



2025 Sustainability Report:

How small actions can create big impact.

MAKING A MATERIAL DIFFERENCE

—SAATI

Contents

00 Introduction

Scope and Purpose of
the Report
Letter to the Stakeholders
2024 Highlights

01 Our Identity

Our Vision, Mission
and Purpose
Ownership and Operating
Structures
Company History (Our Story)

02 Corporate Governance

Organizational Structure
Responsibilities and
Mandates of
Governing Bodies
Our Policies
Our Certifications

03 Value Creation

Strategy, Products, Markets
& Resources Related to
Sustainability
Double Materiality
Impacts, Risks, and
Opportunities
Stakeholder Involvement
The Sustainability Strategy

04 Environment, People, & Culture

For the Environment
For the People
For Climate Change
For Pollution
For Water and
Marine Resources
For Biodiversity and
The Ecosystem

05 Appendix



Making a Material Difference

Some companies make headlines.
We work behind the scenes, making the materials that make a difference.

The ones that help safeguard the medicines people rely on, protect those who protect us, and make manufacturing cleaner, smarter and safer.

From PFAS-free innovations to precision meshes and advanced ballistic fabrics, SAATI's work is inside the world's most critical breakthroughs, and the products that make life good.

About this Report

This Sustainability Report, published on a voluntary basis since 2020, remains a key tool for communicating SAATI's commitment to responsible growth and sharing the progress made across environmental, social, and governance dimensions.

Although the Corporate Sustainability Reporting Directive (CSRD) will impose mandatory sustainability reporting requirements on many companies in the coming years, SAATI is not yet subject to this obligation. Nevertheless, the company has chosen to progressively align with the European Sustainability Reporting Standards (ESRS) as a reference framework — while maintaining its adherence to the Global Reporting Initiative (GRI) Standards, which continue to serve as a foundation for our reporting. Where relevant, reported indicators are mapped to corresponding ESRS disclosures to foster greater comparability and future readiness.

As part of this gradual alignment, SAATI carried out its first double materiality assessment during 2025, with the aim of strengthening the identification of impacts, risks, and opportunities across the value chain and ensuring closer adherence to the principles of the CSRD.

The reporting scope includes all companies within the SAATI Group. The information and data presented refer to the calendar year 2025, unless otherwise specified, and have been collected with the involvement of key internal functions, based on measurable indicators and qualitative insights.

The report has not been subject to external assurance by a third party.



2025 Highlights

Business



People





Powered by Precision: Who We Are

Identity, values, vision, and purpose represent the core of SAATI's global presence, driven by a culture of accuracy, responsibility, and forward-looking innovation.

—SAATI

Our vision

To improve the existing by developing the forthcoming.

Our mission

To improve the life of every person, every day.

Our purpose

Making a material difference.

Our strategy

To be our industry's first choice partner by anticipating and delivering customer needs, attracting and nurturing passionate people, and harnessing and driving innovation.



Core Values

Passion Heart and soul in everything we do

Team Global people with a family spirit

Creativity "Why not?" is better than "Why?"

Competence Attention to detail is the difference between average and amazing

Flexibility Determined about goals, open to new solutions

Trust An uncomfortable truth is better than a comfortable lie

Integrity Do the right thing in the right way

Bravery "No guts, no glory"

Ownership and Operating Structures

CST Colour Scanner Technology GMBH Germany
75% controlled by SAATI Deutschland GmbH

SPT Sales + Marketing GMBH Germany
100% controlled by SAATI Deutschland GmbH

SAATI Deutschland GMBH Germany
100% controlled by SAATI S.p.A.

SAATI Americas CO. USA
100% controlled by SAATI S.p.A.

SAATI Americas CO. USA
100% controlled by SAATI S.p.A.

SAATI S.p.A. Italy (4 Sites)

OOO SAATI Russia
100% controlled by SAATI S.p.A.

SAATI Korea LTD South Korea
100% controlled by SAATI S.p.A.

WuXi TianYi Precision Fabrics Co., Ltd. China
100% controlled by SAATI Technical Fabric (Tianjin) CO

SAATI Serigrafia Iberica S.A.U. Spain
100% controlled by SAATI S.p.A.

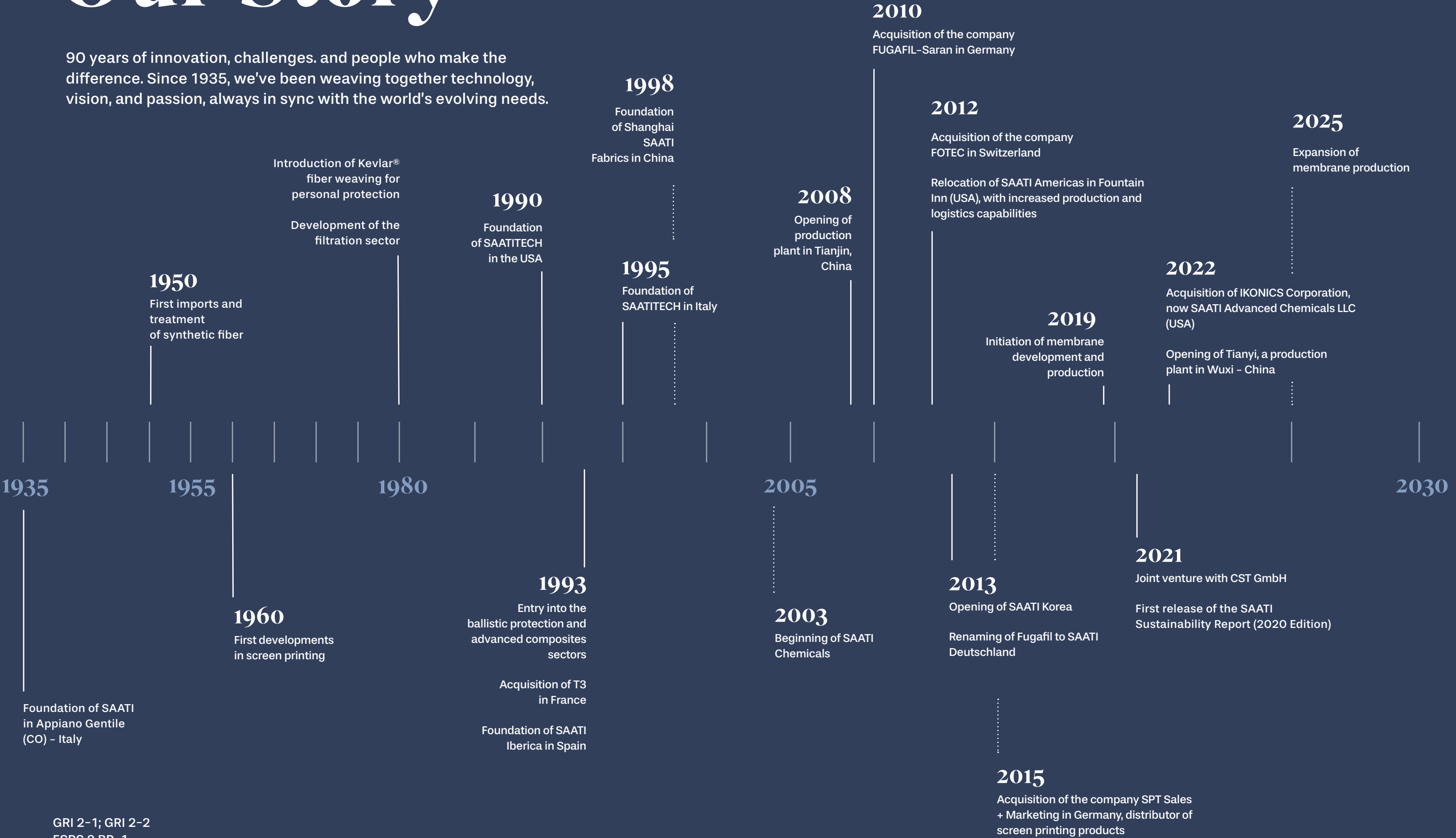
SAATI France S.A.S. France
100% controlled by SAATI S.p.A.

SAATI Technical Fabric (Tianjin) CO. Ltd China (2 Sites)
100% controlled by SAATI S.p.A.

GRI 2-1; GRI 2-2
ESRS 2 BP-1

Our Story

90 years of innovation, challenges, and people who make the difference. Since 1935, we've been weaving together technology, vision, and passion, always in sync with the world's evolving needs.



GRI 2-1; GRI 2-2
ESRS 2 BP-1



Governance with Purpose

Our governance model is built on a solid structure and guided by the precision and responsibility of a few — those who ensure that decisions are ethical, transparent, and aligned with long-term value creation.

Through our ESG oversight system, quality policies, and management certifications, we embed sustainability into every layer of decision-making, turning expertise into impact, for the benefit of many.

The Governance Model

SAATI S.p.A. adopts a traditional governance model in accordance with Article 2380-bis and subsequent articles of the Italian Civil Code. This model is structured around the following bodies:

- Shareholders' Meeting
- Board of Directors
- Board of Statutory Auditors
- Independent Auditor

The **Board of Directors** is responsible for defining the company's strategies, including sustainability objectives, and for overseeing management activities and key ESG (Environmental, Social, Governance) impacts.

SAATI's Board of Directors consists of 9 members with diverse expertise in commercial, financial, and strategic areas. The composition is balanced, including executive, non-executive, and independent directors, with appropriate gender and nationality diversity. This structure ensures a well-rounded decision-making process focused on innovation, quality, and sustainability.

Board of Statutory Auditors and Statutory Audit

In compliance with Italian regulations, SAATI has established a **Board of Statutory Auditors**, composed of three standing members and two alternates, appointed by the Ordinary Shareholders' Meeting. The Board monitors compliance with laws and the company's bylaws, adherence to sound management principles, and the adequacy of the company's administrative and accounting structure.

