



# 2024 Sustainability Report:

How small actions can create big impact.

FOR THE MANY, BY THE FEW

—SAATI

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# For the many, By the few

Around the world, only a few possess the precision, dedication, and technical obsession required to engineer materials that meet the highest demands of advanced industries.

At SAATI, those few come together, transforming complex challenges into high-performance solutions that enhance safety, quality, and everyday life for the many.

Our work is driven by accuracy, collaboration, and progress, grounded in a deep sense of responsibility. Sustainability is not an abstract ambition: it's a concrete commitment, embedded in every fiber we design, every process we optimize, and every choice we make.

This report tells the story of how expertise becomes impact through a responsible governance model, stakeholder engagement, value creation, environmental care, and a continuous focus on people.

—SAATI

# About this Report

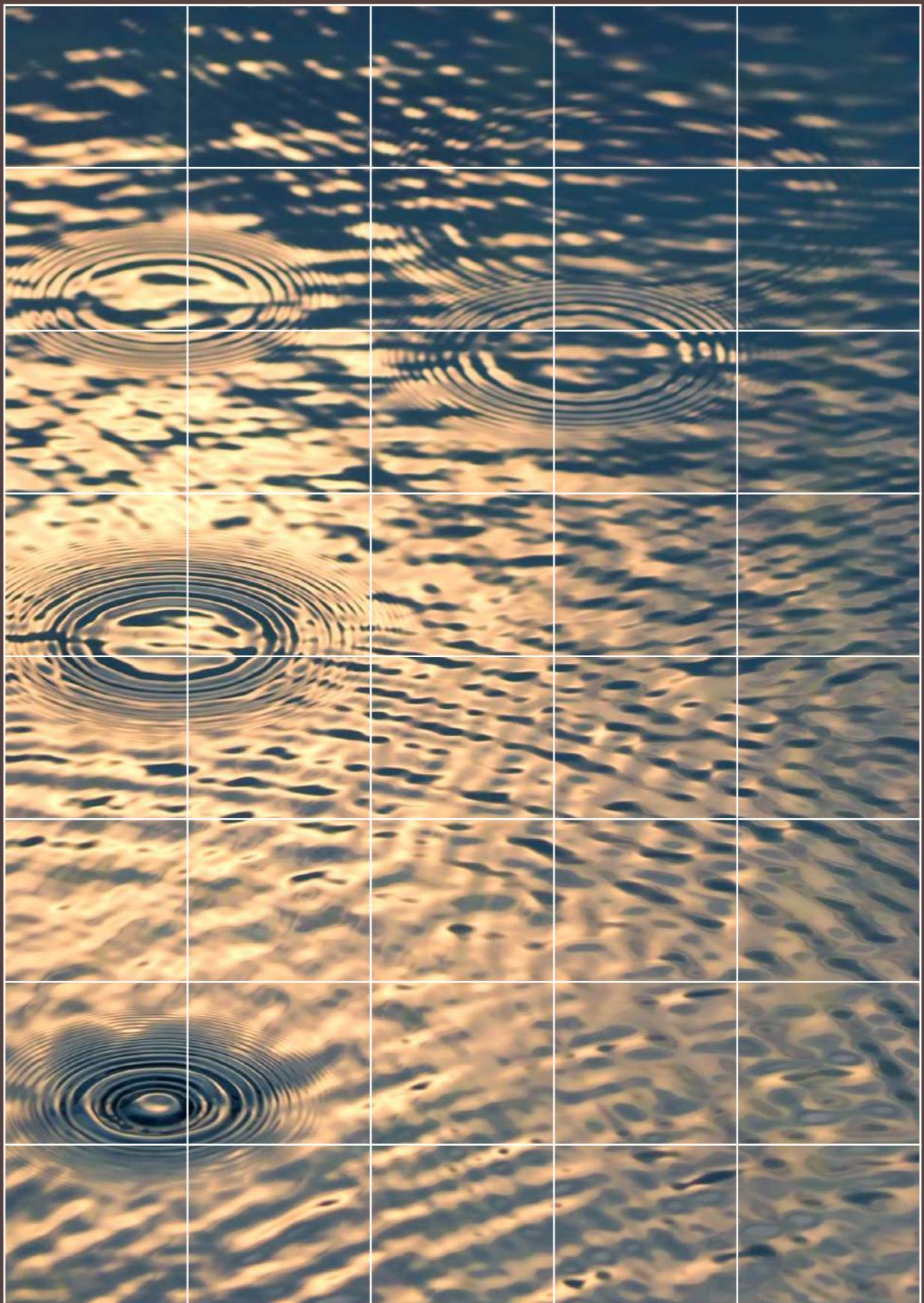
This Sustainability Report, published on a voluntary basis since 2020, remains a key tool for communicating SAATI's commitment to responsible growth and sharing the progress made across environmental, social, and governance dimensions.

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 plans to carry 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 2024, 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.



# 2024 Highlights

+200  
ML €  
REVENUE

A diversified  
presence across

24

MARKET SEGMENTS

17  
OFFICES WORLDWIDE

+4500  
CUSTOMERS

+1000  
EMPLOYEES

39%  
WOMEN

5.965  
HOURS OF INTERNAL TRAINING

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	Our mission	Our purpose
To improve the existing by developing the forthcoming.	To improve the life of every person, every day.	Advancing technical applications to change the world for the better.

