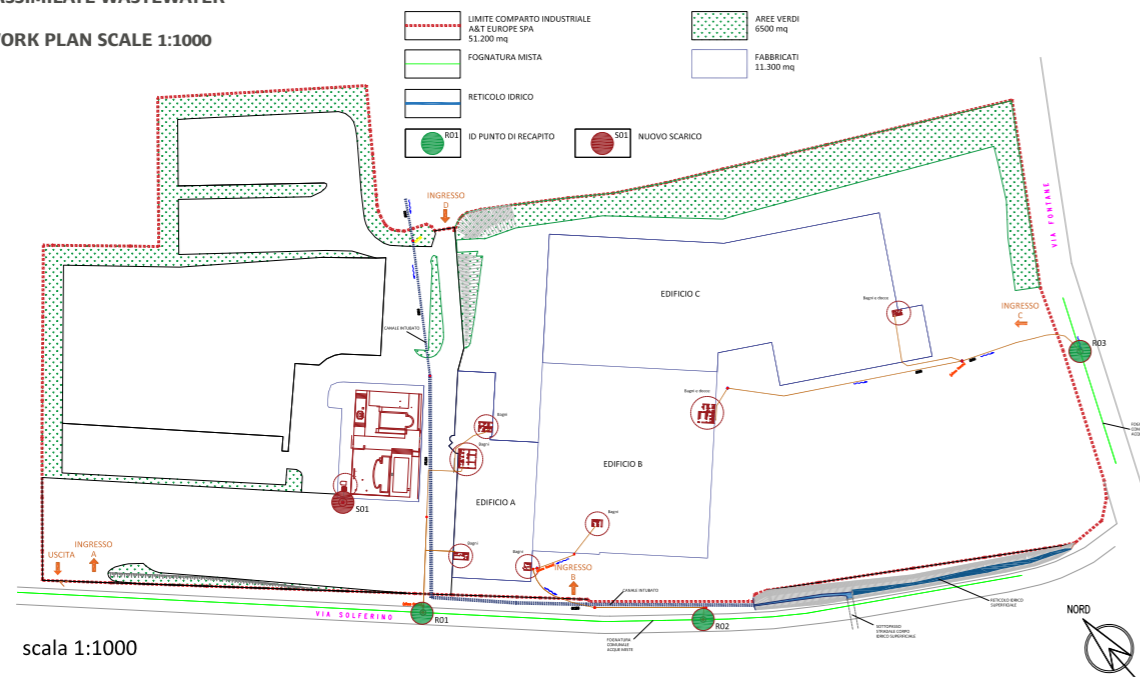
In accordance with the prevailing regulatory framework, A&T Europe has submitted and received authorization for the regular discharge of wastewater. The permit application entailed the delineation of all discharge points, encompassing both domestic and assimilated wastewater, as well as industrial wastewater.

Furthermore, the company conducted a comprehensive mapping of all stormwater wastewater, encompassing both the buildings and the uncovered parking lots and yards.

All wastewater is discharged into the public sewer system, with the exception of stormwater related to the newly constructed shed (2021). The latter is collected in a special lamination tank and discharged into a surface water body that ultimately empties into green areas downstream via specific pumps.

The following table presents a summary of water discharges.

**A&T EUROPE DOMESTIC AND ASSIMILATE WASTEWATER NETWORK PLAN SCALE 1:1000**



It should be noted that wastewater produced by A&T Europe is not accounted for, with the exception of industrial wastewater. In the case of industrial wastewater, the environmental permits obtained require that the relevant agencies be informed on an annual basis.

During the year 2023 also 2024, the industrial wastewater produced was a negligible percentage of the total water used (less than 1%).

## 5.4. WASTE

### 5.4.1. HAZARDOUS AND NON-HAZARDOUS WASTE

(gri 306-1, 306-3, 306-4)

Waste generated by A&T Europe is almost exclusively non-hazardous waste (over 97%), with a small remainder of hazardous waste (less than 1%).

A statistical analysis of the types of waste produced indicates that the overwhelming majority are destined for recovery (exceeding 99%).

It is also important to consider which sector is responsible for the generation of waste. The company has determined that the volume of waste produced at the construction site is significantly less than that generated by the production, warehouse departments at the headquarters and Guidizzolo offices.

The figures for the years 2022-23-24, presented below, indicate a high degree of similarity in percentage values. In 2024, A&T Europe produced approximately 110 t more waste than in 2023.

