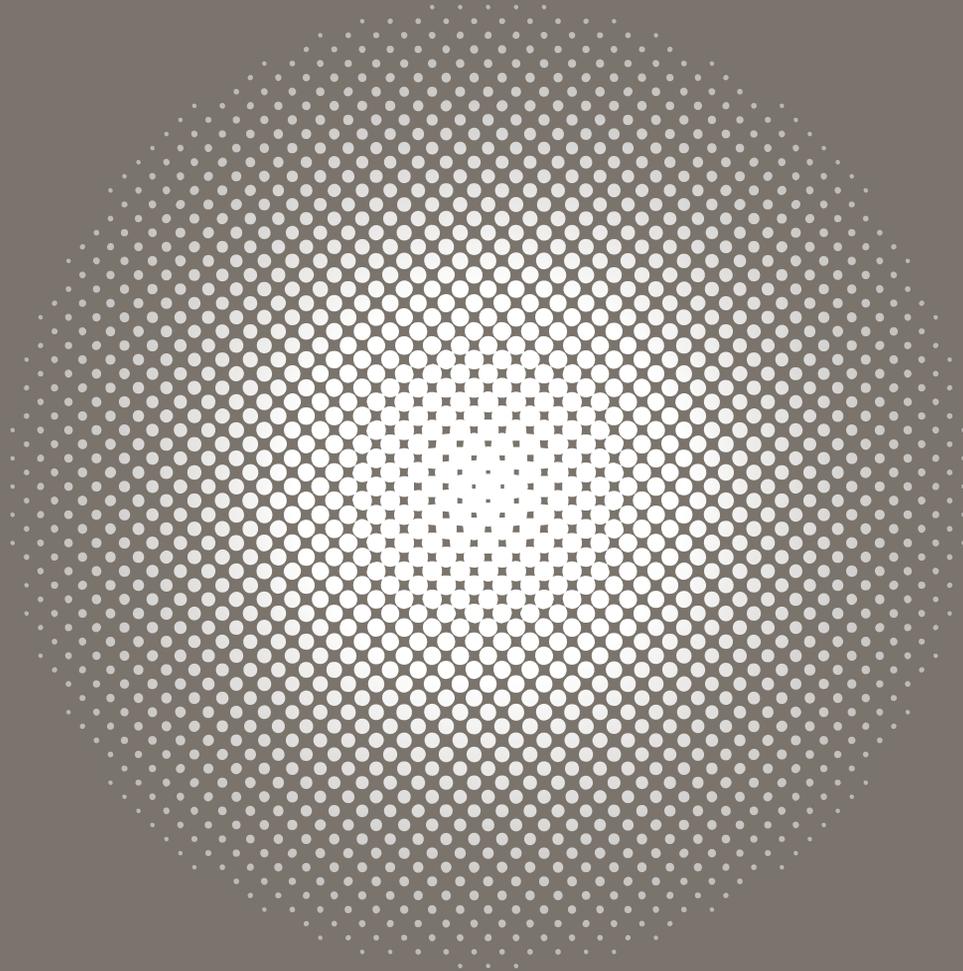


2023_2024

Sustainability Report



pratic

2023_2024

Sustainability Report

pratic



Letter to Stakeholders

Dear Stakeholders,

The two-year period 2023–2024 represented an important phase of strategic and organizational evolution for Pratic.

With revenues of € 57.8 million in 2024, 1,399 active customers, and 229 employees, we reaffirmed our ability to generate value in a structured and sustainable manner, even in the face of a challenging macroeconomic scenario characterized by profound changes in demand.

In this context, Pratic's entry into the French industrial group StellaGroup marked a crucial step forward in the international positioning of our brand, creating new industrial and commercial synergies that enhance the know-how gained in over sixty years of leadership in the outdoor sector.

Results supported by a production approach focused on reducing the ecological footprint: 22,577 tCO₂e of monitored emissions, 18% of self-produced electricity, 99.94% of non-hazardous waste sent for recovery, and 97% of water recovered in the painting process. Investment in human capital is inseparable, with 1,631 hours of training and constant attention to the safety and well-being of people.