## 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

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

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

**SAATI Advanced  
Chemicals LLC  
USA**  
100% controlled by  
SAATI Americas CO

**SAATI Americas CO.  
USA (2 Sites)**  
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.

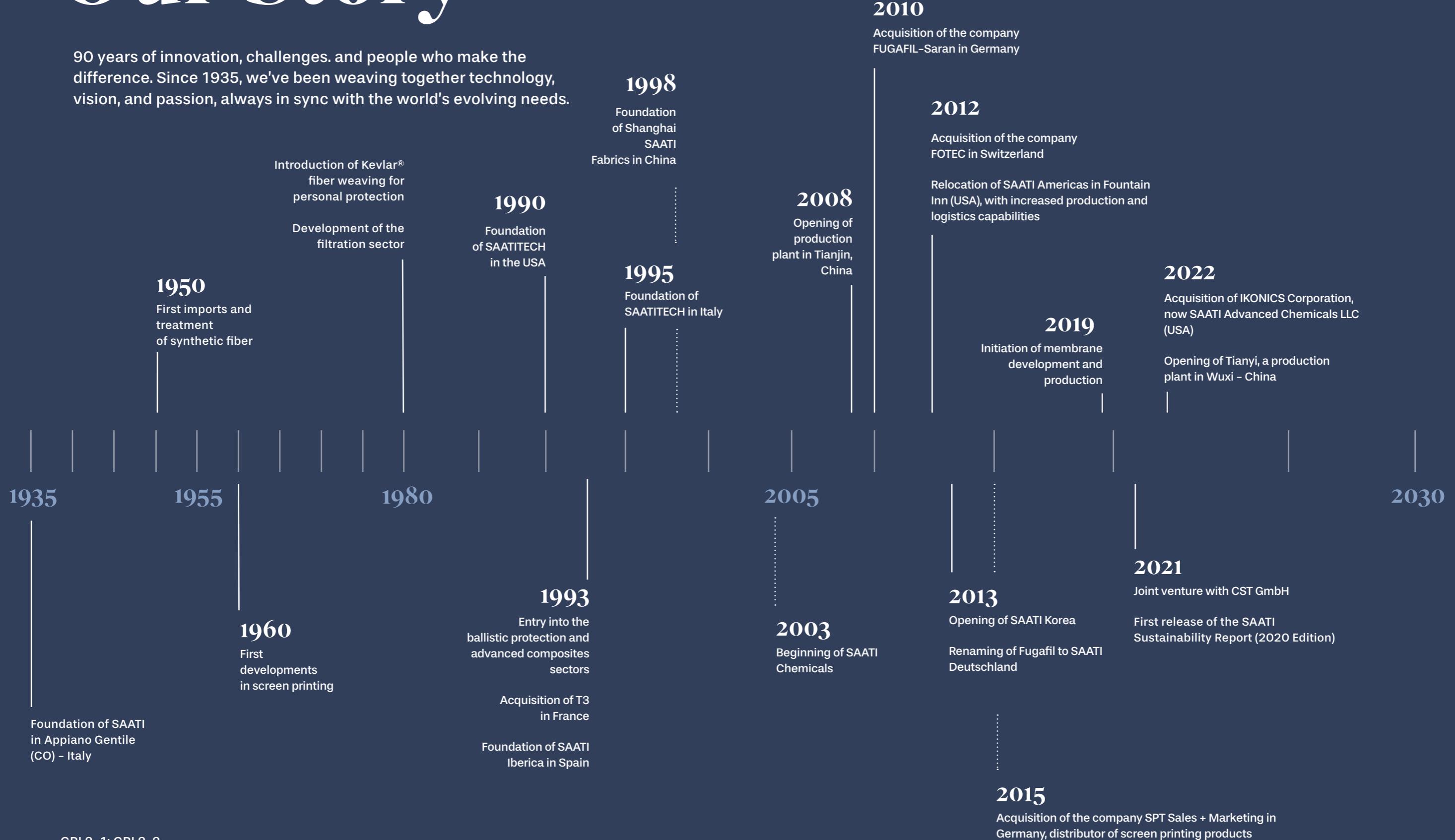
**SAATI Serigrafia  
Iberica S.A.U.  
Spain**  
100% controlled  
by SAATI S.p.A.

**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.

# 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.





# 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.

—SAATI

# 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.

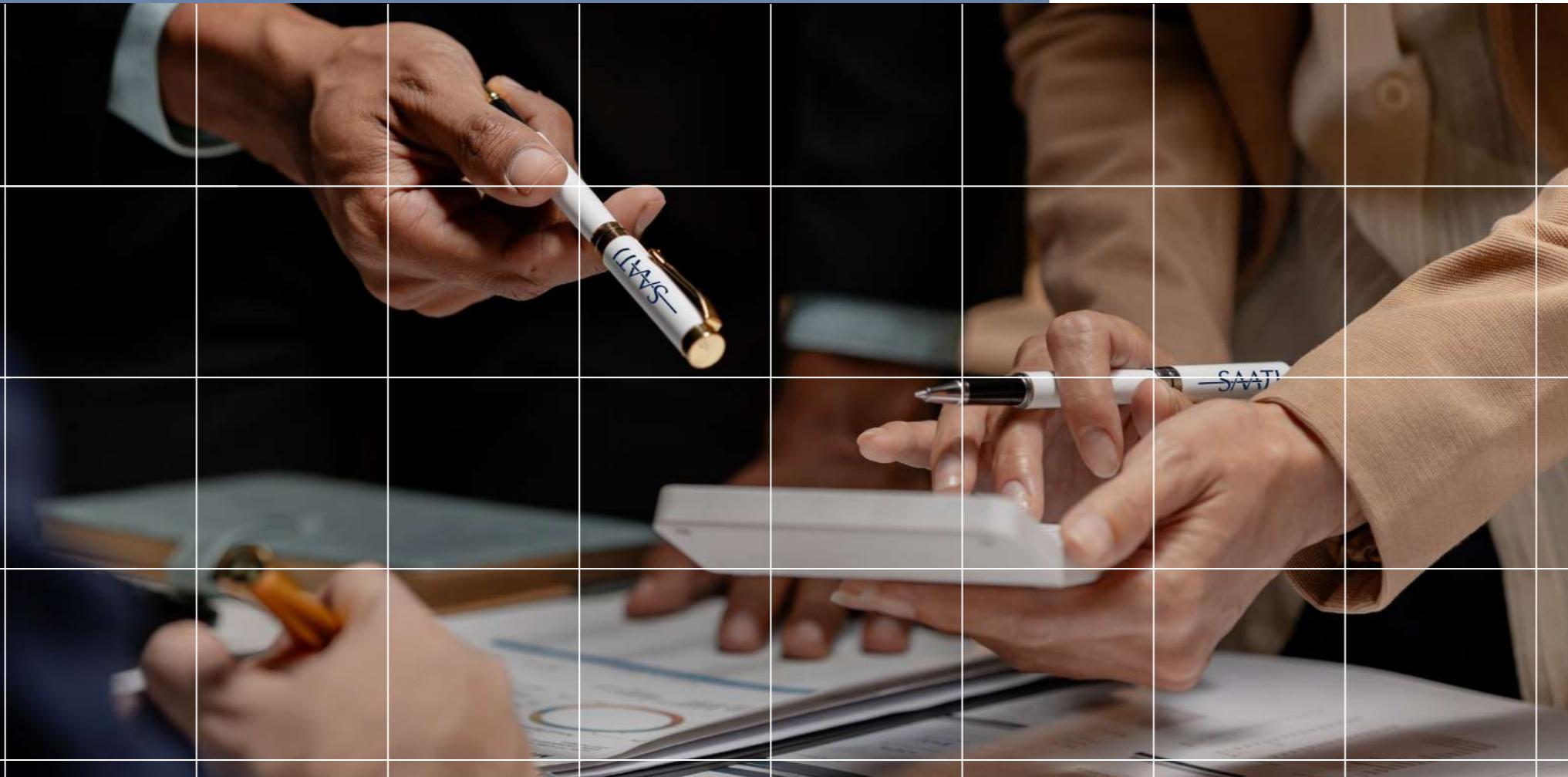
## Board of Statutory Auditors and Statutory Audit

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).

