



Sustainability Report

2025

Index

Section	Page
Letter from the President to Stakeholders	3
The History of AT Group	4
Corporate Identity	5
The Group's Companies	6
Certifications and Qualifications	7
The Moto Guzzi Construction Site	8
Transition Toward a Sustainable Economy	9
Energy and Emissions — KPIs 2025	11
Biodiversity, Land Management and Water Resources	12
Circular Economy and Waste Management 2025	13–14
Contribution to Renewable Energy Diffusion	15
Our Workforce — KPIs 2025	17
Health and Safety — KPIs 2025	18
AT Group: Safety Pioneers	19
Compensation, Contracts and Training	20
Local Communities and Social Impact	21
Sustainable Development Goals and the 2030 Agenda	23
Corporate Conduct, Governance and Reporting Methodology	24
Interoperability Index	25

Letter from the President to Stakeholders

Dear Stakeholders,

It is with great enthusiasm and a sense of responsibility that I present the first sustainability report produced by AT Group S.r.l. This document represents not only an important milestone in our company's journey, but also a concrete commitment to transparency and open dialogue with all of you, our stakeholders. We are aware that today's environmental and social challenges demand a collective response, and we intend to be an active part of this change.

For more than 30 years, AT Group has operated in the construction industry, specializing in the design and production of metal cladding and roofing. Our cladding solutions not only enhance the aesthetics of buildings, but also elevate their functionality. In an ever-evolving market, our commitment translates into the ability to deliver customized solutions that meet and exceed our customers' expectations. Every project is built with innovative materials and eye-catching design, transforming spaces into functional environments with visual impact.

Our headquarters is located in Rogno (BG), where we have built a solid organization that combines the experience of an established company with the freshness and dynamism of a young, proactive team. We design roofing for a wide range of buildings, from sports and public facilities to solutions for small-scale residential construction, including villas and apartment buildings, up to industrial construction. We firmly believe that meeting these diverse architectural and functional needs requires combining robustness, durability, and aesthetic innovation. In addition, we are committed to integrating photovoltaic systems into our projects, allowing our customers to harness solar energy and reduce the environmental impact of their structures.

The motivation behind this sustainability report is rooted in AT Group's commitment to excellence and reliability. In recent years, we have pursued ISO certifications and other standards, always operating with a practical, improvement-oriented mindset. We firmly believe that transparency, quality, and responsibility are the values our customers demand and appreciate, and that the sustainability report is an essential tool for communicating our progress and initiatives in these areas.

In a world where expectations are constantly evolving, our commitment is to keep making a difference through responsibility and sustainability. We are excited to embark on this journey together with you, in the conviction that shared growth is the only winning path toward a better future.

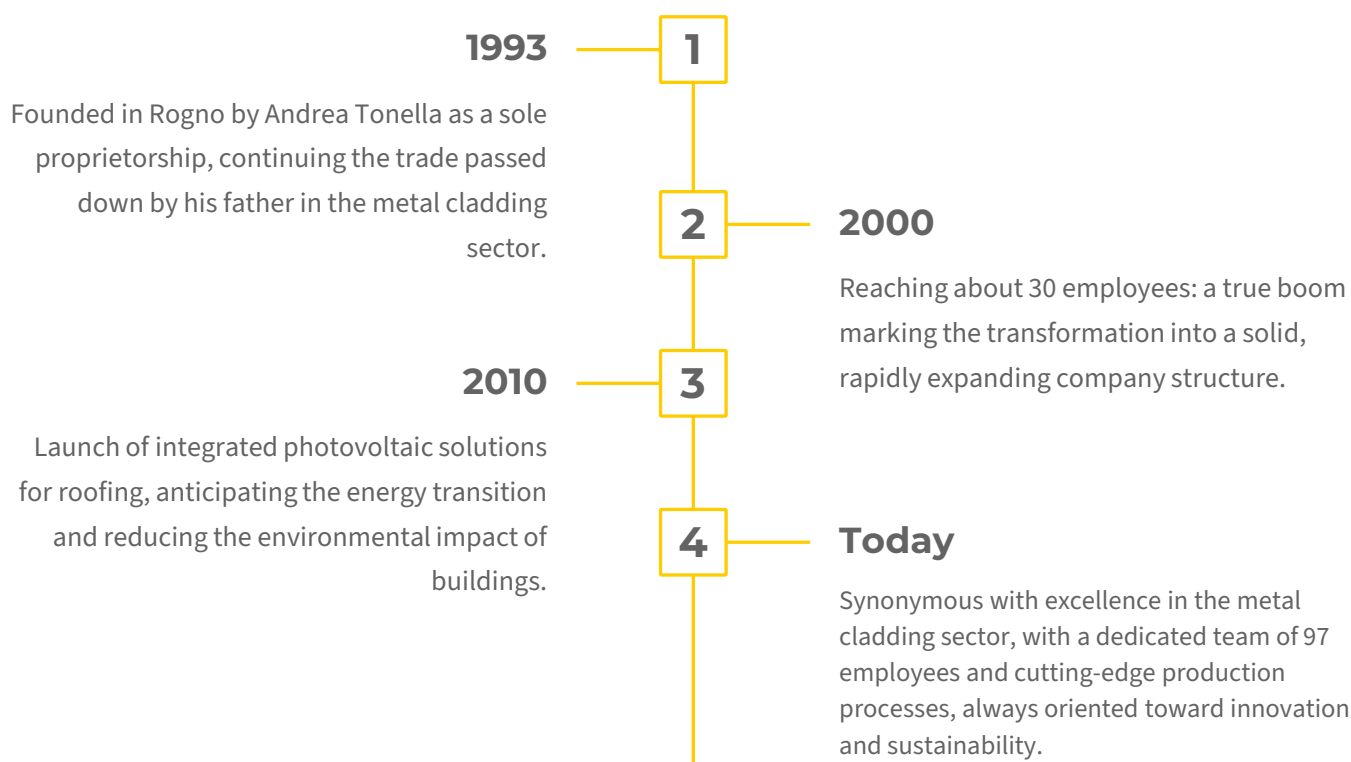
Andrea Tonella

Chairman of the Board of Directors

AT Group S.r.l.