All members of the Board of Statutory Auditors are registered in the Official Register of Statutory Auditors, ensuring independence and professional competence in the performance of their duties.

The **statutory audit** is entrusted to **REVICO S.r.l.**, appointed to serve until the Shareholders' Meeting for the approval of the financial statements as of December 31, 2026. This audit guarantees the transparency and reliability of both financial and non-financial information, in line with the requirements of the CSRD (Corporate Sustainability Reporting Directive).

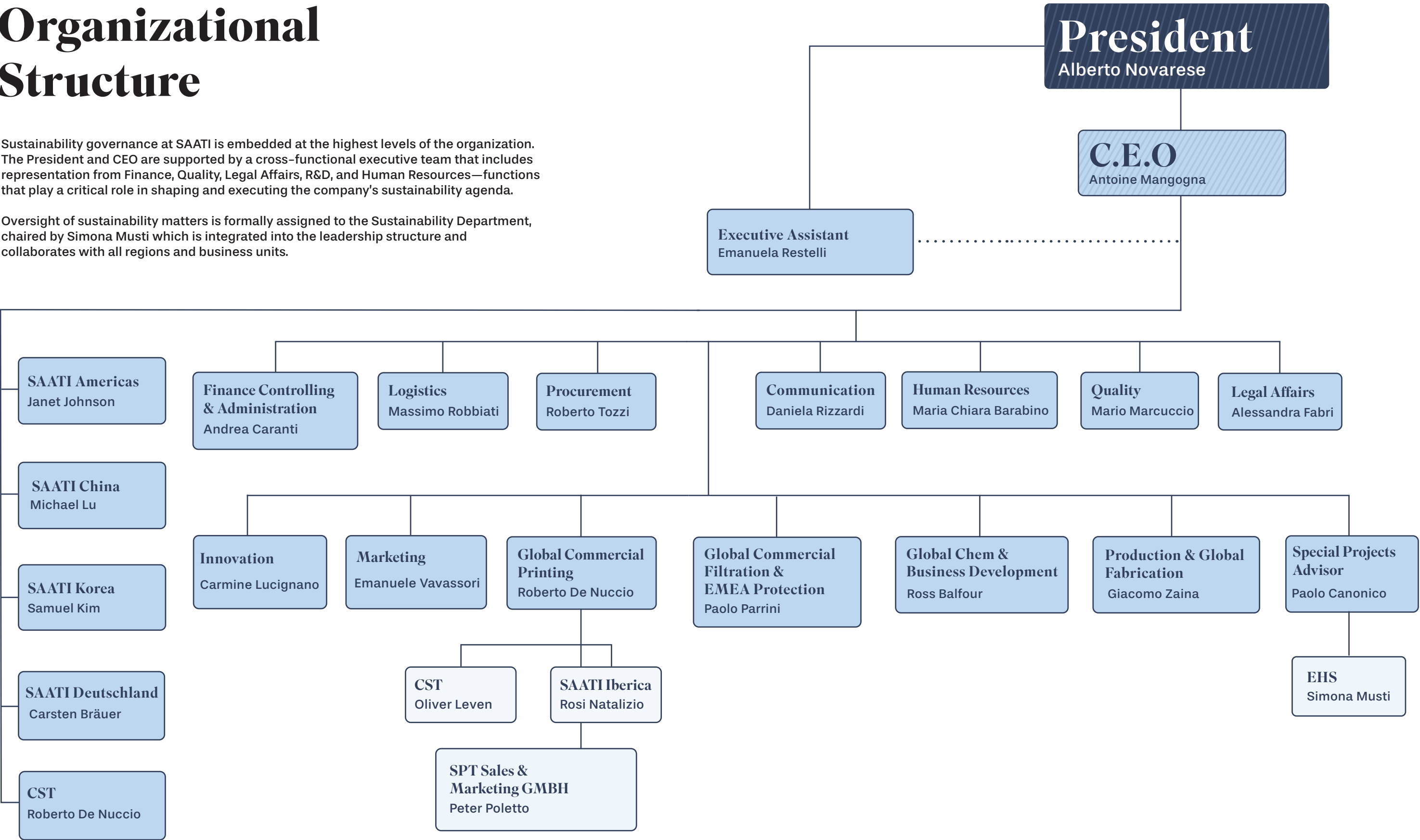
GRI 2-9; GRI 2-11; GRI 2-12; GRI 2-13
ESRS 2 GOV-1; GOV-2



Organizational Structure

Sustainability governance at SAATI is embedded at the highest levels of the organization. The President and CEO are supported by a cross-functional executive team that includes representation from Finance, Quality, Legal Affairs, R&D, and Human Resources—functions that play a critical role in shaping and executing the company's sustainability agenda.

Oversight of sustainability matters is formally assigned to the Sustainability Department, chaired by Simona Musti which is integrated into the leadership structure and collaborates with all regions and business units.



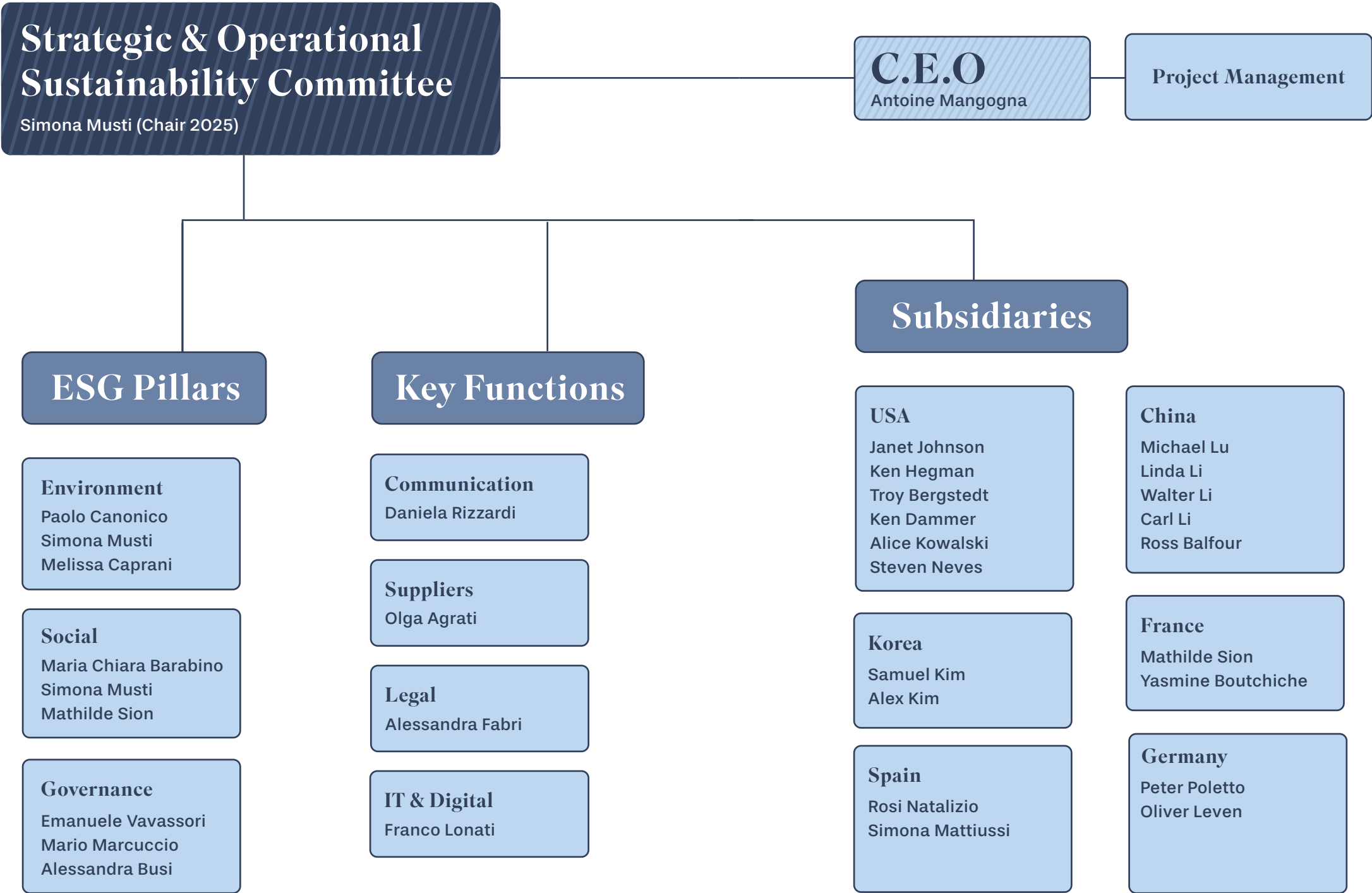
*Organizational chart as of 30 June 2026

GRI 2-9; GRI 2-11; GRI 2-12; GRI 2-13
ESRS 2 GOV-1; GOV-2

Organizational Structure:

Global Sustainability Team

GRI 2-9; GRI 2-11; GRI 2-12; GRI 2-13
ESRS 2 GOV-1; GOV-2



Due Diligence Policies

Within the Corporate Sustainability Reporting Directive (CSRD), due diligence refers to the ongoing and proactive processes through which companies identify, prevent, mitigate and account for actual and potential adverse impacts on people, the environment, and good governance throughout their operations and value chain. This approach requires the integration of sustainability risks and opportunities into corporate strategies, risk management, and decision-making processes.

