

**CONSOLIDATED
NON-FINANCIAL
STATEMENT**

—
SAES Getters S.p.A.
—

2023
—



making
innovation
happen,
together

saes



(Translation from the Italian original which remains the definitive version)

CONSOLIDATED NON-FINANCIAL STATEMENT

PURSUANT TO ITALIAN LEGISLATIVE DECREE 254 OF 30 DECEMBER 2016

2023

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Letter to the Stakeholders

Dear Stakeholders,

2023 was an extremely important year for the Group, marked by the successful conclusion of the negotiations for the sale of the Medical Division, which, as you are well aware, was the most important transaction during the year in terms of value created.

The knowledge transition from fine metallurgy to non-conventional chemistry is now complete, and the Group is now ready to embark on intensive business activities in new areas, such as cosmetics. The clear objective is to establish ourselves in these new areas as well, maintaining the standards of innovation and leadership that have always distinguished us.

In 2023, the Group made further progress in its sustainability journey, reinforcing the conviction that SAES is also moving in the right direction in terms of environmental, social and governance aspects. The Group reduced its total energy consumption, which was also made possible by the energy efficiency initiatives implemented at its Italian and US plants. Furthermore, by recognising that sustainability is not only about environmental management, but also about technological innovation, in 2023 the Group capitalised on its know-how in component and system engineering, offering innovative solutions to around 1,195 customers in some 58 different countries. These achievements have been made possible thanks to the company's 641 employees around the world, who contribute their skills and professionalism to the growth of SAES.

With the aim of further strengthening its commitment to ESG issues, the Group has committed to start work in the first quarter of 2024 on complying with the requirements of the Corporate Sustainability Reporting Directive and drafting the Group's first Sustainability Plan. These commitments confirm previous choices and outline the path the Group intends to take in the coming years.

The Group has also embarked on a major project to rejuvenate the organisation, which over the next few years will lead to the gradual replacement of frontline management: with this letter, I would like to take this opportunity to officially thank all those who will be leaving us, after having contributed for so many years to the success of our Group.

Thank you all, we are grateful for the support you continue to give us.

Massimo della Porta
SAES Group CEO

Methodological note

SAES Getters S.p.A. falls within the scope of application of Italian Legislative Decree 254 of 30 December 2016, in implementation of Directive 2014/95/EU, which requires the annual preparation of a Consolidated Non-Financial Statement aimed at fostering comprehension of the company's business, its performance, its results and the impact it produces concerning environmental, social, personnel-related issues, respect for human rights and the fight against active and passive corruption. This document therefore represents the Consolidated Non-Financial Statement (also "Non-Financial Statement" or "NFS") related to the companies belonging to the group consisting of SAES Getters S.p.A. and its subsidiaries (hereinafter also referred to as "SAES Group" or "Group"), and describes their main results in terms of sustainability performance achieved during 2023 (from 1 January to 31 December).

The figures relating to the previous financial year are shown for comparative purposes so as to facilitate the evaluation of the business performance. Restatements of previously published comparative data are clearly indicated. Also, to provide a correct view of the Group's performance and ensure the reliability of the data, the use of estimates was limited as much as possible. Where estimates were used, they were based on the best available methodologies and suitably indicated.

As envisaged by Article 5 of Italian Legislative Decree 254/16, this document constitutes a separate report marked with specific wording in order to connect it to the Consolidated Non-Financial Statement required by law.

This Non-Financial Statement was prepared *in accordance* with the "Global Reporting Initiative Sustainability Reporting Standards" defined by the Global Reporting Initiative (GRI). Furthermore, where appropriate, the European Commission Guidelines, "Guidelines on non-financial reporting" were also taken into account.

The content to be reported was selected while taking into account the information considered relevant for the Group and its stakeholders, through a materiality analysis process described in the paragraph "1.3 Group stakeholders and materiality analysis".

This Non-Financial Statement is subject to a limited examination ("*limited assurance engagement*" according to the criteria indicated by ISAE 3000 Revised) by the independent auditors KPMG S.p.A. which, at the end of the work carried out, will issue a specific report regarding the compliance of the information provided in the Consolidated Non-Financial Statement drawn up by SAES Getters S.p.A. pursuant to Italian Legislative Decree 254/16.

SAES Getters S.p.A., in relation to the requirements under Italian Legislative Decree 254/2016, is also obliged to include in this document, starting with publications issued after 1 January 2022, the disclosure required by the regulations relating to what is known as the "EU Taxonomy" (Regulation (EU) 2020/852 and its Delegated Regulations) concerning the environmentally sustainable activities carried out by the Group.

Pursuant to Article 8 of the Taxonomy Regulation, this disclosure for the financial year 2023 concerns the proportion, compared to the total, of the Group's turnover, investments and operating costs related to activities eligible for and aligned with the Taxonomy with reference to the objectives of climate change mitigation and adaptation, as provided for by the annexes to Delegated Regulation (EU) 2021/2139 of 4 June 2021, as well as certain qualitative information.

In this regard please refer to the paragraph "EU Taxonomy (Regulation (EU) 2020/852 and related Delegated Regulations)". It should also be noted that the limited assurance engagement on this NFS carried out by the independent auditors KPMG S.p.A. does not extend to this disclosure.

The activities of reporting and drafting of this document transversely involved all the departments in the areas in which the Group operates, which were coordinated centrally by the Consolidation Department.

The reporting of non-financial information and the publication of the Non-Financial Statement is done annually.

SCOPE

The scope of economic and financial data and information is the same as that of the Group's Consolidated Financial Statements (relative to the period from 1 January to 31 December 2023). With regard to the qualitative information and quantitative data relating to social and environmental aspects, the companies consolidated using the line-by-line method in SAES Group Consolidated Financial Statements are included in the reporting scope.¹ In particular, qualitative information and quantitative data related to environmental and health and safety aspects only include Group companies that manage production sites, unless otherwise specified; on the other hand, companies with only commercial offices are excluded as they are not considered relevant to ensure the understanding of the Group's business and the impact that it produces. It should be noted that the environmental data relating to the management office located at Piazza Castello 13, Milan, for which a seven-year lease agreement was signed by the Parent, refer only to electricity and gas consumption, although this is negligible compared with the Group's environmental impact.

The reporting scope set out above underwent a significant change in 2023 represented by the sale of the Nitinol business (belonging to the Medical Nitinol Division of SAES) to the US company Resonetics; this transaction involved the US subsidiaries Memry Corporation and SAES Smart Materials, Inc. The Legislative Decree emphasises the importance of the disclosure of relevant topics useful for the reader's understanding, and best practices in non-financial disclosure underline the need to present the information with a forward-looking approach so that stakeholders can make reasoned and better-informed decisions.

With reference to the concept of materiality, it should be noted that, although the socio-environmental values of the divested companies contributed, in 2022, to the non-financial consolidation in a consistent manner (albeit with very different incidences depending on the indicators), the concept of materiality is to be understood in a broader manner and must consider the usefulness that this information can bring to the understanding of business and socio-environmental events.

The Group has therefore opted to exclude the companies Memry Corporation and SAES Smart Materials from the scope of reporting data for the year 2023, in part due to the impossibility of collecting the necessary data and information required by Italian Legislative Decree 254 and the reference standard (GRI). However, the company has included in this document the qualitative information useful to stakeholders for as complete

¹ For the list of companies consolidated with the line-by-line method, see the paragraph "Scope of Consolidation" in the Notes to the Consolidated Financial Statements of SAES Getters S.p.A. as at and for the year ended 31 December 2023.

an understanding as possible, within the limits of the above-mentioned availability of the same. Finally, in order to ensure the comparability of quantitative information, the comparative data for the financial year 2022 are presented with a double presentation: as previously published in the 2022 NFS, and also excluding the companies Memry Corporation and SAES Smart Materials from the scope of the 2022 data (and therefore with the same reporting scope as the 2023 data).

Furthermore, it is reported that, on 17 March 2023, the liquidation process of the Korean subsidiary SAES Getters Korea Corporation was completed, and that, on 17 October 2023, the closure of the German branch of SAES Getters S.p.A. was finalised.

This Consolidated Non-Financial Statement was approved by the SAES Getters S.p.A. Board of Directors on 14 March 2024 and was published on 29 March 2024.

As part of the continuous improvement process regarding sustainability issues, the progress of the activities that the Group has developed during 2023 is reported below.

- **Gap Analysis CSRD, Sustainability Plan and ESG Targets**

In the course of 2023, SAES Group started an internal process to assess the path towards compliance with CSRD requirements, culminating towards the end of the financial year in the launch of a competitive procedure to select an ad hoc consultant. The selection process has already been concluded with the identification by the Board of Directors of SAES Getters of a technical partner who will support the Group in adapting to the new regulatory requirements starting from the end of the first quarter of 2024.

With particular reference to the Sustainability Plan, it should be noted that the exceptional recent sale of the Medical Nitinol division resulted in a significant and extraordinary absorption of the Group's resources; this inevitably led to different scheduling for some activities compared to what was initially planned.

We therefore confirm that the drafting of the Sustainability Plan, an activity in support of which the above-mentioned consultant was selected, will begin in the first quarter of 2024.

Finally, with reference to ESG objectives, the Group supplemented its Remuneration Policy for the financial year 2024, providing for a variable component for the Executive Director linked to the achievement of ESG objectives. In particular, with regard to financial year 2024, the objective referred to in the aforementioned Policy is qualitative and is represented by the approval of the Sustainability Plan including punctual targets, in line with CSRD requirements, by 31 December 2024. For the subsequent financial years, the Board of Directors will be called upon to develop quantitative

targets for the Executive Director based on the ESG targets to be referred to in the Sustainability Plan.

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SAES Group, a constantly evolving story

SAES GROUP AT A GLANCE



Euro 121,587 thousand Consolidated Net Turnover

Euro 10,915 thousand spent on R&D, equal to 9% of turnover



5 ISO 9001 certified companies

1 ISO 14001 certified company

SAES Group invents, produces and markets new families and new compounds of “functional” materials equipped with unique details, which are used in various sectors, such as:

- **consumer electronics;**
- **home automation;**
- **automotive;**
- **renewable energies and thermal insulation;**
- **particle accelerators;**
- **flexible packaging;**
- **defence.**



The Group's expertise in special metallurgy and in **Materials Science**, which has manifested in the R&D department's continuous development of innovative and radical ideas, has for over 80 years allowed it to grow in numerous hi-tech business segments and to achieve important milestones, including a corporate culture that enables excellence in R&D and in the production of technological products.

WHAT IS MATERIALS SCIENCE?

Materials Science is the discipline that studies and invents new molecules and defines new production protocols that can be applied in various supply chains and products. Materials Science is a sector that is changing and improving the world around us and will help change it even further in the future.

The Group's organisational structure comprises four Divisions: Industrial, High Vacuum, Chemicals and Packaging², whose structure is shown below:



INDUSTRIAL

Getters & Dispensers
Sintered Materials
SMA Materials



CHEMICALS

Functional Chemicals



HIGH VACUUM

High Vacuum Solutions



PACKAGING

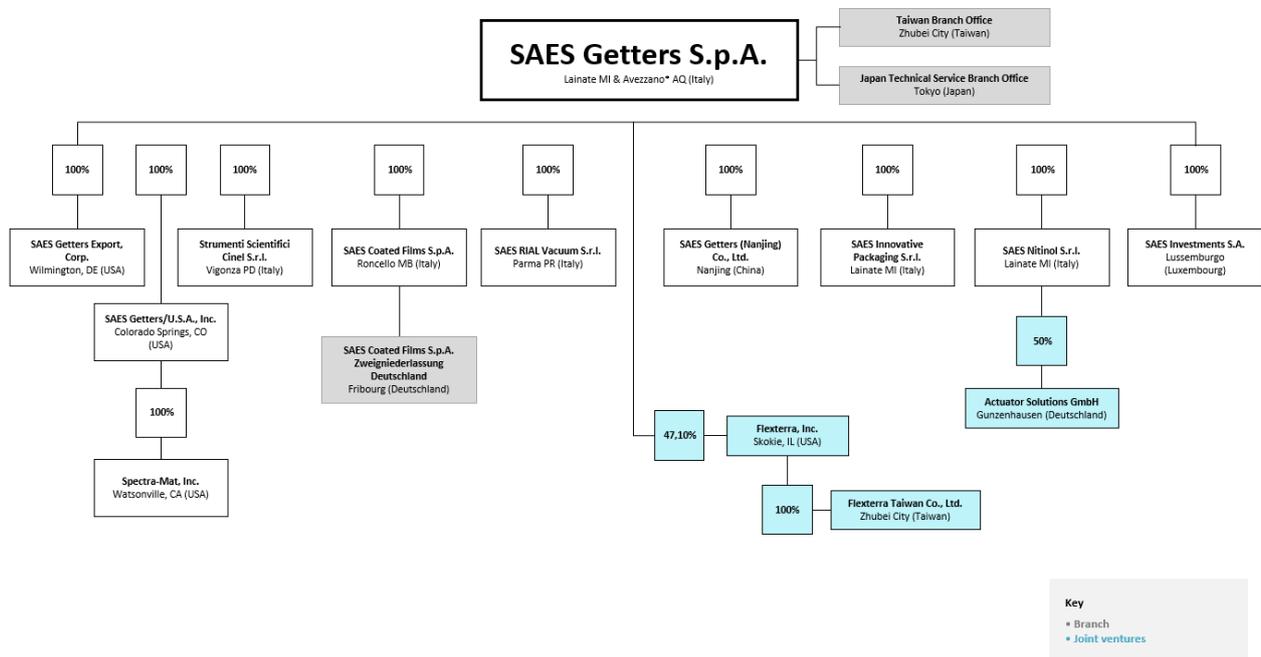
Packaging Solutions

These are complemented by the research and development activities of the Group Research Labs, within the framework of Basic Research, Applied Research and Experimental Development projects.

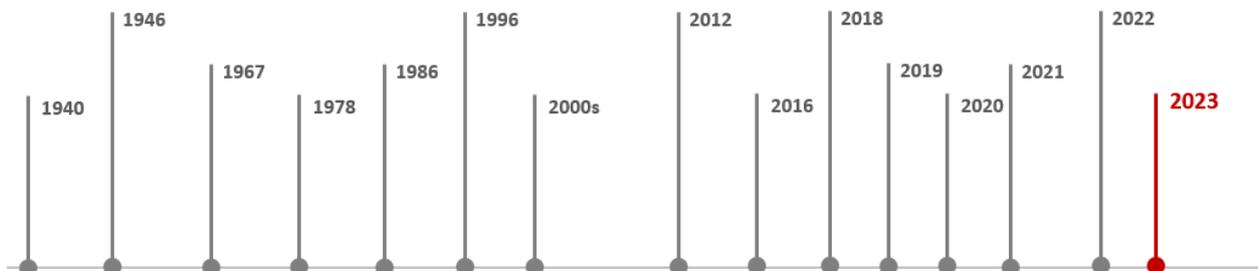
² For a description of the businesses and their related financial statements figures, please refer to the other sections of the 2023 Annual Financial Report.

THE STRUCTURE OF SAES GROUP

The table below shows the companies belonging to the Group as of 31/12/2023³:



HISTORY OF SAES GROUP



In 1940, the Tuscan engineer Ernesto Gabrielli founded **S.A.E.S.** (Società Apparecchi Elettrici e Scientifici - Electrical and Scientific Equipment Company) in Florence. In 1946, following a corporate agreement between the della Porta and Canale families, Paolo della Porta started his business and in 1952 took over as CEO of S.A.E.S. From that moment on, S.A.E.S. transformed itself into an unprecedented **incubator of innovations**.

³ For the description of the individual Group companies and the related financial statements figures, please refer to the other sections of the 2023 Annual Financial Report. Please note that jointly controlled companies do not fall within the scope of reporting for information relating to the social and environmental aspects of this document.

Thanks to the Research and Development lab, the company began to expand into new regions, expanding into the European market with agents in France, Germany and the UK. It was in 1957 that it obtained a revolutionary patent for getters in television cathode ray tubes, marking the beginning of large-scale production.

The company has achieved major milestones in both technology and business on an international level by opening offices in the UK, US and Japan. In 1973 it opened its office in Lainate (MI). By 1978, the team already had 300 members, which led to a first restructuring and to the rebranding from S.A.E.S. to **SAES Getters**.

In the 1980s, SAES began collaborating with CERN in Geneva to develop the first LEP Accelerator, an effort that continued into the 2000s with the development of the LHC Accelerator. In 1983, the company expanded its business in China, selling some getter technologies to Huadong Getters and in 1986 it was listed on the Milan Stock Exchange. The Group then continued its expansion in the US and Asia, with production and sales facilities established in Korea, China, Singapore and Taiwan.

The advent of new technologies in the field of televisions led to the start of production of devices to illuminate flat panel displays, especially LCDs. In 1996, SAES became the first Italian company listed on Nasdaq, the US stock market for high-tech companies, where it remained listed until 2003. In 2001, Paolo della Porta was named "**Entrepreneur of the Year in the World**" by Ernst & Young. The company continued its expansion through strategic acquisitions.

SAES has expanded its presence in the shape memory alloy (SMA) market, initially acquiring the German company Memory Metalle in 2006 and later two important American companies: SAES Smart Materials and Memry Co. It also founded the joint venture Actuator Solutions GmbH with the German company Alfmeier, winner of the "German Innovation Award" in 2014.

This marked the beginning of expansion into the fields of electronic medicine and consumer electronics. The NEX Torr family of vacuum and ultra-high vacuum pumps received the prestigious "**R&D 100 Awards**", heralding growth that culminated in the acquisition of Cinel Scientific Instruments and SAES Rial Vacuum.

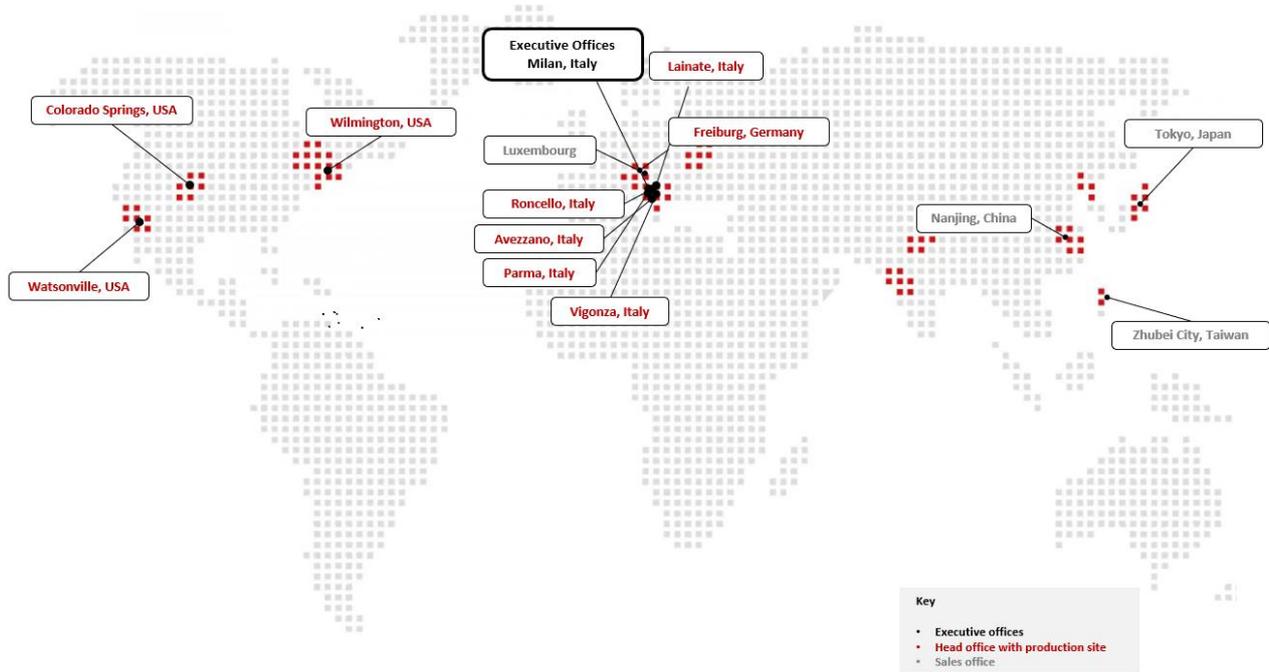
The company has expanded its activities in the field of sustainable packaging with SAES Coated Films and has begun to explore new horizons in the field of chemistry with the establishment of the Chemicals Division, which is committed to bringing innovative functional additives to the market, using special materials, including zeolites and beads, that combine high performance with protection of the environment and people's health.

SAES has also achieved significant results in the development of advanced synchrotron and particle accelerator technologies, participating in special projects such as the Tokamak Fusion Test Reactor (TFTR).

In 2023, SAES Group sold the Medical Nitinol business and the subsidiaries Memry Corporation and SAES Smart Materials to the US-based Resonetics.

OUR PRESENCE IN THE WORLD

SAES Group is headquartered in Lainate (Italy) and is present worldwide with both production and commercial subsidiaries located in Europe, the USA and Asia⁴.



⁴ The geographical offices of Group companies that do not fall within the reporting scope are excluded for the purposes of this Consolidated Non-Financial Statement as described in the Methodological Note of this document, to which reference is made.

1 Management of the Group's businesses

Material topics	Description	Sustainability risk factors	Management Procedures (MP)
BUSINESS ETHICS AND COMPLIANCE	<p>The Group is committed to combating active and passive corruption through the application of policies, procedures and mechanisms for reporting potential irregularities or unlawful conduct and specific training activities on the topic of corruption. This issue also includes the Group's transparency in its relationships with political organisations. Furthermore, the topic covers the adoption of an Organisational, Management and Control Model (pursuant to Italian Legislative Decree 231/01) for SAES Getters S.p.A, a Code of Ethics, an Anti-Corruption Code, a Code of Business Conduct, a Supplier Code of Conduct as well as the adherence to national and international principles and guidelines, and the compliance with the laws in force and any specific regulations (e.g. anti-trust, monopoly, anti-competitive behaviour) where the Group operates or related to its business activities.</p>	<ul style="list-style-type: none"> - Poor transparency in the management of relations with public and private subjects, in carrying out business activities; - Possible violation of regulations and laws of reference; - Lack of integrity in the conduct of business activities. 	<p>The Group pays attention to the monitoring of all behaviour and negligence which, if implemented, would create the conditions for the creation of risks or crimes that are sanctioned by the aforementioned external legislation, and undertakes to disseminate targeted training on the matter to its employees. The Group has adopted an Anti-Corruption Code, a Code of Business Conduct and a Supplier Code of Conduct at Group level, promoted to its stakeholders in order to comply with applicable laws and regulations and to adhere to accepted best practices, as well as to promote the values of anti-corruption internally. Furthermore, the Group is attentive to principles such as business ethics and integrity thanks to the adoption of the Code of Ethics and, with reference to SAES Getters S.p.A., SAES Coated Films S.p.A. and Strumenti Scientifici CINEL S.r.l., of the Organisational, Management and Control Model adopted by SAES Getters S.p.A. (pursuant to Italian Legislative Decree 231/2001).</p>

1.1 Governance and Organisation

SAES Group, aware of the importance of Governance in the planning of its objectives and performance levels both from an economic and financial viewpoint and in terms of sustainability, is committed to achieving correct corporate and entrepreneurial management that allows for the creation of value for stakeholders and an increase in trust and interest among investors. The SAES Getters S.p.A. Corporate Governance system is based on the implementation of the principles and recommendations contained in the New Corporate Governance Code, approved on 31 January 2020 by the Corporate Governance Committee and promoted by Borsa Italiana S.p.A., ABI, Ania, Assogestioni, Assonime and Confindustria, to which the company applied during the 2021 financial year. The tools used are the Code of Ethics and the Organisational, Management

and Control Model according to the requirements expressed by Italian Legislative Decree 231/2001 (hereinafter also referred to as “231 Model” or “Model”).⁵

THE BOARD OF DIRECTORS OF SAES GROUP

The Board of Directors (BoD) of SAES Group plays a central role in the corporate governance system, being vested with the broadest powers for the Group's ordinary and extraordinary management. The Board defines the Group's strategies in line with the pursuit of "sustainable success", in order to create long-term value for both shareholders and relevant stakeholders, as required by the Corporate Governance Code.

In relation to sustainability issues, the Group has embarked on a path of adaptation to the new requirements defined by the CSRD, which provides for the definition of the Sustainability Plan and specific targets in ESG terms during 2024. In conjunction with this initiative, the Group has integrated its Remuneration Policy for the financial year 2024 with a variable component for the Executive Director linked to the achievement of ESG objectives. In particular, with regard to financial year 2024, the objective referred to in the aforementioned Policy is qualitative and is represented by the approval of the Sustainability Plan including specific targets, in line with CSRD requirements, by 31 December 2024.

At the same time, a training plan will be developed for the Board of Directors to increase their knowledge of sustainable development issues.

As of 31 December 2023, the Group's Board of Directors consisted of 10 members, six of whom were men and four women. Members average 65 years of age, ranging from the oldest member at 82 years old to the youngest member at the age of 53. The assignment was made on 20 April 2021, and the Board of Directors will remain in office until the approval of the Annual Financial Report at 31 December 2023.