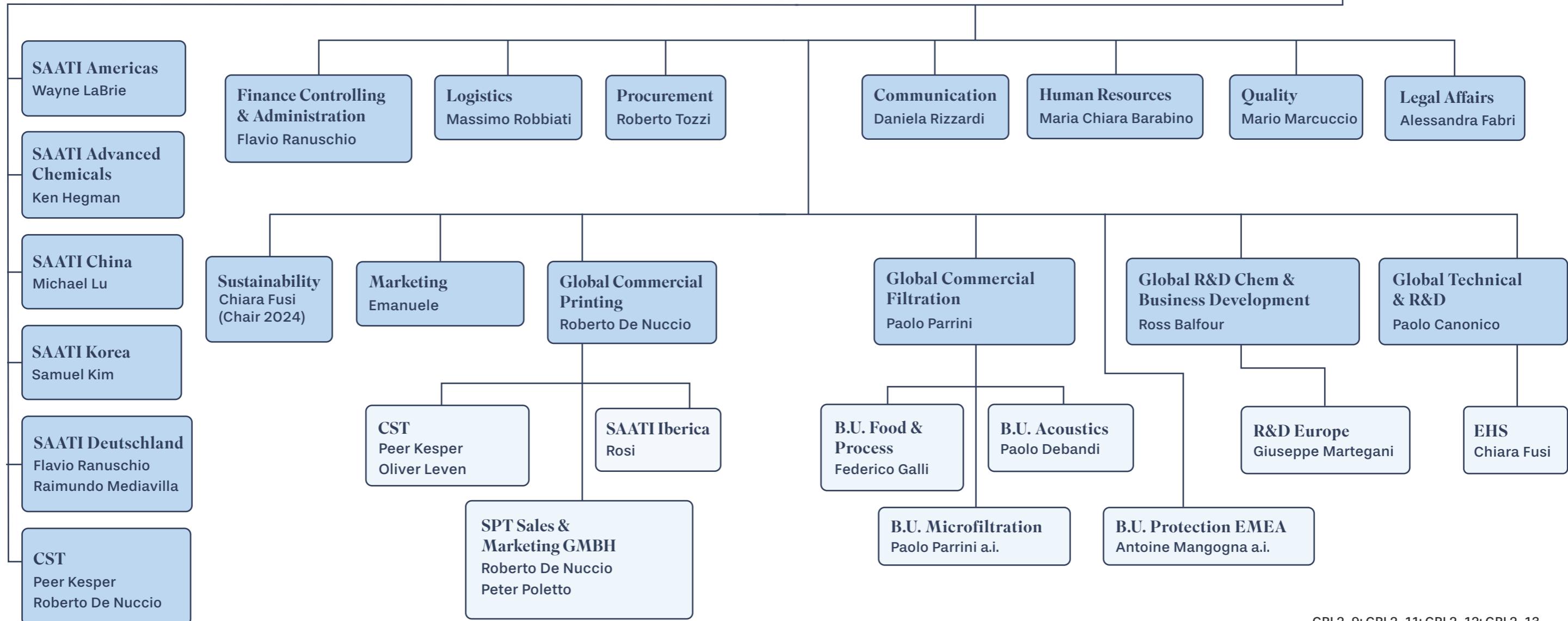
GRI 2-9; GRI 2-11; GRI 2-12; GRI 2-13  
ESRS 2 GOV-1; GOV-2



# 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 Chiara Fusi (2024), which is integrated into the leadership structure and collaborates with all regions and business units.