The History of AT Group

Founded in 1993 in Rogno, the company traces its roots to the craftsmanship carried on by Andrea Tonella, the founder, who decided to continue the trade passed down by his father. Initially started as a sole proprietorship, the business soon grew into a true company, driven by passion and expertise in the metal cladding sector for building façades.



Andrea Tonella's leadership has always been a point of reference. The company's reputation for excellence has been built through the quality of its work and a deep knowledge of the sector, forging a direct and genuine relationship with customers. The integration of solar energy systems into projects reflects a commitment to the environment and represents added value for customers.

Our sector of activity

- Sports facilities and stadiums
- Churches and places of worship
- Schools and public buildings
- Villas and apartment buildings
- Industrial and commercial facilities
- Industrial construction

Our evolution

- **1993** — Founded as a sole proprietorship
- **2000** — About 30 employees: first major boom
- **2010** — Integration of photovoltaic solutions
- **2025** — 97 FTE employees, revenue of €26.8M, 113 photovoltaic systems installed for customers



Today AT Group is synonymous with **excellence** in the metal cladding sector, with a dedicated team operating from its headquarters in Rogno (BG) and sustaining the constant development of cutting-edge production processes.

Corporate Identity

26,8M€

Revenue 2025

Total revenue recorded in the reference year

2,9M€

Company Assets

Total value of company assets

97

FTE Employees

Full-time units employed in the organization

30+

Years of Activity

Consolidated experience in the construction sector

Specializations

- Metal cladding for façades
- Roofing for sports facilities and stadiums
- Roofing for churches, schools and public buildings Residential construction: villas and apartment buildings
- Integration of photovoltaic systems
- Industrial construction

Distinctive Values

- Robustness and durability of materials
- Resistance to weathering
- Innovative, customized design
- Sustainability and reduction of energy costs
- Collaboration with local bodies and institutions

AT Group has established itself as a benchmark of **excellence** in metal cladding for façades, **offering solutions that combine aesthetics with superior technical performance**. Its approach to roofing is founded on the essential principles of **robustness, durability, and resistance to weathering, ensuring lasting protection and value for the buildings it completes**. The range of projects spans from sports facilities and stadiums to churches, schools, and public buildings, as well as small-scale residential construction such as villas and apartment buildings — evidence of a versatile design approach that meets the most varied needs. The **integration of photovoltaic systems** into roofing represents a concrete step toward energy sustainability, reducing the environmental impact of buildings and offering customers tangible savings on **energy costs**. This virtuous path is also reflected in financial results, with 2025 revenue confirming a positive trend and steadily growing capital strength.

- ✓ The strategic choices adopted reflect a clear, forward-looking vision, capable of meeting the challenges of a changing market, with the constant goal of **generating a positive impact** on the environment and society.



**AT Group includes
independent but
interconnected
companies,
which give the Group
total self-sufficiency**



A company specializing in active safety on construction sites, which in just a few years has become a leader in Northern Italy.

LATTONERIA

Lattoneria is a company specializing in metal fabrication. It supplies AT Group and operates across the entire Italian market.



The Group's newest addition: a company active in the rental of platforms, earth-moving machinery, lifting equipment, and trucks.



Certifications and Qualifications



ISO 9001

Quality management system for continuous process improvement and customer satisfaction.



ISO 45001

Occupational health and safety management: a safe working environment for all employees.



ISO 14001

Environmental management: responsibility toward sustainability and environmental protection.



SOA Certifications (CQOP-SOA)

Requirements for public contracts in general and specialized categories, covering civil, industrial, and infrastructure works.

The Moto Guzzi Construction Site

15.000+

m² of surface area

Including metal substructure,
roofing, and walls

2,7M€

Contract Value

Contract on behalf of Piaggio & C.
SpA

28

Duration in months

Expected duration of the
redevelopment work

The 4 areas of intervention

Museum

Motorplex

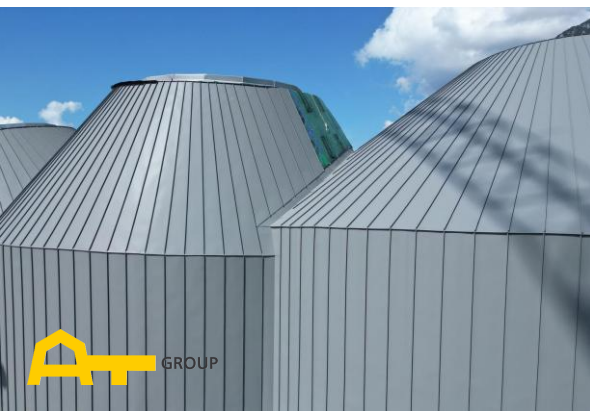
**Engine
Assembly
Department**

**Customer
Logistics**

Technical Solutions Adopted

- Sandwich panels
- Corrugated steel sheets
- Glass wool insulation
- Breathable waterproof membranes
- Profiled aluminum sheets
- Load-bearing structure in metal framework (F.lli Gelmini)

*"A historic production site of
great identity value for the local
area: AT Group responded with
executorial precision and
attention to material quality,
confirming its expertise in
complex industrial
redevelopment projects.."*



Transition Toward a Sustainable Economy

As part of our ongoing evolution toward a sustainable economy, we pursue a strategic commitment to integrating responsible practices in the areas of climate change, pollution, water resource management, and the protection of local communities.



Climate Change

Low environmental impact materials such as FSC-certified wood and eco-friendly insulating panels. Energy-saving roofing in line with PNRR (National Recovery and Resilience Plan) projects.



Pollution management

Certified asbestos removal plans, operating exclusively with formal authorizations and in strict compliance with current regulations.



Water Resources

Rainwater harvesting systems integrated into roofing, with low-impact waterproofing for reuse and ecosystem preservation.



Circular Economy

Proper disposal of construction site waste materials through certified operators. 100% of waste is sent to recycling or, in the case of hazardous or harmful waste, to proper disposal.