Role	Name	Gender	Year of birth	Executive / Non-Executive	Independent (as per the Code)	Independent (as per the Consolidated Finance Law)	In office since
Chair	Massimo della Porta	M	1960	E	-	-	29/04/1994
Deputy Chair and Managing Director	Giulio Canale	M	1961	E	-	-	29/04/1994
Director	Alessandra della Porta	F	1963	NE	-	-	09/05/2013
Director	Francesca Corberi	F	1968	NE	-	-	20/04/2021

⁵ SAES Group Code of Ethics (English and Italian versions) and the SAES Getters S.p.A. 231 Model are available and can be downloaded at the website www.saesgetters.com

Director	Luigi Lorenzo della Porta	M	1954	NE	-	-	24/04/2012
Director	Adriano De Maio	M	1941	NE	-	X	04/05/2001
Director	Andrea Dogliotti	M	1950	NE	-	-	27/04/2006
Director	Gaudiana Giusti	F	1962	NE	X	X	28/04/2015
Director	Stefano Proverbio	M	1956	NE	X	X	28/04/2015
Director	Maria Pia Maspes	F	1970	NE	X	X	30/03/2023

Gender	Average age				Percentage
	<30 years	30-50 years	>50 years	Total	
Men	-	-	6	6	60%
Women	-	-	4	4	40%
Total	-	-	10	10	
Percentage	-	-	100%		

Appointment of the Board of Directors⁶

The Board of Directors is appointed by the Shareholders' Meeting on the basis of lists submitted by the shareholders. All directors must meet the requirements of eligibility, professionalism and integrity laid down by law and the applicable provisions. In addition, at least one director (or at least two directors if the Board consists of more than seven members) must meet the independence requirements established by law and the applicable provisions. The lists must ensure the presence of both genders, so that the candidates of the less represented gender are at least two-fifths of the elected directors.

⁶ For further information, please refer to the Articles of Association of SAES Getters S.p.A. published at www.saesgetters.com.

THE COMMITTEES OF SAES GROUP⁷

In compliance with the recommendations of the Corporate Governance Code, the Board of Directors has established internal committees with investigative, propositional and consultative functions regarding appointments, remuneration and control and risks. In addition, it has established a Related Party Transactions Committee.

AUDIT, RISK AND SUSTAINABILITY COMMITTEE

The Audit, Risk and Sustainability Committee is an Internal Board Committee responsible for proposing the guidelines that can reduce and mitigate risks and providing opinions to the Board of Directors on risk management and identification. The Committee is also responsible for overseeing issues related to the correct application of accounting standards. Lastly, it is responsible for the supervision of sustainability issues related to the Group's activities. In particular, it is responsible for expressing opinions on the guidelines, initiatives and programmes regarding sustainability promoted by the Group; and it has the function of assessing the suitability of non-financial reporting to correctly represent the Group's business model, strategies, impact of activities and performance.

As of 31 December 2023, the Committee is composed of:

- Stefano Proverbio (Chair)
- Gaudiana Giusti
- Maria Pia Maspes

In addition, the Chair of the Board of Statutory Auditors is always invited to the meetings.

REMUNERATION AND APPOINTMENTS COMMITTEE

The Remuneration and Appointments Committee is an Internal Committee which is responsible for preparing the Remuneration Policy pursuant to Article 123-ter of the Consolidated Finance Act; moreover, it is the body that assesses the adequacy and correctness of the Group Remuneration Policy, identifying any proposals for change or improvement and monitoring its correct application. Finally, it issues an opinion on the professional figures required on the Board when the Board of Directors' posts are renewed with the change of mandate.

As of 31 December 2023, the Committee is composed of:

- Stefano Proverbio (Chair)
- Alessandra della Porta
- Gaudiana Giusti

⁷ For a more detailed description of SAES Group's committees, please refer to the other sections of the 2023 Annual Report, in particular the 2023 Report on Corporate Governance and Ownership Structure.

COMMITTEE FOR TRANSACTIONS WITH RELATED PARTIES

The Committee for transactions with related parties is made up of directors who meet the independence requirements and is chaired by the *Lead Independent Director*. This Committee meets whenever it is necessary, based on the provisions of the SAES policy which regulates the topic, to evaluate transactions with related parties which must be submitted to the opinion of the Committee.

As of 31 December 2023, the Committee is composed of:

- Gaudiana Giusti (Chair)
- Stefano Proverbio
- Maria Pia Maspes

1.2 Ethics and Integrity

The **Code of Ethics** (the "Code") of SAES Getters S.p.A., compliance with which is required of all Group companies, was updated in 2014 with the aim of establishing a set of rules of conduct that promote the dissemination of a corporate culture based on legality among employees by outlining the guiding principles of SAES's activities. The Code sets out fundamental values such as legality, loyalty, transparency, impartiality, diligence and professionalism, confidentiality of information, protection of the environment and sustainable development, as well as respect for the rules of competition.

SAES undertakes to require all those who act within the Group (associates or investees, partners, customers, suppliers) to maintain conduct in line with the general principles of the Code, and to this end to disseminate its contents to all those who enter into relationships with SAES. In view of this, the Code provides for the possibility of terminating the contract of collaboration in the most serious cases, in the event of violations of ethical provisions by external collaborators, suppliers, consultants and business partners, without prejudice to any claim for compensation if SAES is damaged as a result of such conduct. This provision reflects SAES's commitment to maintaining high standards of ethics and integrity, both within the company and in relations with external parties.

THE CODE OF ETHICS AND RELATIONS WITH STAKEHOLDERS

The Code pays special attention to the relations the Group undertakes with some of its key *stakeholders*; in particular:

- it requires relations with customers, suppliers and temporary workers to be transparent and non-discriminatory;
- it commits the Group to maintain proactive and constant collaboration in compliance with the laws and regulations in force towards the *Public Administration, Supervisory Bodies, Trade Associations and Judicial Authorities*;
- protects equal opportunities in the selection of personnel.

The **Organisational, Management and Control Model pursuant to Italian Legislative Decree 231/2001** (the "Model") is the document, adopted by SAES, which contains the set of rules that define the company structure and the management of its sensitive processes. During 2023, SAES conducted an extensive project to update its Model, which concluded with the revision of both the general part and the individual protocols. The amendments made were necessary in order to: (i) incorporate the new criminal offences introduced by the legislature during 2021-2002-2023 (including, for example, those introduced by Legislative Decree 184/2001 concerning the fight against fraud and counterfeiting of non-cash means of payment); (ii) formally acknowledge some recent changes made to the business structure of SAES (with particular reference to the creation of the Innovation Office and the B2C business launched by SAES), also in order to oversee the related sensitive activities. The Model continues, inter alia, to express the will to:

- establish, in all the involved parties, awareness that disciplinary consequences and/or penalties can be incurred in case of violation of the Model;
- reiterate that unlawful conduct resulting from any violation of the Model is strongly condemned by SAES Getters S.p.A.;
- enable SAES Getters S.p.A. to prevent unlawful conduct by monitoring the areas of activity considered particularly at risk.

This effort is part of the broader context in which SAES has operated and operates; in fact, starting in 2017, SAES made a major change to its Model structure, having chosen to adopt a Model structured by process, rather than by category of offence (as it was originally). This Model is made up of a general part (so-called Descriptive) and a special part consisting, in turn, of 26 protocols (some of which have already been updated in the years following 2017). This choice was made in response to the need to make the Model more usable and effective in terms of risk analysis and identification of risk mitigation areas, as well as control measures.

SAES therefore condemns all unlawful behaviour and all forms of corruption.

In order to supervise the effectiveness of the Model, SAES has appointed a special Supervisory Body, with its own functions as set out in the Model and in Legislative Decree 231/2001, and equipped with an ad hoc email box for any reports. The Supervisory Body assesses the reports received and any consequent measures, reporting to the Board of Directors every six months.

In parallel, SAES has set up a specific Whistleblowing procedure (adopted during 2018 and applicable to all Group companies) and has continued to actively monitor the related platform, as well as the email address created specifically to receive Whistleblowing reports. This platform allows for the confidential management of reports which, if requested by the reporter, can also be made anonymously, representing an important tool for the collection and management of relevant information in compliance with the regulations.

SAES radically updated its Whistleblowing procedure in 2023, underlining its commitment to creating and maintaining an ethical and transparent business environment. Despite the substantial changes made, the reporting methods remained constant, thus ensuring continuity and consistency in the process of reporting non-compliant behaviour. The Whistleblowing platform is accessible from the company's website, at the bottom of which there is a link to access the dedicated Whistleblowing section.

In line with the provisions of the legislation, the reports may concern unlawful conduct relevant for the purposes of Legislative Decree 231/2001 or of the Model (including violations of the Code of Ethics and

corporate protocols), as well as administrative, accounting, civil, criminal or offences falling within the scope of EU or national acts.

Reports are taken over by the Receiving Parties, part of the SAES Legal & Compliance Department, duly entrusted with the processing of the personal data contained in the reports and subject to confidentiality obligations. They take charge of the report and involve the competent corporate departments where necessary to verify the facts contained in the report. In the event that the report is relevant for the purposes of Legislative Decree 231/01, the Receiving Party also informs the Supervisory body of the Company to which the report refers (or, if the company does not have one, the SAES Supervisory body will be informed) in order to coordinate with the latter for the management of the report and the conduct of the investigation.

If the facts reported in the report are proven to be valid, any measures deemed appropriate and actions to protect SAES and the Group are adopted.

Following the update of the Model and the Whistleblowing procedure, in the last months of 2023 and with an expectation of continuation in the first months of 2024, SAES started a training programme dedicated to its personnel. This programme focuses on keeping staff updated on the changes made to the Model (an activity which is only addressed to SAES personnel) and on deepening awareness regarding the update of the Whistleblowing procedure (an activity addressed to all personnel of the Group). The primary objective is to equip all personnel of the Group with the necessary skills to understand and effectively implement the new provisions, promoting a corporate culture that is aware, ethical and compliant with current regulations.

No critical issues were reported to the Board of Directors during 2023.

With regard to SAES Getters S.p.A., in 2023 the company did not receive any reports concerning its employees through the Whistleblowing systems. Furthermore, no reports emerge from the Supervisory body's semi-annual reports of any violations of the provisions of the Organisational Model and the Code of Ethics and Conduct relating to SAES Getters S.p.A.

However, it should be noted that, during 2023, the Supervisory body of SAES Getters S.p.A. was informed of a report received by the Supervisory body of the subsidiary SAES Coated Films through the whistleblowing channel, regarding conduct concerning interpersonal relationships not related to Legislative Decree 231/2001. Following the receipt of the report, further information was requested through the appropriate channels; however, the reporter did not provide any feedback and, consequently, the case was closed. In any case, the Supervisory body of SAES Getters S.p.A. took note of the awareness initiatives promoted by SAES Coated Films on compliance with the Group Code of Ethics and the Organisational, Management and Control Model.

Finally, SAES Group, in line with what is referred to in the Corporate Governance Code, is committed to the prevention (and possible management) of conflicts of interest that could compromise the integrity of the Group. As envisaged in its Regulations, the Board of Directors has the function of monitoring and assessing the general performance of management, including any situations of conflict of interest, taking the information received into account. Furthermore, the Board of Statutory Auditors periodically reports to the Shareholders' Meeting on the existence of any conflict of interest situations.

COMMITMENT AGAINST CORRUPTION

SAES Group is actively engaged in the fight against corruption, both at a public and a private level, as provided for by national legislation. In particular, the Group adopts preventive measures to counter all forms of corruption, illegitimate favours, collusive behaviours and solicitation of personal advantages, as specified in the Code of Ethics and Conduct.

The aforementioned Code, in fact, imposes precise behavioural duties, including provisions aimed at preventing the conduct of corrupt practices which are potentially present in various stages of corporate activities. In particular, when interacting with customers and suppliers, it is required that gifts, contributions and entertainment expenses are allowed only when of modest value and in any case such as not to compromise the integrity or reputation of one of the parties and not to be interpreted, by an impartial observer, as aimed at acquiring advantages improperly. In addition, corporate procedures are in place that regulate relationships, both institutional and commercial, with national or EU public entities, supervisory authorities, public officials, and public service officers.

In line with previous years, again in 2023 SAES joined the **Business Integrity Forum of Transparency International**, the largest global organisation working to prevent and fight corruption. The goal is to adhere to the best practices of reference and internally promote anti-corruption values.

No cases of corruption occurred in the reporting year.

THE INTEGRATED APPROACH OF SAES GROUP: QUALITY, ENVIRONMENT, SAFETY & ETHICS

SAES Group aims to achieve technological excellence with full respect for economic, social, environmental and ethical sustainability. The Group is constantly committed to improving its production and management processes by adopting responsible management that combines quality and efficiency in business development with attention to its employees and the environment.

At present, the companies SAES Getters S.p.A., SAES Coated Films S.p.A., Inc., SAES Getters USA, Inc., Strumenti Scientifici Cinel S.r.l., SAES Rial Vacuum are **ISO 9001 certified**; in addition SAES Getters S.p.A. is ISO 14001 and IATF 16949 certified for the plants in Lainate and Avezzano⁸.

SAES has a "Group Integrated Policy for quality, environment, safety and ethics" (hereinafter referred to as the "Group Integrated Policy"). Each subsidiary derives its own local policy from the "**Group Integrated Policy**".

To ensure continuous progress and maintain its leadership in the fields of vacuum technology for scientific and industrial applications, polymer composite *dryers*, special metallurgy and materials science, as well as reaffirming total loyalty to its traditional "*core values*", SAES Group has adopted an Integrated Quality, Environment, Safety and Ethics Management System based on the following principles:

⁸ For further details, please refer to Chapter 3. "Technology at the Service of Innovation".

- consider a fundamental element of the Group's global strategy to be the constant commitment to research and development of innovative products with high technological content, through the adoption of modern and well-structured methodologies, so as to be able to meet and anticipate customers' expectations and needs, while guaranteeing respect for the environment and safe use;
- concentrate its efforts on profitable businesses through actions that improve financial results and maximise profits, also through the introduction of diversified products;
- combine the scientific knowledge and technical skills available within SAES Group with those acquired through relationships with customers and external centres of excellence, with the aim of developing "*enabling*" products capable of promptly and effectively meeting the demands of a constantly evolving market;
- adopt the most advanced international regulations and standards on quality, environment and safety, simultaneously promoting the application and dissemination of a corporate culture that respects human rights and ethical principles among all of the Group companies;
- constantly enhance and promote the professional and human growth of all Group employees, involving them, informing them regularly about company objectives and programmes and ensuring safe and peaceful working conditions;
- develop a corporate culture oriented towards continuous improvement, created through structured processes, whose performance is constantly monitored by indicators able to measure their efficiency and effectiveness in a timely manner.

In 2023, two cases of non-compliance with laws and regulations were recorded with reference to a subsidiary, in relation to which the Group promptly took appropriate remedial action, showing no significant critical issues to date. For more details, please refer to the chapters "Health and Safety" and "Environment". Furthermore, it is reported that, with reference to the companies Memry Corporation and SAES Smart Materials, no significant cases of non-compliance with Italian Law and regulations were recorded up to the time of their sale.

CORPORATE SOCIAL RESPONSIBILITY AND HUMAN RIGHTS

In view of the international context in which it operates, SAES Group has defined corporate codes, policies and procedures aimed at defining the rules for conducting business and regulating relations with stakeholders in compliance with the core principles by which the Group is inspired.

In particular, the Group has the following policies on human rights and corporate social responsibility:

- **Anti-Corruption Code:** promotes compliance with ethical standards and full respect for national and international regulations on the prevention of active and passive corruption of public and private entities in all its forms, as well as integrity, transparency and fairness in the performance of work activities. The Code is applied in all Group companies and integrates the Group's compliance system in all respects as well as, with reference to Italy, the current Organisational, Management and Control Model 231 pursuant to Italian Legislative Decree 231 of 8 June 2001 adopted by SAES. The document was approved by the Board of Directors in 2019.

- **Code of Business Conduct:** regulates the conduct of employees, directors, and collaborators and partners of SAES and Group companies in the management of business (relationships with customers, conflicts of interest, sponsorships, etc.) and outlines the minimum standards with which Group partners are required to comply in conducting negotiations and managing contracts with Group companies. The document was approved by the Board of Directors in 2019.
- **HR Global Policy:** defines the fundamental principles that inspire the Group for the promotion of an optimal workplace and professional growth within all Group companies, respecting human rights and valuing diversity. In particular, the document sets out the principles to be followed in the following areas: i) shared responsibilities, ii) child labour, iii) equality and non-discrimination, iv) forced labour, v) workers' health and safety, vi) salaries, vii) rewarding, viii) work hours, ix) training, x) performance monitoring and staff development. The document was adopted in 2019.
- **Conflict Minerals and Cobalt Policy:** defines the Group's procurement policy with respect to conflict minerals and cobalt. In particular, based on the policy, the Group requires its suppliers, even established ones, to periodically report information on the source of materials supplied to SAES through internationally recognised formats. If the supplier fails to respond, even after reminders, the supply is interrupted. The policy was updated during 2020 to integrate cobalt within the monitoring perimeter.
- **Supplier Code of Conduct:** this policy has the aim of expressing the values that inspire the Group in the behavioural principles that should guide the action of suppliers during their business, with particular reference to the protection of human rights and respect for the environment. The document was approved by the Board of Directors during 2019.
- **Vegan and Cruelty Free Policy:** adopted in early 2024, it describes SAES's commitment to avoid the use of substances of animal origin and animal testing at all stages of the production process. This commitment also extends to suppliers, whom SAES asks to adopt the same practices. In accordance with European regulations, SAES will not perform tests on animals, unless requested by the local authorities for safety reasons, and in any case will assess the feasibility of alternative tests and will prefer them if accepted by the authorities.

The human rights and corporate social responsibility policies define the responsibilities, at Group level, for the implementation of the established commitments in the performance of its activities. In order to ensure adequate knowledge, the policies are shared with all personnel of the Group when they are introduced and when updated, including through training. Furthermore, external parties who have relations with Group companies are required to read and adhere to the values contained therein.

1.3 Opportunities and risks

THE RELEVANT CONTEXT

Sustainability issues, such as the fight against climate change, environmental protection and the adoption of policies for the sustainable development and management of material resources, have found a consistently growing interest in institutions and organisations around the world in recent years.

In September 2015, UN member states signed the **2030 Agenda for Sustainable Development**, an action programme for people, planet and prosperity, which includes 17 *Sustainable Development Goals* (SDGs). The objectives, valid for the period 2015-2030, involve the public and private sectors in ensuring the achievement of common goals such as peace, security, justice, social inclusion and environmental responsibility.



In December 2015, during the 21st Conference of the Parties to the UNFCCC (the so-called **COP21**), an agreement was reached committing to keep temperature rise below 2°, and, if possible, below 1.5° compared to pre-industrial levels. The Paris Agreement was then ratified in April 2016, representing a major step forward in defining a global strategy to combat climate change and the rising temperature of Planet Earth.



On 16 December 2022, the new Directive 2022/2464/EU, **Corporate Sustainability Reporting Directive** (CSRD), was published in the EU Official Journal. It amends the current reporting requirements of Directive 2014/95/EU, Non-financial Reporting Directive (NFRD), with the aim of improving the availability and reliability of sustainability information.

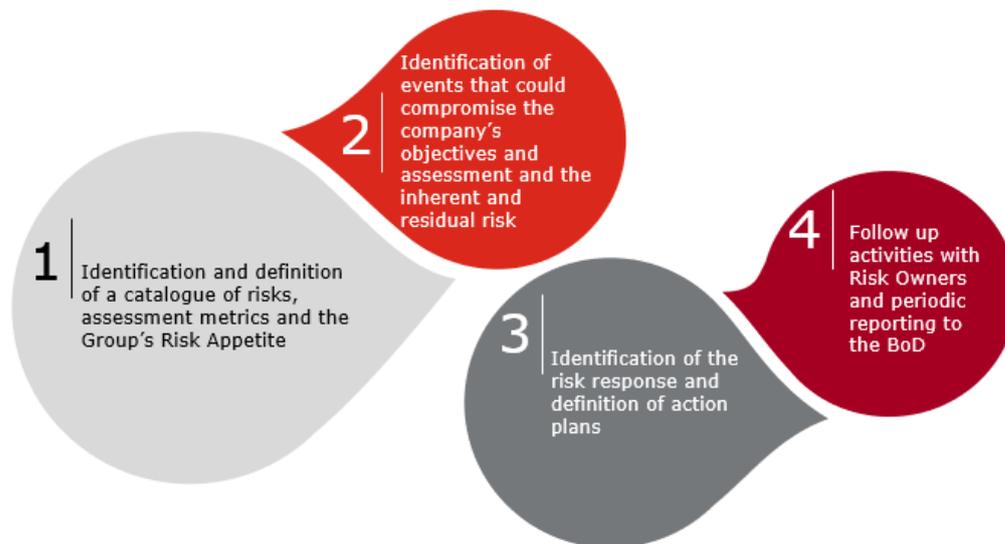
Therefore, Organisations are increasingly called upon to carefully assess the evolution of specific scenarios and the new challenges that these present, to be able to seize opportunities and adequately manage the related risks. SAES Group operates in a dynamic, constantly evolving environment, both in terms of market dynamics and in terms of the complexity and high technological content of the sector in which it operates. It is essential for the Group to properly manage and control the risks to which it is exposed during its business activities so as to ensure stability and balance over time and maintain lasting relations with its stakeholders.

Risk-aware management is carried out through the gradual implementation of a system that makes it possible to identify, assess and, where possible, mitigate and monitor business risks according to a precautionary approach.

In order to correctly define its risk profile, SAES Group has adopted an *Enterprise Risk Assessment* process since 2012, defining and updating a catalogue of risks. The methodology for assessing the identified risks follows the COSO ERM *framework* and provides for the involvement of all the identified *Risk Owners*. The Group's objective is to ensure that the ERM strategy becomes an integral part of the evaluation of decision-making processes within corporate planning.

SAES GROUP RISK MANAGEMENT

In line with the best risk management practices, SAES Group has an integrated system of Enterprise Risk Management (ERM) activities consisting of semi-annual risk assessments, including the identification and measurement of risks, design of mitigation actions and monitoring of risks.



For further information on the main risk factors for the sustainability of SAES Group and related management methods, please refer to the tables at the beginning of each chapter of this document.

SUSTAINABILITY AND CLIMATE CHANGE RISKS

The relevance of climate change issues calls for reflection on several levels.

First of all, it is necessary to consider the potential impact of climate change consequences on SAES Group and its value chain. With reference to SAES Group's operations, the increased frequency and exacerbation of weather events - extraordinary and otherwise - could lead to increased risk in terms of physical damage to the Group's production sites, and consequent implications in terms of unavailability of buildings and assets. Based on this awareness, the Group constantly monitors relevant reference studies, and has established specific business continuity procedures that cover the production sites and processes most exposed to the risk of catastrophic events. With reference to SAES Group's value chain, on the other hand, the potential impacts due to climate change extend to the supply chain, customers and other business partners, entailing additional business continuity risks for the Group. For this reason, wherever possible, the Group pursues a strategy of diversification of its product and customer portfolio on the one hand, mitigating its exposure to individual markets, and of its supply sources on the other.

Secondly, the increasing attention paid by end-consumers, legislators and the general public to the energy transition and environmental protection issues can have a significant impact in markets downstream of those in which SAES operates. This impact can, therefore, have important "backwards" repercussions along the entire value chain, representing both a source of risks (for example, SMA Materials business for the automotive sector) and opportunities (for example, the packaging business or High Vacuum Division) for the Group, and entailing the need to change production processes through the timely introduction and effective use of green production factors, including cutting-edge technologies and energy- and resource-efficient production techniques, driving the transformation of business processes towards greater sustainability. In

particular, regulatory developments in the automotive sector could increase the speed of transition from combustion engines to hybrid and electric engines, with a negative impact on sales of SMA springs (SMA Materials business), which in any case do not have a significant impact on both total consolidated and total SMA Materials revenue. On the other hand, we highlight the opportunities that are likely to arise in relation to the business of SAES Coated Films S.p.A., thanks to technological, consumer and regulatory changes in the packaging sector, aimed at encouraging the use of eco-sustainable solutions, while maintaining the effectiveness of the products employed in terms of high-barrier, as well as the developments of the High Vacuum Division, through the Group's involvement in international research projects and private developments in the field of nuclear fusion, as a possible new source of energy with low environmental impact.

From another perspective, it is necessary to analyse the set of activities that the Group carries out on a daily basis and that could negatively contribute to climate change (for example, emissions due to the production processes put in place), as well as impact legal liability for non-compliance with local and international environmental regulations. Thus, both operational risks (for example, failure to control energy consumption) and compliance risks (for example, failure to comply with regulations, resulting in sanctions) can be identified. In order to prevent and mitigate the aforementioned risks, the Group constantly monitors the reference environmental and product regulations, where necessary identifies and invests in the most advantageous and effective technical-production solutions to ensure compliance with emission levels, in research projects, verifies the environmental impact of the product, adopts a Group-wide code of conduct for suppliers that also has relevance to environmental issues, measures its own performance and monitors any critical areas, including through compliance with the standards set forth in ISO 14001 certification, where implemented.

Starting in 2023, SAES Group undertook an update of its Enterprise Risk Management model in order to address the complexity of business risks with ever increasing effectiveness, including in reference to the issue of climate change. The updating process involved a revision of the risk catalogue, incorporating recent developments both internal and external to the company. The departure of Memry Corporation and SAES Smart Materials represented a significant moment, bringing about a change in the Group's main risk landscape, characterised by an increase in heterogeneity (where previously the majority specific weight of the Medical Nitinol Division contributed to a proportional downsizing of certain specific situations relating to the other businesses) and the accentuation of the importance of dynamics linked to the environment, corporate social responsibility and corporate governance.

From this perspective, one of the main areas of attention in the update of the ERM model concerned the identification and management of ESG issues, a reflection of a growing consideration of these issues within risk assessments. However, despite the increased focus on ESG issues, the assessment currently remains primarily qualitative, pending the formalisation of the sustainability plan, scheduled for 2024.