SAATI has developed and progressively strengthened a structured system of due diligence policies that reflect its long-standing commitment to integrity, transparency, and responsible business conduct. Since 2015, the company has adopted an **Organization, Management and Control Model** pursuant to Legislative Decree 231/2001, most recently updated to reflect evolving legal and ethical standards. The Supervisory Body (Organismo di Vigilanza) oversees the implementation and effectiveness of this model and monitors risks related to legal compliance and business ethics.

To reinforce sustainability governance, SAATI has established dedicated committees:

- **The Sustainability Committee**, responsible for promoting and monitoring the implementation of the company's sustainability and corporate responsibility policies;
- **The Whistleblowing Committee**, which ensures compliance with the Code of Conduct and manages reports related to ethical concerns and misconduct.

Both committees are involved in awareness-raising, training, and oversight activities, ensuring alignment between business practices and the company's core principles of integrity, transparency, and sustainability.

SAATI also maintains an integrated approach to risk and opportunity management, with particular attention to ESG-related factors. This includes a continuous training program — especially for managers and key personnel — on the Organization and Control Model, the Code of Conduct, anti-corruption policies, and ESG principles.

In 2024, SAATI renewed its **Code of Conduct** to further strengthen its corporate-wide commitment to sustainable development. The Code outlines the fundamental values of the company — including legality, respect for human rights, environmental protection, health and safety, equal opportunities, and transparency — and defines stakeholder-specific guidelines and internal control systems to support ongoing compliance and continuous improvement.



GRI 2-23
ESRS 2 GOV-4

Aligned with its sustainability objectives, SAATI has developed an integrated Company Policy designed to support strategic goals through:

One

Full satisfaction of customers and stakeholders, in compliance with safety and environmental regulations.

Two

Enhancement of human capital through skills development, motivation, and work-life balance.

Three

Ongoing product and process innovation to anticipate market needs.

Four

Integration of financial, environmental, and social sustainability principles.

This policy is embedded in a certified **Quality Management System**, compliant with the ISO 9001:2015 standard, and applied across all SAATI divisions.

In addition, the company has implemented and certified integrated management systems for health, safety, and the environment:

- A **Health & Safety Management System** compliant with UNI ISO 45001:2018, covering all plants in Italy, France, Germany, and China.
- An **Environmental Management System** based on UNI EN ISO 14001:2015, covering all four Italian plants, and extended to facilities in France, China, the United States, and Germany, to monitor, manage, and continuously improve environmental performance.

Together, these systems and certifications contribute to a robust and structured due diligence framework, aligned with international standards and evolving regulatory expectations — including the future requirements of the CSRD and the ESRS.

Responsible Workforce Governance

Policies related to SAATI Group's own workforce (ESRS S1-1)

SAATI Group has adopted a set of Group-wide policies related to its own workforce. These policies apply to all workers, including employees, agency workers, contractors and interns, across all entities and countries in which the Group operates.

The policies in place are:

- Labor & Human Rights Policy
- Health, Safety & Wellbeing Policy
- Anti-Harassment & Bullying Policy
- Diversity, Equity & Inclusion Policy
- Whistleblowing Policies are implemented locally where required by national law, with a global reporting procedure outlined in SAATI's Code of Conduct (Art. 4, p.26).

These policies define the Group's objectives, commitments and qualitative and quantitative targets, as well as reporting, escalation and remediation procedures in the event of non-compliance. They also specify roles, responsibilities and governance aspects to ensure approval, effective implementation and periodic review of policy relevance and effectiveness.

The principles and objectives set out in these policies are aligned with international standards (e.g., ILO conventions, UN Guiding Principles on Business and Human Rights, OECD Guidelines).

They are also informed by SAATI Group's double materiality assessment, including the analysis of impacts, risks and opportunities (IRO analysis), to identify and address the Group's workforce-related priorities.

Means of communication: The policies are communicated to relevant stakeholders through multiple channels. They are made available externally to all stakeholders through the Group's website and internally to workers through the company's intranet platform. They are shared with all new employees upon joining SAATI Group as part of the onboarding process. Awareness initiatives and communication tools are implemented to ensure that workers are informed of the existence, content and purpose of these policies.



GRI 2-23
ESRS 2 GOV-4

Progress is regularly assessed and reported in the annual Sustainability Report of SAATI Group.

Suppliers are informed of the Group's expectations through the signature of a letter of acknowledgement of SAATI Group's Code of Conduct, which references and reflects the principles set out in the above policies. Suppliers are therefore expected to comply with these principles within their own operations.

Forced labor, child labor and human trafficking: SAATI Group's Labor & Human Rights Policy, Article 3.1, explicitly addresses the prevention of child labor and forced labor. The policy establishes preventive measures, in particular during the recruitment process, and defines remediation procedures to be followed should any such cases be identified.

Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy (ESRS S1-2)

SAATI engages with its own workforce both directly and through workers' representatives, in accordance with applicable local legislation.

Engagement with workers' representatives.

Workers' representatives are present in certain entities of the Group where required by national law, such as:

- Italy: SAATI S.p.A.
- France: SAATI France S.A.S.
- Germany: SAATI Deutschland GmbH
- China: SAATI Technical Fabric (Tianjin) Co., Ltd. and SAATI WuXi TianYi Precision Fabrics Co., Ltd.

Where workers' representatives are in place, they represent all employees, excluding representatives of the employer.

Worker's representatives constitute a formal channel through which all workers may raise questions, concerns, or needs, including grievances related to working conditions. Engagement takes place on an ongoing basis and during dedicated moments, such as Union-led assemblies and periodic consultation meetings (e.g. weekly or monthly, depending on the entity) open to employee participation.

Responsible Workforce Governance

Worker's representatives constitute a formal channel through which all workers may raise questions, concerns, or needs, including grievances related to working conditions. Engagement takes place on an ongoing basis and during dedicated moments, such as Union-led assemblies and periodic consultation meetings (e.g. weekly or monthly, depending on the entity) open to employee participation.

Meetings between workers' representatives and company representatives are held periodically, in compliance with local legal requirements. Topics discussed include workforce-related matters, projects, or organizational changes that have actual or potential impacts on working conditions. The outcomes of these discussions inform the company's decisions and activities during the reporting year.

Where applicable, the results of negotiations with workers' representatives are formalized and may take the form of company-level collective bargaining agreements.

Direct engagement with the workforce

In all entities, in addition to workers' representatives, SAATI provides multiple channels to promote social dialogue and provide workers with structured opportunities to discuss ongoing issues and needs, raise concerns, and collaboratively develop shared solutions.

These channels take different forms, including:

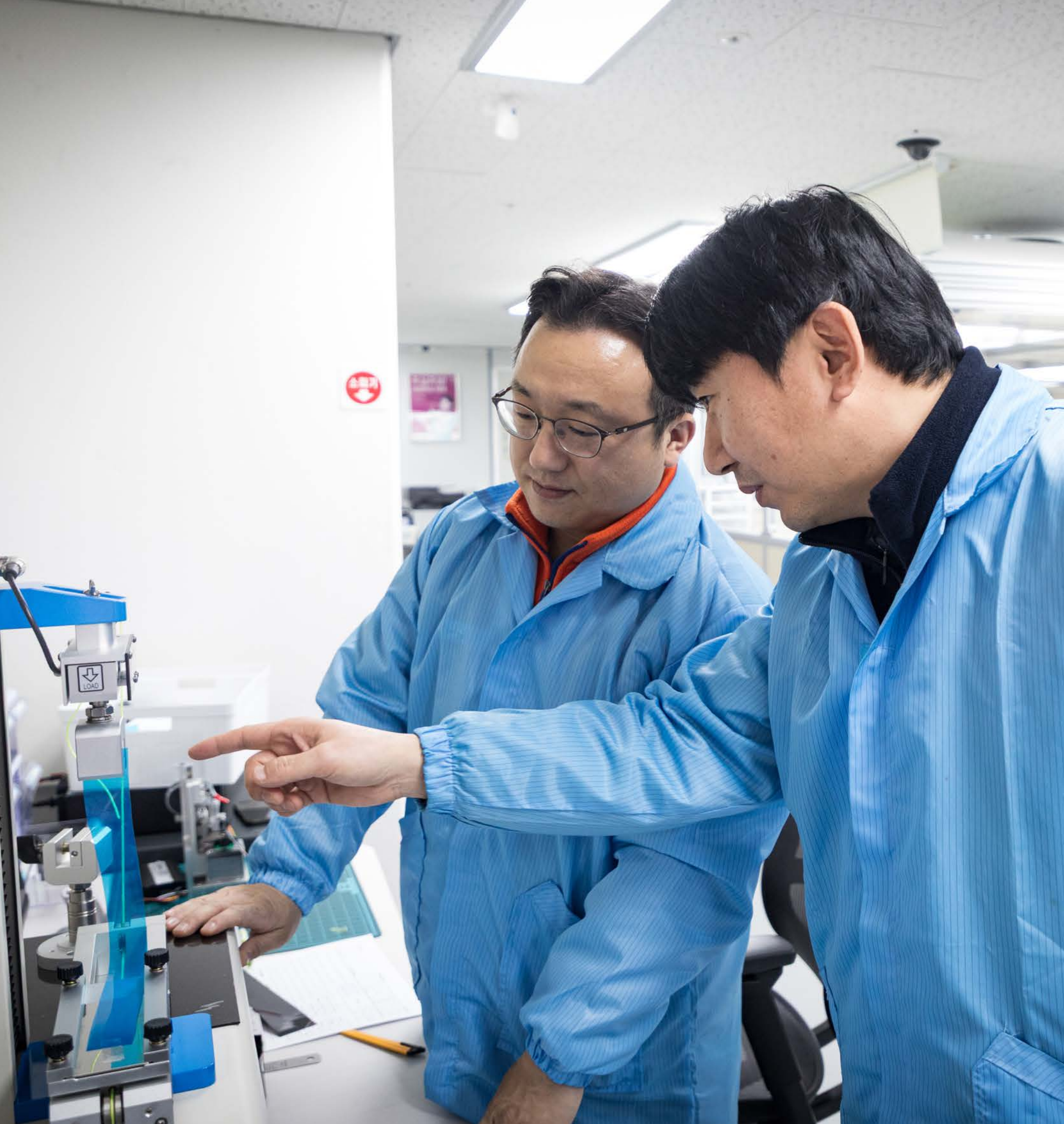
- Regular team or department meetings: such meetings serve to communicate key information and provide a forum for employees to openly share ideas, insights and concerns. They can take place weekly or monthly depending on the entity and department leader.
- Periodic workforce surveys on working conditions: the results of these surveys serve to inform decision-making and to define improvement plans aimed at enhancing working conditions. They can also include questions on the perception of diversity, equity and inclusion within the company to gain insight into the perspectives of all workers, including the ones who may be considered particularly vulnerable, on those topics.