Summary table of waste produced

	2024	%	2023	%	2022	%	2021	%
HAZARDOUS WASTE	3.4	0.8%	6.9	2.2%	7.3	2.5%	1.9	0.5%
NON-HAZARDOUS WASTE	419.5	99.2%	301.7	97.8%	288.9	97.5%	384.4	99.5%
<b>TOTAL WASTE</b>	<b>422.9</b>	<b>100%</b>	<b>308.6</b>	<b>100%</b>	<b>296.2</b>	<b>100%</b>	<b>386.3</b>	<b>100%</b>
WASTE RECOVERY	421.23	99.6%	304	99.6%	292.1	98.6%	384.8	99.6%
WASTE DISPOSAL	1.75	0.4%	4.6	0.4%	4.1	1.4%	2	0.4%
<b>TOTAL WASTE</b>	<b>422.9</b>	<b>100%</b>	<b>308.6</b>	<b>100%</b>	<b>296.2</b>	<b>100%</b>	<b>386.3</b>	<b>100%</b>
WASTE PRODUCED IN HOUSE	373.5	88.4%	303.9	97.5%	266.4	89.9%	376.8	97.5%
WASTE PRODUCED BY CONSTRUCTION SITES	33.3	7.8%	4.7	2.5%	29.8	10.1%	9.5	2.5%
WASTE PRODUCED IN GUIDIZZOLO	16.1	3.8%	-	-	-	-	-	-
<b>TOTAL WASTE PRODUCED (t)</b>	<b>422.9</b>	<b>100%</b>	<b>308.6</b>	<b>100%</b>	<b>296.2</b>	<b>100%</b>	<b>386.3</b>	<b>100%</b>

A review of the waste produced by type of EWC (European Waste Code) indicates that the majority of the waste is non-hazardous solid ferrous waste (EWC 17.04.05). The entire amount of ferrous waste produced is sold to metallurgical companies that recover it by smelting.

The following is a summary of waste generated during 2024 by hazard and destination.

## Aggregate summary table of waste produced 2024

WASTE (t)	HQ	CONSTRUCTION SITE	GUIDIZZOLO	TOTAL
<b>NON-HAZARDOUS</b>	<b>370.49</b>	<b>33.01</b>	<b>16.06</b>	<b>419.56</b>
RECOVERY	370.49	32.11	15.58	418.18
DISPOSAL	-	0.9	0.48	1.38
<b>DANGEROUS</b>	<b>3.07</b>	<b>0.36</b>	<b>-</b>	<b>3.43</b>
RECOVERY	2.91	0.14	-	3.05
DISPOSAL	0.15	0.22	-	0.37
<b>TOTAL</b>	<b>373.55</b>	<b>33.37</b>	<b>16.06</b>	<b>422.98</b>

In light of the type of non-hazardous waste produced and subsequently sent to designated recovery centers, the company is demonstrating a commendable commitment to environmental sustainability, striving to the greatest extent possible to separate and sort waste.

This same principle is also applied inside the offices. The company employs a targeted selective collection process through specialized containers that facilitate the proper separation of urban assimilable.

## 5.5. ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES/BIODIVERSITY

(sasb IF-EN-160a.1.,2)

The primary activities conducted on the site involve the assembly of:

- Bolted structures for swimming pools made of PVC laminated stainless steel panels
- PVC reinforced linings
- PVC piping
- Finishing tiles
- Competition accessories

In addition to the above, the company has introduced new product lines for which assembly is performed. Specifically:

- EPS wellness cabins
  - Wooden wellness cabins
  - Steel wellness cabins
  - Systems for operation of wellness cabins
  - Metal carpentry structures for decks and movable bottoms
  - Methacrylate walls
  - Carpentry structures for slides
  - Fiberglass structures for slides
- A&T Europe does not have in-house personnel to perform installation activities; these activities are subcontracted to third-party companies

In-house personnel primarily serve as technical advisors and trainers and are occasionally directly involved in special or high-priority assemblies. The majority of installation activities are outsourced to third-party companies. In most cases, A&T Europe subcontracts for the general contractor of the projects in which it participates.

In contract schemes, activities with the highest environmental impact, such as waste management, are often excluded from the contract and instead managed by the general contractor. In instances where these activities are part of A&T Europe's contractual obligations, they are managed through subcontractors with expertise in waste management.

A Site Manager is assigned to each directly managed job. The Site Manager is responsible for planning site activities and checking the progress of the subcontractor's work. The Project Manager-Site Manager determines whether there is a need to engage a waste disposal company and, if so, applies to it for registration in the National Register of Environmental Managers and any waste transport/storage permits.

A&T Europe adheres to a policy of subcontracting work execution to qualified partner companies, both in Italy and abroad. Subcontracting companies are selected by A&T Europe personnel through a rigorous qualification process, which includes Pool Academy training, document verification, and a thorough review of their work performance.

In order to cope with the increasing workload and manage the complexities arising from strong differentiation, both product and geographic, the company is seeking local subcontractors to work alongside product specialists. The local organization allows for greater capacity to respond to the specific requirements of different countries.

During the course of the aforementioned activities in 2023, there were no notable incidents or reports of noncompliance with environmental permits, standards, laws, and regulations.





6.