From the analysis, therefore, those linked to digital transformation emerge as new "top risks", which will require strategic investments for the digitalisation of processes consistently with corporate *governance* objectives, and sustainability reporting in accordance with the Corporate Sustainability Reporting Directive, starting in 2024, as well as the Corporate Sustainability Due Diligence Directive, with possible approval at European level.

Considering the relevance of sustainability issues and demonstrating its interest in managing its exposure to ESG risks, SAES Group is committed to defining a sustainability plan in the course of 2024 that includes an ESG risk assessment process and concrete actions to mitigate the identified risk areas. In particular, the Group intends to focus on activities that allow it to contribute, among other things, to reducing emissions and promoting a circular economy through the definition and implementation of specific products.

IMPACT OF THE CURRENT GEOPOLITICAL INSTABILITY

With reference to the conflict in Ukraine, it should be noted that the Group's direct exposure in Russia, Ukraine and Belarus continues to be marginal in the financial year 2023. Revenue in these countries was immaterial, also following SAES's decision to cautiously suspend all business activities. During 2023, the indirect effects of the conflict (increases in energy and raw materials) subsided and costs returned to standard levels. Also with reference to the instability in the Middle East, the current conflict in Israel has had direct immaterial effects on the Group's sales.

Regarding the instability in the entire Middle East region and, in particular, the situation of the blockade of the Suez Canal, no critical issues are reported with regard to customers. About the supply chain, there are slight increases in transport time and costs, but no emergencies, as purchases are mainly handled by air, except in sporadic cases.

1.4 Materiality Analysis

SAES Group recognises the importance and the need to create a transparent, two-way and constructive dialogue concerning sustainability with its customers, suppliers, shareholders, employees and all those involved in the life of the organisation. The correct approach to sustainability is one of the Group's fundamental objectives, both from a strategic point of view and in relation to the subjects with whom it interacts.

The Group pursues its interests in a perspective of sustainable development and environmental protection, striving for a continuous balance among economic initiatives, safety of operations from a corporate point of view and prevention of environmental risks. With this in mind, the Group decided to undertake a process that integrates the assessment of all positive and negative impacts into its business, through a constructive dialogue with its key stakeholders. The materiality analysis process aims to identify the areas of greatest interest for the development of the company's business and the creation of value for stakeholders, in a long-term sustainability perspective. On the basis of material, i.e. relevant, topics, priority indicators have been identified through which to monitor and communicate the Group's sustainability performance.

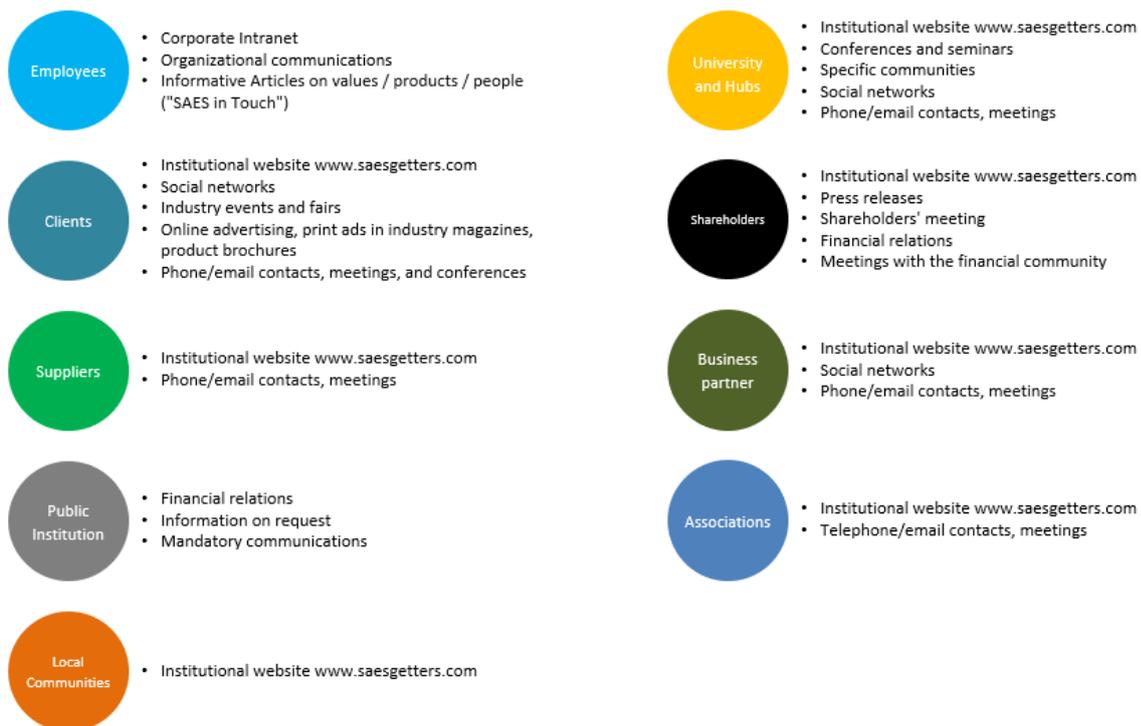
IDENTIFICATION OF STAKEHOLDERS

The Group has implemented a process of mapping, identifying and prioritising the main categories of stakeholders, both internal and external.

During 2023, an update of the mapping and assessment analysis of the most relevant stakeholder categories for SAES Group was carried out. The results of the analysis confirmed the stakeholder map that emerged during previous evaluations, and which is reported below.



MAIN TOOLS FOR DIALOGUE WITH THE STAKEHOLDERS OF SAES GROUP



MATERIALITY ANALYSIS

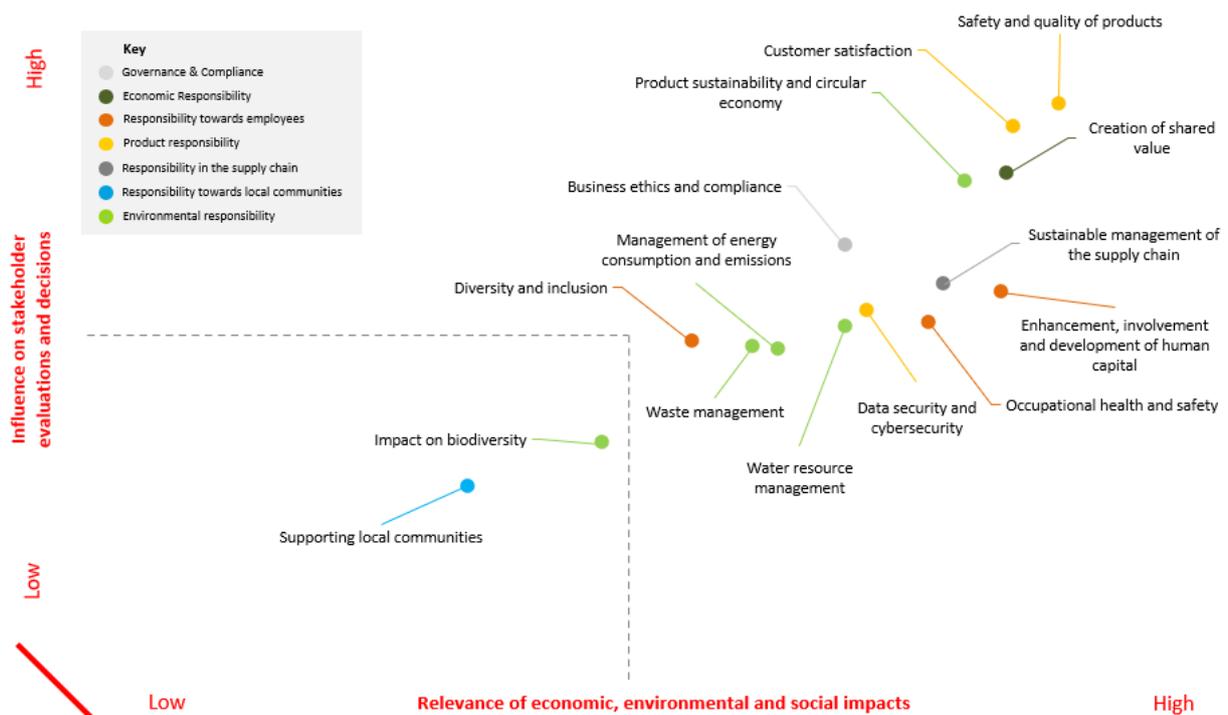
An evaluation process of relevant issues was carried out for the first time in 2017 through a materiality analysis performed internally by management, which allowed the identification of significant economic, social and environmental aspects for the Group and its stakeholders. In fact, these issues reflect the main impacts generated by the Group and its activities and represent aspects which can potentially influence the assessments of their stakeholders.

In 2021, the Universal GRI Standards were revised and published (with application effective 1 January 2023). One of the key concepts of the framework update is that material issues are those that represent the most significant impacts of the organisation on the economy, the environment and people, including impacts on human rights. Therefore, in 2022, the materiality analysis was carried out according to what is indicated by the 2021 GRI Standards.

An update of the materiality analysis was carried out in 2023. The process included an update of the benchmark and sector analysis through which the impacts generated on the economy, environment and people through the Group's activities were defined. The identified impacts were subsequently subjected to evaluation through the direct involvement of SAES Group's Senior Management during a sustainability workshop. The assessments carried out by the Board of Directors were also included in the process of updating the analysis. In addition, the updating process extended stakeholder engagement activities, involving a sample of Group suppliers, who expressed their evaluations through a questionnaire.

The material topics for SAES Group and stakeholders were subsequently defined based on the results of the evaluations related to the impacts generated.

Finally, the updated materiality matrix was discussed at the Board of Directors' meeting of 15 February 2024, which concurrently approved the results reported below, subject to the favourable opinion of the Monitoring, Risk and Sustainability Committee:



The process of updating the materiality analysis highlighted some differences. With reference to their relevance for SAES Group, the topics "Product Sustainability and Circular Economy", "Management of Energy Consumption and Emissions" and "Enhancement, Involvement and Development of Human Capital" increased their relevance. With regard to relevance for its Stakeholders, however, the topic "Occupational Health and Safety " has diminished in importance.

Finally, in line with previous years, the topics "Supporting Local Communities" and "Impact on Biodiversity" were non-material (both for SAES Group and for its Stakeholders).

2 Economic performance and business development

Material topics	Description	Sustainability risk factors	Management Procedures (MP)
CREATION OF SHARED VALUE	<p>The economic and financial performance of the Group, financial stability, protection of profitability and economic value generated; creation of value in the short, medium and long term, due also to the efficient management of property, plant and equipment and intangible assets (e.g. patents, production technologies, specific know-how) and information through appropriate data management methods.</p>	<ul style="list-style-type: none"> - Risk linked to the failed enhancement of company resources; - Possible violation of local laws and regulations; - Failure to achieve the growth and return on investment targets defined by Management; - Negative impacts of the Group's operational and business strategies and organisation on the management of tax burdens: a sub-optimal geographical distribution of financial results may cause impacts on the company's costs for taxes and possible litigation; - Risks linked to rising inflation rates (increased costs for raw materials, personnel, logistics, energy, etc.), with an impact on business margins; - Any shortcomings in the availability, usability and traceability of information and data through the appropriate information systems; 	<p>The Group is committed to the responsible management of business activities through the achievement of sustainable profitability and growth objectives, in order to generate long-term economic value that can be shared among all stakeholders. The Group is strongly committed to ensuring transparent business management that complies with the relevant regulations, including taxation. To this end, the Group has adopted specific internal procedures, as well as tools such as the Code of Ethics, the Anti-Corruption Code and the Organisational, Management and Control Model in accordance with the requirements expressed by Italian Legislative Decree 231/2001. The Group already has business continuity procedures in place that cover the main areas of greatest risk foreseen from climate change, in order to manage the possible occurrence of a major weather event that could potentially lead to a period of unavailability of buildings and assets.</p> <p>Relative to the risk of inflation, with regard to the most competitive markets SAES tries to mitigate the adverse effect of inflation through initiatives aimed at optimising production and procurement strategies, as well as through the implementation of energy saving projects. In less competitive markets, in agreement with customers, SAES adopts policies for periodic review of price lists, also through indexing to reference parameters commonly accepted by the market.</p> <p>The Group evaluates appropriate information systems in order to have timely accessibility, traceability of information and data.</p>

<p>SUSTAINABLE MANAGEMENT OF THE SUPPLY CHAIN</p>	<p>Responsible management of procurement processes throughout the Group's supply chain; assessment of suppliers on the basis of social and environmental performance, and promotion of behaviours and practices of social responsibility that encourage suppliers to adopt sustainable behaviours.</p>	<ul style="list-style-type: none"> - Possible non-availability of raw materials or significant increase in supply lead times; - Poor quality of supplies and financial instability of suppliers; - Failure to assess suppliers on the basis of social and environmental criteria. 	<p>The Group develops correct, clear and transparent relations with all of its suppliers based on respect for the principles of quality and economy in choosing them and favouring suppliers belonging to countries and communities in which it operates.</p>
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HIGHLIGHTS

Revenue of Euro 121.6 million, down 4% from Euro 126.6 million in FY 2022

Consolidated gross profit of Euro 49.3 million (40.5% of turnover) compared to Euro 53.6 million (42.2% of turnover) in FY 2022

Operating loss of Euro -22.2 million compared to Euro -3.4 million in FY 2022



Consolidated EBITDA of Euro -12.0 million compared to Euro 6.3 million in FY 2022

The net financial position as of 31 December 2023 was Euro 773.3 million. The Group's financial situation is sound, and therefore allows it to operate in continuity in its core businesses and pursue its operational strategies



2.1 Communication with the Financial Community

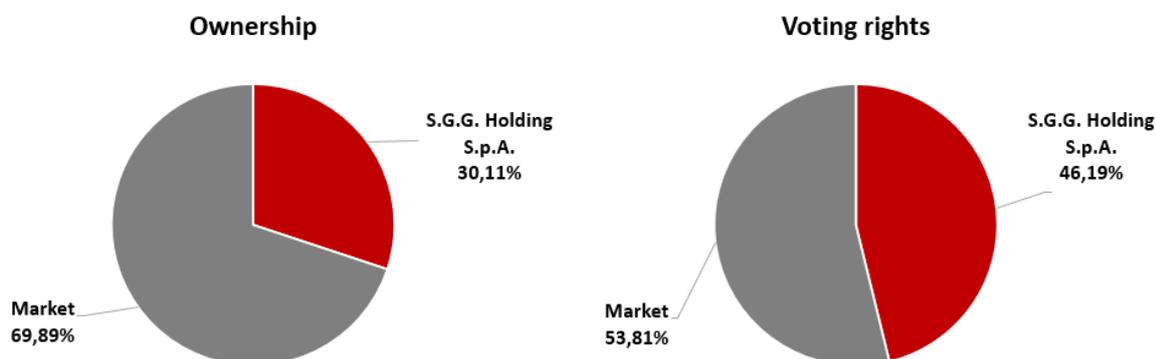
SAES GROUP SHAREHOLDER STRUCTURE

The share capital of SAES Getters S.p.A. as of 31 December 2023 is equal to Euro 12,220,000, consisting of 16,785,248 ordinary shares with an implicit par value of Euro 0.72802 each.

The Articles of Association of the Company (Article 11) provide for the adoption of increased voting rights in accordance with Article 127-quinquies of the Consolidated Law on Finance. The total number of voting rights that can be exercised is 21,803,734 (taking into account the 5,018,486 ordinary shares that have had their voting rights increased).

The shareholder structure of SAES Group is shown below.

Shareholders of SAES Group as of 31 December 2023



As of 31 December 2023, the majority shareholder is S.G.G. Holding S.p.A., which holds a share of 30.11% of the ordinary shares (and 46.19% of the voting rights); while the majority of the ordinary shares (69.89%) are floating on the market.

TAX COMPLIANCE

The Group is strongly committed to guaranteeing transparent business management that complies with the relevant regulations, including tax regulations, in line with its corporate values. To this end, the Group has adopted specific internal procedures, as well as tools such as the Code of Ethics, the Anti-Corruption Code and the Organisational, Management and Control Model in accordance with the requirements expressed by Italian Legislative Decree 231/2001.

Within SAES Group, the responsibility for the correct management of local and international taxation lies with the Group CFO, who avails himself of the support of tax consultants, both with regard to the performance of ordinary tax obligations, such as the calculation of taxes for the period and the preparation of tax returns, and with regard to advice on extraordinary tax issues, in order to ensure compliance with all tax obligations and fulfilments required by local and international tax regulations. The Group CFO also coordinates the activities of the administrative managers/CFOs of the subsidiaries, who in turn manage tax-related issues in line with the directives adopted by the Parent, and with the support of local specialists involved for this purpose.

The Group's tax management has always been based on principles of honesty and transparency with regard to the tax authorities of the countries in which it operates. Therefore, while keeping the tax burden under constant observation, the Group manages its tax planning in a transparent manner and always in compliance with the tax regulations in force. Precisely in compliance with this principle of transparency, should there be any uncertainty regarding the correct tax treatment of certain items in the financial statements, the Group avails itself of the option granted by almost all tax laws to consult the tax authorities in advance, in order to obtain prior confirmation of the correctness of its actions.

Finally, in order to maintain a transparent relationship with its stakeholders, the Group schedules a Q&A session during the shareholders' meeting, which may also cover these topics.

INVESTOR RELATIONS

The creation of value for shareholders also requires transparent and fair relations with the financial community, which represents an important element for the Group in the process of business management and development. During the 2023 financial year, meetings were organised (both physically and virtually) regarding periodic financial reporting.

As confirmation of the transparency and importance that external communications have for the Group, 38 press releases were issued during the year in addition to regular financial reporting and presentations. Presentations to the financial community, corporate documents, press releases and all information concerning the Group are available on the Investor Relations section of the website: www.saesgetters.com, both in Italian and English. Shareholders' Meeting documents, the Code of Ethics and the contacts of analysts following the stock are also available.

BRAND IDENTITY AND REPUTATION

Today, the world is particularly concerned with issues such as sustainability and corporate well-being. This is why SAES is committed to taking concrete actions that affect its products on the one hand, today combining high quality standards with ambitious objectives in terms of respect for the environment, and on the other its stakeholders, working and investing in brand reputation, riding the wave of digital transformation. The goal is to create a unified image of the company's values and of what SAES is today: an ecosystem of innovation, attentive to the well-being of its employees, which invests in young people and wants to attract qualified talent that can help the company pursue increasingly ambitious sustainability goals.

2.2 Economic value generated and distributed

The creation and distribution of value for its stakeholders is a constant commitment of SAES Group.

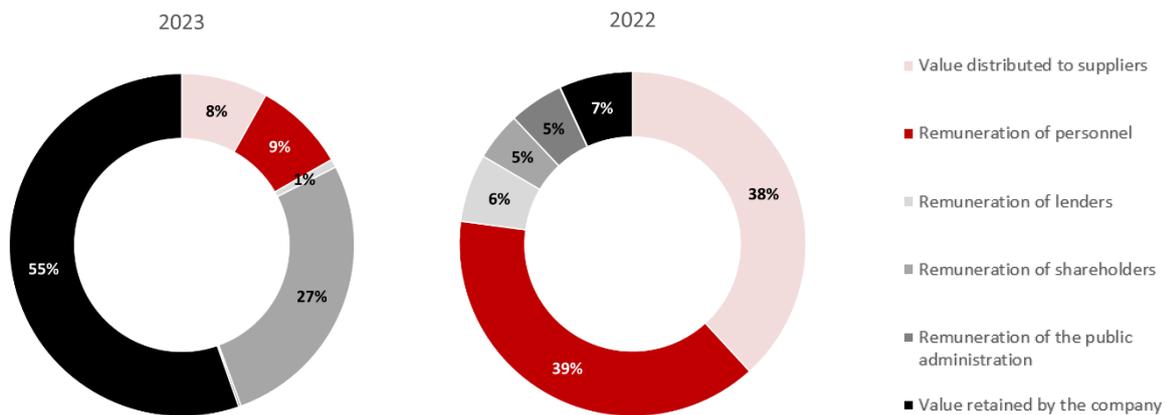
The following chart represents the wealth produced by the Group and distributed among stakeholders in the following manner: **value distributed to suppliers** (reclassified operating expenses), **remuneration of personnel** (direct remuneration consisting of wages, salaries, post-employment benefits and indirect remuneration consisting of social security contributions), **remuneration of lenders** (interest expense), **remuneration of shareholders** (dividends paid), **remuneration of the Public Administration** (total taxes paid). The **value retained by SAES Group** is represented by the profit for the year net of the dividends distributed to the shareholders.

The generation and distribution of the economic value created by SAES Group are calculated on the basis of the results of the year ended 31 December 2023.⁹ The **economic value generated** by SAES Group in 2023, net of reclassified costs, amounts to approximately **779 million euro**. Considering the one-time sale of SAES Smart Materials and Memry Corporation, most of this value is represented by the **value retained by the**

⁹ For more details, please refer to the 2023 Annual Financial Report.

Group (about **431 million euro**) and **remuneration of shareholders**¹⁰ (about **210 million euro**). In addition, there is **remuneration of personnel** (approximately **67 million euro**), followed by **remuneration of suppliers** (approximately **63 million euro**). The **remuneration of the public administration** amounted to about **2 million euro**, the **remuneration of lenders** amounted to about **6 million euro**, and the **remuneration of the Community** was **51 thousand euro**.

Distribution of value generated by SAES Group¹¹



2.3 EU Taxonomy (Regulation (EU) 2020/852 and related Delegated Regulations)

With reference to the contents of the Paris Climate Agreement of 2015 and the 17 Sustainable Development Goals of the United Nations 2030 Agenda, the European Union has decided to develop an ambitious strategic pathway that leads to a transition towards more sustainable economic models. To this end, investments in sustainable assets and activities are promoted through the use of public and private resources.

In this context, starting with the Action Plan on Sustainable Finance adopted in 2018 by the European Commission, is the system of Regulation (EU) 2020/852 ("Taxonomy Regulation") and the further Delegated Regulations (EU) 2021/2178, (EU) 2021/2139 ("Climate Regulation"), (EU) 2022/1214, (EU) 2023/2486 ("Environment Regulation"), (EU) 2023/2485 ("Climate Supplementary Act") in which the criteria are defined to determine whether an economic activity can be considered eco-sustainable and to be able to identify,

¹⁰ The remuneration of shareholders corresponds to the allocation of profit for the year as a dividend that the Parent's Board of Directors will propose to the Shareholders' Meeting. Furthermore, for 2023, the remuneration to the community refers only to the Parent.

¹¹ For the purposes of the graphical representation, the insignificance of the amount of the remuneration of the community for 2022 and 2023 means that this item is not represented in the graphic. For details, please refer to the table "201-1 Table of distribution of the economic value generated by SAES Group" in the attachments section.

consequently, the degree of eco-sustainability of an investment associated with it. In particular, the Taxonomy Regulation classifies economic activities that can be potentially aligned with the 6 environmental objectives defined by the European Union:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition towards a circular economy
5. Prevention and reduction of pollution
6. Protection and restoration of biodiversity and ecosystems

With reference to this legislative context, companies subject to the above-mentioned obligations are called upon to communicate a set of information related to the economic activities considered eligible or ineligible for the EU Taxonomy (hereinafter also referred to as "Admissible Activity"/"Eligible Activity" and "Inadmissible Activity"/"Ineligible Activity") and the activities aligned to the EU Taxonomy. An economic activity is defined as aligned, according to the principles of Taxonomy, if:

- it contributes substantially to the achievement of one or more of the six environmental objectives;
- it does no significant harm to any of the environmental objectives (Do No Significant Harm principle-DNSH);
- it is carried out in compliance with minimum safeguards (procedures implemented by an enterprise conducting an economic activity to guarantee alignment with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights);
- complies with the technical screening criteria adopted by the European Commission, which specify in concrete terms what is generally outlined in the Delegated Regulation on disclosure, with respect to the substantial contribution of an economic activity to environmental objectives without causing significant harm to them.

SAES Group is therefore required to disclose the extent to which its turnover, capital expenditure (CapEx) and operating expenses (OpEx) are considered "eligible" with respect to the criteria defined in the Regulation and its interpretative documents relating to climate and environmental objectives.

Analysis of eligible activities

In order to meet the regulatory requirements, the nature of SAES Group's business activities was examined with reference to the six environmental objectives through meetings and discussions with the respective Division Managers. Based on the results of this analysis and discussion, the Group identified activities included among those proposed by the Regulation to date.

On the basis of the information available at the date of preparation of this NFS, it was concluded that in the financial year 2023 none of these activities met the requirements and conditions set forth in the applicable regulations in order to be considered "aligned" with the Taxonomy.

Adopting a prudential approach in the analysis, the KPIs required by the Taxonomy Regulations were calculated by developing an analysis that took into account turnover, capital expenditure (CapEx) and operating expenses (OpEx) associated with environmentally sustainable economic activities referring to the financial year 2023.

KPI ¹²	Denominator	Numerator
Turnover	Consolidated revenue for 2023 as indicated in the statement of profit or loss	Share of revenue obtained from the sale of products or services associated with economic activities considered eligible/aligned: 1.1 Manufacturing of plastic packaging
CapEx	Total acquisitions of property, plant and equipment and acquisitions of intangible assets during the financial year, before amortisation, depreciation and any revaluations, and impairment losses, for the financial year in question, and excluding <i>fair value</i> gains and losses	Purchases of property, plant and equipment related to the purchase of outputs from economic activities eligible for the Taxonomy were considered, with particular reference to energy efficiency interventions attributable to the following economic activities: 7.3 Installation, maintenance and repair of energy efficiency devices 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces that belong to the buildings) 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings
OpEx	Total amount of the main cost items related to maintenance, personnel expense and short-term leases	Share of operating expenses due to the sale of products or services associated with economic activities considered eligible/aligned: 1.1 Manufacturing of plastic packaging

Result of the Analysis

The information illustrated in this paragraph has been prepared adopting an overall prudential approach and in any case is to be considered subject to evolutions in consideration of the occurrence of further developments in the interpretation of the Taxonomy Regulation, which could lead to substantial changes in the evaluations and KPI calculation process for the next reporting years.