- "SAATI Talks": a global initiative designed to share key company updates and to foster social dialogue through questions and comments. The initiative serves to communicate corporate objectives, business performance, trends and new projects, and to facilitate discussion on how each department or function can contribute to achieving these objectives.
- "Talk to Us" section on the company's intranet: a tool that allows employees to ask questions, submit suggestions, or raise concerns related to day-to-day workplace matters.
- Whistleblowing and internal reporting mechanisms are available in all entities and governed by local whistleblowing policies where they exist, or by the global reporting procedure outlined in SAATI's Code of Conduct (Art. 4, p.26). Workers may freely choose among several reporting options, including line managers, internal referents, human resources, or the global SAATI Integrity Line platform, which also allows for anonymous reporting. These channels ensure confidentiality and protect individuals against any form of retaliation, in compliance with applicable legislation.
- The effectiveness of these channels can be assessed through direct worker feedback as well as specific questions included in workforce surveys, focusing on workers' perceptions of the accessibility and effectiveness of feedback and grievance channels.

Approach to remediation

SAATI has established general processes to provide or cooperate in remediation where it has caused or contributed to a material negative impact on its own workforce. These processes include:

- Support measures during significant organizational changes or projects that may have an actual or potential negative impact on workers, such as: communication, information sessions, training or re-skilling initiatives, and the involvement of managers and human resources;
- Internal procedures for the management of alerts or reports related to unlawful or unethical behaviors, breaches of the Code of Conduct, or violations of company policies. These procedures provide a framework in compliance with local legislation for the designation of responsible persons, the assessment of admissibility of reports, the conduct of investigations and the implementation of corrective actions aimed at stopping the situation or conduct and remediate any adverse impacts.



Engineering Shared Value

At SAATI, value is not only measured in economic terms — it is engineered through precision, responsibility, and a long-term vision that connects the work of the few to the progress of the many.

This chapter explores how we generate and distribute economic value through high-performance products, a globally integrated value chain, and a sustainability plan that is increasingly aligned with our corporate strategy and evolving towards a double materiality perspective.

Economics

Creating and Sharing Value: Our Economic Impact



	2023	2024	2025
Revenues	191.388.000	204.369.000	207.597.587
Operating Costs	117.693.000	120.753.000	124.970.000
Employee Wages And Benefits	62.257.000	66.868.000	70.404.677
Payments To Providers Of Capital	2.093.969	11.745.000	5.020.876
Payments To Government By Country	2.795.000	3.968.000	3.942.000
Community Investments	318.734	392.000	575.000

Advancing Sustainability: alignment with the CSRD

As part of its transition toward more sustainable business models, SAATI is reinforcing the methodological foundations of its sustainability reporting, starting with this very report. This evolution aligns with the requirements of the **Corporate Sustainability Reporting Directive (CSRD)** and the **European Sustainability Reporting Standards (ESRS)**.

The first structural enhancement concerned the integration of the double materiality principle, supported by a systematic application of the IRO analysis — assessing Impacts, Risks, and Opportunities — as defined by the ESRS. This methodological process began in 2024 and included the following key steps:

One

Reframing existing ESG topics according to the thematic structure and language of the CSRD.

Two

Impact assessment through engagement with internal experts, using as a primary source the company's ISO-based risk registers.

Three

Financial materiality analysis, with an evaluation of the risks and opportunities potentially affecting SAATI's performance and resilience.

Four

Identification, validation, and prioritization of material topics by the company's ESG Committee.

The outcome of the first phase is represented in the IRO matrix (see figure 1), which maps each ESG topic based on a dual perspective:

- the relevance of its impacts on people and the environment (impact materiality)
- its potential financial relevance for the company (financial materiality)

The topics positioned in the **top right quadrant** of the matrix are those that are **material under both lenses**, and therefore a priority for strategic planning and disclosure under the CSRD.

GRI 3-2; GRI 3-3; 2-22
ESRS 2 SBM-1; SBM-3

Impacts, Risks and Opportunities (IRO) Matrix

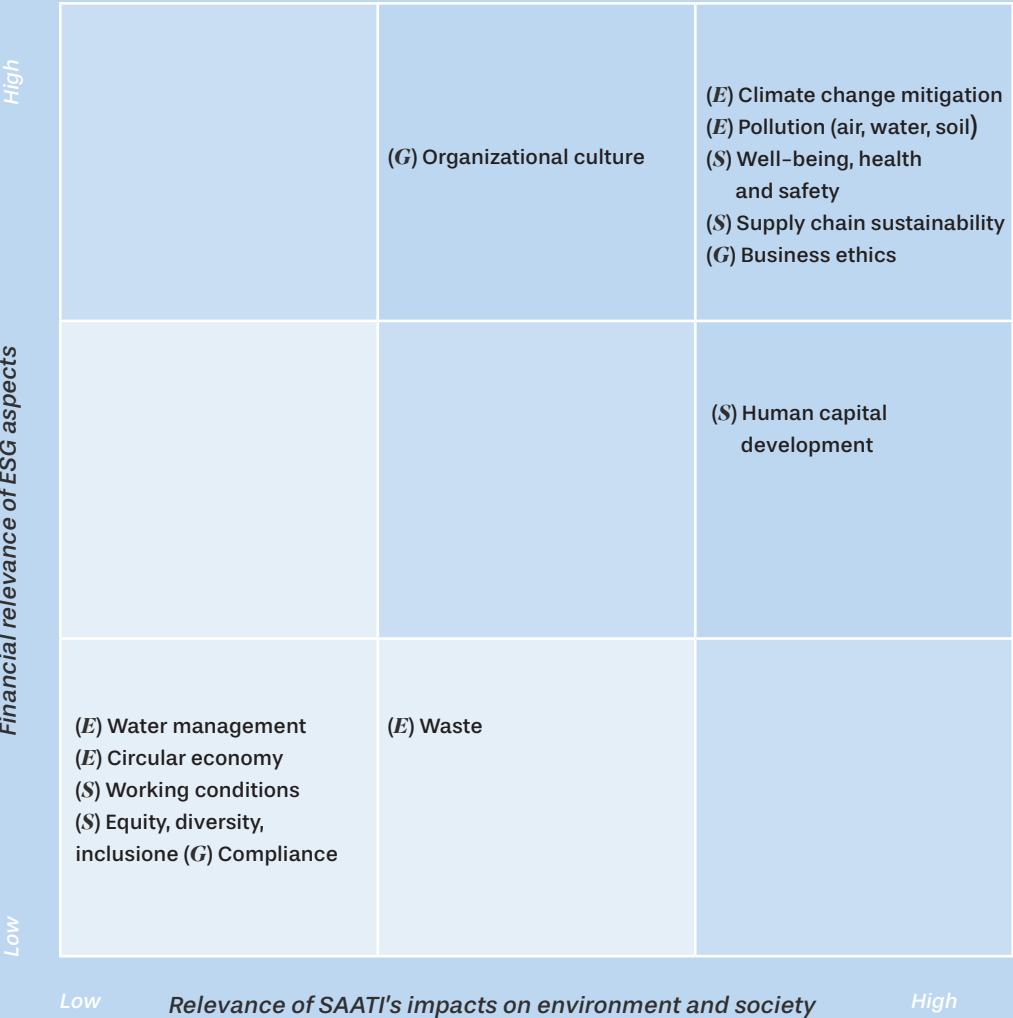
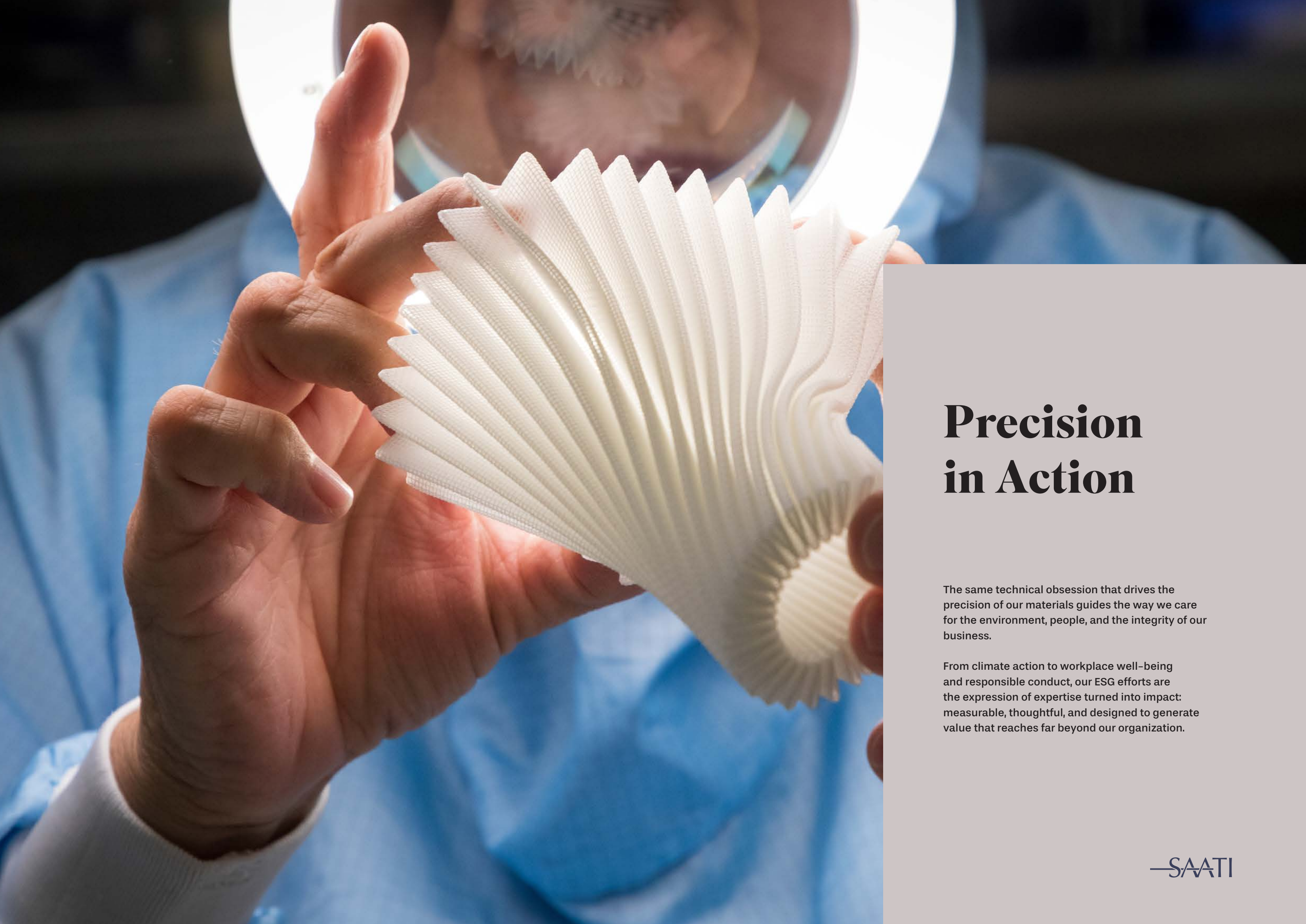