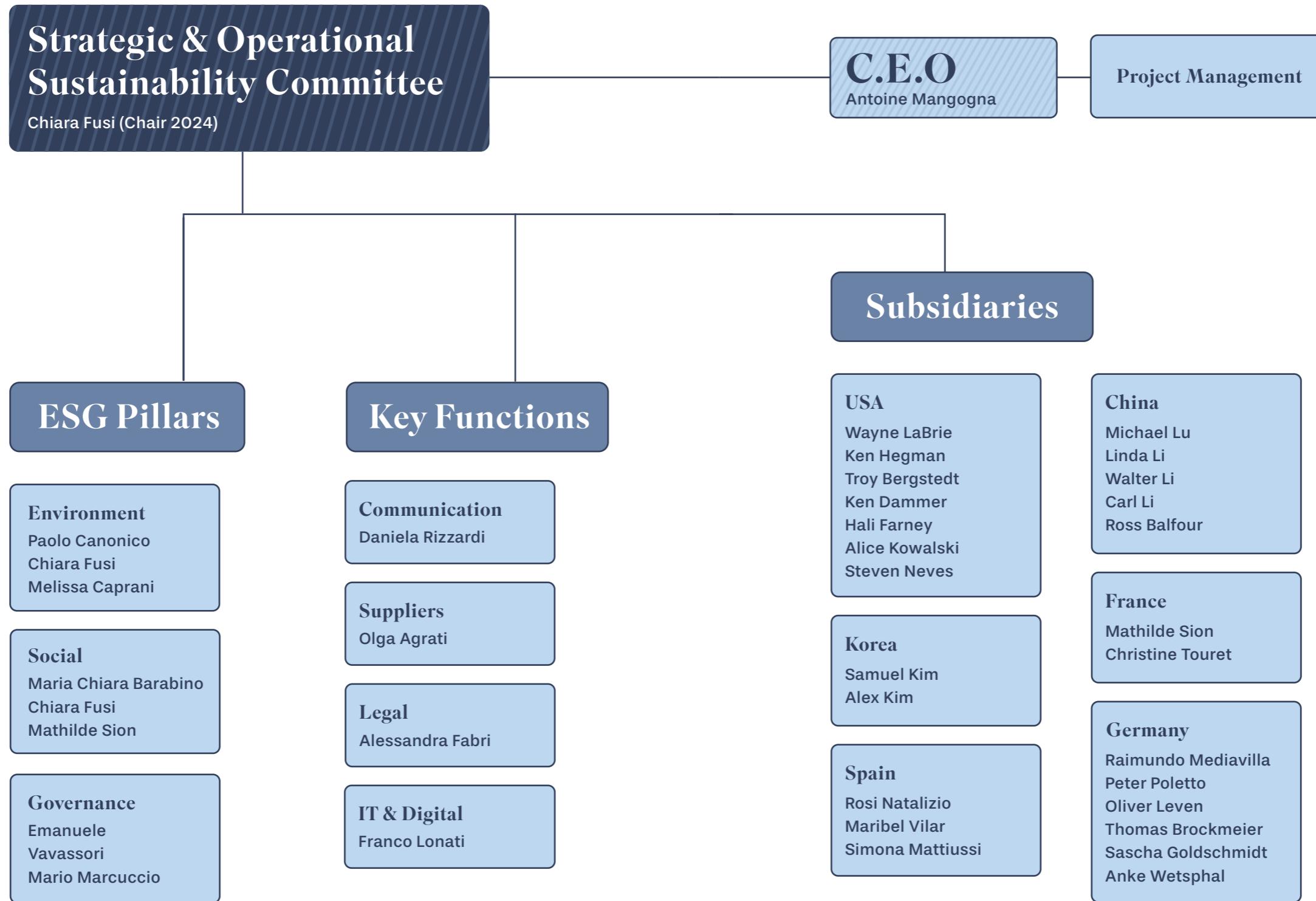


GRI 2-9; GRI 2-11; GRI 2-12; GRI 2-13  
ESRS 2 GOV-1; GOV-2

# 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,



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

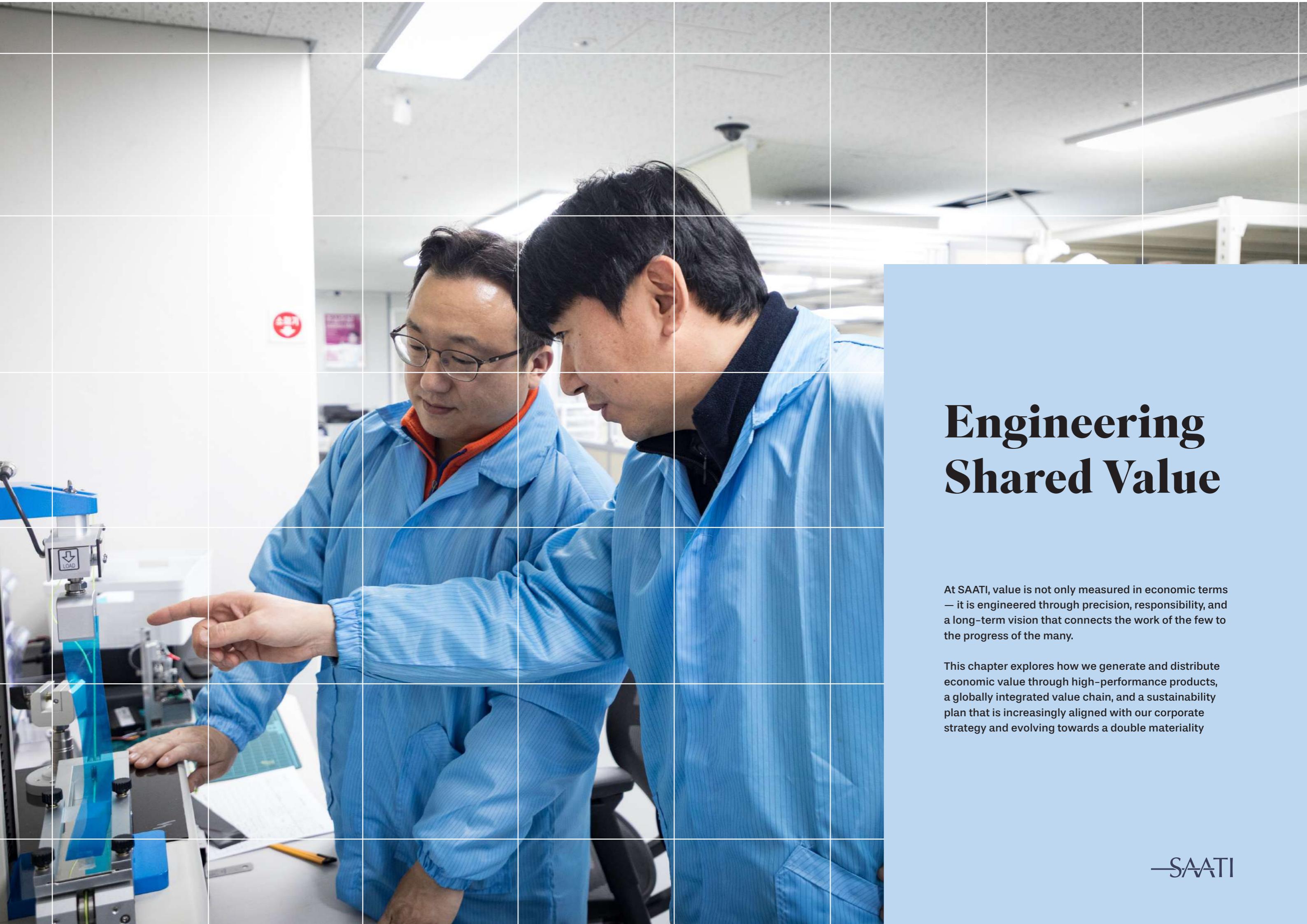
Integration of financial, environmental, and social sustainability principles.

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.



# 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

—SAATI

# Economics

## Creating and Sharing Value: Our Economic Impact



	2022	2023	2024
<b>Revenues</b>	207,331,000	191,388,000	204,369,000
<b>Operating Costs</b>	143,437,000	117,693,000	120,753,000
<b>Employee Wages And Benefits</b>	62,222,000	62,257,000	66,868,000
<b>Payments To Providers Of Capital</b>	12,652,000	2,093,969	11,745,000
<b>Payments To Government By Country</b>	5,566,000	2,795,000	3,968,000
<b>Community Investments</b>	330,000	318,734	392,000