**COMMUNITY.**

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

A&T Europe manufactures its pools with a proprietary modular system that utilizes stainless steel panels onto which a layer of thick and hard PVC is laminated at high temperature.

The quality of the stainless steel used ensures the structure's long life, strength, and reliability in any situation. All elements, including rails, panels, and channels, are bolted together to avoid welds, which are particularly susceptible to corrosion. PVC provides optimal waterproofing and is now a common choice for public swimming pools due to its exceptional resistance to UV rays and chemicals, as well as its ease of cleaning and pleasant tactile quality. PVC is utilized for all wall joints, at the pool bottom, and between the wall and pool bottom, ensuring a comprehensive final seal.

In 2024, A&T Europe did not incur any reworking costs related to product safety that could be attributed to the company.

However, the company did incur product rework costs related to defects totalling €222,822.04. These costs relate to activities such as the removal of installed items and materials, the design and production of replacements, the necessary equipment, and shipping. Of this total, €20,893.29 was due to company errors and €201,928.75 to supplier errors.

To prevent and reduce this type of error, actions taken include holding scheduled periodic meetings with the supplier, introducing checklists for product inspection and expanding the technical resources team. In addition, official audits of suppliers' premises have gradually been added to the processes to assess the maintenance of equipment and the organisation of materials, in order to prevent unintentional exchanges of different-quality consumables.

During 2024, A&T Europe incurred total expenses of €183,239.01 as a result of legal proceedings or signed agreements associated with incidents or allegations relating to product defects and safety. This expense represents a negligible percentage of the company's total activities and falls within the natural margin of error.

Due to privacy regulations, it is not possible to share details about the parties involved, the type of proceedings or the context.

The monetary outlay covered issues arising from water leakage defects, installation errors, product defects and waterproofing imperfections.

Although corrective actions have not yet been implemented, an assessment of the products and installation process involved in the sanctioning 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 component of its construction products, thereby meeting the requisite standards for quality and safety.

The harmonized standard EN 1090-1:2009/EC 1-2011, entitled "Execution of steel and aluminum structures Part 1," The "Requirements for Conformity Assessment of Structural Components" outlines the requirements and methods for affixing the CE marking in accordance with European Regulation (EU) No. 305/2011. All manufacturers of steel and aluminum structures are required to implement CE marking according to EN 1090-1 for their products and production facilities.

This implementation became mandatory as of July 1, 2014. The manufacturer must preliminarily qualify its products through initial type tests or calculations and certify its FPC (Factory Production Control) through the intervention of an authorized notified body.

In regard to the requisite construction specifications, the pertinent references are to EN 1090-2 for steel structures and to EN 1090-3 for aluminum structures. The stipulations for conformity assessment for all structural types are delineated according to a singular standard.

The products covered by the standard represent some of the most critical offerings in the civil works sector, including structural metalwork and its diverse applications in construction projects such as buildings, educational institutions, commercial premises, and road infrastructure.

While the UNI EN 1090-1 standard does not directly contain standards governing structural design and calculations related to construction, it does make reference to them on occasion.

A&T Europe is pleased to announce that we have achieved Uniform Plumbing Code (UPC) certification of our solid surface materials, in accordance with the ANSI/ICPA standard SS1-01. The UPC is a model code developed by the International Association of Plumbing and Mechanical Officials (IAPMO) with the aim of regulating the installation and inspection of plumbing systems in a manner that promotes public health, safety and welfare. The UPC is a rigorous and internationally recognised marking.

During 2024, the company did not identify any non-compliance with regulations and/or voluntary product labelling codes.

## 6.3. MARKETING (gri 417-3)

Our company is committed to maintaining the highest standards of transparency in our brand communication. We base our messaging on tangible, factual evidence and measurable scientific data, which aligns with our core values and reflects our commitment to integrity and accountability.

A recognition of our corporate values also entails presenting ourselves to the world in a unified and consistent manner, representing all companies within the Industrial Group as a unified entity.

Ethical marketing and related codes of business conduct are fundamental elements of our corporate culture. Our company is committed to fostering ethical conduct among employees and business partners in all aspects of our operations, including product and service promotion and production. The decisions made by our employees and representatives have a significant impact on the way we communicate as a company. We strive to make choices that align with our core values of respect, fairness, transparency, truthfulness, and a healthy awareness of the user's needs.

This approach enhances the credibility and reliability of our brand while benefiting the entire community.

## ETHICS AS A GUIDELINE

Our company has always operated in full compliance with various legal protocols, including 231 and GDPR, to ensure transparent and respectful administration of user privacy.

**The purpose of corporate communication is to present products and services in a clear and honest way, respecting customers, stakeholders, and the company's own ethics.**

**Virtuous communication enables corporate brands to be recognized by consumers as brands capable of operating according to sound logic, thus fostering their consolidation in their target markets as credible and reliable brands for their audiences.**

During FY2024, there were no instances of noncompliance with regulations or voluntary codes pertaining to marketing communications, including advertisements, promotions, and sponsorships.