Figure 1.

This enhanced approach aims to strengthen the coherence, traceability, and measurability of SAATI's sustainability strategy, supporting the creation of positive impact along the entire value chain. It also promotes better integration between strategic objectives, performance metrics, and governance, ultimately improving transparency and reinforcing the company's capacity to generate long-term shared value.

A full double materiality assessment — integrating a broader stakeholder engagement process — was conducted in 2025, marking the second phase of this transition and further aligning SAATI's sustainability governance with the core expectations of the CSRD.



Precision in Action

The same technical obsession that drives the precision of our materials guides the way we care for the environment, people, and the integrity of our business.

From climate action to workplace well-being and responsible conduct, our ESG efforts are the expression of expertise turned into impact: measurable, thoughtful, and designed to generate value that reaches far beyond our organization.

Sustainability Plan

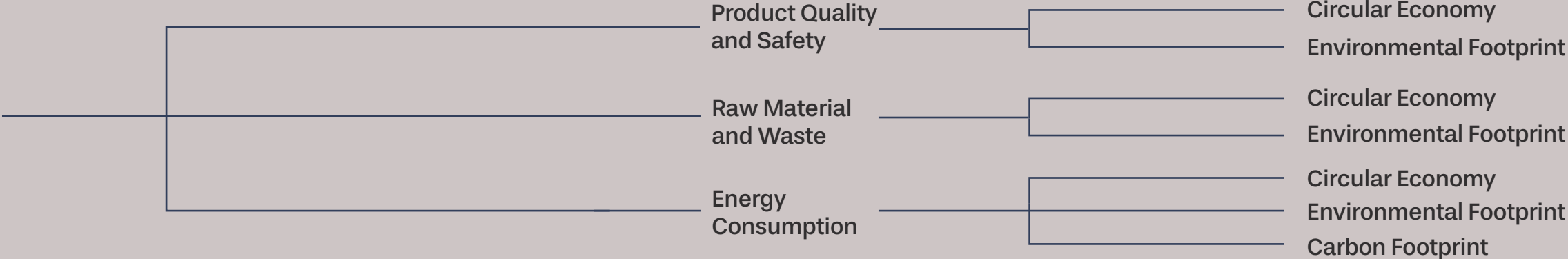
The ESG Pillars

Material Issues

Topics

E

Responsible Innovation



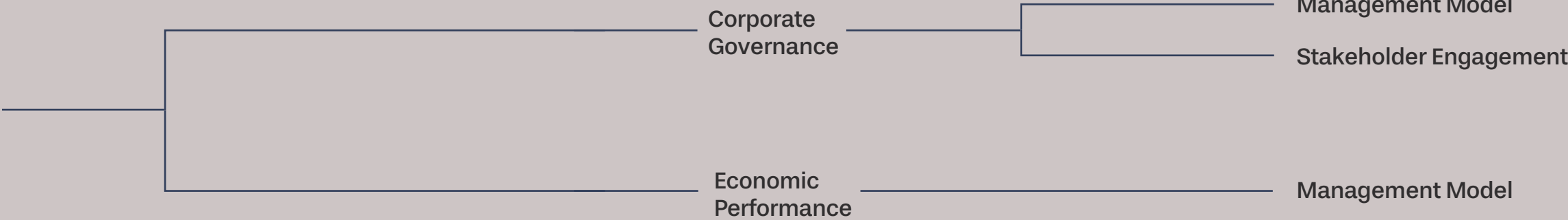
S

Prosperous Community



G

Evolving Organization



Environmental

Responsible Innovation: Commitments and Actions

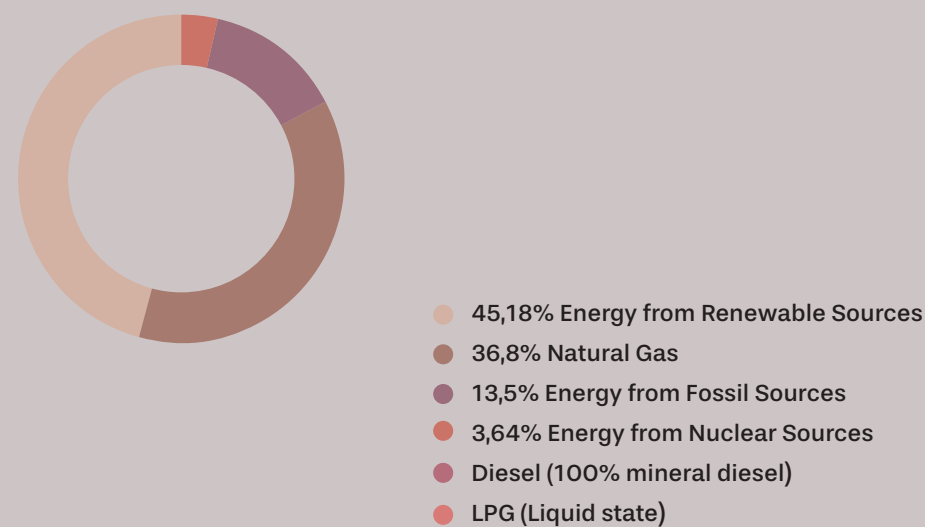
At SAATI, innovation is not just about performance — it is about responsibility. In a world where industrial processes have often left a negative mark on the environment and society, we believe that technical excellence must go hand in hand with environmental and social awareness. This is why we have embraced a model of responsible innovation, in which sustainability is embedded into product development, process efficiency and daily operations.

Our actions are guided by a clear purpose: to reduce our environmental footprint while maintaining the highest standards of product quality and safety. From renewable energy sourcing to waste minimization and chemical safety, we are committed to transforming our operations into a platform for positive change — one technical solution at a time.

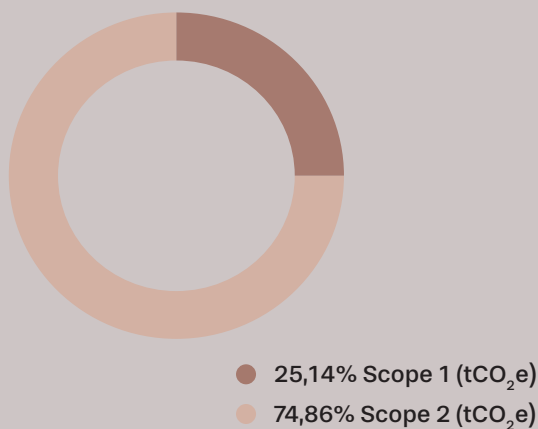
In 2025, we made tangible progress across several areas:

- **Energy Consumption:** In 2025, SAATI Group's total CO₂ equivalent emissions reached 16,939.74 tCO₂e across all global sites. The majority of emissions — 74.86% — came from indirect energy consumption, while direct emissions accounted for the remaining 25.14%. Among all sites, SAATI SpA Italy, SAATI America and SAATI France are the largest contributors, while smaller facilities recorded significantly lower emissions levels.