Local Communities

Involvement of local artisans, with 70% of on-site activities managed directly. Active support for sports, cultural, and social associations.



Corporate Ethics

Code of Ethics and Organizational Model 231 rigorously applied. A whistleblowing system accessible to all staff to ensure compliance and transparency

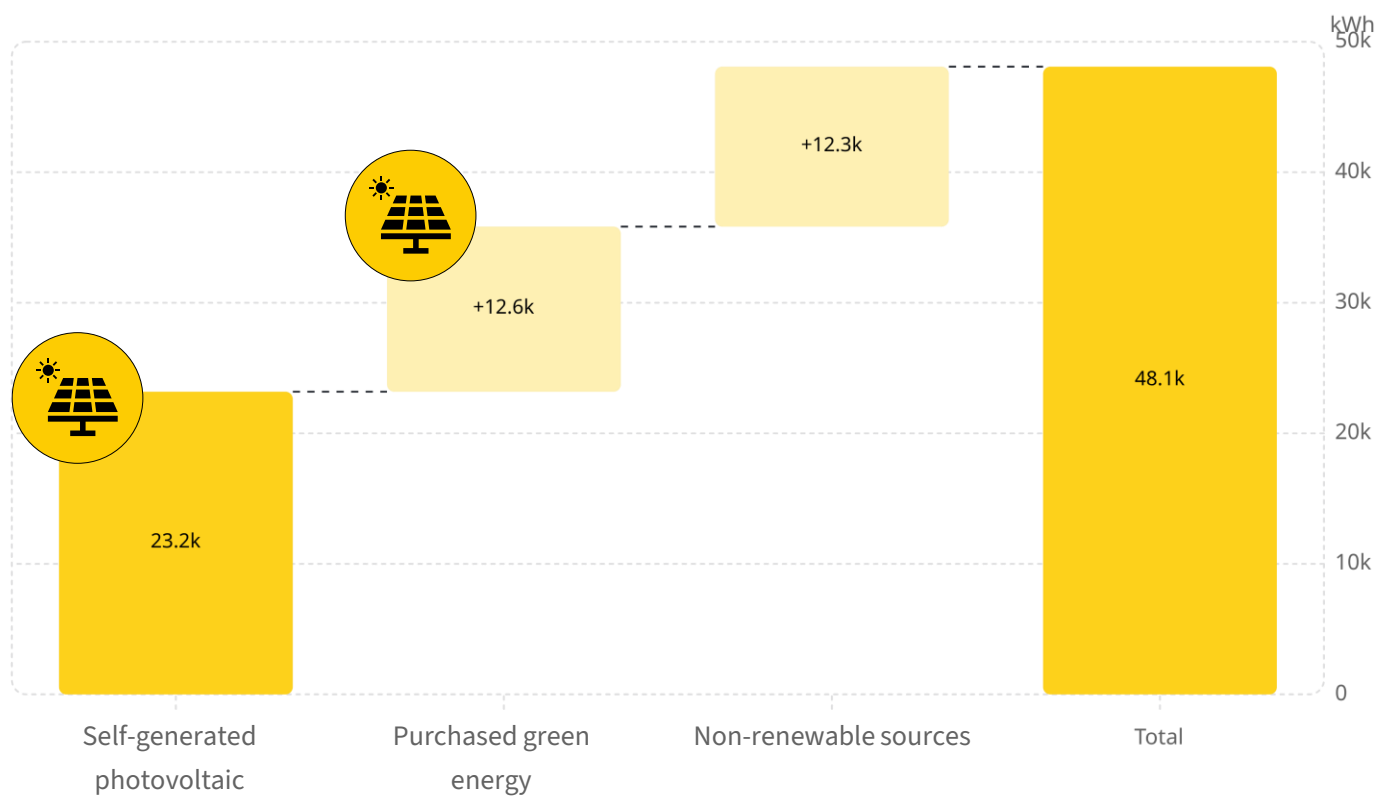


Energy and Emissions – KPIs 2025

233,6t	230t	3,6t	8,75
Total CO ₂ eq	Scope 1	Scope 2	t CO ₂ eq/M€
	Direct emissions from the company vehicle fleet	Emissions from electricity purchased from non-renewable sources	Carbon intensity

Our commitment to environmental sustainability is a core part of our mission. In 2025 we recorded total emissions of 233.6 metric tons of CO₂ equivalent: 230t from Scope 1 (vehicle fleet, mainly diesel) and 3.6t from Scope 2 (electricity from non-renewable sources). Total electricity consumption was 48,088 kWh, of which 74.5% came from renewable sources.

Electricity Consumption – 48.088 KWh total



74.5% of electricity consumption comes from renewable sources: 23,187 kWh self-generated by the photovoltaic system on the company warehouse roof, and 12,648 kWh purchased from green energy suppliers. Carbon intensity is estimated at 8.75 t CO₂eq/€M.