¹² Please refer to Delegated Act 2021/2178 for the definition of these parameters.

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities - Disclosure for the year 2023

Financial year 2023	Year			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Proportion of Taxonomy aligned (A.1.) or -eligible (A.2.) turnover, year 2022	Category enabling activity	Category transitional activity	
	Economic Activities	Code	Turnover	Proportion of Turnover, year 2023	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	water	Pollution	Circular Economy				Biodiversity
		euro thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	0 %														0 %		
Of which enabling		-	0 %														0 %		
Of which transitional		-	0 %														0 %		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
1.1 Manufacture of plastic packaging goods		CE	5,502.00	4.5 %	N/EL	N/EL	N/EL	N/EL	EL	N/EL							0%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			5,502.00	4.5 %	0 %	0 %	0 %	0 %	100 %	0 %							0%		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)			5,502.00	4.5 %	0 %	0 %	0 %	0 %	100 %	0 %							0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities			116,085.00	95.5 %															
TOTAL			121,587.00	100 %															

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0 %	0 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	4.5%
PPC	0 %	0 %
BIO	0 %	0 %

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities - Disclosure for the year 2023

Financial year 2023	Year			Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2022	Category enabling activity	Category transitional activity
	Code	CapEx	Proportion of CapEx, year 2023	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	water	Pollution	Circular Economy	Biodiversity			
		euro thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
TAXONOMY-ELIGIBLE ACTIVITIES																		
A.1. Environmentally sustainable activities (Taxonomy-aligned)																		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																		
		-	0 %													0 %		
		-	0 %													-		
		-	0 %													-		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																		
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									
7.3. Installation, maintenance and repair of energy efficiency equipment	CCM	355.63	4.9 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL							5.6 %		
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.2 %		
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM	5.60	0.1 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.2 %		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		361.23	5.0 %	100%	0%	0%	0%	0%	0%							6.0 %		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		361.23	5.0 %	100%	0%	0%	0%	0%	0%							0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																		
CapEx of Taxonomy-non-eligible activities		6,953.01	95.0 %															
TOTAL		7,314.24	100 %															

Proportion of CapEx/Total CapEx		
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM	0 %	5 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	0 %
PPC	0 %	0 %
BIO	0 %	0 %

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities - Disclosure for the year 2023

Financial year 2023	Year		Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')										
Economic Activities	Code	OpEx	Proportion of OpEx, year 2023	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy aligned (A.1.) or -eligible (A.2.) OpEx, year 2022	Category enabling activity	Category transitional activity
		euro thousand	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	0%														0%		
Of which enabling		-	0%														0%		
Of which transitional		-	0%														0%		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
1.1 Manufacture of plastic packaging goods	CE	3,079.00	4.3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		3,079.00	4.3%	0%	0%	0%	0%	100%	0%								0%		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		3,079.00	4.3%	0%	0%	0%	0%	100%	0%								0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy non-eligible activities		68,479.00	95.7%																
TOTAL		71,558.00	100%																

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM	0 %	0 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	4.3 %
PPC	0 %	0 %
BIO	0 %	0 %

With reference to the disclosure pursuant Article 8(6) and (7) of Delegated Regulation (EU) 2021/2178, which provides for the use of the models provided in Annex XII for the communication of activities related to nuclear energy and fossil gases, the “Template 1 – Nuclear and fossil gas related activities” is reported below. The other models have been omitted as they are not applicable to the activities of SAES Group.

Template 1 - Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Row	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

2.4 SAES Group's supply chain

All the procurement and distribution activities of the SAES product portfolio start from the essential research and development activity that characterizes the Group's technological offering.

Only once the specific technological solution for its customers has been defined, the Group proceeds with the procurement of raw materials, semi-finished products and finished products to create the requested product and distribute it to its customers.

From product research and development to delivery to the Group's customers



To carry out its activities, SAES Group collaborates with its suppliers to procure the best products and services, which are essential for maintaining high standards of excellence and meeting customer needs.

In order to formalise its commitment to the responsible management of sustainability issues along the supply chain, SAES Group has adopted a Supplier Code of Conduct¹³, approved by the Board of Directors on 18 July 2019. The Group Supplier Code of Conduct has the aim of expressing the values that inspire the Group in the behavioural principles that should guide the action of suppliers during the course of their business, with particular reference to the protection of human rights and respect for the environment. This Code is intended for all the direct suppliers of SAES Group, who, in turn, are encouraged to share it and encourage its application by their suppliers, promoting the overall sustainability of their supply chain. The aim is therefore to generate long-term economic, social and environmental value for all the stakeholders involved.

¹³ The Supplier Code of Conduct is available at www.saesgetters.com, in the "Investor Relations" section. It should be noted that the Group does not currently adopt policies for screening suppliers using environmental and/or social criteria.

RESPONSIBLE SALES MANAGEMENT

In order to prevent and manage possible situations of risk, the Group has implemented specific rules regarding the sale of its own products with new business partners.

When acquiring a new customer, the Group has special procedures both in case of calls for tenders with Public Administration Bodies and with private individuals.

In particular, in the event that the Group interfaces with a potential distributor of products, a Due Diligence process involving reputational surveys and assessment of the counterparty's reliability based on financial, commercial and solvency information is envisaged. Moreover, the Customer Relations Management Office may request, collect and analyse specific documentation according to the type of distributor (for example, the UIF reference lists in order to identify whether the countries that the distributor supplies are at risk of terrorism, or in the case of Italian distributors, the anti-mafia declaration).

The Group's four main categories of purchases range from raw materials and semi-finished products to support services for business activities. In particular, confirming the strong drive for innovation, the expenditure allocated to the protection of intellectual property, a decisive *asset* of SAES Group, appears significant.

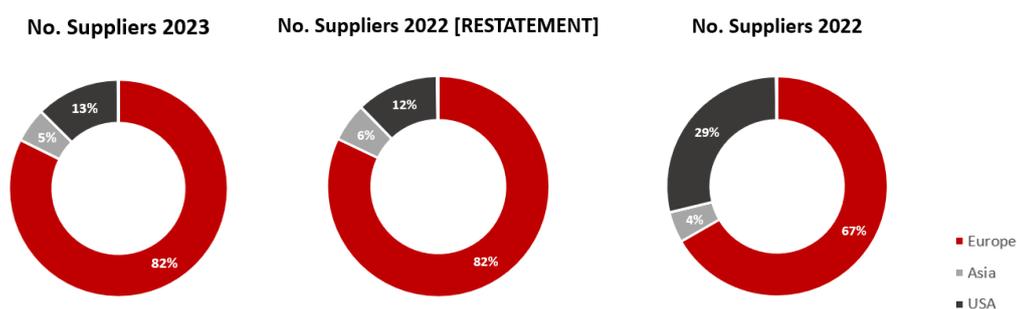
Number of suppliers by purchasing category

Product Category	2023	2022 Restatement	2022
1) Raw materials, semi-finished and finished products, outsourced work	705	845	902
2) Utilities, facilities, general services, clothing, services, rent and ancillary charges on leases, advertising costs, travel expenses, books, printed matter	1,806	1,571	2,157
3) Technical, legal, tax and administrative consultancy	224	179	184
4) Patent administration and filing fees	9	8	8
Total	2,744	2,603	3,251

Total expenditure by purchase category

Product category	2023	2022 Restatement	2022
1) Raw materials, semi-finished and finished products, outsourced work	29,250,663	40,128,178	51,767,441
2) Utilities, facilities, general services, clothing, services, rent and ancillary charges on leasing contracts, advertising costs, travel expenses, books, printed matter	29,068,578	29,094,329	42,460,694
3) Technical, legal, tax and administrative consultancy	32,917,265	7,746,263	7,867,766
4) Patent administration and filing fees	723,559	871,658	871,658
Total	91,960,065	77,840,428	102,967,559

Distribution of suppliers by geographical segment¹⁴



In order to contribute to the creation of value in the local communities where the Group operates, SAES Getters focuses on the purchase of goods and services from local suppliers. In particular, **61%** of the Group's total purchases are made locally.

¹⁴ For the purposes of graphic representation, the small number of suppliers from Oceania, Australia and the Middle East implies that these geographical segments have a percentage weight of zero and are therefore not represented herein. For details, see the table in the annexes.

Specifically, the entire spending by companies in Asia relates to Asian suppliers, 47.6% of the purchases of US companies refer to suppliers in the US¹⁵ and, finally, 62.7% of the spending in Europe is concentrated on European suppliers. In particular, 62,6% of purchases in Italy are focused on Italian suppliers.

Percentage of spending carried out with local suppliers ¹⁶

Geographical Segment	2023	2022 Restatement	2022
Europe	62.7%	59.8%	59.9%
USA	47.6%	51.2%	86.0%
Asia	100%	100%	100.0%
Group	61.4%	59.1%	68.8%

COMBATING THE USE OF CONFLICT MINERALS

"Conflict minerals" refers to metals such as gold, coltan, cassiterite, wolframite, and their derivatives such as tantalum, tin, and tungsten from the Democratic Republic of Congo (DRC) or neighboring countries. These minerals are subject to international regulations, including Section 1502 of the Dodd-Frank Act, a 2010 US federal law, and the European Union's Conflict Minerals Regulation, EU 2017/821, which discourage their use because their trade could fund conflicts in Central Africa, where serious human rights violations have been recorded. SAES Group, promoting the full protection of human rights also in its supply chain, as enshrined in the Group Conflict Mineral and Cobalt Policy, updated in 2010 in order to extend the scope of monitoring also to Cobalt purchases, in the Group Code of Ethics and in the Suppliers' Code of Conduct, does not purchase minerals directly from conflict zones and requires its suppliers to declare, through internationally recognised formats, for supplies destined for the Group, the presence and origin of metals, in order to verify their possible origin from countries at risk.

In the case of failure to respond, even after reminders, the supply is interrupted, even for well-established suppliers.

In 2023, the Group identified a total of 4 suppliers of goods that contain or could contain Conflict Minerals; therefore, these suppliers were required to declare the presence and origin of the metals.

¹⁵ It should be noted that in the case of the USA geographical segment, purchases from suppliers in Canada were also considered as purchases made locally.

¹⁶ Depending on the scope of operations, "local suppliers" are those based within the region in question.

Suppliers who filled in the Conflict Minerals questionnaires¹⁷

Geographical segment	2023			2022 Restatement			2022		
	Suppliers subject to the CM regulation	Total Suppliers	%	Suppliers subject to the CM regulation	Total Suppliers	%	Suppliers subject to the CM regulation	Total Suppliers	%
Europe	3	619	0.5	3	762	0.4	3	762	0.4
USA	1	85	1.2	4	82	4.9	4	139	2.9

¹⁷ It should be noted that the total number of suppliers refers to the category "Raw materials, semi-finished and finished products, outsourced work" of SAES Group companies based respectively in Europe and the United States.

The geographical segment refers to the region to which the Group company that requested its suppliers to fill in the conflict minerals questionnaires belongs. It should be noted that, in both 2023 and 2022, the companies in the Europe region that requested their suppliers to fill out the conflict minerals questionnaires are Italian companies.

3 Technology at the service of innovation

Material topics	Description	Sustainability factors risk	Management Procedures (MP)
SAFETY AND QUALITY OF PRODUCTS	Production and sale of high quality products through actions aimed at improving the performance, durability and safety of the products manufactured.	<ul style="list-style-type: none"> - Non-compliance with specific product standards and/or standards requested by the Customer and with law; - Inadequacy of data collection tools. 	The Group pursues the objective of continuously improving the quality and safety of its products by adopting the most advanced technological solutions.
CUSTOMER SATISFACTION	Monitoring of the level of customer satisfaction and implementation of a customer relationship management system capable of providing indications for the development and improvement of the design, implementation and marketing of products.	<ul style="list-style-type: none"> - Inadequacy of the customer feedback collection process - Non-timeliness of information flows and exchanges of technical-production information with customers 	<p>Innovation in production processes is closely linked to the supply of cutting-edge products. The Group monitors and collects complaints relating to any problems encountered by its customers paying the utmost attention to listening and promptly resolving any problems.</p> <p>Furthermore, where possible, the Group facilitates the joint development with the customer of prototypes, technical-design solutions and the required performance characteristics of the products already in the exploratory and testing phase.</p>
PRODUCT SUSTAINABILITY AND CIRCULAR ECONOMY	The promotion of principles, practices and processes that minimise or eliminate the negative environmental impacts of products during their life cycle, operating methods that comply with the most advanced green purchasing policies, the development of packaging that enables the reduction of the use of plastic by reducing thickness and the composting of food packaging. In addition, Research and Development Activities aimed at designing products with high technological content with particular attention to innovative solutions and sustainable applications capable of generating positive external effects for the environment, society and customers; the topic includes the implementation of eco-design criteria and the use of cutting-edge technologies, patents and know-how.	<ul style="list-style-type: none"> - Non-compliance with existing guidelines and/or regulations (e.g., food contact and recycling/composting packaging); - Achievement of technological alternatives with competitive characteristics; - Lack of product innovation; - Inadequacy of the research and development process of new technologies with improved resource utilisation performance; - Inefficient use of resources; - Evolution of customers' green purchasing policies; - Inadequacy of the product research and development process; - Reduction in product durability levels. 	<p>The Group supports and implements research and innovation activities aimed at the introduction of materials and processes in line with the principles of circular economy and with the guidelines of the sector. The Group, through the company SAES Coated Films, develops packaging that enables the extension of the shelf life of food products through the use of sustainable materials such as paper and bioplastics. The document "Guidelines for the use of safer chemicals in SAES Group products and processes" is constantly updated to include the developments of customers' most advanced green purchasing policies. Moreover, the Group continuously supports and implements research and innovation initiatives, paying particular attention to the hiring of highly qualified staff.</p> <p>In addition, with reference to the other business sectors covered by SAES Group, the high quality standards of SAES products promote greater durability of the end products into which they are integrated. Finally, starting in 2022, SAES</p>

			Group has begun marketing products for domestic use such as B!Pod, intended for end consumers, with the aim of promoting the fight against food waste.
DATA SECURITY AND CYBERSECURITY	Protection of sensitive data processed by the Group and attention to the issue of information security in business activities with particular regard to employees, customers and documents of strategic importance for business development such as: patents, know - how, research, and innovative projects.	<ul style="list-style-type: none"> - Failure to comply with security and privacy regulations and related intrusions into information systems that endanger information and data; - Potential inadequacy of peripheral defence systems for the network and corporate systems. 	The Group takes all necessary precautions to minimise the risks inherent in the services it offers, implementing and embracing the best security standards and also paying attention to the market to identify the appropriate tools to protect the technological structure, ensuring the timeliness of updates. At Italian level, security guidelines are formalised within a documentary framework that provides methodologies and management standards aligned with quality and compliance requirements in relation to different operational areas and risk. Internationally, information security is ensured by aligning with local regulatory requirements and implementing certified systems. Finally, special Disaster Recovery and System Adequacy Verification programmes are defined both in Italy and internationally.

HIGHLIGHTS



**Lainate and Avezzano plants IATF
16949 certified**

**Over 150 inventions in the last 20
years**

**426 patents filed and active
between Europe, Asia and the
United States**

**Over 200 technical articles
published in scientific journals and
conference proceedings**

3.1 Customers and markets served

Over time, SAES Group has become a world leader in offering hi-tech solutions for scientific and industrial applications requiring vacuum conditions, shape memory products and functional polymeric compounds. The Group has developed a high level of know-how in the engineering of components and systems, offering a vast amount of innovative solutions to approximately 1,195 customers in approximately 58 different countries in 2023.

The main markets served by SAES Group



Healthcare



Automotive



Consumer Electronics



Scientific and Research areas



Advanced Packaging



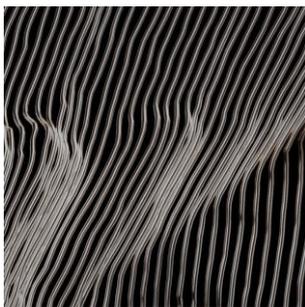
Other industries



Security and Defense

The Group develops and customises the functions of the materials according to the requests of its customers, which include blue chips, start-ups, universities and research centres, using a vertical approach in production: from raw materials to the finished product, capable of meeting the specific requirements of each Customer.

WE CREATE INNOVATION THROUGH THE FUNCTIONALISATION OF THE STRUCTURE OF MATERIALS



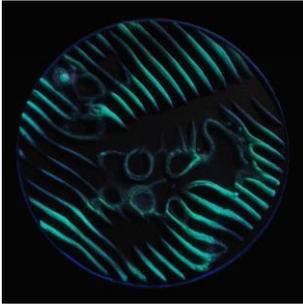
Shape Memory Alloys – SMA

The Super-Elastic Effect represents the ability of Shape Memory Alloys to fully recover their original shape even after significant deformations, outperforming conventional materials and alloys. This characteristic makes SMAs particularly suitable for application in implantable medical devices. The Memory Shape Effect (SME) property allows Shape Memory Alloys to "memorise" their original configuration and restore it in the event of overheating. This characteristic provides distinctive functionality in various sectors, including the automotive, electronics and medical industries.



Zeolites

Zeolites are a special class of crystalline aluminosilicates characterised by a three-dimensional microporous structure. The complex three-dimensional structure favours the formation of a varied network of tunnels and channels, optimising their usefulness in catalysis, adsorption and gas separation processes (Selective Adsorption). The carefully defined porous structure, high mobility of the extracted cations and surface reactivity characterise this category of materials, enabling them to act as hosts and transporters for functional molecules (Hosting and Carrying).



Capsule

Micro-encapsulation technology is a process that allows a capsule to be formed by building a wall membrane over nuclear material enriched with an active compound, while maintaining the core's essential properties. Microcapsules are micrometre-sized containers that enclose a central material in a liquid, gaseous or solid state. The covering material, also known as coating, shell or membrane, which encloses the microcapsules is mainly made of polymer, plasticiser, resin or wax.



Getter Alloys

Getter alloys can efficiently and selectively absorb one or more gas species, enabling them to maintain high or ultra-high vacuum conditions in a variety of vacuum systems. These alloys can also act as an active coating to protect organic layers from moisture at the single-molecule level. With high adsorption capacity, adjustable kinetics and selectivity, they provide a wide range of functions.



Polymer composites

Polymer composites are characterised by a high absorption capacity, being able to absorb a significant amount of moisture and other gas molecules, preventing them from reaching sensitive components. The kinetics and selectivity of polymer composites can be modulated according to specific requirements, making it possible to adjust absorption rates and selectivity for certain gas molecules. In addition, polymer composites are highly adaptable and can be formulated to work with a wide range of processing conditions and device designs.



Advanced coatings

Advanced coatings are coatings designed to be applied to the surface of a substrate for functional purposes, such as gas barrier, adsorption, adhesion, wettability, corrosion resistance and UV barrier. Coatings are widely used in the packaging industry to improve the properties of the flexible film substrate and ensure a longer shelf life for products with a focus on the sustainability of the final packaging. Highly efficient barrier coatings act as barriers for oxygen, moisture/water vapour, CO₂ and volatile organic compounds to prevent penetration or leakage of specific gases.

3.2 Innovation, research and development

For more than 70 years, the Group's research method has been distinguished by continued success. The SAES method combines a market-pull and a technology-push approach, capturing all market needs and continuously creating value through research, thanks to the deep knowledge about customers' needs and to the important relationships with research institutes and other key players such as customers, partners and suppliers.

The technological diversification that the Group proposes, both from a production point of view and in the different sectors served, is the result of a precise strategic choice, aimed at consolidating its leadership position in the high-tech products market. In fact, in 2023, 85 Group employees and collaborators (about **13%** of the total) are employed in R&D activities. In this context, the Group takes care of:

- intellectual property of strategic importance;
- the selection of qualified personnel with the necessary know-how;
- the updating of design and production technologies.

The Corporate Research & Development area, in synergy with the other Group companies, invests in the development of the most functional and specific technical aspects for the various subsidiaries, constantly involving the partners present on a global level. To support the strong push for innovation, the Group allocated Euro 10,915 thousand in 2023 to R&D activities, equivalent, in percentage terms, to about 9% of consolidated net turnover.

Thanks to this approach, the Group has been able to continue to achieve important results with **more than 150 inventions** generated during the last 20 years of activity and still protected today, characterised by an average over the last five years of about 7 - 8 inventions per year protected by the filing of new patent applications. SAES Group's ability to innovate is also demonstrated by the number of patents the Group has filed and obtained:

Number of patents registered by SAES Group by geographical segment (2003-2023) ¹⁸

Geographical segment	Number of registered patents
Europe	101
USA	99
Japan	78
South Korea	63
China	85
Total	426

¹⁸ The data refer to patents granted with legal status in force (patents granted but abandoned or expired are therefore excluded).

Since the 1950s, the Group has linked its commercial success to the ability to continuously innovate, developing its products according to customer requirements and courageously entering cutting-edge sectors. During its history, SAES Group has finalised a series of patents that have become real milestones for the development and identity that the Group still holds today. Among these, it is worth mentioning the patents that contributed to the development of applications for gas purification in the 1980s and of metal alloys dedicated to advanced applications in the 1990s and more recently innovative pumps for Ultra High Vacuum systems.

Today, SAES Group can count on a broad technological portfolio, developed over decades of research and know-how transfer, capable of actively supporting a large number of high-tech applications and new products.

SAFETY AND QUALITY OF PRODUCTS

The Group carries out analyses and provides health and safety assessments of its products. All the products manufactured are labelled in accordance with current regulations. They comply with the Safety Data Sheets (SDS) issued at the head office in the language of the country of use, with the local laws of the areas of use and production, and in particular with the REACH regulation in EU. The Group also adopts a restrictive policy regarding the use of hazardous substances in its products and production processes and promotes green design (Design for Environment methodology). A careful analysis of possible safety impacts on designed and manufactured products is also carried out.

QUALITY MANAGEMENT OF PRODUCTION PROCESSES

The presence of certifications attesting the Group's commitment to implementing a quality management system is considered a fundamental element in SAES Group strategy. Regarding the quality of its production processes, the Group can boast, in addition to ISO 9001 certification, IATF 16949 certification for shape memory alloy products for the automotive sector at its Lainate and Avezzano plants.

CUSTOMER CARE: COMPLAINT MANAGEMENT

Customer care and complaint management are areas that SAES Group supervises and manages on a daily basis. All critical issues related to commercial activities (including product-related complaints) can be reported through specifically provided customer service tools. The sales department directly handles the reports, which are then entered into the company's online platform, which allows all steps in the verification and resolution process of complaints to be managed. The Quality Department manages the reports, carrying out an analysis of the causes, issuing appropriate corrective actions and drawing up a technical report if necessary.

During 2023, 131 complaints were handled, a decrease of 18% compared to 2022¹⁹. There were no complaints relating to mandatory or legislative requirements and there were no reports from customers of returns from the field due to SAES products.

CIRCULAR ECONOMY AND PRODUCTS WITH LOWER ENVIRONMENTAL IMPACT

The circular economy aims to minimise the production of waste and keep the value of products, materials and resources in circulation. At European level, a mitigation strategy has been proposed focusing on the innovation and design of materials with regard to eco-design criteria that take into account their entire life cycle.

In alignment with the European Strategy for Plastic in the Circular Economy, SAES Coated Films produces and promotes recyclable or compostable flexible packaging solutions that can replace, with equal performance, applications that, due to their intrinsic structural limitations, cannot be recycled with today's technologies.

Flexible packaging is inherently advantageous in terms of efficiency and lightness compared to rigid packaging. However, part of the flexible packaging in Europe today is not recyclable, because it consists of a heterogeneous and inseparable combination of different plastics, which is necessary to guarantee certain mechanical and barrier properties. SAES Coated Films offers innovative packaging films to the market, which concentrate high barrier properties in very limited thicknesses, thus enabling simple and functional flexible packaging structures designed for recyclability or compostability. Thanks to the proprietary Coathink® technology, a water-based lacquer and high vacuum metallisation deposition system, SAES films are functionalised to protect the shelf life of food products, preserving their quality and freshness and contributing to the prevention of food waste. SAES lacquers, obtained with patented and proprietary formulations, are deposited on the surface of plastics or biomaterials in very thin surface layers that, due to their nature and quantity, do not interfere with the film recycling process. Coathink® makes it possible to redesign packaging with the objective of guaranteeing, after the end of its life cycle, the regeneration and the quality of new second raw material (to be understood as the resulting material obtained from the recycling process): recycled plastic to be used for a second life, or compost, to be used as agricultural fertiliser.

Finally, it should be noted that since September 2022, SAES Getters S.p.A. only purchases FSC-certified cardboard packaging from the supplier DELES.

DATA SECURITY AND CYBERSECURITY

IT security is of fundamental importance for the correct provision of services. SAES Group adopts all the necessary precautions to minimise the risks inherent in the services offered, implementing and internalising the best security standards, and also paying attention to the market in order to identify the appropriate tools for protection of the technological structure. At Italian level, security guidelines are formalised within a

¹⁹ The difference in the number of complaints handled between 2022 and 2023 was calculated by considering the restatement of the number of complaints handled in 2022 (equal to 160).

documentary framework that provides methodologies and management standards aligned with quality and compliance requirements in relation to different operational areas and risk sources: information security (ISO/IEC 2700x); operating continuity (ISO 27031:2011 e ISO 22301:2012); GDPR – New European Privacy Regulation.