# 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.

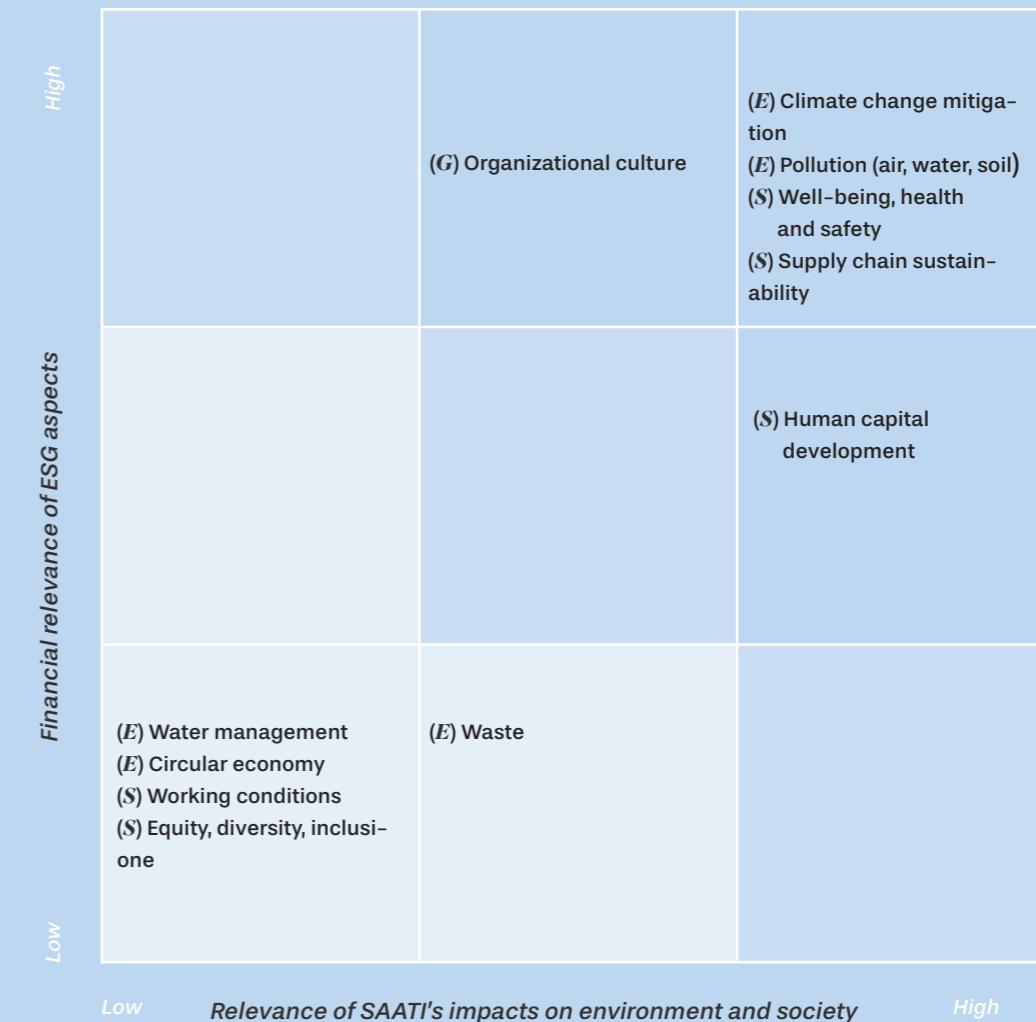
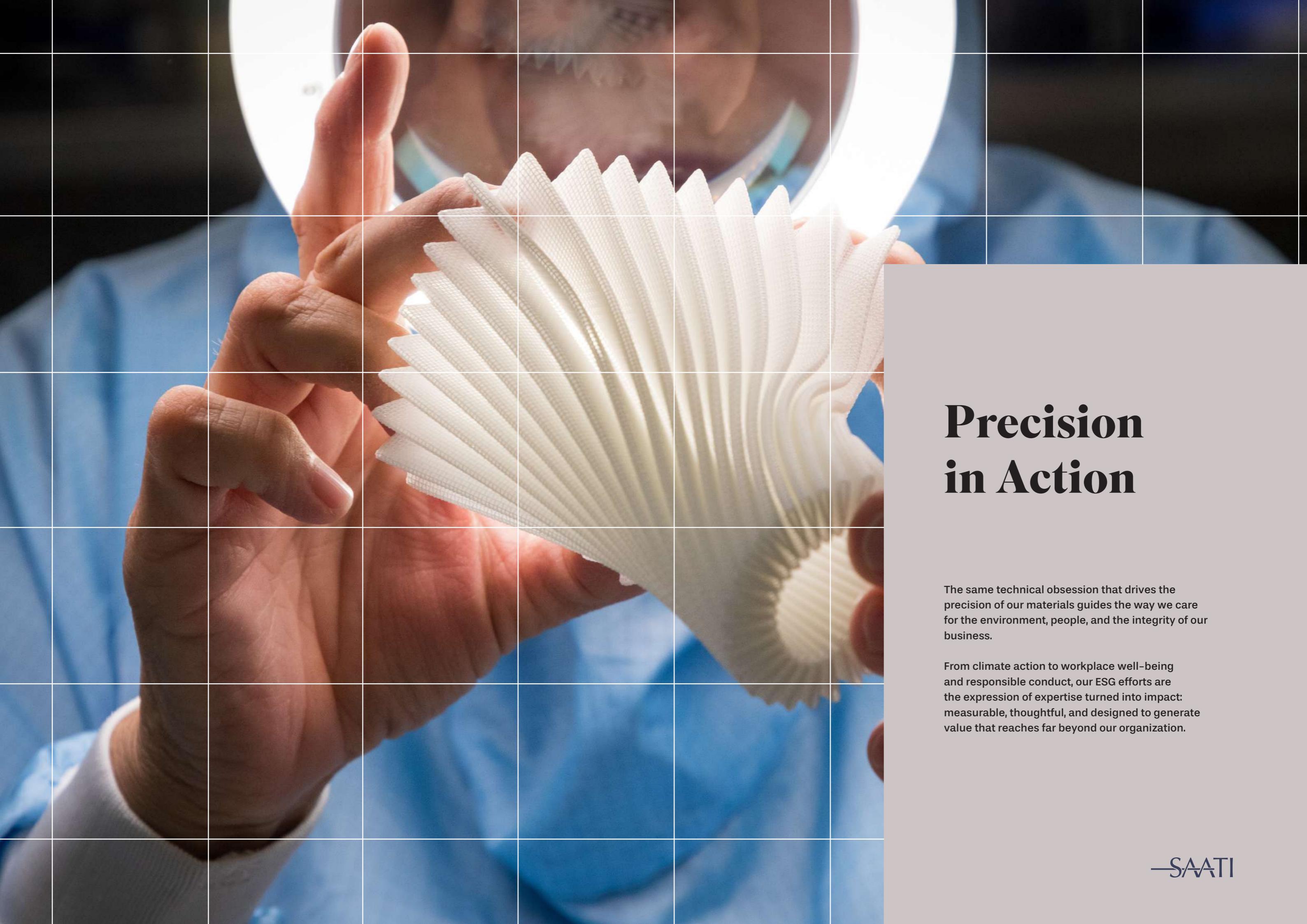


Figure 1.

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 — will be conducted in 2025, marking the second phase of this transition and further aligning SAATI's



## 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.

—SAATI

# Sustainability Plan

## The ESG Pillars



## Material Issues

Product Quality and Safety

Raw Material and Waste

Energy Consumption

Health and Safety

Human Capital Development

Welfare

Corporate Governance

Economic Performance

## Topics

Circular Economy  
Environmental Footprint

Circular Economy  
Environmental Footprint

Circular Economy  
Environmental Footprint  
Carbon Footprint

Zero Injuries  
Inclusion and Diversity  
Academy  
Employer of Choice  
Employer of Choice

Management Model  
Stakeholder Engagement

Management Model

# E Environmental

## Responsible Innovation: Commitments and Actions

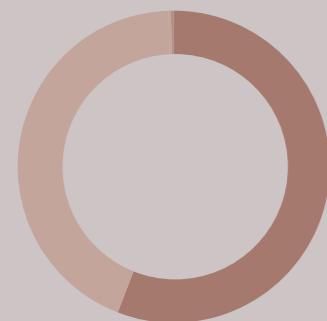
At SAATI, innovation is not just about performance — it is about responsibility. In a world where industrial processes have often left a negative mark on the environment and society, we believe that technical excellence must go hand in hand with environmental and social awareness. This is why we have 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.

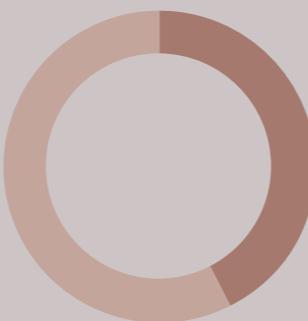
In 2024, we made tangible progress across several areas:

- **Energy Consumption:** SAATI Italia has been using 100% renewable electricity since mid-2020, and in 2024 SAATI France followed the same path. SAATI Printing Technologies (SPT) operates entirely on solar energy. Photovoltaic systems were activated at SAATI Tianjin and SAATI TianYi in 2024, now covering 27% and 29% of their energy needs, respectively. A new project is also underway in Italy to further increase our self-generated renewable energy. Additional efficiency measures — including LED lighting, motion-sensor systems, and heat recovery from production equipment — support our energy-saving efforts.

Quantity (MWh) per Type

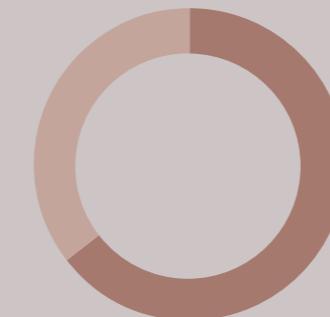


Scope 1 and Scope 2



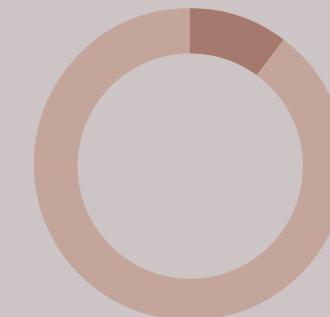
- 55,13% Natural Gas
- 0,57% Diesel
- 44,27% Electricity supplied from the electricity grid

Quantity (kg) by waste treatment



- 64,57% Directed to disposal (kg)
- 35,43% Diverted from disposal (kg)

Percentage by Hazardous/ Non Hazardous



- 10,37% Hazardous waste
- 89,63% Non Hazardous waste

- **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. Our objective is to cut the environmental impact of waste by 15% by 2025 and achieve 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 by 2025.