Biodiversity, Land Management and Water Resources

1590

m² Total

Total land area used for company activities

890

m² Sealed

Sealed/impermeable surface requiring responsible management approaches

700

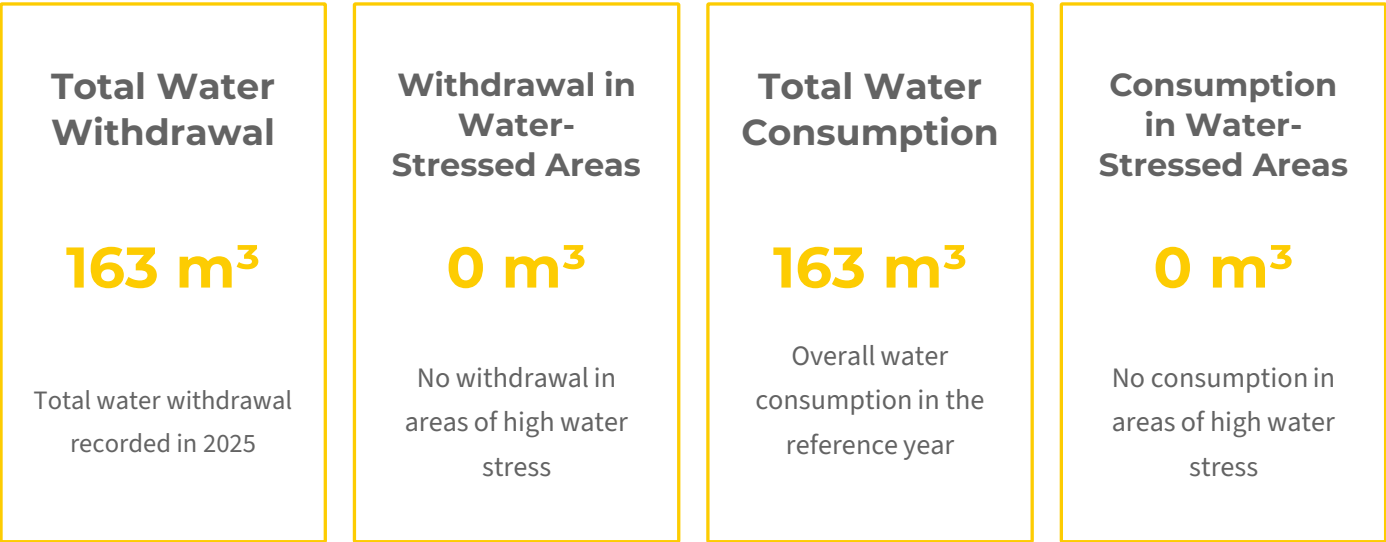
m² Permeable

Non-sealed surface, supporting soil permeability

We recognize the importance of preserving the ecosystems in which we operate. During 2025, we used 1,590 m² of land for our activities, of which 890 m² is sealed. We continuously monitor the evolution of our management practices and assess ways to increase the area dedicated to nature, as well as adopt offsetting measures to further reduce the impact of our activities.

Current Situation

In 2025, the company used 1,590 m² of land, of which 890 m² is sealed. This situation highlights the need to adopt responsible approaches to land and natural resource management.



Total recorded water withdrawal amounts to **163 m³**, demonstrating our ongoing commitment to the efficient use of this fundamental resource. Notably, no withdrawals were made in areas characterized by high water stress, reflecting our care in protecting fragile water ecosystems. We believe that conserving water resources is a collective responsibility.



Circular Economy and Waste Management 2025

986t

Total Waste

Total tons of waste generated on construction sites in 2025

782t

Non-Hazardous

Tons of non-hazardous waste (79.3% of total)

204t

Hazardous

Tons of hazardous waste (20.7% of total), managed to rigorous standards

267K€

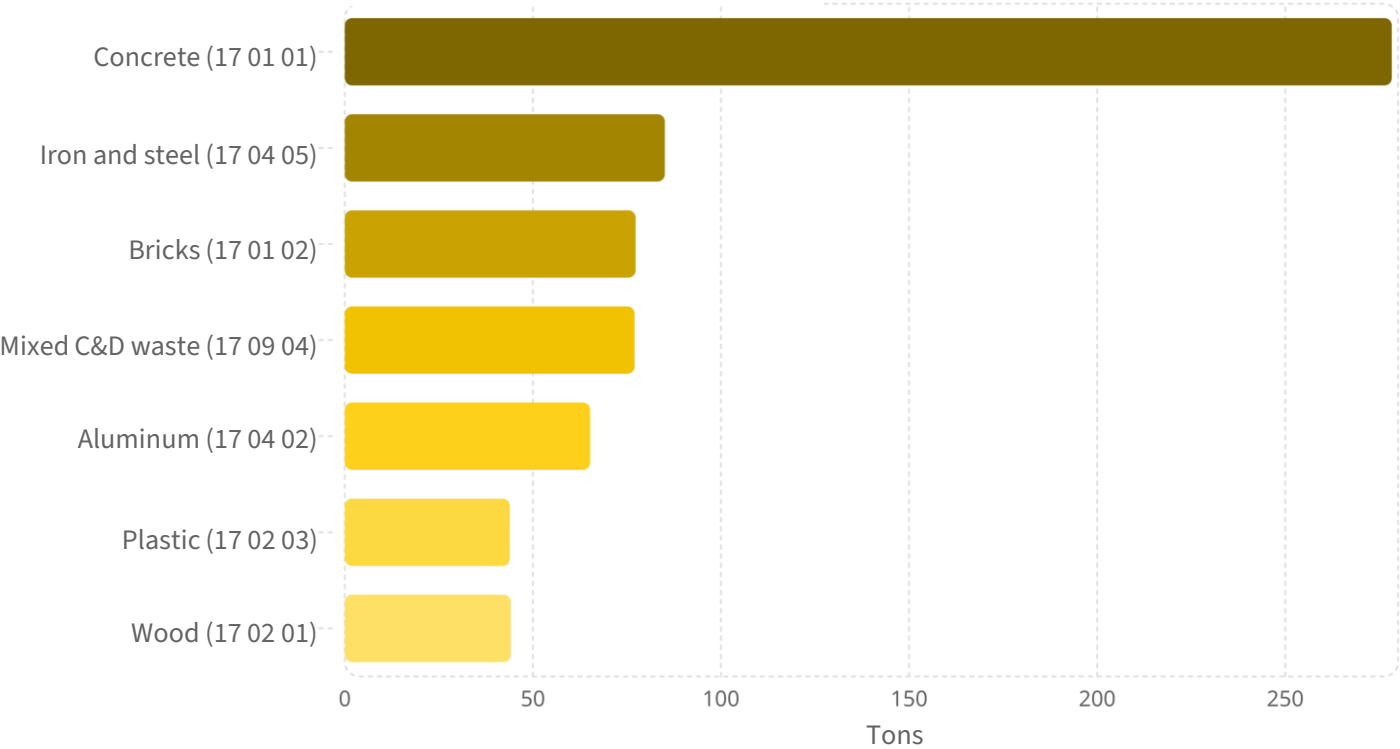
Disposal Expenditure

Euros invested in 2025 for safe and responsible disposal

During 2025, we promoted a circular economy model ensuring responsible management of resources and waste generated on construction sites. Waste mainly derives from construction and demolition activities. The amount spent on waste disposal in 2025 was **€267.120**, reflecting our commitment to sustainable and environmentally respectful management.