Internationally, information security is ensured by alignment with local regulatory requirements and implementation of certified systems (for example, NIST-800-171, ISO 27001, SOC 2 Type II standard). SAES Getters/U.S.A., Inc. and Spectra-Mat, Inc. have integrated NIST-800-171 requirements into their security system. Both companies currently share a common IT infrastructure supported by Fortinet, Microsoft 365 and N-Able RMM to strengthen their security. Each site is protected at parametric level by a FortiGate NGFW edge configured with zero-trust policies and is connected by an Ipsec Site-to-Site VPN validated with industry-standard FIPS 140-2/-3 level 1 and 2 encryption schemes. All data is encrypted using industry-standard FIPS 140-2 encryption schemes. All workstations are also encrypted point-to-point and are monitored, and logs are disseminated with Microsoft 365 Defender Suite; furthermore, the N-Able RMM product is installed on each workstation. Both organisations have adopted all industry best practices for cybersecurity and are working to become compliant with NIST 800-171 R2 cybersecurity guidelines. SAES Getters/USA passed the system safety assessment with an SPRS of 100. The safety evaluation of the system by Spectra-Mat, Inc. is scheduled for March.

During 2023, we worked in particular on the implementation of actions aimed at strengthening the technological infrastructure and overall increasing the security and resilience of information systems;

The IT security objectives aimed at mitigating the risks inherent in the confidentiality, integrity and availability of information are defined internally by the Information System department, which has the objective of continuing to build an even more solid defensive model to better face the evolution of threats and safeguard the confidentiality, integrity and availability of the company's information assets, thus raising the company's security levels.

In order to protect personal data, further security and control measures are ensured which, also in implementation of the regulatory provisions dictated by the Italian Data Protection Authority, allow the tracing of logs coming from network systems and equipment for the identification of anomalies and malicious events in a rapid and effective manner, allowing these to be managed before they can materialise into real security attacks that could lead to a data breach.

It is reported that, during 2023, there were no substantiated complaints of privacy breaches and loss of customer data²⁰. However, it should be noted that, during the year, SAES was indirectly involved in a data breach involving a sub-contractor, following which a notification was sent to the Privacy Guarantor. In any case, the data breach did not concern customer data.

²⁰ A substantiated complaint is defined as a written communication from the Authorities or a similar public supervisory body to the organisation identifying privacy violations or a complaint made to the organisation that has been recognised as legitimate by the organisation.

Governance relating to the protection of privacy and information security provides for further initiatives during the year, aimed at protecting the Company's information assets and complying with international standards of data security, confidentiality, integrity and availability.

4 The people of SAES Group

Material topics	Description	Sustainability risk factors	Management Procedures (MP)
ENHANCEMENT, INVOLVEMENT AND DEVELOPMENT OF HUMAN CAPITAL	<p>Paths for professional growth and the retention of talents; development and training activities aimed at strengthening the technical, managerial and organisational skills of employees and consolidating the professionalism required by the role occupied.</p> <p>Plans and actions aimed at attracting qualified and specialised personnel with specific technical skills connected to the Group's business activities.</p> <p>Development of a constructive dialogue with the trade unions.</p> <p>Policies, benefits (economic and non-economic), actions aimed at improving the well-being of employees and capable of creating a comfortable working environment that meets the needs and expectations of employees.</p>	<ul style="list-style-type: none"> - Inadequacy of the recruitment process; - Scarcity of qualified profiles in STEM subjects in the labour market; - Lack of talent retention and attraction; - Inadequacy of personnel development and training plans; - Inadequacy of agreements and relations with trade union representatives and other labour organisations; - Inadequacy of welfare policies and convergence with regard to personnel needs and expectations. 	<p>SAES Group is committed to defining professional growth objectives for all its employees, recognising the achieved merits and goals.</p> <p>SAES also implements <i>employer branding</i> initiatives and collaborations with Universities and Third Party Institutions, with the aim of attracting talent and/or critical skills to be included within the company, also through support activities for innovative start-ups (e.g. <i>RedZone by SAES</i>).</p> <p>The Group supports and encourages the carrying out of training and growth activities for all employees by encouraging the involvement and sharing of the Group's growth objectives among all employees.</p> <p>The Group is committed to establishing constructive and responsible relations with trade unions in order to develop a constructive dialogue.</p> <p>The Group has adopted a Global HR Policy through which it defines the fundamental principles to which the Group aspires for the promotion of an optimal workplace and professional growth within all Group companies, in compliance with human rights and the valuing of diversity.</p> <p>The Group is committed to a balance of the working and personal lives of its employees. SAES Group encourages the development of policies, projects and benefits that can contribute to meeting the expectations and requirements of employees.</p>
OCCUPATIONAL HEALTH AND SAFETY	<p>Development of practices and programmes to promote safety in the workplace; promotion of specific training on health and safety of employees, monitoring and prevention of workplace accidents aimed at reducing their number.</p>	<ul style="list-style-type: none"> - Non-compliance with occupational health and safety regulations; - Failure to protect workers' health; - Inadequacy of investments and training plans regarding health and safety matters. 	<p>The Group is committed to reducing the number of accidents by committing itself to improving the working environment and reducing staff absences. SAES also avails itself of the support of external collaborators of primary standing for the analysis of risks related to health and safety at work and the identification of the most appropriate mitigation actions.</p>

DIVERSITY AND INCLUSION	Policies and programmes that aim to protect and ensure the valuing of diversity, inclusion and equal treatment within the Group.	<ul style="list-style-type: none"> - Failure to respect and value diversity; - Pay inequality between men and women at the same professional level; - Possible occurrence of cases of discrimination. 	The Group condemns all forms of discrimination, internal or external, and is committed to ensuring that all decisions relating to its employees are considered while taking into account the skills, knowledge and work performance of each, without any differentiation based on age, gender, sexual orientation, health, race, nationality, religious beliefs and political opinions.
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HIGHLIGHTS



641 Group employees as of 31 December 2023

11 average hours of training per capita



99% of senior managers are employed in their home country

4.1 Our People

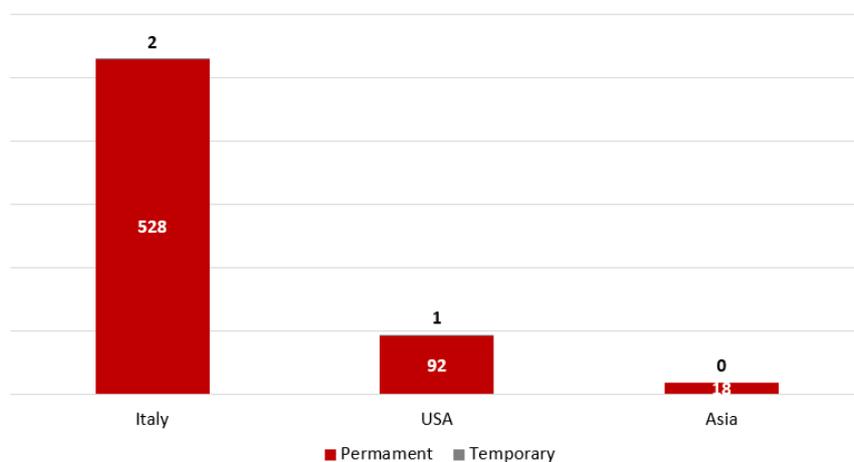
SAES Group considers the management of its in-house human resources to be of primary importance and a key factor for the company's success. For this reason, the Group is active in the implementation policies that can enhance the contribution provided by employees, developing their potential and, at the same time, the skills that can bring added value to the organisation.

As of 31 December 2023, the Group's total workforce amounted to **641** units. The Group's corporate population is largely concentrated in the locations in the USA (**14%**) and Italy (**83%**). The remainder (**3%**) are employed in the offices located in China, Taiwan and Japan, which are grouped under "Asia" below.

SAES Group strongly believes in the professionalism of its employees. Demonstrating the Group's desire to create strong and lasting professional relationships, in 2023, **99.5% of the total workforce** was made up of employees with **permanent contracts**²¹.

²¹ Employees hired by SAES Getters USA, Inc. signed an at-will contract that, in the context of the representation of the Group data, was classified as "permanent" because the contractual agreement does not establish a time limit for the employment relationship.

Distribution of employees by geographical segment as of 31 December 2023²²



As of 31 December 2023, the Group employed **14 external employees** (mainly temporary workers). Moreover, supporting the commitment to develop new talents, the Group offered **1 internship/school-work alternation project opportunity**.

Compared to the professional categories, **the majority of employees** (300) fall under the **workers** category, one of the key roles for achieving the high-quality standards of SAES Group's products. **Office workers** (including employees with A1 qualification) instead represent about **42%** of the employees; finally, the category of managers, which includes executives and strategic managers, accounts for about **11%** of the total.

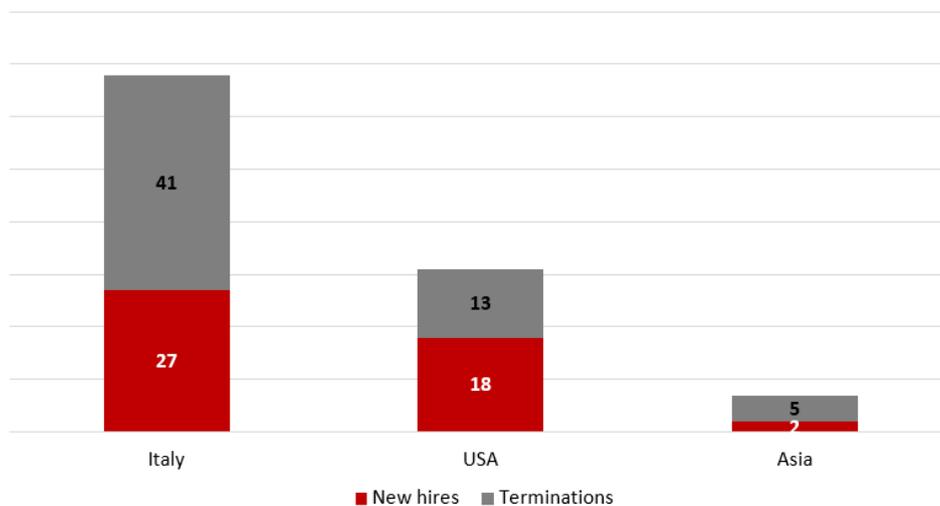
Distribution of employees by professional category and gender

	As of 31 December 2023			As of 31 December 2022 Restatement			As of 31 December 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	57	12	69	54	11	65	88	18	106
Office workers	167	105	272	179	109	288	242	130	372
Workers	229	71	300	228	72	300	471	216	687
Total	453	188	641	461	192	653	801	364	1,165

²² It should be noted that the employees of the Italian geographical segment also include the employees of SAES Coated Films S.p.A. Zweigniederlassung Deutschland, which therefore coincide with the employees of the European geographical segment.

As regards turnover within the Group, **47 new employees** joined in 2023 compared to **59 who left**.

Geographical distribution of employees joining and leaving the Group during 2023



As a result of the hires made in 2023, the hire rate, i.e. the ratio between the number of hires and the total number of employees as of 31 December, was equal to **7%**, as can be seen in the following table.

Hires and hire rate

	2023					2022 Restatement					2022				
	<30	30-50	>50	Total	Rate	<30	30-50	>50	Total	Rate	<30	30-50	>50	Total	Rate
Men	11	14	7	32	7%	10	24	6	40	9%	31	44	17	92	11%
Women	5	9	1	15	8%	5	13	4	22	11%	11	32	10	53	15%
Total	16	23	8	47	7%	15	37	10	62	9%	42	76	27	145	12%
Rate	29%	9%	2%	7%		31%	14%	3%	9%		32%	15%	5%	12%	

With respect to the outgoing turnover rate, i.e., the ratio between the number of outgoing employees and the total number of employees as of 31 December 2023, the value recorded in 2023 stood at around **9%**, as can be seen in the following table.

Outgoing and turnover rate

	2023					2022 Restatement					2022				
	<30	30-50	>50	Total	Rate	<30	30-50	>50	Total	Rate	<30	30-50	>50	Total	Rate
Men	4	9	25	38	8%	4	9	10	23	5%	21	26	27	74	9%
Women	2	11	8	21	11%	3	9	6	18	9%	11	14	11	36	10%
Total	6	20	33	59	9%	7	18	16	41	6%	32	40	38	110	9%
Rate	11%	8%	10%	9%		14%	7%	5%	6%		25%	8%	7%	9%	

In all Group companies, minimum notice periods for significant operational changes in business, which could potentially have an impact on employees, comply with current laws and regulations and/or collective bargaining agreements, where applicable. As far as possible, the communications are in any case made within the envisaged timescales, even better than those required by the law, in line with the complexity of the changes to be made, in order to avoid jeopardising employee satisfaction and motivation.

4.2 Resource development and talent management

SAES Group recognises the importance of developing and training its own resources so that they become the added value necessary to achieve a leadership position in the markets in which the Group operates. Since it is present in dynamic markets influenced by rapid technological changes, SAES Group invests a lot of funds in research activities, which could not be carried out without the presence of highly qualified and constantly updated personnel.

The management and retention of human capital by management is therefore also guaranteed thanks to the training activities that are provided, which, for 2023, amounted to **7,258** hours with a per capita average of about **11 hours**.

Average training hours per employee by gender and professional category (2023)

	Men		Women		Total	
	No. of hours	Average hours	No. of hours	Average hours	No. of hours	Average hours
Managers	1,595	28	340	28	1,935	28
Office workers	2,596	16	1,401	13	3,997	15
Workers	1,135	5	192	3	1,326	4
Total	5,326	12	1,933	10	7,258	11

The importance of training for human resources is certainly a milestone for the Group, in achieving excellence in the development and marketing of its products. In particular, technical training within the sphere of research is considered a strategic asset, because of the peculiarities and the innovation that characterise the products of SAES Group. Also at a more general level, the Group has the goal of ensuring that all employees are qualified to perform their duties in order to guarantee the economic efficiency of processes, the product quality and to keep the relevant environmental and safety impacts under control.

Every year each department manager identifies the specific training needs of the staff in order to achieve, maintain and improve adequate skills in carrying out the assigned tasks, taking into account any changes made to the company processes, the level of development of the staff, and the needs and expectations of internal and external customers.

The training activities were delivered both in-person and remotely and covered topics arising from technical-professional needs, needs related to managerial skills as well as needs related to workers' health and safety.

The most significant initiatives undertaken during the year of reporting are the following:

- **Technical and compulsory training:** Paper C methodology, IATA course for shipping dangerous goods by air, Practical NMR Spectroscopy, Modern Raman Microscopy and Imaging for Applications in Nanotechnology and Material Science, Advanced cosmetics course, Rebelway boudle - Houdin, Unreal advanced animation, Vacuum technology course and Thin film deposition processes, Basic metallurgy course for heat treatments, Basic Solid Edge course, PRSES UNI EN 15635 course - Shelf Safety, Cosmetic Product Pleasantness Evaluator, The New Frontiers of Coating, Paper food contact expert, Failure Analysis, CEM Risk and CEM DVR results, Blender course, PES/PAV/PEI course, Privacy - GDPR; Intellectual Property update, PowerBI course, Sustainability strategy and governance course;
- **Health and safety, quality and environment training:** health and safety course - Low Risk, health and safety course - High Risk, safety training in Agile Work, building regulations, first aid course, safety update - Prevention of musculoskeletal disorders, Chemical and carcinogen risk training, Carcinogen risk and DVR results;
- **Language training:** English (in the Group's Italian offices);
- **Master:** Master of Intellectual Property Law and Management, 20th IUVSTA School on Vacuum Gas Dynamics;
- **Management training:** Leadership course, SPEM Executive Path - Spirituality and Management, Production department management, Mentor RedZone training project, Mobility Manager: PSCL news and update.

In addition to the activities outlined above, and in continuity with previous years, training for new employees was organised in all Group companies with the collaboration of each department in compliance with company policies, through information, coaching and/or training sessions. One of the organisation's objectives, in fact, is sharing company know-how with the company's youngest resources.

In addition, in order to respond to the increasingly predominant trend of digitalisation, the choice of training in e-learning mode was expanded within the SAES Digital Academy platform, a pilot project launched in 2021 on an experimental basis for the Lainate and Milan offices. The aim is to provide an innovative training service

that supports strengthening company performance, also thanks to the easy usability and updating of the platform itself. This training service is available in addition to typical in-person training and/or webinars.

The digital platform has allowed accessibility to various training contents, from compulsory training courses (e.g., GDPR, 231 organisation model) to training courses for the development/enhancement of managerial skills.

This is a continuously evolving project that involves the constant monitoring of platform functionality and satisfaction, as well as the enrichment of new content rather than digital topics.

Training activities relating to safety, prevention and quality, in addition to technical, tax, legal, administrative and labour law updates, as well as training sessions for new recruits and continuing education are confirmed for 2024 as well.

Furthermore, actions dedicated to the consolidation of the professional skills and managerial skills required by the role and therefore aimed at:

- creating a common vision on the theme of Open Innovation and on the new work procedures;
- ensuring the development of technical and managerial skills, with a specific focus on issues emerging as priorities within the Divisions and in the CTIO and R&D Labs areas, and SIO;
- developing transversal and managerial skills through the internal training request of the various corporate departments;
- ensuring the updating of knowledge on legal issues, Intellectual Property, Economics, Automotive, and Environment;
- raising awareness and creating culture through Diversity & Inclusion initiatives, with the support of the associations *Valore D* and *Parks Liberi e Uguali*;
- to give space to internal intragroup communication through the SAESinTouch tool, so as to strengthen the involvement and integration among the employees of the Group companies on technical issues, current context information and soft skills;
- enriching and diversifying the SAES Digital Academy platform through both internal and external training initiatives aimed at ensuring the continuous improvement of professional skills.

In addition to training initiatives, a number of **support and professional development initiatives** were carried out in 2023, including:

- a 24/7 medical assistance service (DOC24) for the entire company population and their families;
- the application of 'Agile Work' pursuant to Italian Law 81/2017 following a trade union agreement with the trade unions, an individual agreement with the employee and the relevant Agile Work Regulations (Lainate and Milan locations);
- the Parent organised the flu vaccination campaign internally to allow its workers to participate preferentially and directly at their workplace.

The Group is committed to creating a merit-based and non-discriminatory working environment that is appropriate for the development and well-being of its employees.

In regard to 2023, some **92%** of employees **received regular appraisals of their performance and career advancement possibilities**. The continuous dialogue among the resources of SAES Group contributes to the continuous improvement of the organisation.

Employees receiving regular performance and career development reviews (2023)

	Men	% of Men	Women	% of Women	Total	% of Total
Managers	54	95%	12	100%	66	96%
White collars	150	90%	95	90%	245	90%
Blue collars	206	90%	70	99%	276	92%
Total	410	91%	177	94%	587	92%

INCENTIVES AND REMUNERATION

In order to attract, motivate and retain the resources equipped with the qualities and professional skills (both technical and managerial) necessary to achieve corporate objectives, SAES Group annually approves the “Remuneration Policy”²³, which is defined in such a way as to align the interests of senior management with those of shareholders, which, by creating a strong identification with the company, pursue the challenging goal of creating sustainable value in the medium to long term.

For the reporting year, the remuneration package of executive directors and key management (meaning those resources that cover organisational roles relating to the planning, direction and control of the Group), is composed as follows:

- a gross annual fixed component (AGR), defined taking into account different factors, such as labour market trends, the specific nature of the business in which SAES Group works, benchmarks of comparable companies, the role and relative responsibilities, length of service, competence, potential and career growth prospects of individual managers;
- a variable component divided into:
 - MBO (Management by Objectives) for the executive directors, which allows evaluating the recipient's performance on an annual basis, subject to the achievement of the “adjusted EBITDA” parameter; PfS (Partnership for Success) for executives and certain employees

²³ For more information, please refer to the 2023 Remuneration Policy, published on the website www.saesgetters.com.

The Group will continue to analyse sustainability issues in order to define ESG targets, to which a part of variable remuneration may be linked.

- considered strategic, with annual disbursement, achievable based on the achievement of pre-defined business/role objectives; (PB) Performance bonus for all other employees determined on the basis of three indicators of production efficiency, quality and profitability.
- LTI Plan (Long Term Incentive Plan), a deferred disbursement designed to retain and motivate key corporate resources and consequently allow the Company to enjoy greater organisational stability over the medium/long-term (3 years), linked to specific objectives contained in the three-year strategic plan.

This scheme has been supplemented by a Strategic Remuneration Plan based on a plan linked to the Transfer of Assets and a Phantom Shares plan, aimed at remunerating management based on the value created for the shareholders, while at the same time constituting a sort of career bonus, linked to the generation of value.

In particular, the so-called Assets Plan has the purpose of paying the beneficiaries (executive directors, key management personnel, employees participating in the Partnership for Success project) in relation to extraordinary transactions, such as the transfer of assets (patents, non-current assets, assets) of a company or business branch if value and economic benefits are created for the Company through such transactions.

The aims that we intend to pursue are the retention of beneficiaries and the alignment of their performance with company interests. The Plan therefore represents a stand-alone incentive mechanism that considers the skills, seniority and experience of each recipient as added values in guiding and supporting the achievement of excellent strategic results.

The Phantom Shares Plan is instead proposed to incentivise managers (executive directors and key management personnel) who are able to influence company results and increase the Company's capitalisation.

The Plan provides for the free assignment to each beneficiary of a certain number of Phantom Shares, which give the right to receive the payment of a cash incentive based on the increase in the stock market price of the shares on the date on which certain pre-established events occur (such as, for example, change of control of the Company, resignation for just cause, reaching retirement age, death, delisting), compared to the assignment value.

Also in this case, the objectives pursued are the retention of the beneficiaries and better alignment of their performance with the interests of the shareholders and the Company.

4.3 Corporate Welfare

With the aim of guaranteeing its employees a high degree of flexibility and the possibility of balancing work requirements with private life, SAES Group offers its personnel various concrete initiatives to ensure good company welfare, such as **part-time** contracts, which **16 people** made use of in 2023.

To confirm the support to employees in managing work-life balance, the Group also offers, in some of its offices, the possibility of flexible incoming and outgoing hours.

The Group's constant commitment to also guaranteeing cutting-edge policies in regard to working conditions, made it possible to achieve a favourable internal climate and low levels of work-related stress, thus guaranteeing Group employees a calm place in which to carry out their work.

Moreover, for both full-time workers and part-time or temporary workers, SAES Group envisages a series of benefits that vary according to the specific requirements of employees working in the various countries in which the Group is present. Some of the company welfare solutions proposed by the various companies are shown below:

- life/injury insurance;
- company health insurance that envisages different levels of coverage based on the role in the company and the contract applied;
- parental leave guaranteed based on local legislation;
- social security system to support employees: in Italy in particular, white collars, blue collars and managers are covered both by the INPS social security system and by the supplementary scheme - COMETA (for white collars and blue collars) and PREVINDAI (for managers);
- medical examinations, such as annual company check-ups for managers and strategic periodic company visits, including annual gynaecologist visits, eye exams and flu vaccines;
- in-house gym to support the physical well-being of employees (temporarily unavailable due to the pandemic situation);
- various types of agreements regarding services available to employees at a subsidized cost;
- gift cards to spend on groceries or fuel purchases.

In addition, in 2023 the well-established **Flexible Benefits** programme continued, which makes a sum of money available to beneficiaries for the purchase of a vast range of services for educational, welfare and/or recreational purposes.

4.4 Employee Health and Safety

SAES Group considers safeguarding the safety and health of its workers of primary importance and has the objective of complying not only with all the specific regulations on the matter but also of implementing an effective action aimed at prevention and continuous improvement of working conditions.

The focus of this objective is on assessing the health and safety risks associated with company activities in order to implement an effective risk prevention and management programme. These activities are carried out throughout the Group in accordance with the requirements and peculiarities of applicable local regulations.

In particular for the Italian companies, the “Risk Assessment Document” identified the appropriate prevention and protection measures and their implementation with the support of specialised figures.

The risk assessment was translated into a document containing:

- a report on risk assessment for safety and health at work in which the criteria adopted for the assessment itself are specified;
- the identification of protection and prevention measures;
- personal protective equipment;
- the programme of the measures considered appropriate to ensure that safety levels are improved over time.

In addition to the “Risk Assessment Document”, a detailed environmental and safety emergency management plan has been drafted and kept constantly updated, which establishes and explains the rules of behaviour to be used in the event of fire, injury, spill of hazardous substances, natural disasters and machinery/plant malfunctions.

A key aspect in prevention is provided by the training and information activities for all workers. For this reason every worker, within the scope of their specific tasks and competences, receives continuous and adequate information and training on safety regulations, procedures concerning first aid, fire fighting, and evacuation of workplaces. In particular, at Italian level, worker safety representatives (WSR) have been established, who facilitate worker participation and their consultation regarding the health and safety management system.

The company doctor defines the oversight plan on the basis of the risk assessment and carries out medical examinations and diagnostic tests aimed at verifying the state of health of workers and expressing an opinion of suitability for their specific task. Furthermore, they periodically carry out inspections of the work environments.

Based on local regulations and existing contracts, it is possible for workers to join supplemental health care funds.

Finally, as regards the prevention and mitigation of impacts on health and safety at work within commercial relationships, SAES asks its suppliers to undertake to comply with the provisions contained in the Supplier Code of Conduct, which also includes a specific point on “Occupational health and safety”.