7.



PEOPLE.





## 7.1. PEOPLE MANAGEMENT

### 7.1.1. EMPLOYEES (gri 2-7)

As at 31 December 2024, A&T Europe's workforce comprised 345 employees. When compared with 2023, there has been a slight increase in the number of employees. The majority of the workforce consists of permanent employees.

A&T Europe's workforce is predominantly male, with 61% of employees being male and 39% female.

91% of employees hold permanent contracts, while the remainder are on fixed-term contracts.

In 2024, the majority of employees are in the 30-50 age group, accounting for 63% of the workforce, while 15% are under 30<sup>1</sup>.

<sup>1</sup> The calculation does not include manager

#### NUMBER OF EMPLOYEES



345

62%



213

38%



132

#### AGE RANGE

OVER 50

81

30-50 YEARS

213

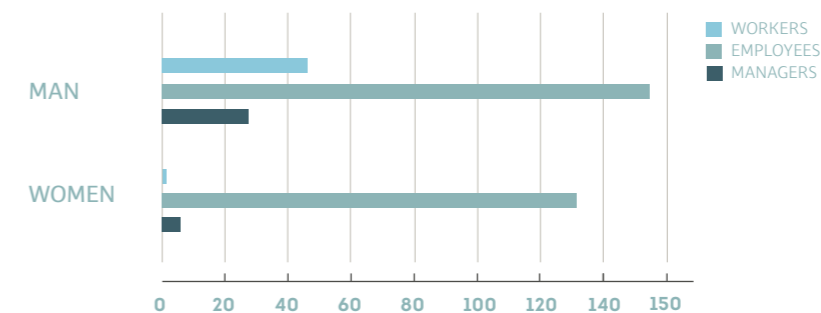
UNDER 30

51

When distinguishing the group's personnel by professional role, the majority of employees fall into the category of white-collar workers – 85% of the total – and 13% fall into the category of blue-collar workers.

The group's management is covered by executive and middle management contracts.

#### People by classification and gender



A&T Europe's workforce is based in Italy, with a significant presence at the company's headquarters in Castiglione delle Stiviere (MN).

A&T Europe reports the total number of employees based on the number of people employed by the company at the end of the reporting period, set at 31 December.

#### Employees data table

EMPLOYEES BY TYPE OF CONTRACT AND GENDER	2024			2023			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
PERMANENT	117	197	314	111	187	298	115	187	302
FIXED TERM	15	16	31	10	14	24	4	6	10
<b>TOTAL</b>	<b>132</b>	<b>213</b>	<b>345</b>	<b>121</b>	<b>201</b>	<b>322</b>	<b>119</b>	<b>193</b>	<b>312</b>

## 7.1.2. SELF-EMPLOYED PERSONNEL (gri 2-8)

Due to an unforeseen surge in workload and elevated staff turnover, A&T Europe had to augment its workforce with non-employee personnel sourced from cooperatives.

A&T Europe reports the total number of non-employee workers according to the number of people in the company at the end of the reporting period, which is set as of December 31.

Self-employed personnel table

JOB DESCRIPTION	2024	2023
WAREHOUSEMEN	12	9
RECEPTION	2	1
INTERNS	3	3
EMPLOYEES	2	1
<b>TOTAL</b>	<b>19</b>	<b>14</b>

## 7.1.3. NEW HIRINGS AND TURNOVER (gri 401-1)

In 2024, A&T Europe hired a total of 56 new employees, including 21 women and 35 men.

The rate of new hires was 16.62%, of which 7% were women and 10% were men. The number of employees who resigned was 30, and the respective turnover rate was 9%. In comparison with 2023, turnover rates have remained consistent at a normal level<sup>2</sup>.

<sup>2</sup> The calculation does not include managers

New hirings and turnover table

2024	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	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%

2022	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	15	78	25	118	16	122	47	185	303
NUMBER OF NEW HIRES	6	5	0	11	6	9	1	16	26
NUMBER RESIGNED	2	1	7	10	1	13	4	18	28
NEW HIRE RATE	40%	6.4%	0%	9.3%	37.5%	7.4%	2.1%	8.6%	8.9%
RATE DESIGNED	13.3%	1.3%	28%	8.5%	6.3%	10.7%	8.5%	9.7%	9.2%

## 7.1.4. EMPLOYEE BENEFIT (gri 401-2, 401-3)

Attention to employee satisfaction.

A&T Europe has consistently demonstrated a commitment to addressing employee health and well-being in the workplace.

In this regard, the company has implemented numerous initiatives and is continuously developing new ones, as well as enhancing existing ones. Notably, it has incorporated second-level supplementary bargaining into the traditional labor contract, incorporating various elements designed to enhance satisfaction, including a non-absorbable collective superminimum, a holiday bonus, a performance bonus, a company welfare plan, meal vouchers, and hourly flexibility in and out.