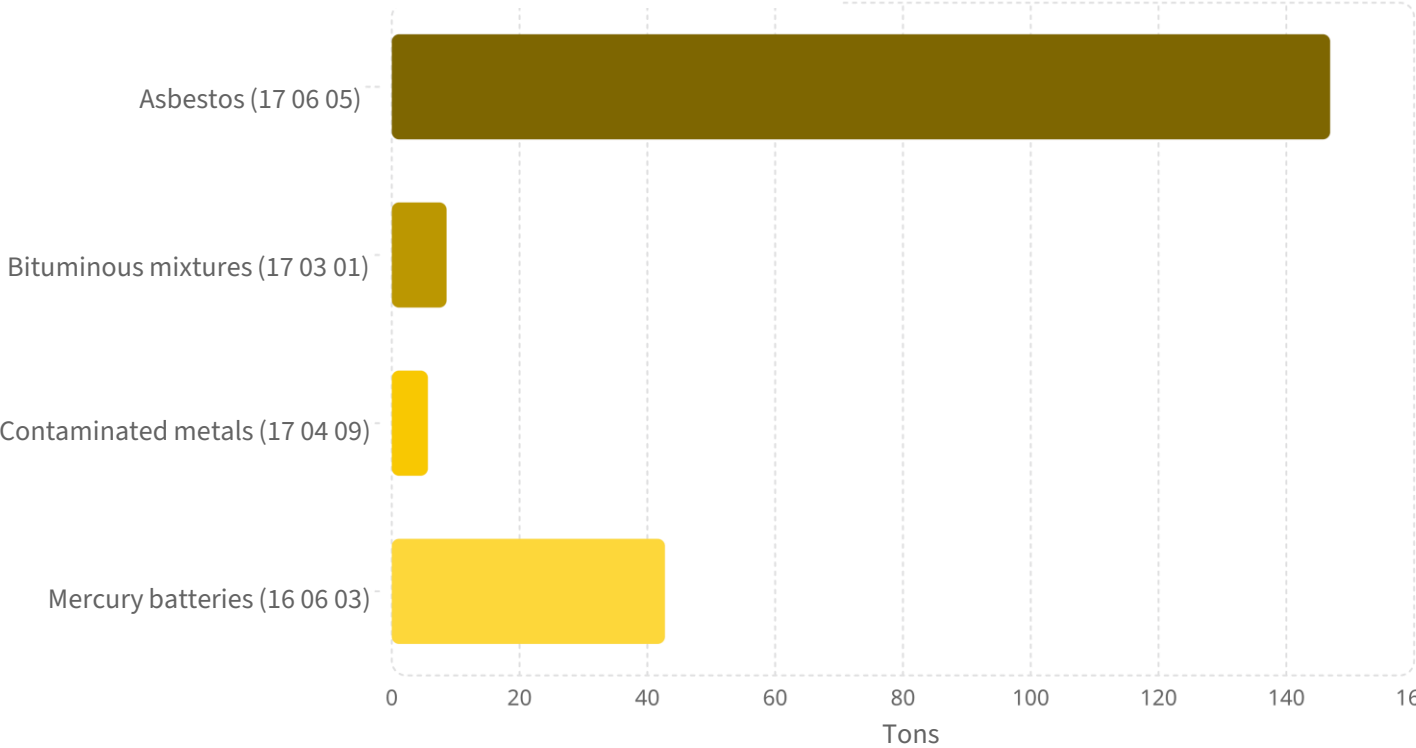
Main Non-hazardous Waste (t)

Type - tons



Main Hazardous Waste (t)

Type - tons



Contribution to Renewable Energy Diffusion

113

Photovoltaic Systems

Systems installed overall from 2010 to today for AT Group customers

2010

Start Year

Year AT Group integrated photovoltaic systems into its roofing offering

70%

Direct Activities

Percentage of on-site activities managed directly by the company

«Turning every roof into an opportunity for clean energy production, benefiting both customers and the surrounding environment, is today one of AT Group's most distinctive traits — consistent with the values guiding every project and with our commitment to a lower-impact future..»

Our Work

1

Reducing the climate-altering emissions of customers' buildings

2

Spreading solar energy across the region

3

Photovoltaic integration as a distinctive element of our offering

4

A long-term vision developed before sustainability became a market imperative

5

Every roof turned into an opportunity for clean energy production



Our Workforce – KPIs 2025

97

Total FTE Employees

Total Full Time Equivalent in 2025

86

Male Employees

70 permanent + 16 fixed-term

10

Female Employees

10 permanent, 0 fixed-term

13,6%

Turnover Rate

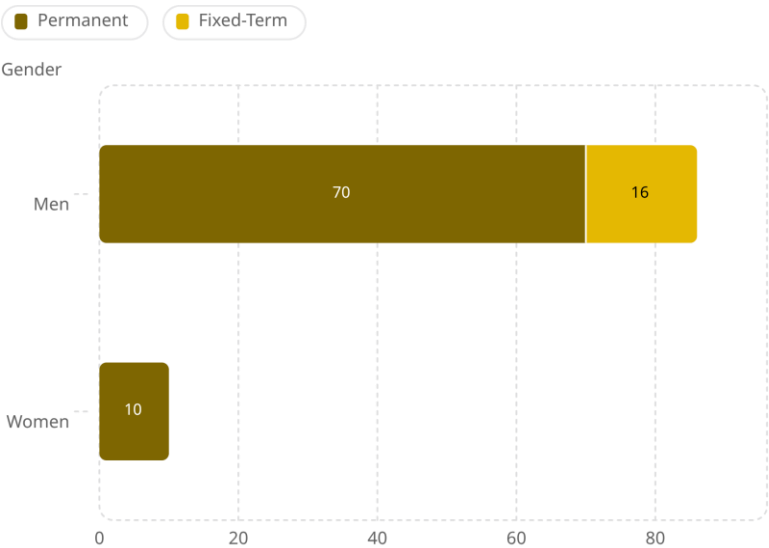
12 contract terminations during 2025

Workforce Composition

Our organization consistently promotes personnel management practices reflecting the principles of sustainability and social responsibility. In 2025, the total number of Full Time Equivalent (FTE) employees was 97: 70 men on permanent contracts, 16 on fixed-term contracts, 10 women on permanent contracts, and 1 apprentice. There were 12 contract terminations, corresponding to a turnover rate of 13.559%.