During 2023, 5 workplace accidents were recorded within the Group, all related to employees. The injuries recorded were mechanical (e.g. cuts, crushing), fractures or lacerations, and there were no injuries with serious consequences.²⁴ Among the aforementioned injuries, there was only one workplace injury which resulted, for the sole employee concerned, in burns and a prolonged prognosis period of less than 180 days. Therefore, the injury was not classified among those with serious consequences. Checks are currently being carried out by the competent authorities to determine the cause of the accident. The employee accident rate, which has increased since 2022, is still low and related to accidents with limited consequences. With respect to hours worked, in 2023 there is a slight increase in hours worked by employees (+3% compared to 2022) and a significant increase in hours worked by external collaborators (+61% compared to 2022).²⁵

²⁴ It should be noted that the data relating to accidents includes all the Group companies included in the reporting scope in which the production sites are present.

²⁵ The data relating to the Health and Safety of external collaborators only includes the categories of Contract Workers and Trainees and not other types of non-employed workers who work at the Group’s sites and/or under the Group’s control, in consideration of their significance and the availability of such data, over which the Group does not exercise direct control.

Work-related injuries data

	Employees			External collaborators		
	2023	2022 Restatement	2022	2023	2022 Restatement	2022
Number of injuries						
Fatalities	-	-	-	-	-	-
High-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-
Recordable work-related injuries	5	4	20	-	1	3
Type of hazard						
Mechanical	2	4	18	-	1	3
Chemical	-	-	2	-	-	-
Fracture	2	-	-	-	-	-
Laceration	1	-	-	-	-	-
Hours						
Hours worked	1,017,947	987,564	2,056,263	104,419	64,694	118,703
Multiplier	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Rate						
Rate of fatalities as a result of work-related injury	-	-	-	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-
Rate of recordable work-related injuries	4.91	4.05	9.73	-	15.46	25.27

At the subsidiary SAES Coated Films, following an internal monitoring activity concluded at the beginning of 2023, the absence of a Fire Prevention Certificate under Italian Presidential Decree 151/2011 was detected. The company therefore planned the upgrading of the existing fire-fighting system, which became necessary as a result of the installation of new machinery and the relocation of the warehouse from the original production configuration and in place at the time the company was acquired by SAES Getters S.p.A. The project was promptly submitted to and approved by the Fire Department at the end of January 2023. In the second half of 2023, work started on upgrading the fire alarm system, which was completed in January 2024. The inspection was successfully carried out at the beginning of March 2024 and will be followed by the certified report on the start of activities (SCIA) and the application for the relevant FPC (Fire Prevention Certificate). It is also reported that, as of early 2023, the company has adopted an integrated management system relating to health and safety of the workplaces and the environment. Given the case studies in question and the actions undertaken and already completed by the company, the assessment of the identified risks does not highlight significant critical issues overall.

4.5 Diversity and non-discrimination

As found across all the policies and codes adopted, SAES Group condemns all forms of discrimination, both internal and external, and is committed to ensuring that all decisions relating to its employees are made taking into account the skills, knowledge and work performance of each employee, without any differentiation based on age, gender, sexual orientation, health, race, nationality, religious beliefs and political opinions. In particular, the HR Global Policy approved in 2019, officialises the commitment of all Group companies to not implement any kind of discriminatory behaviour towards potential employees and/or employees and to facilitate the presence of employees with disabilities in the workplace and flexibility in respecting religious observances.

The Group's commitment in this regard is also reflected in its decision to employ 188 women in its business activities, equal to 29% of the total. The figure shows the management's desire to invest in a diversity process, despite the nature of the industrial sector, which has always been characterised by an accentuated male presence.

In continuity with 2022, in the reporting year the Parent demonstrated its interest in the topic of Diversity & Inclusion by renewing its membership in the associations Valore D (an association of companies that for 10 years has been committed to gender balance and an inclusive culture in Italian organisations, providing companies with effective tools and inter-company and institutional discussions) and Parks Liberi e Uguali (an association of companies created to help companies understand and realise the business potential linked to the development of strategies and good practices respectful of diversity linked to sexual orientation and gender identity).

As regards the distribution of employees by age group, the Group's personnel is more concentrated in the age group that includes employees over the age of 50 (50.86%). The other age brackets contain 40.56% (between 30 and 50) and 8.58% (under 30 years old) respectively.

Distribution of employees by age group

	2023				2022 Restatement				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Managers	1	25	43	69	0	20	45	65	0	41	65	106
White collars	25	136	111	272	21	147	120	288	37	187	148	372
Blue collars	29	99	172	300	28	106	166	300	93	287	307	687
Total	55	260	326	641	49	273	331	653	130	515	520	1165

Although it invests in the promotion of diversity and internationalisation as a strategy for cultural growth, the Group recognises the importance of a management class that is able to guarantee proper business management in line with the needs of the territory. For this reason, **99% of managers are employed in their country of origin²⁶**.

During 2023, the Group, assisted by qualified legal professionals, held an isolated informal conciliation attempt with a former employee, which is still continuing out of court, whose employment with SAES Getters/USA Inc. was terminated due to behaviour deemed not in line with the ethical standards and conduct universally required of all personnel, as also enshrined in the Code of Ethics, which among other things highlights the importance of always operating with respect for all employees, without distinction or discrimination in any case. Confident in the validity and soundness of its theses, the Group will provide updates (if relevant) in the next sustainability report.

²⁶ Managers hired locally refers to the employee's country of origin.

5 Our commitment towards the environment

Material topics	Description	Sustainability risk factors	Management Procedures (MP)
MANAGEMENT OF ENERGY CONSUMPTION AND EMISSIONS	<p>Efficient energy management through actions, programmes and management systems; decrease in energy consumption from fossil fuels and promotion of the production and purchase of energy from renewable sources. Monitoring, prevention and reduction of greenhouse gas (GHG) emissions from production, logistics and business travel activities; other pollutant emissions such as: NOx, SOx and VOC.</p>	<ul style="list-style-type: none"> - Inadequacy of plants and of energy production and management technologies; - Possible violation of local laws and regulations; - Failure to maintain and adapt plants at production sites; - Risks resulting from the effects of climate change which may have a direct or indirect impact on the Company's operations. 	<p>The Group is committed to complying with the current national and international environmental and product regulations in force by promoting the monitoring and reduction of energy consumption of production processes through initiatives such as the assessment of life cycle cost and environmental impact of civil and industrial plants. SAES also invests in special technical solutions aimed at optimising energy consumption.</p> <p>The Group constantly monitors the reference environmental and product regulations, within its research projects it verifies the environmental impact of the product, adopts a Supplier Code of Conduct at Group level that also has relevance on environmental topics, measures its performance and monitors any critical areas also through compliance with the standards set out in the ISO 14001 certification, where implemented.</p> <p>The Group is committed to monitoring micropollutants emitted into the atmosphere and defines actions and measures to reduce greenhouse gas emissions.</p> <p>The Group signs agreements with customers to guarantee that the processes dedicated to them have a low environmental impact.</p>
WATER RESOURCE MANAGEMENT	<p>Responsible and efficient management of water resources; definition of strategies to increase efficiency in the use of water with particular attention to possible specific uses; monitoring the quality of wastewater discharges and implementing actions to improve the chemical, physical and biological quality of the discharges.</p>	<ul style="list-style-type: none"> - Violation of environmental laws and regulations; - Inadequacy of periodic checks on wastewater discharges. 	<p>The Group develops projects and initiatives to optimise water consumption, including through initiatives that facilitate the reuse and recovery of water within production processes.</p> <p>Particular attention is paid to the monitoring of the chemical and biological quality of water discharges, and where necessary, the adoption and maintenance of appropriate waste water purification systems in line with legal requirements is foreseen.</p>

WASTE MANAGEMENT	Conscious management of hazardous and non-hazardous waste connected to the Group's business activities; dissemination of a corporate culture aimed at maximising efficiency in waste management by promoting conscious management methods and practices such as: reuse, differentiation and recycling of waste and waste products.	- Inadequacy of the waste transfer, transport and disposal service and conscious management of hazardous waste.	The Group consciously manages waste in full compliance with environmental laws and regulations, making all its employees aware of the proper delivery of waste, in order to promote the recycling and recovery of materials (e.g. waste classification and collection). Particular attention is paid to the proper management of waste from industrial processes (including through the "Guidelines for the use of safer chemicals in SAES Group products and processes").
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HIGHLIGHTS

100% of the electricity purchased by the Group's Italian companies comes from renewable sources

 **174 tCO2 saved at the Lainate and Avezzano sites and Spectra-Mat, Inc. through relamping interventions (*)**

Lainate and Avezzano plants are ISO 14001 certified

 **37% of the waste produced by the Group is destined for recycling or other recovery operations (63% at the Lainate site)**

(*) Calculation of emissions based on the "Location-based" approach. Source of emission factors: TERNA 2019.

5.1 Management of environmental impacts

“Technological innovation to build the future. And the environmental sustainability to preserve it” is the motto that characterises the strategy and actions of SAES Group with respect to its business activities. In fact, the Group has implemented a vertical integration of its production processes, focusing on technological excellence and on the inflexible responsibility for environmental sustainability.

The **eco-friendly strategy** is therefore guaranteed by the control of the entire life cycle of the products of SAES Group and by the systematic approach adopted for the pursuit of environmental protection. This method of action, in line with the best practices of the **UNI EN ISO 9001 quality management system** certification obtained for the Group's main production sites²⁷, is based on the following points:

²⁷ The ISO 9001 certified Group companies are: SAES Getters S.p.A., SAES Getters USA, Inc., SAES Coated Films S.p.A., Strumenti Scientifici Cinel S.r.l., SAES Rial Vacuum.

- **measurement tools** of business performance to correctly assess the impact of the organisation's production on environmental resources;
- **long-term planning** to define and implement work processes with low environmental impact, deeply innovative and based on the results of the analysis;
- **compliance** with the most important **international regulations**;
- development of **advanced products**, which have *features* that are safe and **environment-friendly** and which limit the use of substances dangerous to health of the environment.

To strengthen its commitment to environmental issues, SAES Group has implemented an environmental management system, integrating the protection of the environment and the safety of future generations in the company's objectives. The Group's commitment is expressed through the **ISO 14001 environmental management system certification**, obtained for the production plants of Lainate and Avezzano.

Finally, SAES Coated Films S.p.A. is particularly involved in the development of food packaging with eco-sustainable characteristics.

M'ILLUMINO DI MENO

On 16 February 2024, SAES decided to participate in the "M'illumino di meno" initiative promoted by the RAI 2 radio programme "Caterpillar", for a commitment to environmental sustainability, the reduction of energy waste and an all-round rational use of energy.

In 2022, the "M'illumino di Meno" campaign became, by unanimous vote of Parliament, the "National Day for Energy Saving and Sustainable Lifestyles".

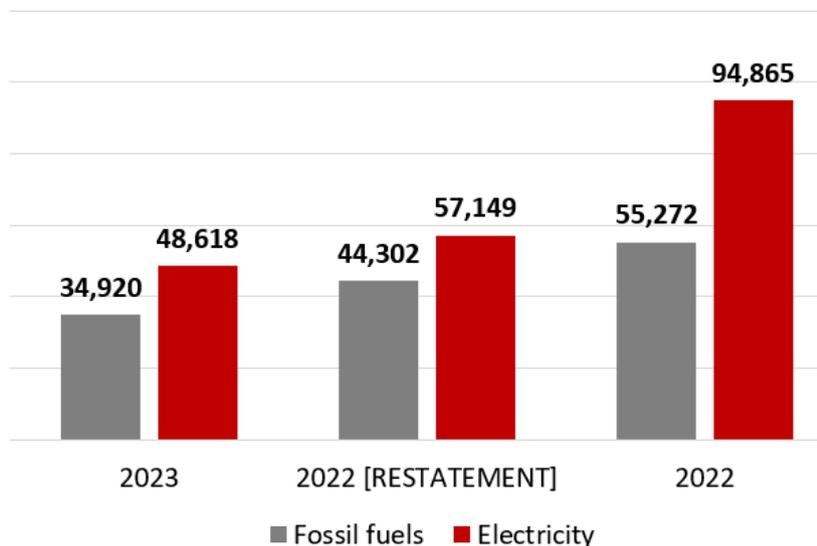
5.2 Energy Consumption

At the end of 2023, the Group's total energy consumption amounted to **83,538 GJ**, a decrease of 18% compared to the previous financial year (on a like-for-like basis), for which a figure of **101,451 GJ** was recorded. The main consumption derives from the use of non-renewable fuel (mainly natural gas) and electricity purchased for production processes and air-conditioning. Electricity consumption, which represents 58% of the total, decreased by 15% compared to 2022; while natural gas consumption decreased by 22%.

In particular, the electricity savings are partly due to a change in the production mix at the Avezzano site, and partly to the effects of the relamping conducted at the Lainate, Avezzano, and Spectra-Mat offices. The reduction in natural gas consumption, on the other hand, is due to a combination of mild winter temperatures, cessation of the use of HVAC (Heating, Ventilation and Air Conditioning) systems linked to COVID restrictions, and lower consumption at SAES Coated Films, where the use of natural gas is linked to a specific production process.

In 2023, 100% of the electricity purchased by Italian companies from the Group (corresponding to about 89% of the total at Group level) came from renewable sources certified by Guarantees of Origin. In addition, as of October 2023, emissions related to methane combustion of all Italian Group companies are offset.

Energy consumption by type of source (in GJ)²⁸



The value of energy intensity deriving from direct consumption amounts to 1.16 for the year 2023, a decrease compared to the value of 2022 (equal to 1.47). This decrease is mainly due to the increase in the cost of production²⁹.

As regards the Group's commitment to reducing its energy consumption in relation to electricity, in 2023 the organisation saved **1,977 GJ** (equal to **174 tons of CO₂**)³⁰ through interventions to reduce consumption and/or improve efficiency, such as relamping processes at SAES Getters S.p.A (in the offices of Lainate and Avezzano) and Spectra-Mat, Inc.

²⁸ The sale of Memry Corporation and SAES Smart Materials led to a significant reduction in energy consumption and emissions. In fact, in 2022 these two companies accounted for 32% of the Group's energy consumption, and 89% of that of the offices in the US. Similar effects were verified on the other classes of environmental impacts.

²⁹ The energy intensity deriving from direct consumption was obtained from the ratio between the value of energy consumption of fossil fuels and electricity by the organisation (in GJ) and the cost of sales (€), multiplied by one thousand.

³⁰ Calculation of emissions based on the "Location-based" approach. Source of emission factors: TERNA 2019.

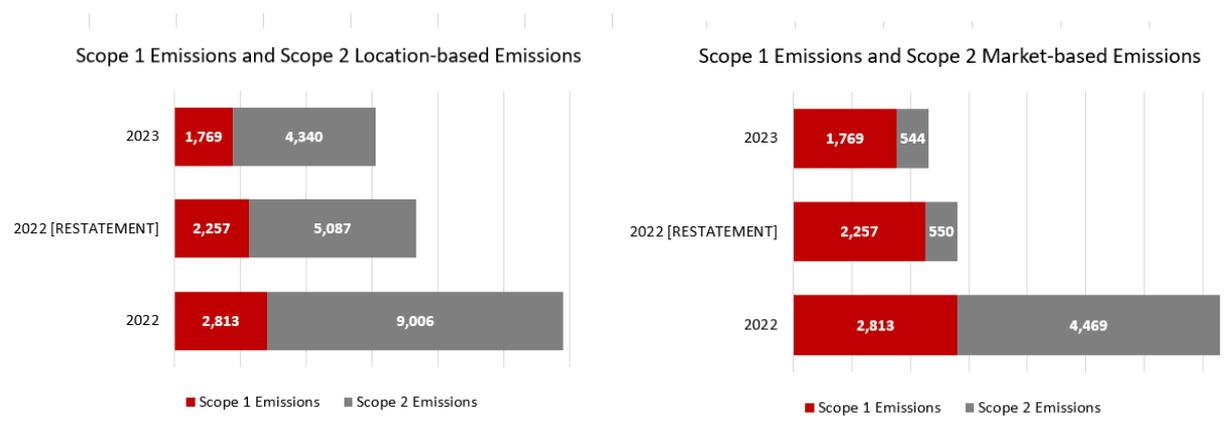
5.3 Atmospheric emissions

During 2023, SAES Group produced **6,109 tons di CO₂eq³¹**, a decrease compared to 7,345 in 2022.

With regard to **direct emissions** (Scope 1), i.e. emissions deriving from consumption related to fossil fuel use, the 2023 figure is equal to **1,769 tons of CO₂eq**, a **decrease of about 22%** compared to 2022. The decrease is due to a lower use of natural gas and electricity, as explained in chapter "5.2 Energy consumption".

Indirect emissions (Scope 2) deriving from the purchase of electricity, decreased by about 15% compared to the year 2022 according to the Location-based approach and have remained substantially stable according to the Market-based approach. The purchase of electricity from renewable sources by the Group's Italian companies allowed the avoidance of a total of **5,507³² tons of CO₂**, equal to 70% of the Group's total emissions, and 91% of Scope 2 emissions.

Direct emissions (Scope 1) and indirect emissions (Scope 2) (tons CO₂eq)



In order to incentivise the use of public transport, starting from December 2021 the Home to Work Travel Plan (PSCL) is active at the Lainate office of SAES Getters S.p.A., which gives employees the opportunity to benefit from discounts and agreements for the purchase of public transport passes. The PSCL made it possible to quantify the emissions related to employee commuting, amounting to **200.8 tons CO₂/year**, for the Lainate site alone.

³¹ This figure for the Group's CO₂ emissions refers to the total of Scope 1 and Scope 2 emissions, which were calculated using the Location-based method. Scope 1 emissions are expressed in tons of CO₂eq, including emissions of CO₂, NH₄ and N₂O. The Scope 2 emissions are expressed in tons of CO₂; however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂equivalent), as can be deduced from the relevant technical literature. For further details, and for the conversion factors used to calculate greenhouse gas emissions, please refer to the table in the annexes.

³² Calculation of emissions based on the "Market-based" approach. Source of emission factors: AIB - European Residual Mixes 2022 (Version 1.0, 2023-06-01).

Other types of emissions released into the atmosphere by SAES Group are mainly ethanol, volatile organic compounds (VOCs), dust and NOx and CO derived from the combustion of methane gas for heating.

Other atmospheric emissions (2023) ³³

Pollutant	Quantity (ton/year)	percentage
Ethanol ³⁴	13.232	76.5%
VOC	3.937	22.8%
Total Dust	0.002	0.01%
SOx	-	0.0%
NOx	0.062	0.4%
Other pollutants	0.043	0.248%
Phosphoric Acid	0.0002	0.001%
CO	-	0.0%
Methylmethacrylate	0.015	0.087%
Total	17.291	100%

In 2022, at the subsidiary SAES Coated Films, for reasons related to the production process, atmospheric emissions of ethanol exceeded the limits set by the Lombardy regional law (Lombardy Region regulation D.G.R. No. 7/16103 of 23 January 2004), although complying with the limits of the national regulation as per Legislative Decree 152/2006. The Company has been evaluating various solutions for the abatement of these emissions, as well as process modifications to address the root of the issue. On the basis of the assessments carried out during 2022, it was initially evaluated that the implementation of a biofilter plant could be the most suitable solution from a technical-economic and environmental point of view; in view of further and more precise measurements in 2023 on the emissions generated (which showed a lower excess of emissions than initially identified), it was decided to evaluate another technical option (scrubber and exchanger) which,

³³ The scope refers only to those companies that provide for the monitoring of atmospheric emissions as required by local regulations in force and are: SAES Getters S.p.A. - Lainate and Avezzano plants, SAES Coated Films SpA, Spectra-Mat Inc. therefore deemed relevant in order to ensure understanding of the impacts of the Group's activity. Starting from 2019, the data relating to pollution not previously monitored, such as VOCs, at SAES Coated Films and Spectra-Mat Inc., CO and NOX at the Avezzano plant have been reported.

³⁴ The data reported is based on the best estimates currently available and on the basis of the existing technological system in use at SAES Coated Films S.p.A. In this regard, it should be noted that an ethanol emission abatement plant is scheduled to be installed at this company by 2024 within the applicable regional regulatory limits (which are more stringent than the national reference standard), following the excess emissions identified during 2022 as well as the additional and more precise real-time measurements carried out in the course of 2023, as part of the process of identifying the technology to be adopted for their reduction. More precise estimates of ethanol emissions from production facilities at SAES Coated Films will be available once the installation of the abatement plant is completed, according to the already stated timeline.

for the same effectiveness, requires a much smaller working surface area than the biofilter plant (150 m² for scrubber technology as opposed to 800 m² for the biofilter) as well as a smaller investment in financial terms. In February 2024, the effectiveness of the identified solution was tested by means of a demo plant to demonstrate the technical feasibility of the new option, with very positive results. A comparative technical report (performance, costs, required operating area) between the two technologies will be drawn up by March 2024. The estimated implementation times for the two options, for which a specific (and large, in both scenarios) investment has been foreseen in the Company's annual budget, are very similar and equal to approximately 6-8 months from the issue of the order, in line with what was previously publicly declared by the Group (completion of the intervention by December 2024, unless currently unknown and unforeseeable circumstances occur). It should be noted that ethanol is not classified as a harmful substance that can generate serious pollution or be dangerous to people's health. It should also be noted that starting in early 2023 the company adopted an integrated management system relating to health and safety in the workplace and the environment. Consequently, in view of the circumstance under consideration and the nature of the substance ("non-harmful"), and the actions taken and/or already completed, the risk assessment identified does not overall reveal any significant critical issues.

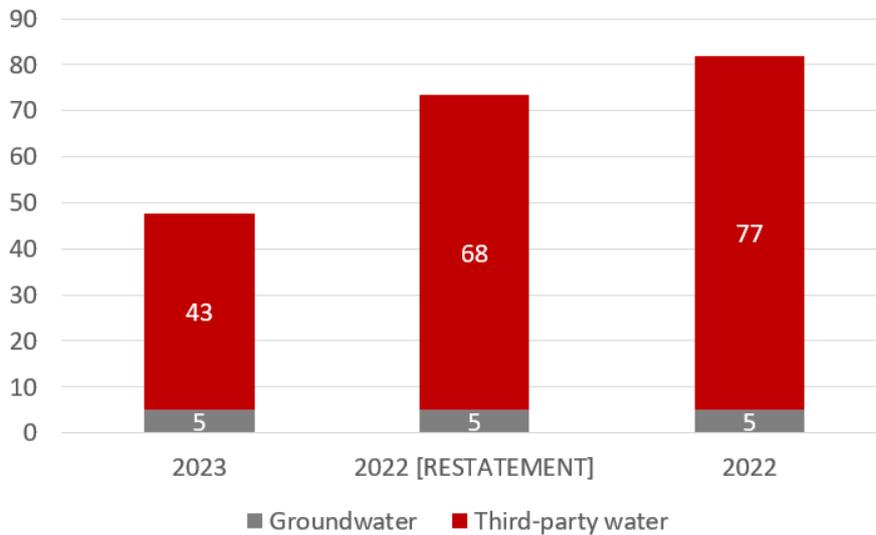
5.4 Water resource management

SAES Group is committed to managing water resources with the utmost responsibility, including through the development of policies to reduce consumption and, where possible, recirculate the water already used.

During 2023, SAES Group's water withdrawal stands at **47.766 MI**, with a decrease of about 35% in water withdrawn compared to 2022. The savings are concentrated at the Avezzano site, and are attributable to a change in the production mix as well as to the elimination of the use of HVAC systems linked to COVID restrictions. In continuity with the year 2022, it should be noted that 89% of the water withdrawals carried out in 2023 are attributable to withdrawals from third parties (aqueduct), while the remaining part of the withdrawals are from groundwater. All water used by SAES Group is classified as fresh water³⁵.

³⁵ Given the location of the production sites, it is assumed that the water withdrawn and discharged in 2023 belongs to the freshwater category ($\leq 1,000$ mg/l total dissolved solids).

Water withdrawal by source of supply in 2023 and 2022 (MI)



The Avezzano and Colorado Springs sites (SAES Getters USA) are located in areas at high risk of water stress³⁶, and contribute **31.690 MI** to water consumption, equal to 66% of the total.

At SAES Group sites, water resources are mainly for **civilian uses** (for example, toilets, air conditioning systems, cooking food in company cafeterias). In regard to industrial uses, only a few production processes require water as a raw material or as an auxiliary product. Many plants are equipped with systems with closed cooling circuits, which allow the water to be recirculated internally, thus minimising water withdrawal.

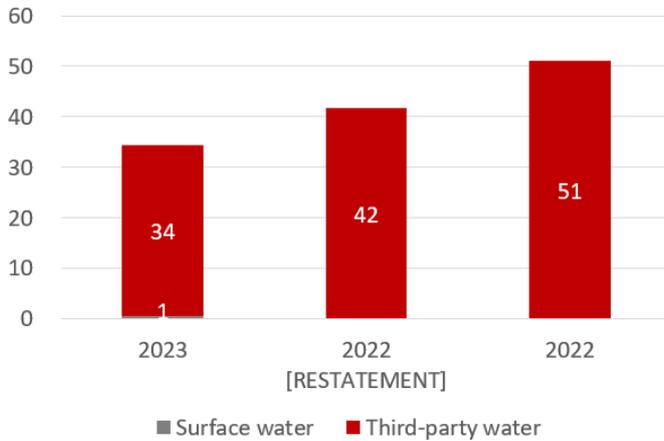
Also with regard to wastewater discharge practices, the Group applies the most advanced management practices, respecting the environment and the territory. Consistent with the civilian nature of most uses, wastewater is primarily discharged into local sewers, and from there sent to local treatment plants. Where sewage treatment plants are present, the Group ensures continuous maintenance of the plants and periodic analyses, both internal and external, to check the chemical quality of discharges, in order to confirm their compatibility with the requirements of local regulations and avoid risks to the environment. Water used as an auxiliary process product is instead disposed of as special waste.