A&T Europe provides access to a range of health services, including blood tests and flu shots, delivered directly in-house once a year.

In addition to these activities, which promote health and wellness in the workplace in a broad and inclusive manner, the company has initiated several programs related to WHP (Workplace Health Promotion) and Health Sport & Wellness. These programs, launched in 2018, encourage healthy lifestyles and physical movement. In this regard, the company provides fresh fruit in common areas on a weekly basis. Additionally, meetings are held with nutritionists, personal trainers, and physical therapists with the objective of increasing awareness and preventing diseases related to nutritional deficiencies and sedentary lifestyles. Another example is the pedal-assisted bicycle rental service, made available for the summer season.

Health Sport & Wellness also includes organizing company tournaments, as well as sponsoring events and competitions in sports, walks, and bike rides. These events are designed to encourage cohesion and sharing. One of the most recent initiatives has been to offer admission to Aquamore centers to employees and a concession for access to family members. This is intended to promote the positive value of activities carried out in the water.

The number of events offered remained unchanged in 2024, however, efforts were made to diversify the programme. New training and information sessions were introduced, including a paediatric first aid course, while new sporting events were also added, such as swimming lessons and a trip to the snow.

The most sought-after benefit among full-time employees is health insurance, followed by the company's supplementary contribution to the company pension fund.

#### Benefit table for full-time employees

BENEFIT	2024	2023	2022
HEALTH-CARE	300	255	260
PARENTAL LEAVE	12	10	6
PENSION CONTRIBUTIONS	87	67	65

The rate of return to work from parental leave in 2024 was 95%.

#### Parental leave table

PARENTAL LEAVE	2024			2023			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
THOSE ELIGIBLE	8	13	21	5	5	10	9	5	14
USED	8	13	21	5	5	10	9	5	14
RETURNED BY THE END OF THE YEAR	7	13	20	2	5	7	9	4	13
STAYED BEYOND 12 MONTHS	7	13	20	2	5	7	9	4	13
RETURN RATE	87.5%	100%	95%	40%	100%	70%	100%	80%	93%
LOYALTY RATE	87.5%	100%	95%	67%	100%	88%	90%	100%	93%

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

The number of employees included in the calculation of training provided is the average of the absolute values for the years 2023 and 2024.

#### Table average number of training hours per employee for the years 2023-2024

CATEGORY	2024			2022-2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
MANAGERS	16.0	23.0	22.3	-	12.0	12.0
SUPERVISORS	25.8	8.9	12.6	16.7	21.4	19.6
EMPLOYEES	15.7	19.3	17.8	19.9	22.0	21.2
WORKER	-	40.0	40.0	-	88.6	88.6
<b>TOTAL</b>	<b>15.8</b>	<b>19.2</b>	<b>17.8</b>	<b>19.8</b>	<b>27.3</b>	<b>24.3</b>

A&T Europe places a strong emphasis on actively listening to the needs of its employees. In order to facilitate this, the company has introduced a new evaluation system, known as VCC (Evaluation of Competencies and Behaviors), which is designed to assist in defining the annual training plan. The benefit to the employee is the opportunity for constant improvement of their knowledge and skills, as well as ongoing training.

Table periodic assessment of skills year 2024

CATEGORY	% SUBJECT TO EVALUATION	
	2024	2023
MANAGERS	67%	67%
SUPERVISORS	100%	100%
EMPLOYEE	100%	100%
WORKERS	-	-
<b>TOTAL</b>	<b>84%</b>	<b>84%</b>

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

A&T Europe has achieved substantial gender parity at the white-collar level. However, the blue-collar category continues to have a higher male presence, reflecting the nature of the work on the shop floor. To achieve full gender equality, there is a need for greater commitment to gender equality at the management level.

Employee diversity table by category

EMPLOYEES BY PROFESSIONAL PROFILE AND GENDER	2024			2023			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
MANAGERS	1	9	10	1	8	9	1	8	9
SUPERVISORS	4	19	23	3	17	20	4	18	22
EMPLOYEES	126	142	268	116	131	247	113	124	237
WORKERS	1	43	44	1	45	46	1	43	44
<b>TOTAL</b>	<b>132</b>	<b>213</b>	<b>345</b>	<b>121</b>	<b>201</b>	<b>322</b>	<b>119</b>	<b>193</b>	<b>312</b>
<b>PERCENTUAL</b>	<b>38%</b>	<b>62%</b>	<b>100%</b>	<b>37.6%</b>	<b>62.4%</b>	<b>100%</b>	<b>38.1%</b>	<b>61.9%</b>	<b>100%</b>

A&T Europe is an advocate of diversity and inclusion and, in this context, is pleased to collaborate with the Aole Amateur Sports Association. Aole is an organisation that aims to promote and develop projects for the independence and social and cultural integration of people with disabilities.