Notes on the workforce

- 1 apprentice joined the team in 2025
- 12 contract terminations during the year
- Turnover rate: 13.559%
- Retention policies continuously improving
- Inclusive and supportive company culture

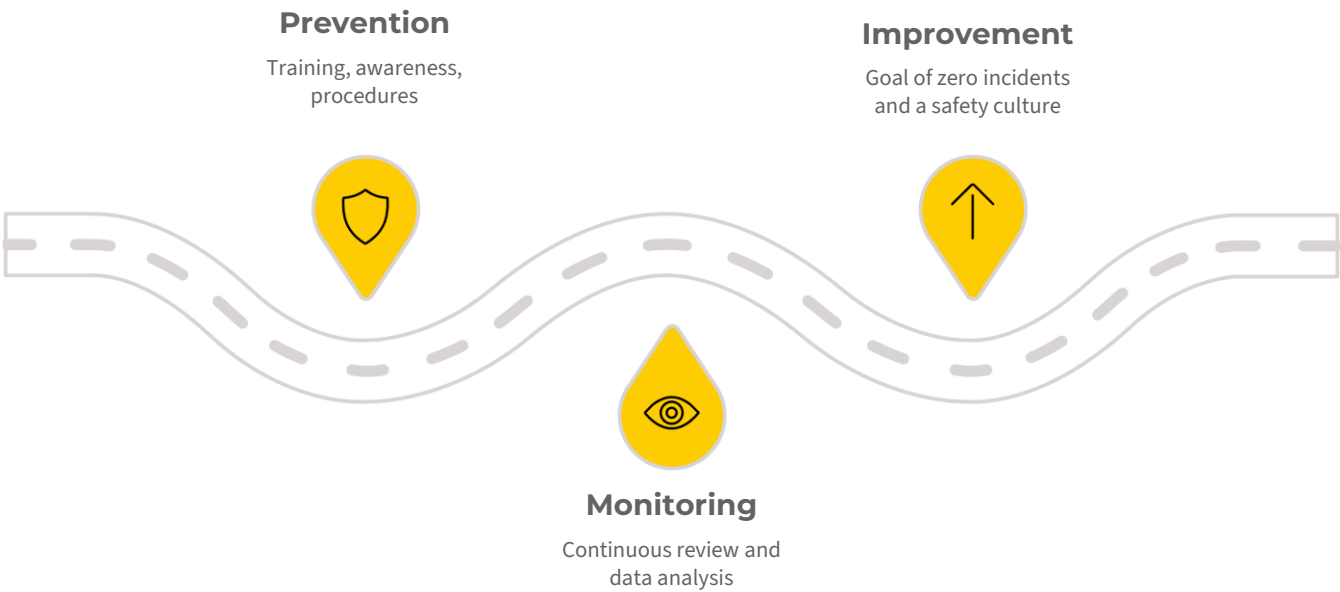


Investing in human capital is crucial to achieving excellent and sustainable performance over time.

Health and Safety – KPIs 2025



Worker health and safety is a non-negotiable priority for our organization. In 2025, the three recorded injuries were all minor, attributable to lapses in attention during daily operations. There were no fatalities due to workplace accidents or occupational illness. The LTIFR rate of 3.889 per 200,000 hours worked is the starting point for a continuous improvement path aimed at zero incidents. Awareness sessions and internal training courses were organized to strengthen worker awareness.



Our approach to occupational health and safety is based on a dynamic model involving continuous review of work procedures and the adoption of best practices. Awareness sessions and internal training courses were organized to strengthen worker awareness. The stated goal is achieving zero workplace incidents.

AT Group: Safety Pioneers

A core value, not a regulatory obligation.

70%

Direct Management

Activities managed directly on-site

3

Minor Injuries

Recorded during 2025

0

Fatalities

Zero deaths in 2025



TIS Fall Prevention systems

A spin-off company entirely dedicated to developing innovative solutions for working-at-height safety



Training and Culture

Partnerships with local schools to build a culture of prevention starting from school age.



2025 Recognitions

Cassa Edile Awards in the Top Player Impresa and Dream Team categories. Speakers at the national conference in Bolzano on October 10, 2025.

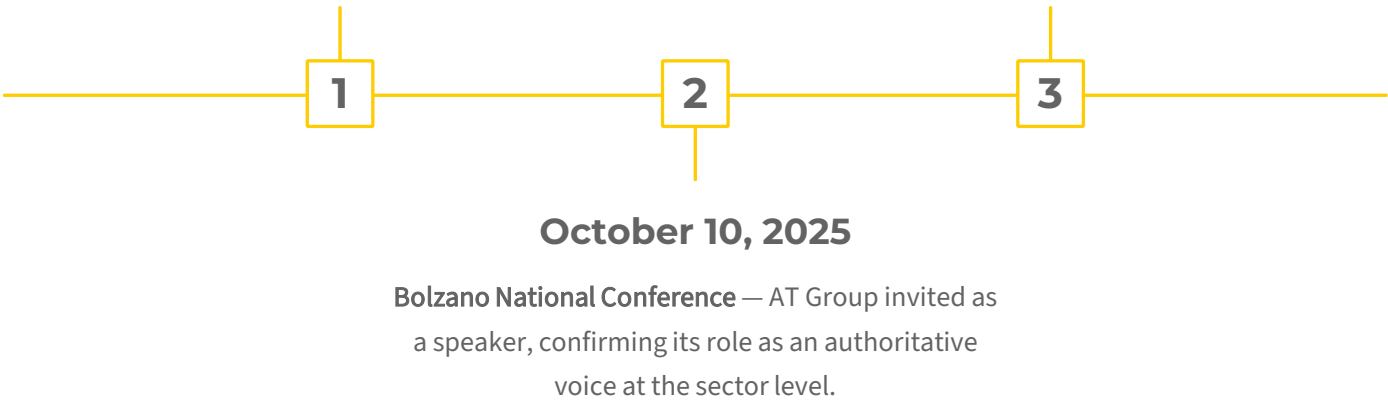
Events 2025

May 31, 2025

Safety Day at the Terme di Boario Park (BS): an event open to the public with an institutional round table, "Beyond the Rules: when safety becomes culture," and the theatrical performance "Una Stella Mattutina."