In September 2023, following a periodic inspection, analyses conducted on the wastewater of SAES Coated Films revealed an exceeding of legal limits with regard to chloride levels. The excess was associated with the use of acids by plumbers who were carrying out maintenance work on the plumbing system at the time. As a result, wastewater analyses were conducted again and found to be free of critical issues.

³⁶ The tool Aqueduct, developed by the World Resources Institute, was used to determine the areas with water stress.

During 2023, the Group discharged **34.6 MI** of water. Wastewater is destined for the sewerage and purification system.

Water discharge by destination in 2023 and 2022 (ML)



5.5 Waste management

The responsible management of hazardous and non-hazardous waste is one of the most important points of SAES Group’s environmental compliance policies.

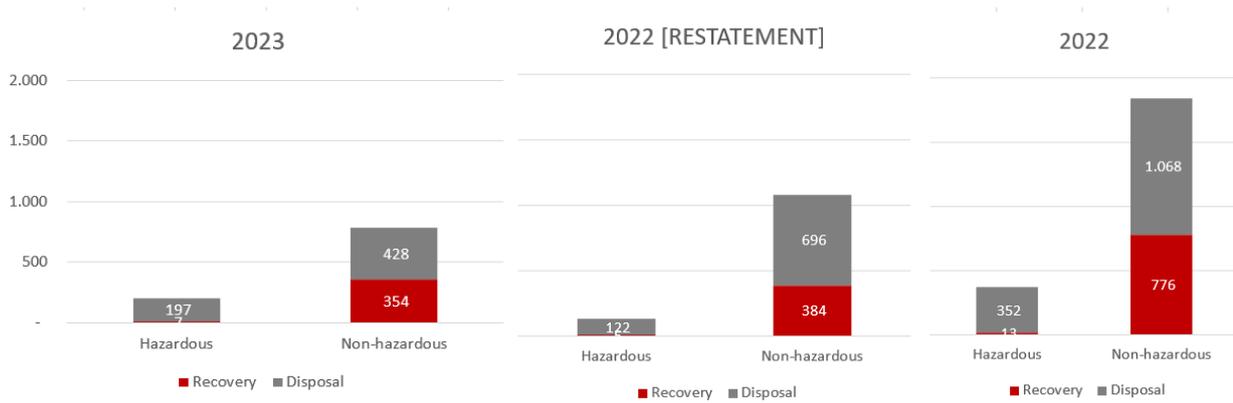
The waste produced by the Group amounted to **986 tons**, which is less than the previous year (1,208 tons). In comparison with the year 2022, the fraction of waste destined for disposal decreased from 68% to 63%, with the same perimeter.

The waste was divided by family, attributing a specific danger to it based on the relevant classification, regardless of the country of origin. In line with Group policy, waste is sent for recycling whenever possible. If recycling or possible reuse is not possible, the waste is sent for disposal according to its type.

As regards the division between hazardous and non-hazardous waste, the former amounted to **204 tons** (21% of the total), while non-hazardous waste amounted to **782 tons**, or 79% of the total. In general, waste from non-production activities is non-hazardous and sent for recycling, while, due to the specific nature of production activities, it is not possible to send all the waste produced by them to recovery activities.

Waste production is mainly concentrated at the Avezzano site, which represents 49% of the total.

Waste disposed of by type and disposal method in 2023 and 2022 (tons)



Waste disposed of by type and disposal method in 2023 (tons)³⁷

Method	Hazardous			Non-hazardous			Total	% of Total
	On-site	Off-site	Total	On-site	Off-site	Total		
Recycling	0.80	5.74	6.54	8.65	345.43	354.08	360.62	37%
Other recovery operations	-	-	-	-	-	-	-	0%
Total waste not sent for disposal	0.80	5.74	6.54	8.65	345.43	354.08	360.62	37%
Incineration with energy recovery	-	-	-	-	-	-	-	0%
Incineration	-	0.80	0.80	-	-	-	0.80	0%
Transfer to landfill	-	-	-	-	44.50	44.50	44.50	4%
Other disposal operations	12.38	184.11	196.49	22.68	361.24	383.92	580.40	59%
Total waste sent for disposal	12.38	184.91	197.29	22.68	405.74	428.42	625.70	63%
TOTAL	13.18	190.65	203.83	31.33	751.17	782.50	986.32	100%

³⁷ It should be noted that when it was not possible to identify the method of waste disposal due to the unavailability of data, the quantities of waste generated were allocated to the category "Other disposal operations". The Group will endeavour to report this figure in a more precise manner in the coming years.

Annexes

CHAPTER 1: Management of the Group's businesses

Materiality analysis - Definition of material topics

Material topic	Impact				
	Impact	Description	Type	Group involvement	Scope
Business ethics and compliance	Non-compliance with tax laws and regulations	Failure to pay taxes and fees due with negative impacts on the economy	Negative Potential	Group activities	Group
	Environmental non-compliance	Lack of transparency and compliance with applicable laws, regulations, internal and external standards with related negative environmental impacts.	Negative Potential	Group activities	Group
	Selection of suppliers according to environmental criteria	Conscious management of supplier relations, encouraging the adoption of sustainable criteria in selection and qualification processes.	Negative Potential	Group activities	Group
	Incidents of corruption and anti-competitive practices	Lack of controls and the emergence of corruption and anti-competitive behaviours with negative impacts on the economy and markets.	Negative Potential	Group activities	Group
	Social non-compliance	Lack of transparency and compliance with applicable laws, regulations, internal and external standards with associated negative social impacts.	Negative Potential	Group activities	Group
Creation of shared value	Creation of shared value	Economic value generation, and balanced and transparent distribution of value to stakeholders (e.g. shareholders, employees, suppliers, customers).	Positive Potential	-	Group

Diversity and Inclusion	Incidents of discrimination/abuse	A work environment that neglects the diversity of perspectives, voices, individualities and peculiarities of people, lacking respect for diversity, inclusion and equal opportunities with negative impacts on employee satisfaction and motivation.	Negative Potential	Group activities	Group Personnel
Enhancement, involvement and development of human capital	Development of employees' skills	Enhance staff skills through training and professional development initiatives, as well as general and technical programs, including growth objectives and personalized assessments.	Positive Current	-	Group Personnel
	Contribution to employees' work-life balance	Implementation of welfare initiatives aimed at ensuring work-life balance with effects on employees' well-being, commitment, performance and loyalty.	Positive Current	-	Group Personnel
	Competitive remuneration policies for employees	Fair remuneration policies that value workers' skills.	Positive Current	-	Group Personnel
	Deterioration of relations with trade unions and associations	Inadequate relations with social partners, lack of dialogue between trade unions and management with negative repercussions for workers in terms of working conditions and freedom of association.	Negative Potential	Group activities	Group Personnel
Occupational health and safety	Work-related injuries	Injuries or other incidents in the workplace with negative consequences for the health of direct labourers or external collaborators.	Negative Current	Group activities	Group Personnel
Safety and quality of products	Safe and high quality product	Compliance with the highest production standards with direct impacts on product quality and safety and the consolidation of customer relations.	Positive Potential	-	Group customers

	Non-compliance in the area of health and product safety	Negative impacts on the health of users of the product or service due to lack of or inefficient: traceability, controls or management systems on product quality and safety throughout the value chain.	Negative Potential	Group activities	Group customers
Data security and cybersecurity	Loss of customer data	Security breaches involving customer privacy and loss of stakeholder data from the management system, with the consequent risk of compromising the relationship of trust with them.	Negative Potential	Group activities	Group customers
Sustainable management of the supply chain	Selection of local suppliers	Consciously management of relationships with local suppliers, encouraging collaborations to pursue the joint development of new products.	Positive Potential	-	Group suppliers
	Violation of human rights along the supply chain	Failure to respect human rights (e.g. Right to freedom of association and collective bargaining, child labour, forced or compulsory labour) irrespective of SAES's geographical area of operation and along the entire value chain.	Negative Potential	Group Business Reports	Group suppliers
Management of energy consumption and emissions	Energy consumption	Consumption of energy from renewable and non-renewable sources, with consequent negative impacts on the environment and reduction of the energy stock.	Negative Current	Group activities	Group
	Generation of direct and indirect GHG emissions	Contribution to climate change through direct and indirect energy-related climate-changing emissions associated with the activities carried out in the Group's offices and sites (e.g. use of fossil fuels).	Negative Current	Group activities	Group
	Generation of other significant air emissions	Production of pollutants such as nitrogen oxides (NOx), sulphur oxides (SOx) and other significant emissions that may contribute to climate change.	Negative Current	Group activities	Group

Waste management	Inadequate waste management	Reduced capacity for reuse, sorting and recycling of hazardous and non-hazardous waste and waste products with increased environmental pollution and consequences on people's health and safety.	Negative Current	Group activities	Group
Water resource management	Water resource consumption	Use of water in its production processes with repercussions on the availability of water resources.	Negative Current	Group activities	Group
	Contamination of soil and groundwater through water discharges	Release of pollutants into water with soil and groundwater contamination as a result of sub-optimal management of water discharges.	Negative Potential	Group activities	Group
Product sustainability and circular economy	Depletion of natural resources	Utilisation of natural resources resulting in a reduction in their availability.	Negative Current	Group activities	Group
	Consumption of recycled and secondary materials	Implementation of a circular resource system through the selection of recycled and secondary materials in production processes to reduce the consumption of virgin raw materials.	Positive Potential	-	Group
	Sustainable and innovative product development	Promoting the sustainability of products, including through investments in research and development, with a view to reducing their environmental impact.	Positive Current	-	Group
Impact on biodiversity	Impact on biodiversity	Aggressive exploitation of primary resources with negative impacts on biodiversity (loss of habitats, soil pollution, reduction of water resources...).	Negative Potential	Group activities	Group
Customer satisfaction	Satisfaction of customers and their expectations	Full customer satisfaction in terms of the quality of the product or service provided, including in terms of adherence to deadlines in delivery or supply.	Positive Potential	-	Group customers

Supporting local communities	Economic support to local community associations	Support for local development through contributions and donations to associations in the area where the Organisation has a physical presence.	Positive Potential	-	Local community
	Selection of suppliers according to social criteria	Conscious management of supplier relations, encouraging the adoption of sustainable criteria in selection and qualification processes.	Positive Potential	-	Local community

CHAPTER 2: Economic performance and business development

GRI 201-1 Statement of distribution of economic value generated by SAES Group³⁸

STATEMENT OF VALUE GENERATED AND DISTRIBUTED (thousands of euros)		
	2023	2022
Determination of Generated Value		
Directly generated economic value	779,461	255,518
Distribution of Generated Value		
Value distributed to suppliers	62,988	97,650
Remuneration of personnel	67,185	99,389
Remuneration of lenders	6,151	16,317
Remuneration of shareholders	209,983	11,543
Remuneration of the Public Administration	1,630	13,000
Remuneration of the Community	51	118
Value retained by the Company	431,473	17,501

³⁸ The remuneration of shareholders corresponds to the allocation of profit for the year as a dividend that the Parent's Board of Directors will propose to the Shareholders' Meeting. Furthermore, for 2023, the remuneration of the community refers only to the Parent.

GRI 408-1 Operations and suppliers at significant risk for incidents of child labour and GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour³⁹

SUPPLIERS WHO HAVE BEEN REQUESTED TO COMPLETE CONFLICT MINERALS QUESTIONNAIRES									
	2023			2022 Restatement			2022		
Geographical segment ⁴⁰	Suppliers subject to the CM regulation	Total Suppliers	%	Suppliers subject to the CM regulation	Total Suppliers	%	Suppliers subject to the CM regulation	Total Suppliers	%
Europe	3	619	0.5	3	762	0.4	3	762	0.4
USA	1	85	1.2	4	82	4.9	4	139	2.9

GRI 204-1 Proportion of spending on local suppliers⁴¹

SAES GROUP									
Type of purchases	2023			2022 Restatement			2022		
	No. of suppliers	Annual expenditure [€]	% of expenditure	No. of suppliers	Annual expenditure [€]	% of expenditure	No. of suppliers	Annual expenditure [€]	% of expenditure
Purchases from local suppliers	2,210	56,508,906	61.4%	2,126	45,990,274	59.1%	2,766	70,865,686	68.8%
Purchases from other suppliers	534	35,451,159	38.6%	477	31,850,153	40.9%	485	32,101,873	31.2%
Total	2,744	91,960,065	100%	2,603	77,840,428	100%	3,251	102,967,559	100%

³⁹ In 2023, the Group identified a total of 4 suppliers of goods that contain or may contain Conflict Minerals; these suppliers were therefore required to declare the presence and origin of the metals.

It should be noted that the total number of suppliers refers to the category "Raw materials, semi-finished and finished products, outsourced work" of SAES Group companies based respectively in Europe and the United States.

⁴⁰ The geographical segment refers to the region to which Group company belongs which has asked its suppliers to compile the questionnaires on conflict minerals. It should be noted that, in both 2023 and 2022, the companies in the Europe geographical segment that requested their suppliers to fill out the conflict minerals questionnaires are Italian companies.

⁴¹ Depending on the scope of operations, "local suppliers" are those based within the Region in question.

EUROPE									
Type of purchases	2023			2022 Restatement			2022		
	No. of suppliers	Annual expenditure [€]	% of expenditure	No. of suppliers	Annual expenditure [€]	% of expenditure	No. of suppliers	Annual expenditure [€]	% of expenditure
Purchases from local suppliers	1,926	51,895,862	62.7%	1,847	40,695,911	59.8%	1,869	40,891,058	59.9%
Purchases from other suppliers	445	30,889,869	37.3%	399	27,320,648	40.2%	399	27,320,648	40.1%
Total	2,371	82,785,731	100%	2,246	68,016,559	100%	2,268	68,211,706	100%

USA ⁴²									
Type of purchases	2023			2022 Restatement			2022		
	No. of suppliers	Annual expenditure [€]	% of expenditure	No. of suppliers	Annual expenditure [€]	% of expenditure	No. of suppliers	Annual expenditure [€]	% of expenditure
Purchases from local suppliers	189	4,143,348	47.6%	177	4,760,301	51.2%	795	29,440,566	86.0%
Purchases from other suppliers	89	4,561,290	52.4%	78	4,529,505	48.8%	86	4,781,225	14.0%
Total	278	8,704,638	100%	255	9,289,807	100%	881	34,221,791	100%

⁴² It should be noted that in the case of the USA geographical segment, purchases from suppliers in Canada were also considered as purchases made locally.

ASIA						
Type of purchases	2023			2022		
	No. of suppliers	Annual expenditure [€]	% of expenditure	No. of suppliers	Annual expenditure [€]	% of expenditure
Purchases from local suppliers	95	469,696	100%	102	534,062	100%
Total	95	469,696	100%	102	534,062	100%

Distribution of suppliers by geographical segment (SAES Group)

Suppliers						
Product category	2023		2022 Restatement		2022	
	No. of suppliers by category	Total annual expenditure by category [€]	No. of suppliers by category	Total annual expenditure by category [€]	No. of suppliers by category	Total annual expenditure by category [€]
Europe	2,260	62,544,320	2,137	51,980,744	2,167	52,427,611
Asia	141	1,529,896	147	3,219,063	147	3,219,063
Middle East	-	-	1	1,574,000	1	1,574,000
America	341	27,875,762	313	21,052,791	931	45,733,055
Oceania	2	10,086	5	13,830	5	13,830
Australia	-	-	-	-	-	-
Total	2,744	91,960,065	2,603	77,840,428	3,251	102,967,559

GRI 207-4 Country-by-Country Reporting (thousands of euro) ⁴³

Tax jurisdictions in which the Group operates as of 31 December 2023							
	Italy	Germany	Luxembourg	United States of America	P.R. of China	Japan	Taiwan
Names of resident entities	SAES Getters S.p.A. SAES Coated Films S.p.A. SAES Nitinol S.r.l. Strumenti Scientifici Cinel S.r.l. SAES RIAL Vacuum S.r.l. SAES Innovative Packaging S.r.l.	SAES Coated Films S.p.A. Zweigniederlassung Deutschland	Saes Investments S.A.	SAES Getters Export, Corp. SAES Getters USA, Inc. Spectra-Mat, Inc.	SAES Getters (Nanjing) Co., Ltd.	SAES Getters S.p.A. - Japan (Branch)	SAES Getters S.p.A. - Taiwan (Branch)
Main activities of the organization	Holding functions Production and marketing	Production and marketing	Management of cash and cash equivalents Centralised Treasury and provision of services to Group companies	Production and marketing	Local distribution of products of other Group companies	Local distribution of products of other Group companies	Local distribution of products of other Group companies
Number of employees	529	1	0	93	8	7	3
Revenue from sales to third parties	87,077	-	-	31,931	2,352	-	67
Revenue from intragroup transactions with other tax jurisdictions	8,485	-	-	9,498	742	-	16
Pre-tax profit/loss	- 22,338	- 5	2,331	7,366	604	- 33	- 470
Tangible assets other than cash and cash equivalents	46,356	-	581	7,383	8	18	11
Income taxes paid on a cash basis	288	26	55	9,118	238	27	5
Income taxes accrued on profits/losses	600	16	132	630	154	29	-

⁴³ Statement of profit or loss figures refer to the financial year from 1 January to 31 December 2023; the number of employees and total tangible assets other than cash and cash equivalents refer to 31 December 2023. For 2022 figures, please refer to the 2022 Consolidated Non-Financial Statement, published in the Sustainability section of the website www.saesgetters.com.

CHAPTER 3: Technology at the Service of Innovation

Number of complaints by product type

	2023	2022 Restatement	2022
Getters	12	22	22
Shape Memory Alloy	1	4	268
Vacuum Pump	45	48	48
Dispensers	1	-	-
Dryers	2	-	-
Coated films	16	21	21
Cathodes	39	45	45
Vacuum chambers and components	10	13	13
Scientific Instruments	5	7	7
Total	131	160	424

Number of complaints by type

	2023	2022 Restatement	2022
Non-compliant product (products with functional or dimensional problems)	126	151	249
Logistics (Problems related to transport, invoicing, and shipping documentation)	1	6	163
Packaging (problems related to primary or secondary packaging)	4	3	12
Total	131	160	424

CHAPTER 4: The people of SAES Group⁴⁴

GRI 2-7 Employees ⁴⁵

SAES GROUP									
Type of employment contract	as of 31 December 2023			as of 31 December 2022 Restatement			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	451	187	638	459	190	649	799	362	1161
Fixed term	2	1	3	2	2	4	2	2	4
Total	453	188	641	461	192	653	801	364	1,165

ITALY						
Type of employment contract	as of 31 December 2023			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total
Permanent	392	136	528	399	142	541
Fixed term	1	1	2	1	2	3
Total	393	137	530	400	144	544

USA									
Type of employment contract	as of 31 December 2023			as of 31 December 2022 Restatement			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	48	44	92	46	42	88	386	214	600
Fixed term	1	0	1	0	0	0	0	0	0
Total	49	44	93	46	42	88	386	214	600

⁴⁴ It should be noted that the employees in the Italy geographical segment also include the employee of SAES Coated Films S.p.A. Zweigniederlassung Deutschland and therefore coincide with the employees in the Europe geographical segment.

⁴⁵ With reference to the reporting year, the Group does not employ any employees on non-guaranteed hours.

ASIA						
Type of employment contract	as of 31 December 2023			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total
Permanent	11	7	18	14	6	20
Fixed term	0	0	0	1	0	1
Total	11	7	18	15	6	21

SAES GROUP									
Full-time / Part-time	as of 31 December 2023			as of 31 December 2022 Restatement			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-Time	450	175	625	459	178	637	798	349	1,147
Part-time	3	13	16	2	14	16	3	15	18
Total	453	188	641	461	192	653	801	364	1,165

GRI 2-21 Annual total compensation ratio⁴⁶

Annual total compensation ratio			
	As of 31 December 2023	As of 31 December 2022 Restatement	As of 31 December 2022
Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) ⁴⁷	83.15	12.30	10.99

Ratio of the percentage increase in maximum total compensation to the median percentage increase			
	As of 31 December 2023	As of 31 December 2022 Restatement	As of 31 December 2022
Ratio of the percentage increase in the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	28.97	N.A.	N.A.

⁴⁶ The ratio between the percentage increase in the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is not available for the year 2022.

⁴⁷ With reference to 2023, the significant difference in the total annual compensation ratio is due to the payment of special bonuses related to the sale of Memry Corporation and SAES Smart Materials.

GRI 2-30 Collective bargaining agreements⁴⁸

	As of 31 December 2023	As of 31 December 2022 Restatement	As of 31 December 2022
Group percentage	82.7%	83.7%	46.9%
Group percentage excluding USA and Asia data ⁴⁹	100%	100%	100%

GRI 202-2 Proportion of senior management hired from the local community

	as of 31 December 2023			as of 31 December 2022 Restatement			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Group	98%	100%	99%	96%	100%	97%	89%	94%	90%
Italy	98%	100%	98%	98%	100%	98%	98%	100%	98%
USA	100%	100%	100%	50%	100%	75%	76%	89%	79%
Asia	100%	100%	100%	100%	100%	100%	100%	100%	100%

⁴⁸ With regard to employees not covered by collective bargaining agreements, negotiations take place directly between the company and the employee, in compliance with local regulations.

⁴⁹ The USA and Asia are excluded since there are no national collective bargaining agreements.

GRI 401-1 New employee hires and employee turnover

SAES GROUP															
Hires															
Number of persons	From 1 January to 31 December 2023					From 1 January to 31 December 2022 Restatement					From 1 January to 31 December 2022				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Men	11	14	7	32	7%	10	24	6	40	9%	31	44	17	92	11%
Women	5	9	1	15	8%	5	13	4	22	11%	11	32	10	53	15%
Total	16	23	8	47	7%	15	37	10	62	9%	42	76	27	145	12%
Rate	29%	9%	2%	7%		31%	14%	3%	9%		32%	15%	5%	12%	
Turnover															
Number of persons	From 1 January to 31 December 2023					From 1 January to 31 December 2022 Restatement					From 1 January to 31 December 2022				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Men	4	9	25	38	8%	4	9	10	23	5%	21	26	27	74	9%
Women	2	11	8	21	11%	3	9	6	18	9%	11	14	11	36	10%
Total	6	20	33	59	9%	7	18	16	41	6%	32	40	38	110	9%
Rate	11%	8%	10%	9%		14%	7%	5%	6%		25%	8%	7%	9%	

ITALY										
Hires										
Number of persons	From 1 January to 31 December 2023					From 1 January to 31 December 2022				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Men	6	12	4	22	6%	9	17	4	30	8%
Women	1	4	0	5	4%	3	8	2	13	9%
Total	7	16	4	27	5%	12	25	6	43	8%
Rate	16%	7%	1%	5%		29%	11%	2%	8%	
Turnover										
Number of persons	From 1 January to 31 December 2023					From 1 January to 31 December 2022				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Men	3	7	17	27	7%	3	6	7	16	4%
Women	0	8	6	14	10%	0	2	2	4	3%
Total	3	15	23	41	8%	3	8	9	20	4%
Rate	7%	7%	8%	8%		7%	3%	3%	4%	

ASIA										
Hires										
Number of persons	From 1 January to 31 December 2023					From 1 January to 31 December 2022				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Men	0	0	0	0	0%	0	1	0	1	7%
Women	1	1	0	2	29%	0	0	1	1	17%
Total	1	1	0	2	11%	0	1	1	2	10%
Rate	50%	13%	0%	11%		0%	10%	10%	10%	

Turnover										
Number of persons	From 1 January to 31 December 2023					From 1 January to 31 December 2022				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Men	0	0	4	4	36%	0	0	0	0	0%
Women	0	1	0	1	14%	0	2	2	4	67%
Total	0	1	4	5	28%	0	2	2	4	19%
Rate	0%	13%	50%	28%		0%	20%	20%	19%	

USA															
Hires															
	From 1 January to 31 December 2023					From 1 January to 31 December 2022 Restatement					From 1 January to 31 December 2022				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Men	5	2	3	10	20%	1	6	2	9	20%	22	26	13	61	15%
Women	3	4	1	8	18%	2	5	1	8	19%	8	24	7	39	18%
Total	8	6	4	18	19%	3	11	3	17	19%	30	50	20	100	16%
Rate	89%	16%	9%	19%		50%	34%	6%	19%		34%	18%	8%	16%	
Turnover															
	From 1 January to 31 December 2023					From 1 January to 31 December 2022 Restatement					From 1 January to 31 December 2022				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Men	1	2	4	7	14%	1	3	3	7	15%	18	20	20	58	15%
Women	2	2	2	6	14%	3	5	2	10	24%	11	10	7	28	13%
Total	3	4	6	13	14%	4	8	5	17	19%	29	30	27	86	14%
Rate	33%	11%	13%	14%		67%	25%	10%	19%		33%	11%	11%	14%	

GRI 403-9 Work-related injuries⁵⁰

SAES GROUP						
	Employees			External collaborators ⁵¹		
	2023	2022 Restatement	2022	2023	2022 Restatement	2022
Number of injuries						
Fatalities	-	-	-	-	-	-
High-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-
Recordable work-related injuries	5	4	20	-	1	3
Type of hazard						
Mechanical	2	4	18	-	1	3
Chemical	-	-	2	-	-	-
Fracture	2	-	-	-	-	-
Laceration	1	-	-	-	-	-
Hours						
Hours worked	1,017,947	987,564	2,056,263	104,419	64,694	118,703
Multiplier	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Rate						
Rate of fatalities as a result of work-related injury	-	-	-	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-
Rate of recordable work-related injuries	4.91	4.05	9.73	-	15.46	25.27

⁵⁰ It should be noted that the data relating to injuries includes all the Group companies included in the reporting scope in which the production sites are present.