In 2024, A&T Europe collaborated with the Aole association to organise a series of corporate team-building events and the annual swimming event at the CUS Bocconi swimming centre. The event was attended by several employees and members of the association. In addition, the association has been invited to attend several Paralympic events in Paris as spectators.

Furthermore, the company intends to introduce an equal opportunities policy with the aim of promoting gender equality and preventing all forms of discrimination based on gender and sexual orientation. By 2025, it plans to strengthen these policies, with a particular focus on establishing a fair, transparent and inclusive remuneration system.

## 7.4. HEALTH AND SAFETY AT WORK

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

A&T Europe operates an occupational health and safety management system (SGSSL) that complies with the legal obligations set out in the Consolidated Law on Health and Safety (Legislative Decree 81/2008 and subsequent amendments).

These obligations can be broadly categorised under the following general protective measures:

- Assessment of all risks to which workers are exposed (general and specific), adoption of relevant preventive measures, provision of PPE (personal protective equipment) related to the risks
- Information, education and training of workers specific to the tasks performed
- Health surveillance (guaranteed by the company doctor)
- Participation and consultation of workers and their representatives (RLS) in relation to prevention and safety activities

Specific HSE (Health, Safety and Environment) software has been implemented to manage activities and related documentation.

A&T Europe does not have an ISO 45001-certified management system (Occupational Health and Safety Management Systems).

For subcontracted activities for which A&T Europe acts as guarantor to its clients, or for activities carried out at external sites (e.g. construction sites for the installation of swimming pools or cruise ships) or at internal sites under the control of A&T Europe, the company requires its contractors to provide all documentation certifying compliance with safety requirements by the organisation and its employees or collaborators before work is assigned. This includes documentation proving that workers/collaborators have undergone safety training and/or instruction, as well as documentation proving compliance with civil, fiscal, social security and safety obligations (CCIAA/DURC, DUVRI, POS, driving licence, etc.).

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

The processes aimed at identifying and assessing risks are entrusted to consultants in the sector, in order to guarantee the objectivity of the investigation and adequate expertise.

Investigations are carried out by sharing information with internal safety roles (Head of the Prevention and Protection Service – RSPP, ASPP Officer, Area/Sector Managers, Workers' Safety Representatives, Company Doctor) and working in collaboration with the personnel concerned, both in workplace inspections and in conducting interviews aimed at acquiring relevant information.

The results of the verification and monitoring activities are documented (e.g. photos, reports, technical reports) and formalised in specific periodic audits conducted by the RSPP.

Any critical issues (accidents, injuries, other events, etc.) are examined during special meetings held between staff who hold safety roles in the company and, where necessary, staff who are affected and directly involved in the issues examined. The objective is to investigate the incident and plan appropriate corrective and improvement actions.

The Quality Management System (ISO 9001) is subject to regular updates, as required for the effective management of service activities (near misses, accidents, illnesses, etc.). Please note that reports are to be sent to the Head of the Prevention and Protection Service (RSPP). The most critical harmful events are also subject to in-depth assessment at the annual meeting of the Prevention and Protection Service (Art. 35 of Legislative Decree 81/2008).

The company also promotes in-depth studies and investigations when changes are made to company processes or production and logistics layouts, which are incorporated into the Risk Assessment Document (DVR).

## 7.4.3. PROFESSIONAL HEALTH SERVICES (gri 403-3)

A&T Europe operates an occupational health and safety management system in compliance with legal obligations under the Health and Safety Consolidation Act (Legislative Decree 81/2008).

The general protective measures that guarantee these services, provided by the employer, are included in the management system.

The company's Prevention and Protection Service employs the following roles:

- Prevention and Protection Service Manager (RSPP)
- Prevention and Protection Service Officer (ASPP)
- Supervisor
- Competent doctor
- Workers' Safety Representative (RLS)
- Company emergency teams (first aid and firefighting)

Workers' participation in activities provided for by the Service, and more generally in matters relating to the company's safety management, is guaranteed by the provisions of Article 50 of Legislative Decree 81/2008 (powers of the RLS).

Health surveillance activities are carried out under the responsibility of the competent doctor.

Data concerning each individual worker, contained in their health records, is managed and accessible only by the competent doctor.

Any limitations and/or prescriptions contained in workers' fitness-to-work certificates are communicated to the RSPP (Prevention and Protection Service Manager) and shared by the latter with the person responsible for the worker's activities, to ensure they are applied.

Health surveillance activities are carried out in a specially equipped room at the company's premises during working hours. All activities are carried out in compliance with the provisions that guarantee the protection of the right to privacy.

## 7.4.4. WORKER PARTICIPATION AND CONSULTANT (gri 403-4)

Workers' participation in health and safety activities at work is primarily reflected in the rights enshrined in the Consolidated Safety Act, in particular the prerogatives recognised to the Workers' Safety Representative (art. 50 of Legislative Decree 81/2008).