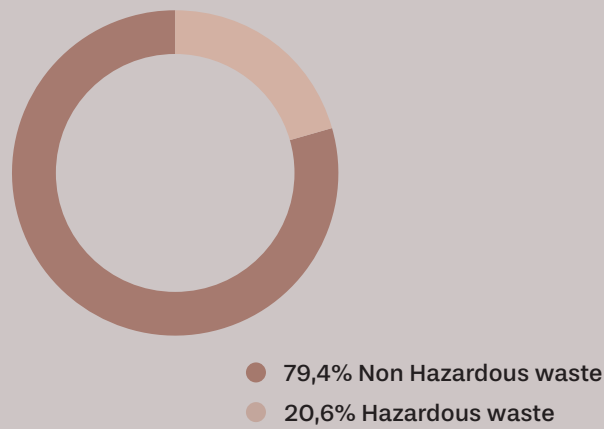
Quantity (MWh) per Fuel Type



Scope 1 and Scope 2



Percentage by Hazardous/ Non Hazardous



- **Circular Economy and Waste:** We are studying the recyclability of textile waste and reusing production materials, such as support tubes, in both Italy and France. These practices aim to reduce the volume of waste and extend the life cycle of raw materials. We've cut the environmental impact of waste by 15% and achieved 20 tons of recycled yarn used in our acoustics product line.
- **Chemical Safety:** SAATI has taken significant steps to minimize the use of hazardous substances. Two screen-printing chemicals have been certified according to GOTS standards, and our GoGreen project — focused on fresco restoration — uses membranes produced with low-impact chemical components.
- **Plastic Reduction:** In all meeting spaces, single-use plastic bottles have been replaced with glass carafes and filtered water dispensers.
- **Product Quality and Safety:** In line with our commitment to responsible design, we are working toward full PFAS compliance across our product range.

Social

Prosperous Community: our people, our power

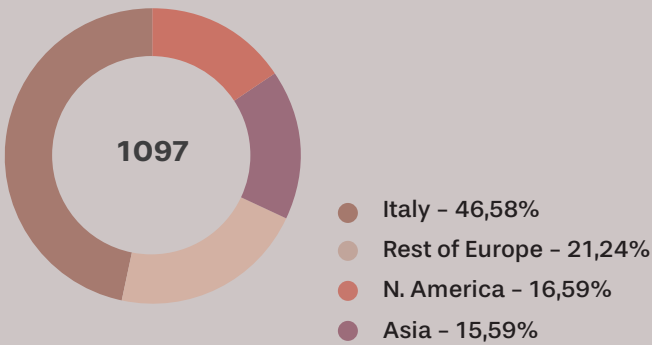
We firmly believe that prosperity begins with people. For over nine decades, our success has been rooted in the talent, passion, and dedication of our global community — the SAATIZENS. Nearly 1,000 individuals across 17 sites bring their technical obsession, creativity, and commitment to advancing material innovation for a better world. Every SAATIZEN makes an impact, and it is through their collective strength that our company continues to grow and evolve.

We are committed to cultivating a workplace where safety, inclusion, and personal fulfillment are not just principles — they are daily realities. This commitment is reflected in a culture where diversity thrives, equity is actively pursued, and inclusion is ingrained. At SAATI, every voice matters, and every person contributes to shaping an environment where ideas flourish and people thrive.

Building a prosperous community means creating the conditions for people to grow, not just as professionals, but as individuals

Employees by geographic location

Total headcount remained stable, increasing slightly from 1064 in 2024 to 1097 in 2025.



Actions and Commitments

In 2025, we deepened this commitment through tangible actions. A renewed **Labor & Human Rights Policy** was introduced globally, formalizing our standards and objectives in terms of dignity, fairness, and opportunity. Widespread training initiatives addressed the updated **Code of Conduct**, as well as critical themes such as non-discrimination, equity, unconscious bias, and harassment prevention — reinforcing a culture built on respect and awareness.

Employee well-being was further supported through meaningful initiatives: we renewed our subscription to a 24/7 online psychological support app, open to employees and their families without usage limits. Across various locations, we also sponsored walking and running events that promoted not only physical health but also connection, participation, and a strong sense of belonging.

Health and safety remain a strategic priority. We work to reduce recordable accident rate and continue to protect workers from occupational illness accross our operations.

Our efforts in **people development** were equally significant. Through the **SAATI Academy** and the **Process Transformation Program**, we provide training pathways that empower individuals and align with our long-term strategy. We are also expanding access to the **SAATI Steward Program**, designed for key people across functions, with the goal of involving all strategic roles by 2025.

We pursue ambitious targets in **gender equity**: we aim to increase the share of women in leadership roles from 29% to 40%, and in senior leadership from 15% to 25% by 2030. We are also committed to eradicating the gender pay gap in HQ entirely by 2025 — a tangible expression of our belief that fairness must translate into measurable outcomes.

In 2025, we reached an important milestone by obtaining **Top Employer certification ITALY for the 4th year in a row**, a recognition of our long-standing efforts to foster a stimulating, inclusive, and supportive workplace. We also continued to expand our impact beyond the company, launching corporate volunteering projects with the goal of donating 365 days to the community by the end of 2025.

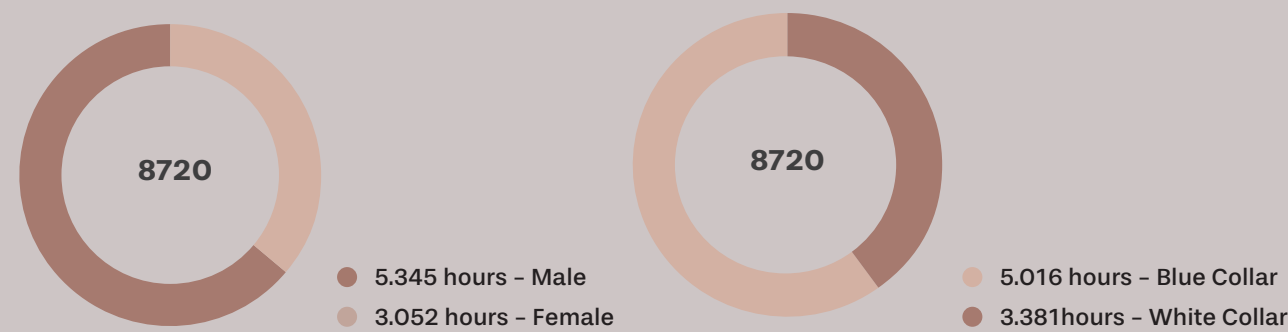
Building a prosperous community means creating the conditions for people to grow, not just as professionals, but as individuals. Because when every SAATIZEN thrives, so does our ability to shape a smarter, more inclusive and sustainable future.

Social

Training Hours per Gender and Role Type

Employees received an average of 7,95 hours of training, with a relatively balanced distribution between women (7 hours) and men (8,6 hours). Blue-collar employees accounted for a higher total number of training hours than white-collar employees (5096 vs. 3624 hours), with a primary focus on technical skills development and on-the-job training.

Despite this difference in total hours, both groups received an average of 8 training hours per employee. Since on-the-job training is not consistently recorded across all entities, key areas for improvement include standardizing the tracking of training hours across subsidiaries and enhancing learning opportunities to support employee development, particularly in smaller entities where training participation tends to be lower.

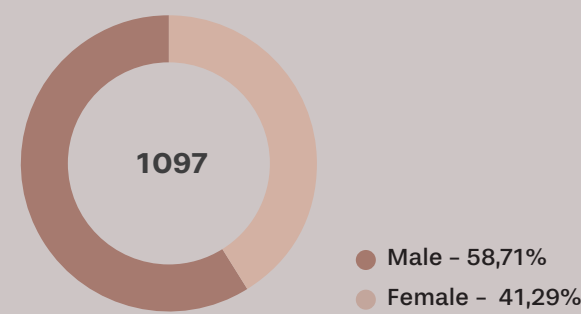


Prosperity doesn't end at the workplace gates. We see our role as an active contributor to the well-being of the wider community, a responsibility we pursue with the same care and commitment we dedicate to our internal culture.

Throughout 2025, we supported a range of initiatives with strong social and environmental impact, where the participation of SAATIZENS played a vital role. From safety awareness to corporate volunteering, these programs reflect our belief that even small actions can generate lasting value when driven by shared purpose.

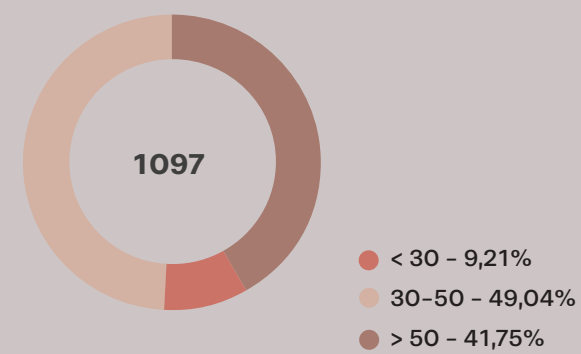
Percentage of Employees by Gender

Our workforce is 41% women and 59% men, maintaining a balanced gender composition over the years.



Percentage of Employees by Age Group

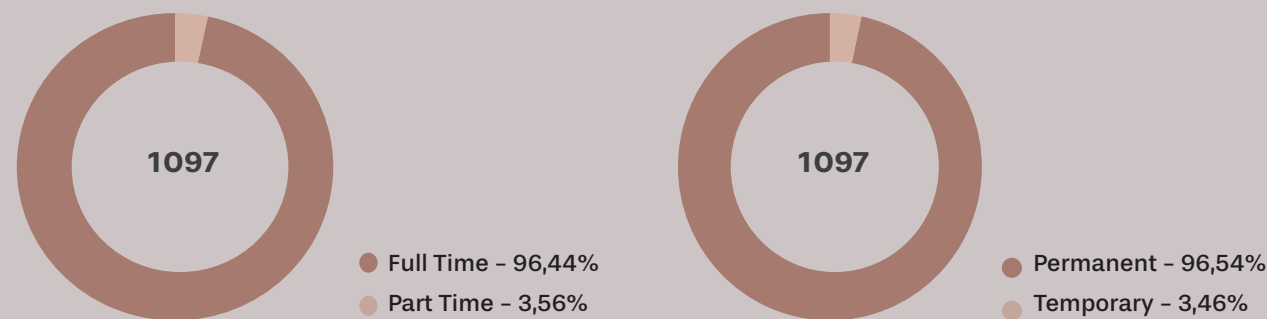
Around 50% of our employees are aged between 30 and 50 years. The percentage of employees under 30 years old increased from 7,7% in 2024 to 9,2% in 2025, reflecting the hiring of younger professionals and generational renewal within the workforce.