# Social

## Prosperous Community: our people, our power

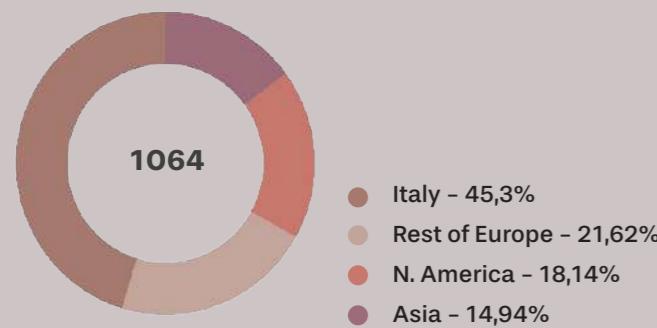
We firmly believe that prosperity begins with people. For over nine decades, our success has been rooted in the talent, passion, and dedication of our global community — the SAATIZENS. Nearly 1,000 individuals across 17 sites bring their technical obsession, creativity, and commitment to advancing material 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

***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 1042 in 2023 to 1064 in 2024.



### Training Hours per Gender



## Actions and Commitments

In 2024, 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. In 2024, we achieved our goal of zero serious injuries in our Italian plants, aiming to extend this milestone globally by 2026. We also worked to reduce our recordable accident rate, targeting a threshold below 2.5 in 2025, and continued to protect workers from occupational illnesses across 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 2024, we reached an important milestone by obtaining **Top Employer certification ITALY** for the 3rd 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.***

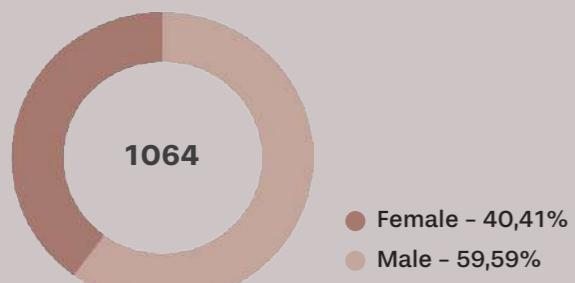
# Social

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 2024, 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.

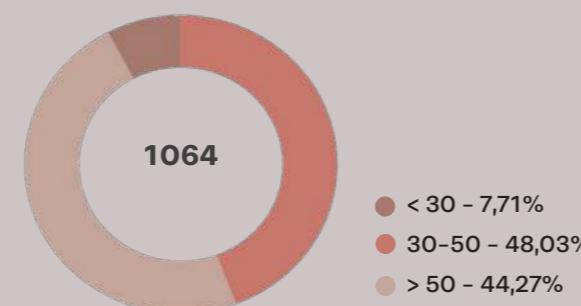
## Percentage of Employees by Gender

Our workforce is 40% women and 60% men, maintaining a balanced gender composition over the years.



## Percentage of Employees by Age Group

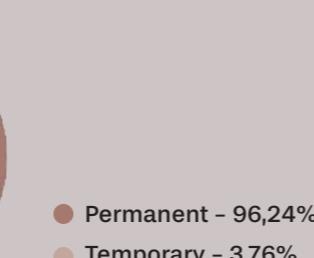
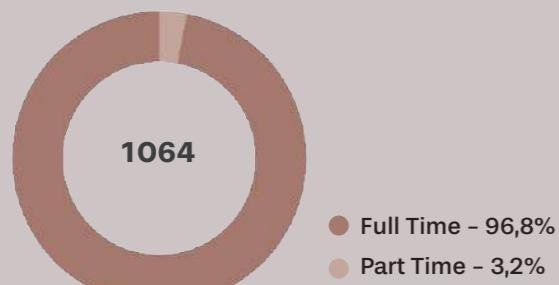
Around 50% of our employees are aged between 30 and 50 years.



## Percentage of Employees by Contract type, by Gender and by Region

97% of our employees work full-time. The proportion of part-time employees has remained consistent over recent year (around 4% in both 2023 and 2022).

96% of our employees are employed under permanent contracts, marking an increase from about 91% in 2023.



## ***"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 2024, 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 2024, 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

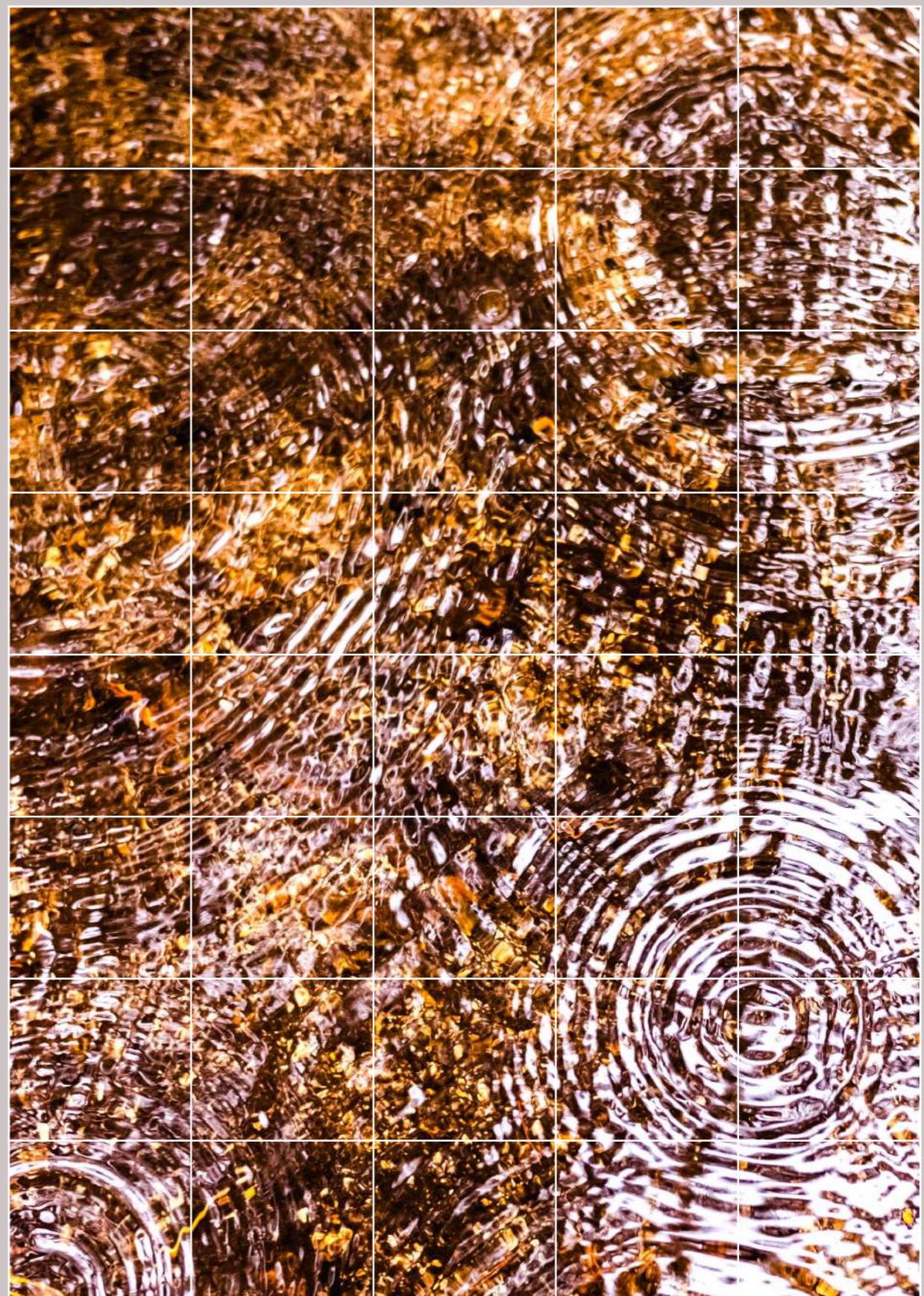
Governance is a dynamic force that evolves alongside our business, enabling us to meet the challenges of a rapidly changing world with discipline, foresight, and adaptability. We work every day to anticipate and meet tomorrow's needs, setting ourselves ambitious goals and tailoring our model to ensure 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 - 2024