With this first Sustainability Report, we wish to inaugurate a process of transparent sharing of results, future objectives, and areas for improvement. We are aware that sustainability is a concrete commitment for Pratic, through which we pursue innovation and responsible, sustainable, and competitive economic development.

Edi Orioli
CEO of Pratic 2023-2025

Marco Duri
CEO of Pratic 2026



Company

Italy in 1960, its vitality and the desire to explore other horizons have generated the drive that still distinguishes Pratic and its solutions for outdoor life. In over sixty-five years, the company has revolutionised the concept of solar roofing, bringing Italian design inside structures that in the past were used only as shelter from the sun.

Since the patent of the first dome awning, Pratic solutions have constantly evolved, giving rise to advanced solar shading that enhances the outdoor environment in every season and that puts the individual and their well-being at the centre of design and the ongoing research and development process. For this reason, the company has always been an advocate of the Open air culture philosophy that represents an authentic way to experience the outdoors. In 2023 Pratic reaffirmed its growth in the international market by joining StellaGroup, a French group among the leading European manufacturers of window closures, access systems for buildings and outdoor sunscreens. Within the Outdoor Business Unit, Pratic represents the reference point in the field of research and development, as well as for the production of advanced outdoor and design solutions.



A history of innovation and tradition

Founded in 1960 in Ceresetto of Martignacco (UD) by Bruno and Giuseppe Orioli, Pratic starts its business with the production of handmade awnings with a wooden frame. In a few years, ingenuity and intuition lead to the patent of the renowned dome awning, which marks the beginning of a path of continuous growth. Between the seventies and eighties, the company consolidated its position in Northern Italy through the production and marketing of a wide range of arm awnings. Between the eighties and nineties, Dino and

Edi Orioli joined the company, guiding the business towards the new market of pergolas, initially in canvas and later bioclimatic, introducing significant product innovations and shifting the attention to design and contemporary architecture. The economic growth, opening to new European and international markets, the creation of a new headquarters with two successive expansions and continuous product development, lead Pratic to a robust international positioning, confirmed in 2023 by joining StellaGroup.

1960

Brothers Bruno and Giuseppe Orioli founded the company in Ceresetto of Martignacco (UD) and start production of awnings with a wooden frame.

1965

Pratic files a patent for the dome awning, an innovation that revolutionises the solar shading systems market.

2011

Pratic inaugurates in Fagagna (UD) the new headquarters of 11,000 sqm, designed by Geza Architettura, recognised and acknowledged as an authoritative example of industrial design.

2013

Introduction of the first Opera and Vision bioclimatic pergolas with adjustable slats from 0 to 140° which allow natural regulation of temperature and sunlight.



1980

Dino and Edi Orioli join the company and start up the awning business.

2000

The company expands its product range with the production of the first inclined pergolas and a line dedicated to vertical awnings.

2018

First expansion of the 10,000 sqm site and construction of a painting facility with low environmental impact.

2023

Second extension of the 7,500 sqm site and construction of an innovative automated warehouse. Pratic becomes part of the StellaGroup industrial group.

Pratic highlights

€57.8 M

Turnover 2024

229

Collaborators

884

Italian customers

243

International customers

24

Italian agents

16

International agents

Governance



As of 31 December 2024, Pratic's Board of Directors is composed as shown in the organisational chart. The Chief Executive Officer is granted all powers of ordinary

and extraordinary administration of the company (with some limitations and without prejudice to matters reserved by law for the Board of Directors).

Mission and values

Pratic's mission is represented by open-air culture, which focuses on individual well-being and the pleasure of outdoor living. Over the years, the company has revolutionised the concept of outdoor living: from the design and manufacture of solar shading to the creation of truly comfortable, functional and technologically advanced environments that enhance residential and hospitality

outdoor spaces. Below are the values that guide the company's work, in line with those of StellaGroup.