Social

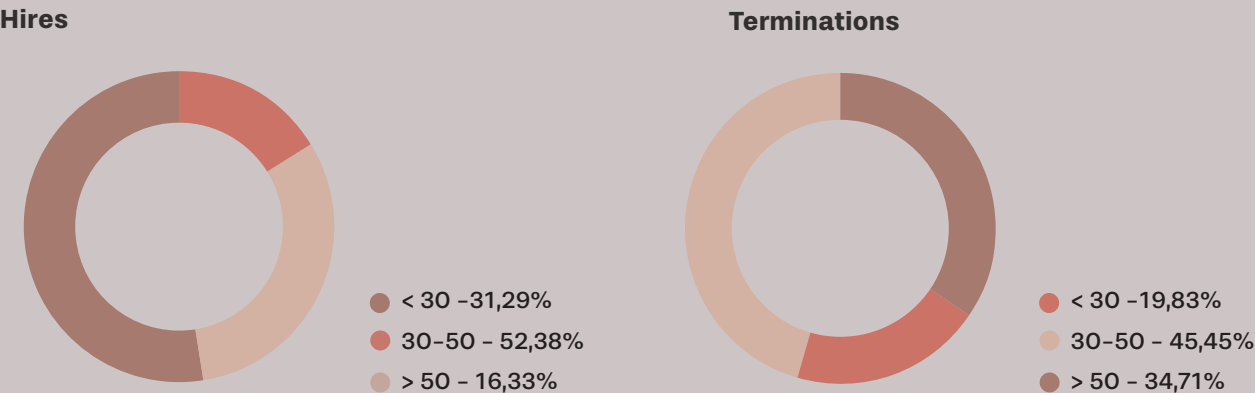
Percentage of Employees by Contract type

96% of our employees work full-time. The proportion of part-time employees has remained consistent over recent year (around 4% in both 2024 and 2023).
96% of our employees are employed under permanent contracts, maintaining the same proportion as in the prior year.



Employee Turnover

We welcomed 147 new hires (13,4 % of our workforce), reflecting a stable positive turnover compared to the previous year.
Generational renewal is still ongoing, with around 30 % of new hires under the age of 30.
Employee departures stayed below hiring levels, increasing slightly from 106 departures in 2024 to 121 departures in 2025.



“Safety is a Value” Project

Objective: Promote a stronger culture of health and safety in the workplace
This awareness campaign, developed in partnership with ANMIL and Gruppo Silaq, centered around the docufilm “InSicurezza”, which explores the human and emotional consequences of workplace accidents.
Through real-life stories from accident victims, their families, safety experts, and journalists, the initiative prompted deep reflection among employees. Group discussions followed each screening, encouraging shared learning and the generation of new ideas for improving workplace safety.

Safety Walks

Objective: Strengthen employee participation in health and safety management
Each month, SAATI organized **Safety Walks** involving company managers and Workers' Safety Representatives.
These proactive walkthroughs of production areas were designed to identify risks and gather feedback directly from employees. All findings were formally documented and integrated into the company's safety management system to define corrective actions and long-term improvements.

Corporate Volunteering: Giving Time, Creating Value

In 2025, we continued to grow our corporate volunteering program, formalizing new community agreements and expanding employee engagement. Key initiatives included:

- **Environmental volunteering with WWF SAATIZENS** took part in two cleanup and environmental education days in the protected woodland area of Parco Pineta di Appiano Gentile.
People involved: 25
- **Social support in partnership with “Il Gabbiano” (Cantù)** – social cooperative
We organized 13 volunteer days with Il Gabbiano's community initiatives, one evening event in December open to all volunteers, and a half-day team activity involving the Global HR team during the annual summit.
People involved: 63

At the end of 2025, the cumulative volunteering total reached 198 days (including 2023), with a clear target of 365 days donated by the end of 2025.

Governance

Evolving Organization: Governance for Sustainable Growth

Governance is a dynamic force that evolves alongside our business, enabling us to meet the challenges of a rapidly changing world with discipline, foresight, and adaptability. We work every day to anticipate and meet tomorrow's needs, setting ourselves ambitious goals and tailoring our model to ensure resilient growth, strong ethical foundations, and the highest quality in both processes and outcomes.

Our governance model integrates sustainability at every level. The company has formalized the structure of its Sustainability Committee in official documentation, underlining the central role of ESG in strategic decisions and performance monitoring. In line with this integrated approach, we are completing the transformation toward a **fully process-driven management system**, with the goal of reaching full implementation by the end of 2026.

We continue to extend our certified management systems globally, promoting operational consistency and accountability across all geographies. As of today, SAATI's health and safety system (ISO 45001) is implemented in France, Germany, and China, and the environmental system (ISO 14001) is in place in France and China. In 2025, we plan to obtain both certifications in the United States (SAATI Americas) and expand ISO 14001 to our German site.

To foster ESG accountability beyond our direct operations, we are equipping all subsidiaries with local sustainability plans. We are also strengthening our engagement with business partners: by 2027, at least 80% of SAATI suppliers with contracts over €1 million will be screened and required to hold an EcoVadis sustainability certification.

As we move forward, our goal is clear: to ensure that governance remains a source of trust, agility, and impact. Because an evolving organization means adapting to change and being a catalyst for it.





Appendix

Environmental data - 2025

Energy consumed in the organization (MWh)

Site	Natural Gas	LPG	Diesel	Energy from Fossil Sources	Energy from Nuclear Sources	Energy from Renewable Sources	Total
SAATI Technical Fabrics.				722,9770		309,7630	1.032,7400
WuXi TianYi Precision Fabrics Co., Ltd.				669,0810		361,5830	1.030,6640
SAATI France S.A.S.				207,2020		6.124,1090	6.331,3110
CST Colour Scanner Technology GmbH		31,1895		52,6480			83,8375
SAATI Deutschland GmbH				1.423,4310		2.951,2260	4.374,6570
SPT				8,9720	3,0000	3,0000	14,9720
SAATI S.p.A.	21.286,7772		480,8100			16.107,7170	38,,875,3042
SAATI Serigrafía Ibérica S.A.U.			0,5320	8,2150	5,7260	10,9540	25,4270
SAATI Advanced Chemicals LLC (IKONICS)				376,0440			376,0440
SAATI Americas Corp				4.341,6329	2.094,1168	263,7628	6.699,5125
Total	21.286,7772	31,1895	481,3420	7.810,2029	2.102,8428	16.132,1148	57.844,4692

Water Consumption (m³)

	Quantity (m³)
SAATI Technical Fabric (Tianjin) Co. Ltd.	1.532
WuXi TianYi Precision Fabrics Co., Ltd.	5.068
SAATI France S.A.S.	1.281
CST Colour Scanner Technology GmbH	113
SAATI Deutschland GmbH	3.700
SPT Sales + Marketing GmbH	61,34
SAATI S.p.A.	79.101
SAATI Serigrafía Ibérica S.A.U.	139
SAATI Advanced Chemicals LLC (IKONICS)	39.538
SAATI Americas Corp	14.406
Total	147.940

Waste generated (kg) by Category and Hazard level

Waste Category	Hazardous waste Quantity (kg)	Non Hazardous waste Quantity (kg)	Total Quantity (kg)
Absorbent rags		8.605	8.605
Absorbents, soiled rags contaminated with substances	8.366		8.366
Adhesives and sealants with organic solvents/ hazardous substances	16.485	610	17.095
Concentrated water cointaining hazardous substances	348.880		348.880
Containers with residues of contaminated and hazardous substances	12.854	167.795	180.649
Diluted water with hazardous substances	151.626	3.742	155.368
Edible oils and fats	125		125
Fabric scraps		350.260	350.260
General waste		51.386	51.386
Inorganic chemicals or waste with hazardous substances	3.114		3.114
Iron and steel		44.622	44.622
Lubricating oils	5.708	181,40	5.889,40
Mixed packaging		224.722	224.722
Organic wastes containing hazardous substances	20.741		20.741
Other		181.449	181.449
Paperboard packaging		300.126	300.126
Plastick packaging		76.778	76.778
Solvents and solvent mixture	12.207		12.207
Wood		206.204	206.204
Total	580.106	2.235.520,40	2.815.626,40

Environmental data - 2025

Scope 1 - Direct Emissions (tCO2 e)

	Diesel	LPG	Natural Gas
CST Colour Scanner Technology GmbH		6,77	
SAATI S.p.A.	125,09		4.127,05
SAATI Serigrafía Ibérica S.A.U.	0,14		
Total	125,23	6,77	4.127,05

Scope 2 - Emissions from Purchased Energy (tCO2 e)

	Total Quantity tCO ₂ e
SAATI Technical Fabric (Tianjin) Co. Ltd.	363,3179
WuXi TianYi Precision Fabrics Co., Ltd.	362,5876
SAATI France S.A.S.	2.227,3552
CST Colour Scanner Technology GmbH	18,5216
SAATI Deutschland GmbH	1.539,0043
SPT Sales + Marketing GmbH	5,2671
SAATI S.p.A.	5.666,6948
SAATI Serigrafía Ibérica S.A.U.	8,7581
SAATI Advanced Chemicals LLC (IKONICS)	132,2923
SAATI Americas Corp	2.356,8885
Total	12.680,6875