## Energy consumed in the organization (MWh)

	Electricity purchased	Natural Gas	LPG	Diesel	Gasoline	Total
<b>SAATI Technical Fabric (Tianjin) Co. Ltd.</b>	1.024,66					<b>1.024,66</b>
<b>WuXi TianYi Precision Fabrics Co., Ltd.</b>	965,42					<b>965,42</b>
<b>SAATI France S.A.S.</b>	6.119,46					<b>6.119,46</b>
<b>SAATI Deutschland GmbH</b>	1.407,89	1.877,99				<b>3.285,89</b>
<b>SPT Sales + Marketing GmbH</b>	0,00					<b>0,00</b>
<b>CST Colour Scanner Technology GmbH</b>	58,94		47,86			<b>106,80</b>
<b>SAATI S.p.A.</b>	15.142,70	22.434,89		245,52		<b>37.823,11</b>
<b>SAATI Korea Ltd.</b>	85,92			10,29	16,16	<b>112,38</b>
<b>SAATI Serigrafía Ibérica S.A.U.</b>	19,28					<b>19,28</b>
<b>SAATI Advanced Chemicals LLC (IKONICS)</b>	396,18					<b>396,18</b>
<b>SAATI Americas Corp</b>	9.233,58	2.334,83		12,14		<b>11.580,55</b>
<b>Total</b>	<b>34.454,08</b>	<b>26.647,71</b>	<b>47,86</b>	<b>267,95</b>	<b>16,16</b>	<b>61.433,78</b>

## Water Consumption (m³)

	Quantity (m³)
<b>SAATI Technical Fabric (Tianjin) Co. Ltd.</b>	1.789
<b>WuXi TianYi Precision Fabrics Co., Ltd.</b>	4.859
<b>SAATI France S.A.S.</b>	1.056
<b>SAATI Deutschland GmbH</b>	2.667
<b>SPT Sales + Marketing GmbH</b>	66
<b>CST Colour Scanner Technology GmbH</b>	124
<b>SAATI S.p.A.</b>	78.519
<b>SAATI Korea Ltd.</b>	78
<b>SAATI Serigrafía Ibérica S.A.U.</b>	72
<b>SAATI Advanced Chemicals LLC (IKONICS)</b>	40.355
<b>SAATI Americas Corp</b>	18.682
<b>Total</b>	<b>148.267</b>

## Waste generated (kg)

Waste Category	Quantity (kg)
<b>Fabric scraps</b>	644.160
<b>Mixed construction / demolition wastes</b>	457.910
<b>Sludge</b>	397.317
<b>Paperboard packaging</b>	299.019
<b>Mixed packaging</b>	188.512
<b>Containers with residues of contaminated and hazardous substances</b>	170.553
<b>Solvents and solvent mixtures</b>	157.386
<b>General waste</b>	141.587
<b>Wood</b>	126.246
<b>Diluted water with hazardous substances</b>	63.244
<b>Other</b>	61.434
<b>Plastic packaging</b>	61.268
<b>Iron and steel</b>	60.033
<b>Organic wastes containing hazardous substances</b>	24.589
<b>Adhesives and sealants with organic solvents / hazardous substances</b>	15.983
<b>Absorbents, soiled rags contaminated with substances</b>	11.623
<b>Absorbents, rags</b>	7.958
<b>Lubricating oils</b>	7.013
<b>Inorganic chemicals or waste with hazardous substances</b>	1.873
<b>Total</b>	<b>2.897.714</b>

# Environmental data - 2024

## Scope 1: Direct Emissions (tCO<sub>2</sub>e)

	Diesel	Gasoline	LPG	Natural Gas
<b>CST Colour Scanner Technology GmbH</b>	0,00	0,00	10,39	0,00
<b>SAATI Deutschland GmbH</b>				364,10
<b>SAATI S.p.A.</b>	63,88			4.349,65
<b>SAATI Korea Ltd.</b>	2,68	4,37		
<b>SAATI Americas Corp</b>	3,16			452,67
<b>Total Scope 1</b>	<b>69,71</b>	<b>4,37</b>	<b>10,39</b>	<b>5.166,42</b>

## Scope 2: Emissions from purchased energy (tCO<sub>2</sub>e)

	Quantity (tCO <sub>2</sub> e)
<b>SAATI Technical Fabric (Tianjin) Co. Ltd.</b>	360,47
<b>WuXi TianYi Precision Fabrics Co., Ltd.</b>	339,63
<b>SAATI France S.A.S.</b>	2.152,82
<b>SAATI Deutschland GmbH</b>	495,29
<b>SPT Sales + Marketing GmbH</b>	0,00
<b>CST Colour Scanner Technology GmbH</b>	20,73
<b>SAATI S.p.A.</b>	5.327,20
<b>SAATI Korea Ltd.</b>	30,22
<b>SAATI Serigrafía Ibérica S.A.U.</b>	6,78
<b>SAATI Advanced Chemicals LLC (IKONICS)</b>	139,37
<b>SAATI Americas Corp</b>	3.704,20
<b>Total</b>	<b>12.120,94</b>

## Scope 1 and Scope 2 (tCO<sub>2</sub>e)

	Quantity (tCO <sub>2</sub> e)
<b>SAATI Technical Fabric (Tianjin) Co. Ltd.</b>	360,47
<b>WuXi TianYi Precision Fabrics Co., Ltd.</b>	339,63
<b>SAATI France S.A.S.</b>	2.152,82
<b>SAATI Deutschland GmbH</b>	859,40
<b>SPT Sales + Marketing GmbH</b>	0,00
<b>CST Colour Scanner Technology GmbH</b>	31,13
<b>SAATI S.p.A.</b>	9.740,72
<b>SAATI Korea Ltd.</b>	37,27
<b>SAATI Serigrafía Ibérica S.A.U.</b>	6,78
<b>SAATI Advanced Chemicals LLC (IKONICS)</b>	139,37
<b>SAATI Americas Corp</b>	3.704,20
<b>Total</b>	<b>17.371,85</b>