In the operational reality of the company's Prevention and Protection Service (SPP), the RLS are also involved in the verification and control audits conducted systematically by the company's RSPP, together with the manager of the area concerned. A detailed report is compiled for these audits, signed by the relevant parties and retained for future reference.

The RSPP holds special meetings (restricted committees) to examine specific safety issues in the event of events, facts or circumstances that have highlighted particular critical issues (accidents, incidents, near misses, etc.). Should these issues be deemed to have been caused by the behaviour of an individual employee, that employee will also be invited to attend the meeting. A record of the proceedings is made, signed by all parties present, and retained for future reference.

During the annual SPP meeting (Art. 35 of Legislative Decree 81/2008), these critical issues and the manner in which they have been addressed and resolved are formally recognised.

Should the events give rise to disciplinary proceedings, the activities will be managed by the SPP in conjunction with the HR department and with the participation of the company's RSU (unitary trade union representatives).

## 7.4.5. STAFF MEMBER TRAINING (gri 403-5)

All employees undergo comprehensive training in occupational health and safety, covering both general and specific topics. General training is mandatory for all employees, irrespective of their role. In addition to general training, specific training is provided for each worker, based on the risk index for their job (low, medium or high). Further specific training is required for activities that present particular risks. These include working at height, in confined spaces, operating forklift trucks, electrical work and handling chemicals.

The company provides specific training for those who are part of emergency teams, i.e. firefighting teams, first aid teams and defibrillator operators.

Training activities are provided by external training organisations during working hours and are therefore paid. An effectiveness assessment is mandatory at the end of each course, using a specific questionnaire.

Some courses are delivered by external providers at the premises of the relevant bodies, while others are held within the company. A&T Europe is committed to promoting a culture of safety within its organisation.

To this end, it offers a range of educational programmes designed to equip its staff with the knowledge and skills to identify and mitigate potential risks in their professional activities. These include comprehensive training sessions on safe access to construction sites, ensuring that our employees are well-equipped to perform their duties in the most responsible and secure manner possible.

## 7.4.6. FOSTERING STAFF MEMBER HEALTH (gri 403-6)

A&T Europe is committed to facilitating access to a range of additional free and voluntary health services. These services are provided within the company premises and during working hours, with a particular focus on:

- Flu vaccination programme: administered by nursing staff, with the assistance of the company doctor
- Blood tests: administered by qualified nursing staff, in the presence of the doctor

As part of its more general health promotion services and programmes, A&T Europe organises the following services and activities:

- Nutritionist
- Fruit distribution
- Provision of electric bikes
- Sports agreements (gyms, swimming pools, physiotherapy practices, etc.)
- Company library
- Extra-curricular sports trips
- Recreational activities (e.g. beach volleyball tournament, padel tournament, etc.)

## 7.4.7. PREVENTION AND MITIGATION RELATED TO OPERATIONAL ACTIVITIES (gri 403-7)

The need to protect the health and safety of employees in connection with A&T Europe's operational activities arises from the foreign travel undertaken by commercial and technical staff. This is particularly the case for:

- Health conditions in foreign countries
- Socio-political and logistical-environmental conditions for staff staying on site
- Risks arising from infection with the COVID-19 virus (which will essentially cease to exist from 2024)

The SPP provides systematic information to personnel prior to international travel, including health conditions at their destination and any specific preventive measures.

Should there be any risks related to the socio-political context of the destination country, the company will organise on-site support services to ensure the maximum possible safety for its personnel (e.g. escorted travel). The company has a travel policy which contains guidelines and recommendations for business trips to countries considered to be at risk.

Since the onset of the pandemic in 2020, the risk of infection from the virus has led to an information campaign on the rules to be followed when travelling and the precautions to be taken in destination countries for staff on business trips. These rules and guidelines are available on government websites, in particular that of the Ministry of Health, and have been implemented by providing staff with operational support in carrying out all the necessary tests and certifications (Green Pass, molecular swabs, etc.) to enable them to travel safely. Although the risk of COVID has decreased, the SPP continues to ensure careful general monitoring.

## 7.4.8. MANAGEMENT SYSTEM COVERAGE (gri 403-8)

A&T Europe's occupational health and safety management system applies to all employees of A&T Europe and is implemented through compliance with safety regulations, as well as through the monitoring, supervision and control activities described in previous points, such as audits, select committees and annual service meetings.

With regard to external organisations contracted to carry out work and services, health and safety management involves acquiring the documentation required for activities stipulated by relevant legislation (Legislative Decree 81/08). The same applies to external company personnel carrying out activities on A&T Europe's sites.

## 7.4.9. ACCIDENTS AT WORK (sasb RT-IG-320a.1, gri 403-9)

In 2024, there were no fatalities or serious accidents among A&T Europe employees; only two minor accidents occurred. Data relating to these aspects are monitored in a management report which, in addition to the number of accidents, reports on the number of disability days incurred, broken down by sector.