Scope 1 and Scope 2 (tCO2 e)

Country	Site	Ton CO ₂ e	Total Scope 1 & 2
USA	SAATI Americas	2.356,89	2.356,89
	SAATI Advanced Chemicals	132,2923	132,2923
Spain	SAATI Iberica	8,8965	8,8965
Italy	SAATI S.p.A.	9.918,64	9.918,64
Germany	SPT	5,2671	5,2671
	SAATI Deutschland	1.539,00	1.539,00
	CST	25,2951	25,2951
France	SAATI France	2.227,36	2.227,36
China	Tianyi	362,5876	362,5876
	SAATI Technical Fabrics	363,3179	363,3179
Total		16.939,74	16.939,74

Social data - 2025

Number of Employees by Region

	Italy	Rest of Europe	N. America	Asia	Total
Number	511	233	182	171	1097
Percentage	46,6%	21,2%	16,6%	15,7%	100%

Number of employee and non-employee by region

	Italy		Rest of Europe		N. America		Asia		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Employee	482	511	230	233	193	182	159	171	1064	1097
Non Employees	25	20	9	5	0	6	2	21	36	32

Number and percentage of Employees by Gender and by Region

Entity		Italy		Rest of Europe		N. America		Asia		Total	
Gender		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2024	Number	204	278	100	130	52	141	74	85	430	634
	Percentage	42,32%	57,68%	43,48%	56,52%	26,9%	73,1%	46,54%	53,46%	40,4%	59,6%
2025	Number	221	290	106	127	45	137	81	90	453	644
	Percentage	43,3%	56,7%	45,5%	54,5%	24,7%	75,3%	47,4%	52,6%	41,3%	58,7%

Number and percentage of Employees by Age group and by Region

	Italy			Rest of Europe			N. America			Asia		
	< 30	30-50	>50	< 30	30-50	>50	< 30	30-50	>50	< 30	30-50	>50
Number	59	249	203	20	98	115	14	84	84	8	107	56
Percentage	11,6%	48,7%	39,7%	8,6%	42%	49,4%	7,7%	46,1%	46,1%	4,7%	62,6%	32,7%

Employees with Disability

	2024	2025
Number of employee with disabiliity	35	42
Percentage of employee with disability	3,29%	3,83%

The proportion of employees with recognized disabilities increased from 2024 to 2025, reflecting SAATI's commitment to inclusive employment and compliance with national legislations requiring a minimum representation of persons with disabilities in the workforce.

Number of Employees by Contract type, by Gender and by Region

Region	Italy			Rest of Europe			N. America			Asia			Total
Contract type	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Full Time	207	288	495	90	122	212	45	135	180	81	90	171	1058
Part Time	14	2	16	16	5	21	0	2	2	0	0	0	39
Total	221	290	511	106	127	233	45	137	182	81	90	171	1097

Region	Italy			Rest of Europe			N. America			Asia			Total
Workforce	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Permanent	212	274	486	101	120	221	45	137	182	80	90	170	1059
Temporary	9	16	25	5	7	12	0	0	0	1	0	1	38
Total	221	290	511	106	127	233	45	137	182	81	90	171	1097

New Hires and Termination

New Hires	Termination
147	121
Positive turnover rate	Negative turnover rate
13,4%	11%

Social data - 2025

Positive and Negative Turnover rates by Gender and Region and by Age group and Region

Region	Italy			Rest of Europe			N. America			Asia			Total
Gender	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Hires Rate	8,60%	12,76%	10,96%	13,21%	13,39%	13,30%	20,00%	18,98%	19,23%	12,35%	16,67%	14,62%	13,40%
Termination Rates	3,62%	10,00%	7,24%	5,66%	14,96%	10,73%	31,11%	21,90%	24,18%	7,41%	10,00%	8,77%	11,03%

Region	Italy			Rest of Europe			N. America			Asia			Total
Age group	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	
Hires Rate	35,59%	11,24%	3,45%	70,00%	10,20%	6,09%	42,86%	25,00%	9,52%	62,50%	16,82%	3,57%	13,40%
Termination Rates	11,86%	8,03%	4,93%	40,00%	9,18%	6,96%	57,14%	22,62%	20,24%	12,50%	6,54%	12,50%	11,03%

Percentage of Employees covered by Worker’s representatives and Collective bargaining agreements, broken down by Region

Region	% of Employees with worker representatives		% of Employees covered by collective agreements	
	2024	2025	2024	2025
Italy	95%	96%		100%
Rest of Europe	81%	81%		84%
North America	0%	0%		0%
Asia	55%	89%		0%
Total	69%	76%		63%

Collective agreements and employee's representatives are primarily established in our European entities and in regions where required by national legislation, reflecting local regulatory and cultural contexts. While employee representation is not currently in place in the USA, SAATI Technical Fabric in China has had employee representatives since 2023, and SAATI TianYi introduced them in January 2025, ensuring that all employees in China are covered (excluding those representing the Employer).

In Asia, the share of employees covered by collective agreements rose in 2025 following the signing of a collective agreement with worker representatives in SAATI TianYi.

Percentage of Employees that participated in performance and career development reviews

Entities	2024	2025
SAATI S.p.A.	82%	68%
SAATI France S.A.S.	80%	9%
SAATI Deutschland GmbH	0%	80%
CST Colour Scanner Technology GmbH	0%	75%
SPT Sales + Marketing GmbH	0%	80%
SAATI Serigrafía Ibérica S.A.U.	9%	0%
SAATI Americas Corp	86%	94%
SAATI Advanced Chemicals LLC (IKONICS)	115%	98%
SAATI Technical Fabric (Tianjin) Co. Ltd.	96%	95%
WuXi TianYi Precision Fabrics Co., Ltd.	10%	3%
SAATI Korea Ltd.	88%	106%
Total	71%	67%

Average number of training hours per employee

Entities	2024	2025
SAATI S.p.A.	3,94	5,15
SAATI France S.A.S.	26,43	22,98
SAATI Deutschland GmbH	0,11	4,08
CST Colour Scanner Technology GmbH	0,33	14
SPT Sales + Marketing GmbH	0	3,8
SAATI Serigrafía Ibérica S.A.U.	0,18	2,6
SAATI Americas Corp	6,24	16,92
SAATI Advanced Chemicals LLC (IKONICS)	12,87	8,04
SAATI Technical Fabric (Tianjin) Co. Ltd.	0,43	3,58
WuXi TianYi Precision Fabrics Co., Ltd.	0,4	2,55
SAATI Korea Ltd.	2,94	2,25
Total	5,61	7,95

Social data - 2025

Number of training hours per Entity

Entities	2024	2025
SAATI S.p.A.	1899	2631
SAATI France S.A.S.	2379	2137
SAATI Deutschland GmbH	11	408
CST Colour Scanner Technology GmbH	7	280
SPT Sales + Marketing GmbH	0	38
SAATI Serigrafía Ibérica S.A.U.	2	26
SAATI Americas Corp	874	2301
SAATI Advanced Chemicals LLC (IKONICS)	682	370
SAATI Technical Fabric (Tianjin) Co. Ltd.	39	340
WuXi TianYi Precision Fabrics Co., Ltd.	21	153
SAATI Korea Ltd.	50	36
Total	5964	8720

Employees received an average of 7,95 hours of training, with a relatively balanced distribution between women (7 hours) and men (8,6 hours).

Blue-collar employees accounted for a higher total number of training hours than white-collar employees (5096 vs. 3624 hours), with a primary focus on technical skills development and on-the-job training. Despite this difference in total hours, both groups received an average of 8 training hours per employee.

Since on-the-job training is not consistently recorded across all entities, key areas for improvement include standardizing the tracking of training hours across subsidiaries and enhancing learning opportunities to support employee development, particularly in smaller entities where training participation tends to be lower.

Gender distribution in number and percentage at Management and Top management levels

Management Level	Female (No.,%)	Male (No.,%)	Total
Management	47 (31%)	107 (69%)	154
Top Management	5 (25%)	15 (75%)	20

As of 2025, women represented 31% of management positions and 25% of top management positions. Looking ahead, SAATI aims to increase the representation of women in management to 40% by 2030, reinforcing its commitment to gender diversity and inclusive leadership.

Unadjusted Gender Pay Gap

Average gross hourly pay of female employees	Average gross hourly pay of male employees	Group Unadjusted Gender Pay Gap
17,75 €	24,88€	28,68%

The unadjusted gender pay gap (GPG) at the group level is 28.68%. This figure is calculated by comparing the average earnings of all women with the average earnings of all men, without taking into account differences in roles, responsibilities, or seniority. In other words, it represents the overall percentage difference in pay between genders across the organization, providing a broad snapshot of pay disparities rather than a role-specific comparison.

Annual total remuneration ratio

The annual total remuneration ratio of the highest-paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual) is 96,55.

Social Protection

Type of major life event	Percentage of employees covered against loss of income
Sickness	99%
Unemployment	97%
Employment injury and acquired disability	100%
Parental leave	100%
Retirement	97%

Employees in Korea benefit from the national system's coverage of medical expenses and medication costs. However, public social protection programs do not provide compensation for loss of income due to sickness.

In both Chinese entities, re-hired retired employees maintain access to certain benefits, but they are not covered for loss of income resulting from unemployment or retirement.

Work-life Balance

In 2025, 100% of employees within the Group are entitled to take a family-related leave, including maternity leave, paternity leave, parental leave and carer's leave, provided in accordance with national legislation, collective bargaining agreements or company policy.

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