# Social data - 2024

## Number of Employees by Region

Italy	Rest of Europe	North America	Asia
482	230	193	159

## Employees with Disability

Percentage with Disability
3,29%

## Number of employee and non-employee by region

	Italy	Rest of Europe	N. America	Asia	Total
Employee	482	230	193	159	1064
Non Employees	25	9	0	2	36

## Number and percentage of Employees by Gender and by Region

	Italy	Rest of Europe	N. America	Asia
Female	204	100	52	74
Male	278	130	141	85
Female	42,32%	43,48%	26,94%	46,54%
Male	57,68%	56,52%	73,06%	53,46%

## Number and percentage of Employees by Age group and by Region

	Italy	Rest of Europe	N. America	Asia
< 30	44	15	18	5
30-50	232	98	87	94
>50	206	117	88	60
< 30	9,13%	6,52%	9,33%	3,14%
30-50	42,74%	42,61%	45,08%	37,74%
>50	48,13%	50,87%	45,60%	59,12%

## 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	192	276	468	88	124	212	52	139	191	74	85	159	1030
Part Time	12	2	14	12	6	18	0	2	2	0	0	0	34
Total	204	278	482	100	130	230	52	141	193	74	85	159	1064

Region	Italy			Rest of Europe			N. America			Asia			Total
	Workforce	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Permanent	193	261	454	97	122	219	52	141	193	73	85	158	1024
Temporary	11	17	28	3	8	11	0	0	0	1	0	1	40
Total	204	278	482	100	130	230	52	141	193	74	85	159	1064

## New Hires and Termination

New Hires	Termination
152	106
Positive turnover rate	Negative turnover rate
14,29%	9,96%

We welcomed 152 new hires (about 14 % of our workforce), reflecting a positive rise from 101 new hires in 2023. In fact, positive turnover increased from 11% in 2023 to around 14% in 2024.

Generational renewal is still ongoing, with 30 % of new hires under the age of 30.

Employee departures stayed below hiring levels, decreasing from 123 departures in 2023 to 106 departures in 2024: this indicates improvements in workforce retention. In fact, negative turnover rate fell from 13% in 2023 to around 10% in 2024.

# Social data - 2024

## 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	10,78%	12,95%	12,03%	9,00%	15,38%	12,61%	19,23%	25,53%	23,83%	14,86%	9,41%	11,95%	14,29%
Termination Rates	4,90%	6,12%	5,60%	9,00%	13,08%	11,30%	23,08%	18,44%	19,69%	12,16%	7,06%	9,43%	9,96%

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	45,45%	11,21%	5,83%	40,00%	15,31%	6,84%	66,67%	33,33%	5,68%	60,00%	11,70%	8,33%	14,29%
Termination Rates	6,82%	5,60%	5,34%	26,67%	14,29%	6,84%	61,11%	19,54%	11,36%	8,51%	11,67%	9,96%	

## 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
Italy	95%	100%
Rest of Europe	81%	84%
North America	0%	0%
Asia	55%	0%
Total	69%	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 will be covered (excluding those representing the Employer).

## Hours of Training

Entities	White Collar	Blue Collar	Total
CST Colour Scanner Technology GmbH	6,5	1	7,5
SAATI Advanced Chemicals LLC (IKONICS)	436,94	244,44	681,38
SAATI Americas Corp	271,6	601,75	873,35
SAATI Deutschland GmbH	9,12	2,18	11,3
SAATI France S.A.S.	228,75	2.150,1	2.378,85
SAATI Serigrafía Ibérica S.A.U.	0	2	2
SAATI Korea Ltd.	22	28	50
SAATI S.p.A.	878,5	1.020,5	1.899
SAATI Technical Fabric (Tianjin) Co. Ltd.	24	15	39
SPT Sales + Marketing GmbH	1	1	2
WuXi TianYi Precision Fabrics Co., Ltd.	8	12,74	20,74
<b>Total</b>	<b>1.886,41</b>	<b>4.078,71</b>	<b>5.965,12</b>

Employees received an average of 5,61 hours of training, with a balanced distribution between women (5,1 hours) and men (6,1 hours).

Blue-collar employees received more training than white-collar employees (6,82 vs. 4,60 hours on average), with a primary focus on technical skills development and on-the-job training.

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.

**SAATI S.p.A. -**  
**World Headquarters**  
Via Milano 14  
22070 Appiano Gentile  
Italy  
Phone: +39 031 9711  
info.it@saati.com

**SAATI France S.A.S**  
74 Route de Bapaume -  
Sailly-Saillisel 80360 France  
Phone: +33 3 22 85 77 00  
saatifrance@saati.com

**SAATI Serigrafia Iberica**  
**S.A.U.**  
P.I. "El Mijares" c/Industria 13  
– 12550 Almazora (Castellon)  
Spain  
Phone: +34 964550688  
info.es@saati.com

**SAATI Americas CO**  
201 Fairview Street Ext. –  
Fountain Inn – South Carolina  
29644 – USA  
Phone: +1 ( 864 ) 601-8300  
info.us@saati.com

**SAATI Technical Fabric**  
**(Tianjin) CO. Ltd**  
Cross of Saida 2nd Branch  
Road, Saida Century Avenue,  
Xiqing Ec.Dev. Area – Tianjin  
– China  
Phone: +86 22 23960843  
info.cn@saati.com

**OOO SAATI Russia**  
Shvetsova street, 23 house,  
198095, St. Petersburg, Russia  
Phone: +79 062788343  
info.ru@saati.com

**SAATI Deutschland**  
**GmbH**  
Ostring 22 – D-46348  
Raesfeld – Germany  
Phone: +49 2865 95800  
info.de@saati.com

**SAATI Korea Ltd**  
SK Ventium 101-601 –  
Dangjeong-dong, Gosan-ro  
166, Gunpo-si, Gyeonggi-do,  
South Korea, Zip 15850  
Phone: + 82 31 429 9337  
info.kr@saati.com

**SPT-Sales + Marketing**  
**GmbH**  
Kurpfalzring 100a – 69123  
Heidelberg – Germany  
Phone: +49 62 21 | 77 876-27  
info.de@saati.com

**CST Colour Scanner**  
**Technology GmbH**  
Koenigsberger Str. 117 –  
47809 Krefeld – Germany  
Phone: +49-2151-1592260  
office@c-s-t.de

**SAATI Advanced**  
**Chemicals LLC**  
4832 Grand Ave. –  
Duluth – Minnesota  
55807 – USA  
Phone: +1 ( 218 ) 628-2217  
info@ikonics.com

**WuXi TianYi Precision**  
**Fabrics Co., Ltd.**  
No. 28, Xigang West Road,  
Donghutang, Donggang  
Town, Xishan District, Wuxi  
City – China  
Phone: +86 510-88791064  
info.cn@saati.com