2025

Cassa Edile Awards — AT Group honored in the Top Player Impresa and Dream Team categories, official recognitions for the construction sector for excellence in safety and personnel management.



L TIFR 2025: 3.889 — injury frequency index reflecting the effectiveness of a model built on direct oversight, investment in training, and shared responsibility at every level of the organization.

Compensation, Contracts and Training

183

Entry-Level/ Minimum Wage Ratio

Ratio between starting salary and the local minimum wage

100%

CBA Coverage

Total employees covered by collective bargaining agreements

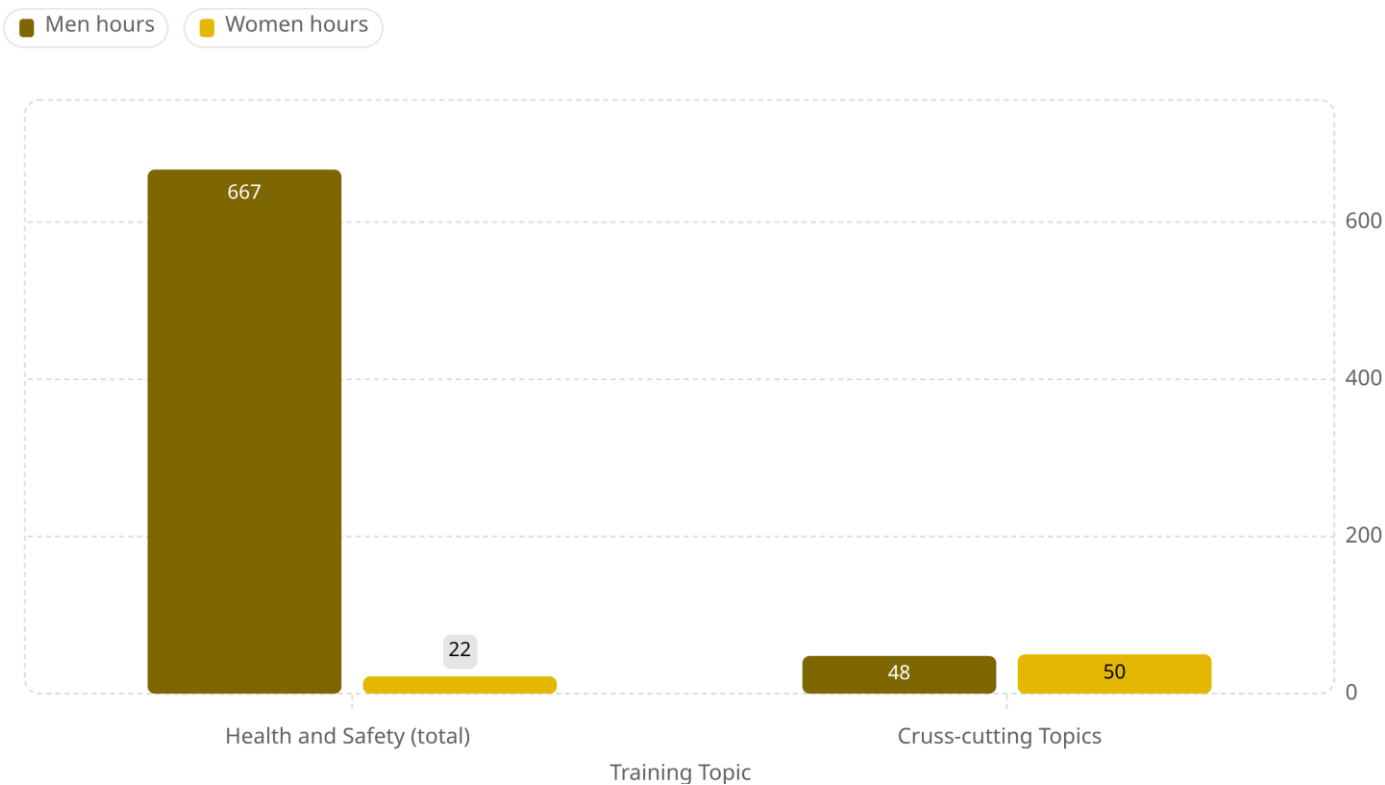
1,094

Gender Pay Gap

Ratio between female and male pay

Recognizing the importance of ethical and sustainable human resource management, we have paid close attention to compensation, collective bargaining, and training. The ratio between entry-level salary and local minimum wage stands at 183, highlighting the value we place on the well-being and dignity of our employees' work. Full coverage (100%) of employees by collective agreements confirms our commitment to guaranteeing adequate rights and protections for all workers.