⁵¹ The data relating to the Health and Safety of external collaborators only includes the categories of Contract Workers and Trainees and not other types of non-employed workers who work at the Group's sites and/or under the Group's control, in consideration of their significance and the availability of such data, over which the Group does not exercise direct control.

ITALY				
	Employees		External collaborators	
	2023	2022	2023	2022
Number of injuries				
Fatalities	-	-	-	-
High-consequence work-related injuries (excluding fatalities)	-	-	-	-
Recordable work-related injuries	5	2	-	1
Type of hazard				
Mechanical	2	2	-	1
Chemical	-	-	-	-
Fracture	2	-	-	-
Laceration	1	-	-	-
Hours				
Hours worked	865,181	845,321	20,782	64,694
Multiplier	1,000,000	1,000,000	1,000,000	1,000,000
Rate				
Rate of fatalities as a result of work-related injury	-	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	-
Rate of recordable work-related injuries	5.78	2.37	-	15.46

USA						
	Employees			External collaborators		
	2023	2022 Restatement	2022	2023	2022 Restatement	2022
Number of injuries						
Fatalities	-	-	-	-	-	-
High-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-
Recordable work-related injuries	-	2	18	-	-	2
Type of hazard						
Mechanical	-	2	16	-	-	2
Chemical	-	-	2	-	-	-
Fracture	-	-	-	-	-	-
Laceration	-	-	-	-	-	-
Hours						
Hours worked	152,766	142,244	1,210,942	86,637	-	54,009
Multiplier	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Rate						
Rate of fatalities as a result of work-related injury	-	-	-	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-
Rate of recordable work-related injuries	-	14.06	14.86	-	-	37.03

GRI 404-1 Average hours of training per year per employee

Hours of training						
	2023					
	Hours Men	Average hours/men	Hours Women	Average hours/women	Total Hours	Average hours/category
Managers	1,595	28	340	28	1,935	28
White collars	2,596	16	1,401	13	3,997	15
Blue collars	1,135	5	192	3	1,326	4
Total	5,326	12	1,933	10	7,258	11
	2022 Restatement					
	Hours Men	Average hours/men	Hours Women	Average hours/women	Total Hours	Average hours/category
Managers	599	11	220	20	819	13
White collars	2,837	16	1,163	11	4,000	14
Blue collars	2,066	9	623	9	2,689	9
Total	5,501	12	2,006	10	7,508	11
	2022					
	Hours Men	Average hours/men	Hours Women	Average hours/women	Total Hours	Average hours/category
Managers	740	9	251	14	991	10
White collars	3,114	13	1,256	10	4,370	12
Blue collars	3,147	7	1,269	6	4,416	6
Total	7,001	9	2,776	8	9,777	8

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

SAES GROUP						
Number of persons	as of 31 December 2023					
	Men	% of Men	Women	% of Women	Total	% of Total
Managers	54	95%	12	100%	66	96%
White collars	150	90%	95	90%	245	90%
Blue collars	206	90%	70	99%	276	92%
Total	410	91%	177	94%	587	92%
Number of persons	as of 31 December 2022 Restatement					
	Men	% of Men	Women	% of Women	Total	% of Total
Managers	51	94%	11	100%	62	95%
White collars	161	90%	96	88%	257	89%
Blue collars	203	89%	71	99%	274	91%
Total	415	90%	178	93%	593	91%
Number of persons	as of 31 December 2022					
	Men	% of Men	Women	% of Women	Total	% of Total
Managers	83	97%	18	100%	101	97%
White collars	223	92%	117	90%	340	91%
Blue collars	446	95%	215	100%	661	96%
Total	752	94%	350	96%	1,102	95%

GRI 405-1 Diversity of governance bodies and employees

SAES GROUP									
Personnel of the Group by professional category and gender									
	as of 31 December 2023			as of 31 December 2022 Restatement			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	57	12	69	54	11	65	88	18	106
White collars	167	105	272	179	109	288	242	130	372
Blue collars	229	71	300	228	72	300	471	216	687
Total	453	188	641	461	192	653	801	364	1,165

SAES GROUP						
Personnel of the Group by professional category and gender						
	as of 31 December 2023		as of 31 December 2022 Restatement		as of 31 December 2022	
	Men	Women	Men	Women	Men	Women
Managers	83%	17%	83%	17%	83%	17%
White collars	61%	39%	62%	38%	65%	35%
Blue collars	76%	24%	76%	24%	69%	31%
Total	71%	29%	71%	29%	69%	31%

SAES GROUP												
Personnel of the Group by professional category and age group												
Number of persons	as of 31 December 2023				as of 31 December 2022 Restatement				as of 31 December 2022			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Managers	1	25	43	69	0	20	45	65	0	41	65	106
White collars	25	136	111	272	21	147	120	288	37	187	148	372
Blue collars	29	99	172	300	28	106	166	300	93	287	307	687
Total	55	260	326	641	49	273	331	653	130	515	520	1,165

SAES GROUP									
Personnel of the Group by professional category and age group									
	as of 31 December 2023			as of 31 December 2022 Restatement			as of 31 December 2022		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Managers	1%	36%	62%	0%	31%	69%	0%	39%	61%
White collars	9%	50%	41%	7%	51%	42%	10%	50%	40%
Blue collars	10%	33%	57%	9%	35%	55%	14%	42%	45%
Total	9%	41%	51%	8%	42%	51%	11%	44%	45%

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

SAES GROUP			
Ratio of the basic salary of women to men			
	as of 31 December 2023	as of 31 December 2022 Restatement	as of 31 December 2022
Managers	0.03	0.03	0.04
White collars	0.61	0.47	0.47
Blue collars	0.77	0.71	0.77
Total	0.25	0.39	0.40

SAES GROUP			
Ratio of total remuneration of women to men			
	as of 31 December 2023	as of 31 December 2022 Restatement	as of 31 December 2022
Managers	0.05	0.04	0.05
White collars	0.63	0.45	0.45
Blue collars	0.77	0.66	0.68
Total	0.27	0.38	0.38

GRI 302-1 Energy consumption within the organization

Energy consumption				
Type	u.m.	2023	2022 Restatement	2022
<i>Fossil fuels</i>				
Natural Gas	m3	844,218	1,092,432	1,367,957
Propane	m3	4,124	3,972	4,115
Automotive petrol	l	5,267	6,730	6,730
Automotive diesel	l	11,460	6,264	6,264
<i>Electricity</i>				
Purchased Electricity	kWh	13,504,954	15,874,782	26,351,357
of which from renewable sources	kWh	12,050,434	14,402,860	14,402,860

Energy consumption				
Type	u.m.	2023	2022 Restatement	2022
<i>Fossil fuels</i>				
Natural Gas	GJ	33,848	43,439	54,395
Propane	GJ	460	393	407
Automotive petrol	GJ	179	231	231
Automotive diesel	GJ	433	239	239
<i>Electricity</i>				
Purchased electricity	GJ	48,618	57,149	94,865
of which from renewable sources	GJ	43,382	51,850	51,850

⁵² The environmental data includes all the Companies of the Group included in the reporting scope where the production sites are located. On the other hand, companies with only commercial offices are excluded as they are not considered relevant. It should be noted that the environmental data relating to the management office located at Piazza Castello 13, Milan, for which a seven-year lease agreement was signed by the Parent, refer only to electricity and gas consumption, although this is negligible compared with the Group's environmental impact.

Total energy consumption				
Energy consumption	u.m.	2023	2022 Restatement	2022
Fossil fuels	GJ	34,920	44,302	55,272
Purchased electricity	GJ	48,618	57,149	94,865
Total	GJ	83,538	101,451	150,137

GRI 302-4 Reduction of energy consumption

SAES Getters S.p.A. – Lainate Unit

Initiative	Unit of measurement	Year of reference	Estimate of savings obtained
Internal Relamping	kWh	2022	205,000
	GJ	2022	738
Total energy savings (kWh)			205,000
Total energy savings (GJ)			738

SAES Getters S.p.A. – Avezzano Unit

Initiative	Unit of measurement	Year of reference	Estimate of savings obtained
Relamping	kWh	2022	329,922
	GJ	2022	1,188
Total energy savings (kWh)			329,922
Total energy savings (GJ)			1,188

Spectra-Mat, Inc

Initiative	Unit of measurement	Year of reference	Estimate of savings obtained
Relamping	kWh	2022	14,261
	GJ	2022	51
Total energy savings (kWh)			14,261
Total energy savings (GJ)			51

GRI 303-3 Water withdrawal⁵³

Source	u.m.	2023			2022 Restatement			2022		
		Volume	Of which from areas with water stress		Volume	Of which from areas with water stress		Volume	Of which from areas with water stress	
Third-party water	MI	42.707	31.690	74%	68.329	49.129	72%	76.857	49.129	64%
Groundwater	MI	5.059	-	-	5.059	-	-	5.059	-	-
Total	MI	47.766	31.690	66%	73.388	49.129	67%	81.916	49.129	60%

GRI 303-4 Water discharge⁵⁴

Source	u.m.	2023			2022 Restatement			2022		
		Volume	Of which from areas with water stress		Volume	Of which from areas with water stress		Volume	Of which from areas with water stress	
Third-party water	MI	33.738	19.468	58%	41.825	23.325	56%	51.020	23.325	46%
Surface water	MI	0.599	0.599	100%	-	-	-	-	-	-
Groundwater	MI	0.001	-	-	-	-	-	-	-	-
Seawater	MI	0.264	-	-	-	-	-	-	-	-
Total	MI	34.603	20.068	58%	41.825	23.325	56%	51.020	23.325	46%

⁵³ Given the location of the production sites, it is assumed that the water withdrawn and discharged in 2023 belongs to the freshwater category ($\leq 1,000$ mg/l total dissolved solids). The tool Aqueduct, developed by the World Resources Institute, was used to determine the areas with water stress.

⁵⁴ The tool Aqueduct, developed by the World Resources Institute, was used to determine the areas with water stress.

GRI 305-1 / GRI 305-2 Direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions⁵⁵

Scope	Unit of measurement	2023	2022 Restatement	2022
Scope 1	Tonnes CO ₂ eq	1,769	2,258	2,813
Scope 2 (Location-based)	Tons CO ₂	4,340	5,087	9,006
Total	Tons CO₂ eq	6,109	7,345	11,819

Scope 2 Emissions	Unit of measurement	2023	2022 Restatement	2022
Location-based method	Tons CO ₂	4,340	2,258	9,006
Market-based method	Tons CO ₂	544	550	4,469

Emission factor	Country	Unit of measurement	2023		2022	
			Factor	Source	Factor	Source
Electricity – Location-based	USA	kg CO ₂ /kWh	0.374	Terna International Comparisons 2019	0.374	Terna International Comparisons 2019
	Italy	kg CO ₂ /kWh	0.315	Terna International Comparisons 2019	0.315	Terna International Comparisons 2019
Electricity – Market-based	USA	kg CO ₂ /kWh	0.374	Terna International Comparisons 2019	0.374	Terna International Comparisons 2019
	Italy	kg CO ₂ /kWh	0.457	AIB - European Residual Mixes 2022	0.457	AIB - European Residual Mixes 2021
Natural gas	USA	kg CO ₂ eq/m ³	2.01574	DEFRA 2023	2.01574	DEFRA 2022
	Italy	kg CO ₂ eq/m ³	2.01574	DEFRA 2023	2.01574	DEFRA 2022

⁵⁵ The Scope 2 emissions are expressed in tons of CO₂; however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂equivalent), as can be deduced from the relevant technical literature. For further details and for the conversion factors used to calculate greenhouse gas emissions, please refer to the table in the annexes.

Propane	USA	kg CO ₂ eq/GJ	59.5	DEFRA 2023	59.5	DEFRA 2022
	Italy	kg CO ₂ eq/GJ	59.5	DEFRA 2023	59.5	DEFRA 2022
Diesel	USA	kg CO ₂ eq/GJ	66.4	DEFRA 2023	67.0	DEFRA 2022
	Italy	kg CO ₂ eq/GJ	66.4	DEFRA 2023	67.0	DEFRA 2022
Petrol	USA	kg CO ₂ eq/GJ	61.6	DEFRA 2023	63.1	DEFRA 2022
	Italy	kg CO ₂ eq/GJ	61.6	DEFRA 2023	63.1	DEFRA 2022

305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions⁵⁶

Pollutant	U.M.	2023	2022 Restatement	2022
Ethanol ⁵⁷	tonne/year	13.232	13.232	13.232
VOC	tonne/year	3.937	3.897	3.897
Total dust	tonne/year	0.002	0.047	0.366
NOx	tonne/year	0.062	0.022	0.131
SOx	tonne/year	-	-	0.168
Other pollutants	tonne/year	0.043	0.0174	0.0174
Methylmethacrylate	tonne/year	0.015	-	-
Phosphoric Acid	tonne/year	0.0002	0.00032	0.00032
CO	tonne/year	-	-	-
Total	tonne/year	17.291	17.216	17.812

⁵⁶ The scope refers only to those companies that provide for the monitoring of atmospheric emissions as required by local regulations in force and are: SAES Getters S.p.A. - Lainate and Avezzano plants, SAES Coated Films SpA, Spectra-Mat Inc. therefore deemed relevant in order to ensure understanding of the impacts of the Group's activity. Starting from 2019, the data relating to pollution not previously monitored, such as VOCs, at SAES Coated Films and Spectra-Mat Inc., and CO and NOx at the Avezzano plant have been reported.

⁵⁷ The data reported is based on the best estimates currently available and on the basis of the existing technological system in use at the company SAES Coated Films S.p.A. In this regard, it should be noted that an ethanol emission abatement plant is scheduled to be installed at this company by 2024 within the applicable regional regulatory limits (which are more stringent than the national reference standard), following the excess emissions identified during 2022 as well as the additional and more precise real-time measurements carried out in the course of 2023, as part of the process of identifying the technology to be adopted for their reduction. More precise estimates of ethanol emissions from production facilities at SAES Coated Films will be available once the installation of the abatement plant is completed, according to the already stated timeline.

GRI 306-4 and GRI 306-5 Waste by type and disposal method⁵⁸

Method	2023							
	Hazardous			Non-hazardous			Total	% of Total
	On-site	Off-site	Total	On-site	Off-site	Total		
Recycling	0.80	5.74	6.54	8.65	345.43	354.08	360.62	37%
Other recovery operations	-	-	-	-	-	-	-	0%
Total waste diverted from disposal	0.80	5.74	6.54	8.65	345.43	354.08	360.62	37%
Incineration with energy recovery	-	-	-	-	-	-	-	0%
Incineration	-	0.80	0.80	-	-	-	0.80	0%
Landfilling	-	-	-	-	44.50	44.50	44.50	4%
Other disposal operations	12.38	184.11	196.49	22.68	361.24	383.92	580.40	59%
Total waste directed to disposal	12.38	184.91	197.29	22.68	405.74	428.42	625.70	63%
TOTAL	13.18	190.65	203.83	31.33	751.17	782.50	986.32	100%

Method	2022 Restatement							
	Hazardous			Non-hazardous			Total	% of Total
	On-site	Off-site	Total	On-site	Off-site	Total		
Recycling	0.80	4.70	5.49	7.72	165.54	173.26	178.75	15%
Other recovery operations	-	-	-	-	211.20	211.20	211.20	17%
Total waste diverted from disposal	0.80	4.70	5.49	7.72	376.74	384.46	389.95	32%
Incineration with energy recovery	-	-	-	-	-	-	-	0%

⁵⁸ It should be noted that when it was not possible to identify the method of waste disposal due to the unavailability of data, the quantities of waste generated were allocated to the category "Other disposal operations". The Group will endeavour to report this figure in a more timely manner in the coming years.

Incineration	-	0.80	0.80	-	-	-	0.80	0%
Landfilling	-	-	-	-	44.50	44.50	44.50	4%
Other disposal operations	6.01	115.57	121.58	17.50	634.13	651.63	773.21	63%
Total waste diverted from disposal	6.01	116.37	122.38	17.50	678.63	696.13	818.51	68%
TOTAL	6.80	121.07	127.87	25.22	1,055.37	1,080.59	1,208.46	100%

Method	2022							
	Hazardous			Non-hazardous			Total	% of Total
	On-site	Off-site	Total	On-site	Off-site	Total		
Recycling	0.80	9.39	10.19	7.72	442.49	450.21	460.40	21%
Other recovery operations	-	2.97	2.97	-	325.87	325.87	328.84	15%
Total waste diverted from disposal	0.80	12.37	13.16	7.72	768.35	776.08	789.24	36%
Incineration with energy recovery	-	6.96	6.96	-	1.97	1.97	8.93	0%
Incineration	-	1.59	1.59	-	8.82	8.82	10.41	0%
Landfilling	-	37.56	37.56	-	63.78	63.78	101.34	5%
Other disposal operations	6.01	300.35	306.36	17.50	976.19	993.69	1,300.05	59%
Total waste diverted from disposal	6.01	346.46	352.47	17.50	1,050.76	1,068.26	1,420.73	64%
TOTAL	6.80	358.82	365.63	25.22	1,819.12	1,844.34	2,209.97	100%

GRI Content Index

Statement of use	SAES Group has reported <i>in accordance</i> with the GRI Standards for the period 1 January - 31 December 2023.
GRI 1 used	GRI 1 - Foundation – Version 2021
Applicable GRI Sector Standard(s)	N/A

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION
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	2-3 Reporting period, frequency and contact point	5-8	
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	2-9 Governance structure and composition	14-18	
	2-10 Nomination and selection of the highest governance body	16	
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	2-12 Role of the highest governance body in overseeing the management of impacts	15	
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	2-15 Conflicts of interest	20	
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	2-21 Annual total compensation ratio	91	
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	2-26 Mechanisms for seeking advice and raising concerns	19	
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	2-28 Membership associations	21	
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GRI 3 – Material Topics (2021)	3-3 Management of material topics	18-21, 80	

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GRI 3 – Material Topics (2021)	3-3 Management of material topics	33-35, 69, 80	
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GRI 202 - Market Presence (2016)	202-2 Proportion of senior management hired from the local community	92	
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	207-2 Tax governance, control and risk management	33	
	207-3 Stakeholder engagement and management of concerns related to tax	33	
	207-4 Country-by-country reporting	88	
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GRI 3 – Material Topics (2021)	3-3 Management of material topics	57-60, 63-65, 81	
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	401-2 Benefits provided for full-time employees that are not provided to temporary or part-time employees	63-65	
GRI 402 – Industrial Relations (2016)	402-1 Minimum notice periods regarding operational changes	60	
GRI 404– Training and Education (2016)	404-1 Average hours of training per year per employee	60, 99	
	404-3 Percentage of employees receiving regular performance and career development reviews	63, 100	
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GRI 3 – Material Topics (2021)	3-3 Management of material topics	68-69, 80-81	
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	405-2 Ratio of basic salary and remuneration of women to men	102	
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GRI 3 – Material Topics (2021)	3-3 Management of material topics	65-68, 81	
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	403-2 Hazard identification, risk assessment and incident investigations	65-68	
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	403-4 Worker participation, consultation, and communication on occupational health and safety	65-68	
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GRI 3 – Material Topics (2021)	3-3 Management of material topics	51-53, 82	
GRI 416 – Customer Health and Safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories.	51-53	
GRI 417 - Marketing and Labeling (2016)	417-1 Requirements for product and service information and labeling	51-53	
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GRI 3 – Material Topics (2021)	3-3 Management of material topics	53-55, 82	
GRI 418 – Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	54-55	

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GRI 3 – Material Topics (2021)	3-3 Management of material topics	42-46, 82	
GRI 204 - Procurement Practices (2016)	204-1 Proportion of spending on local suppliers	43-45, 85-87	
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GRI 302 – Energy (2016)	302-1 Energy consumption within the organization	72-73, 103-104	
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GRI 305 – Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	74, 106-107	
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GRI 3 – Material Topics (2021)	3-3 Management of material topics	76-78, 83	
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	303-2 Management of water discharge-related impacts	76-78	
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GRI 3 – Material Topics (2021)	3-3 Management of material topics	52-53, 83-84	
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Auditors' Report on the Consolidated Non-Financial Statement



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(This independent auditors' report has been translated into English solely for the convenience of international readers. Accordingly, only the original Italian version is authoritative.)

Independent auditors' report on the consolidated non-financial statement pursuant to article 3.10 of Legislative decree no. 254 of 30 December 2016 and article 5 of the Consob Regulation adopted with Resolution no. 20267 of 18 January 2018

*To the board of directors of
SAES Getters S.p.A.*

Pursuant to article 3.10 of Legislative decree no. 254 of 30 December 2016 (the "decree") and article 5.1.g) of the Consob (the Italian Commission for listed companies and the stock exchange) Regulation adopted with Resolution no. 20267 of 18 January 2018, we have been engaged to perform a limited assurance engagement on the 2023 consolidated non-financial statement of the SAES Getters Group (the "group") prepared in accordance with article 4 of the decree and approved by the board of directors on 14 March 2024 (the "NFS").

Our procedures did not cover the information set out in section "2.3 EU taxonomy (EU Reg. 2020/852 and related delegated regulations)" of the NFS required by article 8 of Regulation (EU) 852 of 18 June 2020.

Responsibilities of the parent's directors and board of statutory auditors ("Collegio Sindacale") for the NFS

The directors are responsible for the preparation of an NFS in accordance with articles 3 and 4 of the decree and the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards"), which they have identified as the reporting standards.

The directors are also responsible, within the terms established by the Italian law, for such internal control as they determine is necessary to enable the preparation of an NFS that is free from material misstatement, whether due to fraud or error.

Moreover, the directors are responsible for the identification of the content of the NFS, considering the aspects indicated in article 3.1 of the decree and the group's business and characteristics, to the extent necessary to enable an understanding of the group's business, performance, results and the impacts it generates.

The directors' responsibility also includes the design of an internal model for the management and organisation of the group's activities, as well as, with reference to the aspects identified and disclosed in the NFS, the group's policies and the identification and management of the risks generated or borne.



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The *Collegio Sindacale* is responsible for overseeing, within the terms established by the Italian law, compliance with the decree's provisions.

Auditors' independence and quality control

We are independent in compliance with the independence and all other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (the IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. During the year covered by this engagement, our company applied International Standard on Quality Control 1 (ISQC Italia 1) and, accordingly, maintained a system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditors' responsibility

Our responsibility is to express a conclusion, based on the procedures performed, about the compliance of the NFS with the requirements of the decree and the GRI Standards. We carried out our work in accordance with the criteria established by "International Standard on Assurance Engagements 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 revised"), issued by the International Auditing and Assurance Standards Board applicable to limited assurance engagements. This standard requires that we plan and perform the engagement to obtain limited assurance about whether the NFS is free from material misstatement. A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with ISAE 3000 revised, and consequently does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures we performed on the NFS are based on our professional judgement and include inquiries, primarily of the parent's personnel responsible for the preparation of the information presented in the NFS, documental analyses, recalculations and other evidence gathering procedures, as appropriate.

Specifically, we performed the following procedures:

- 1 Analysing the material aspects based on the group's business and characteristics disclosed in the NFS, in order to assess the reasonableness of the identification process adopted on the basis of the provisions of article 3 of the decree and taking into account the reporting standards applied.
2. Analysing and assessing the identification criteria for the reporting scope, in order to check their compliance with the decree.
3. Comparing the financial disclosures presented in the NFS with those included in the group's consolidated financial statements.
- 4 Gaining an understanding of the following:
 - the group's business management and organisational model, with reference to the management of the aspects set out in article 3 of the decree;
 - the entity's policies in connection with the aspects set out in article 3 of the decree, the achieved results and the related key performance indicators;
 - the main risks generated or borne in connection with the aspects set out in article 3 of the decree.



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Moreover, we checked the above against the disclosures presented in the NFS and carried out the procedures described in point 5.a).

5. Understanding the processes underlying the generation, recording and management of the significant qualitative and quantitative information disclosed in the NFS.

Specifically, we held interviews and discussions with the parent's management personnel. We also performed selected procedures on documentation to gather information on the processes and procedures used to gather, combine, process and transmit non-financial data and information to the office that prepares the NFS.

Furthermore, with respect to significant information, considering the group's business and characteristics:

- at parent level:
 - a) we held interviews and obtained supporting documentation to check the qualitative information presented in the NFS and, specifically, the business model, the policies applied and main risks for consistency with available evidence,
 - b) we carried out analytical and limited procedures to check, on a sample basis, the correct aggregation of data in the quantitative information;
- we visited the parent's Lainate and Avezzano sites, which we have selected on the basis of their business, contribution to the key performance indicators at consolidated level and location, to meet their management and obtain documentary evidence supporting the correct application of the procedures and methods used to calculate the indicators.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the 2023 consolidated non-financial statement of the SAES Getters Group has not been prepared, in all material respects, in accordance with the requirements of articles 3 and 4 of the decree and the GRI Standards.

Our conclusion does not extend to the information set out in section "2.3 EU taxonomy (EU Reg. 2020/852 and related delegated regulations)" of the NFS required by article 8 of Regulation (EU) 852 of 18 June 2020.

Milan, 29 March 2024

KPMG S.p.A.

(signed on the original)

Daniele Urso
Director of Audit