Incidence rates were calculated on the basis of 200,000 hours.

Table of employee accidents at work

	2024	2023	2022
NUMBER OF DEATHS	0	0	0
NUMBER OF SERIOUS INJURIES	0	0	0
NUMBER OF RECORDABLE INJURIES	2	1	0
NUMBER OF NEAR-MISSES	3	2	0
HOURS WORKED	<b>570200</b>	<b>508831</b>	<b>541686</b>
	2024	2023	2022
DEATH RATE	0	0	0
OF SERIOUS INJURIES	0	0	0
RECORDABLE INJURY RATE (TRIR)	0.70	0.39	0
NEAR MISS FREQUENCY RATE	<b>1.05</b>	<b>0.78</b>	<b>0</b>

## INDEX SASB 2024

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	<b>90</b>	IF-EN-160a.1
	Discussion of processes to assess and manage environmental risk associated with project design, siting, and construction	-	<b>90</b>	IF-EN-160a.2
Structural Integrity & Safety	Amount of defect-and safety-related rework costs	€ 222,822.04	<b>96</b>	IF-EN-250a.1
	Total amount of monetary losses as a result of legal proceedings associated with defect-and safety-related incidents	€ 183,239.01	<b>96</b>	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) 9 (2) 3	<b>68</b>	IF-EN-410a.1
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	-	<b>71</b>	IF-EN-410a.2
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	(1) None (2) None	<b>62</b>	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	<b>62</b>	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	-	<b>62</b>	IF-EN-510a.3
Energy Management	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	(1) 6,228 GJ (2) 41.2% (3) 16.7%	<b>80</b>	RT-IG-130a.1
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	(1) 0.70 (2) 0 (3) 1.05	<b>113</b>	RT-IG-320a.1
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	5% of total revenue	<b>75</b>	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 1/1/2024 to 31/12/2024 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	<b>25</b>
	2-2	Entities included in the organisation's sustainability reporting	<b>25</b>
	2-3	Reporting period, frequency and point of contact	<b>13</b>
	2-4	Review of information	<b>13</b>
	2-6	Activities, value chain and other business relationships	<b>27</b>
	2-7	Employees	<b>102</b>
	2-8	Self-employed	<b>104</b>
	2-9	Governance structure and composition	<b>58</b>
	2-22	Declaration on sustainable development strategy	<b>6</b>
GRI 3: Material Topics 2021	2-25	Process aimed at remedying negative impacts	<b>59</b>
	2-26	Mechanisms for requesting clarification and raising concerns	<b>61</b>
	2-27	Compliance with laws and regulations	<b>62</b>
	2-29	Approach to stakeholder engagement	<b>51</b>
	3-1	Process of determining material topics	<b>53</b>
	3-2	List of material topics	<b>53</b>
	3-3	Management of material topics	<b>43</b>
GRI 201: Economic Performance 2016	201-1	Direct generated and distributed economic value	<b>46</b>
	204-1	Proportion of spending made with local suppliers	<b>47</b>

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	303-3	Water use	<b>86</b>
	303-4	Water discharge	<b>88</b>
GRI 305: Emissions 2016	3-3	Management of the material topic	<b>83</b>
	305-1	Direct greenhouse gas (GHG) emissions(Scope 1)	<b>83</b>
	305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	<b>84</b>
GRI 306: Waste 2020	305-5	Reduction of greenhouse gas (GHG) emissions	<b>85</b>
	306-1	Waste generation and significant waste-related impacts	<b>89</b>
	306-3	Waste generated	<b>89</b>
GRI 401: Employment 2016	306-4	Waste no sent to landfill	<b>89</b>
	401-1	Hiring new employees and employee turnover	<b>104</b>
	401-2	benefits for full-time employees that are not available to temporary or part-time employees	<b>105</b>
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	403-1	Occupational health and safety management systems	<b>109</b>
	403-2	Hazard identification, risk assessment and incident investigation	<b>110</b>
GRI 404: Training and Education 2016	403-3	Professional health services	<b>110</b>
	403-4	Participation and consultation of worker regarding workplace health and safety programmes and related communication	<b>111</b>
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GRI 405: Diversity and Equal Opportunity 2016	403-6	Fostering Staff members' health	<b>112</b>
	403-7	Prevention and mitigation of workplace safety impacts directly linked to business relationships	<b>112</b>
	403-8	Workers covered by an occupational health and safety management system	<b>113</b>
GRI 417: Marketing and Labelling 2016	403-9	Accidents at work	<b>113</b>
	404-1	Average number of training hours per year per employee	<b>107</b>
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GRI 417: Marketing and Labelling 2016	417-3	Incidents of non-compliance concerning marketing communications	<b>97</b>