Training Hours 2025 – Breakdown by Gender and Topic



Local Communities and Social Impact

294K€

Sponsorship and Social Impact

Invested in 2025 in support of sports, cultural, and social associations in Valle Camonica and beyond

- I BAMBINI DELLE FATE SPA
- SH SERVICE SRL
- ATALANTA BERGAMASCA CALCIO
- VIRGINIA GAMBINO EDITORE SRL
- ASD RACING FLY
- ASD TEAM BARDY
- PUBLIADIGE SRL
- KR PUBLISPORT SAGL
- PUBLI(IN) SRL
- ASD P3RSONAL
- ASD 3B RACING CLUB
- RB1 TELEBOARIO SB SRL
- AMC TECH RACING ASD
- PRO LOCO DI PIANCOGNO
- CATERING ZANI SRL
- ASD EDEN ESINE
- CONGREGAZIONE SACRA FAMIGLIA DI NAZARETH
- POINTCOMMUNICATIO N SAS
- ASD HONOLULU RACING
- AS BOARIO
- VALLI TV SPA
- EMP EVENTS SRLS
- ASD GSO DARFO
- ASSOCIAZIONE NAZIONALE CANTIERE SICURO
- CONSORZIO TURISTICO THERMAE & SKI VALLE CAMONICA
- REW EVENTS
- CENTRO FIERA SPA
- ASD AVIGLIANO CALCIO PZ
- B-EVENTS
- SEDICI DI CLAUDIA SANTOS
- AGIL VOLLEY SSD A R.L.
- GLOBAL EVENTS SSD A RL
- GRUPPO SPORTIVO E DI ANIMAZIONE ANGONE
- SEBINO EVENTI ASD



Sustainable Development Goals and the 2030 Agenda

Our contribution to the United Nations Sustainable Development Goals is not a statement of intent: it is the result of operational choices already made.

3 GOOD HEALTH AND WELL-BEING



SDG 3 – Good Health and Well-being

Not just regulations: we founded TIS Sistema Anticaduta, a company dedicated to construction site safety. A strategic choice, not an obligation.

7 AFFORDABLE AND CLEAN ENERGY



SDG 7 — Affordable and Clean Energy

Photovoltaic panels on our own warehouse and PV integration as a commercial offering to customers. We act on ourselves first and help transform the market.

8 DECENT WORK AND ECONOMIC GROWTH



SDG 8 — Decent Work and Economic Growth

100% collective bargaining coverage, continuous training, stable contracts, and pay well above the minimum. Decent work is the standard.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 9 — Industry, Innovation and Infrastructure

ISO and SOA certifications, renewable technologies integrated into roofing, and the capacity to manage highly complex public contracts.

11 SUSTAINABLE CITIES AND COMMUNITIES



SDG 11 — Sustainable Cities and Communities

Schools, sports facilities, and public buildings built with certified materials and in compliance with PNRR criteria.

13 CLIMATE ACTION



SDG 13 — Climate Action

Scope 2 emissions near zero and carbon intensity well below the SME average.

17 PARTNERSHIPS FOR THE GOALS



SDG 17 – Partnership

€294,000 invested in local communities, 30% of activities entrusted to local artisans. We grow together with Valle Camonica.

Corporate Conduct, Governance and Reporting Methodology

AT Group's corporate conduct is based on principles of transparency, fairness, and responsibility toward all stakeholders. We rigorously follow the Code of Ethics and Organizational Model 231, ensuring that every operation complies with current regulations and company values.

Anti-Corruption

The company **has not been subject to any convictions or sanctions relating to violations** of anti-corruption laws in the 2025 reporting period.

Gender Equality Report

In 2026, AT Group will submit to the Ministry of Labor the Periodic Report on the Status of Male and Female Staff for the 2024/2025 two-year period, pursuant to Article 46 of Legislative Decree 198/2006.

Sustainable Supplier Selection

When selecting suppliers, AT Group **favors those holding a sustainability report and key environmental and social certifications**, extending this commitment across the entire supply chain.

Organizational Model 231

Rigorous application of the Code of Ethics and Organizational Model 231. A **whistleblowing** system accessible to all staff to ensure compliance and protect informants' confidentiality.

Methodological Note on the Sustainability Report

This Sustainability Report is prepared according to the **VSME ESRS** (Voluntary Sustainability Reporting Standard for SMEs) developed by EFRAG under mandate from the European Commission, and consistent with the EU regulatory framework on sustainability reporting (CSRD — Corporate Sustainability Reporting Directive). The scope covers all operational activities of AT Group S.r.l. for the year 2025. Reporting is conducted annually.

- ❗ In selecting its suppliers, AT Group applies criteria favoring those holding a sustainability report and key environmental and social certifications, extending its commitment to sustainability across the entire supply chain.

Interoperability Index

VSME Standard	Section Title	Corresponding GRI Standard
B1	Basis for Preparation	GRI 2-2 (Entities included); GRI 2-7 (Employees) — Pg. 3–4
B2	Practices and Policies	GRI 2-23 (Policy commitments); GRI 2-25 (Processes to remediate negative impacts) — Pg. 7, 24
B3	Energy and GHG Emissions	GRI 302-1 (Energy consumption); GRI 302-3 (Energy intensity); GRI 305-1 (Scope 1 emissions); GRI 305-2 (Scope 2 emissions) — Pg. 11
B4	Air, Water and Soil Pollution	GRI 305-7 (Nitrogen oxides, sulfur oxides and other significant air emissions) — Pg. 9
B5	Biodiversity and Land Use	GRI 304-1 (Operational sites in or adjacent to protected areas) — Pg. 12
B6	Water	GRI 303-1 (Interaction with water); GRI 303-3 (Water withdrawal); GRI 303-4 (Water discharge); GRI 303-5 (Water consumption) — Pg. 12
B7	Resources and Waste	GRI 306-1 (Waste generation); GRI 306-2 (Significant waste-related impacts); GRI 306-3 (Waste generated) — Pg. 13–14
B8	Workforce	GRI 401-1 (New hires and turnover); GRI 401-2 (Employee benefits) — Pg. 17
B9	Health and Safety	GRI 403-1 (H&S management system); GRI 403-2 (Hazard identification and risk assessment); GRI 403-9 (Work-related injuries) — Pg. 18–19
B10	Remuneration and Training	GRI 2-30 (Collective bargaining agreements); GRI 202-1 (Minimum wage ratio); GRI 404-1 (Training hours); GRI 405-2 (Gender pay ratio) — Pg. 20
B11	Unethical Conduct and Anti-Corruption	GRI 205-3 (Confirmed corruption incidents and actions taken) — Pg. 24
—	Local Communities and Social Impact	GRI 413-1 (Operations with local community engagement) — Pg. 21



AT Group S.r.l.

Via C. Goldi, 10
24060 Rogno (Bg)
VAT No. IT 03002420168



+39 035 43 40 064



info@at-srl.com