- Transparency
- Quality
- Corporate citizenship
- Sustainability

Whistleblowing

In compliance with Legislative Decree 24/2023 transposing European Directive No. 2019/1937 on the protection of persons who report violations of Union law, during 2023, Pratic implemented a structured *whistleblowing* system to maintain and promote a culture oriented towards transparency and ethical responsibility. The company has

activated an IT platform dedicated to the receipt and management of reports with a dedicated telephone channel, ensuring the protection of personal data and guaranteeing the anonymity of the whistleblower and the reported party. All procedures are accessible and can be consulted on the company bulletin boards.

StellaGroup highlights

€570 M

Turnover 2024

2,450

Employees

12

Brands

17

Production sites

5

Countries (France, Germany, the Netherlands, the United Kingdom and Italy)

1 M

Products sold

The Group

StellaGroup is a French industrial group and one of Europe's leading manufacturers of window closures, building access systems and outdoor solar shading systems. Within the Outdoor Business Unit, Pratic represents the reference regarding research and development and for the

production of advanced solar shading systems and design solutions. StellaGroup aims to strengthen collaboration between different companies in the group for the achievement of shared objectives, respecting the individual identities and favouring efficient decision-making.

The Stella way



The Stella way is a set of values that guide decision-making processes within the Group, as well as fostering the creation of synergies, knowledge sharing and cost optimisation. The operations of all Business Units are based on the points shown in the chart.



Business model

From the production of dome awnings and awnings up to the most advanced bioclimatic solutions, Pratic has progressively expanded its product portfolio, positioning itself among the main reference players for the manufacture and marketing of solar shading systems.

The company operates in the business-to-business (B2B) context, serving both the Italian and international markets, through a network of qualified retailers (1,095 active resellers in 2024) supported by a loyal sales force (32 agents in 2024) that contributes to spreading the values, heritage, and identity of the brand.

Alongside the traditional sales network, Pratic identifies architects and window and door installers as two additional strategic targets for business development: dialogue with design professionals allows the company to anticipate emerging market needs, while collaboration with window and door installers helps to develop new commercial opportunities.



Business area

Pratic stands out for the design and production of solar shading systems, such as pergolas and awnings. The products are the result of continuous innovation and numerous patents obtained over the years, with constant

attention to quality and design. The wide range includes dome awnings, retractable arm awnings, drop-down awnings, bioclimatic pergolas, pergolas with fabric, and numerous accessories.

BIOCLIMATIC PERGOLAS

These are characterised by bioclimatic technology which, thanks to the slatted sunroof covers, uses natural elements, such as sunlight and wind, to obtain the ideal conditions of light, airflow and temperature. Outdoor areas are usable and welcoming throughout the year, thanks to complements such as panoramic glazing, lighting, and vertical awnings.

PERGOLAS WITH FABRIC

Lightweight and versatile, pergolas with PVC fabric coverings, waterproof and resistant to UV rays, allow to enhance gardens and terraces in residential settings, as well as in hotels, restaurants, and bars. Home automation systems control the fabric movement, which can be integrated with LED lighting and refined fabric under-canopies that complement the aesthetics of the pergola.

VERTICAL AWNINGS

Placed to protect outdoor areas and glazed surfaces, vertical awnings provide elegant shading against heat and sunlight, regulating climatic comfort and reducing energy consumption. Technical fabrics, both filtering and blackout, absorb UV rays and thermal radiation, while also providing pleasant privacy at any time of day.

ARM AWNINGS

Retractable arm awnings are equipped with an aluminium structure designed to fold into a contained space or inside a box that protects the arms and fabric from the weather, and illuminates the outdoor area with LED lights. An extensive selection of fabrics provides customised solar protection.

ACCESSORIES

Pratic has designed a wide range of accessories that allows the optimisation of the functionality and aesthetics of each shading solution through original solutions inspired by the fullest concept of comfort. These include:

- **Glass Series:** a system of sliding, fixed, or hinged panoramic glazing, designed to enclose pergolas and semi-open spaces, offering protection from rain, wind, and noise.
- **Perimeter awnings:** enhance the solar shading effect of pergolas and, thanks to automated operation, they

roll back inside the supporting profile or an elegant box.

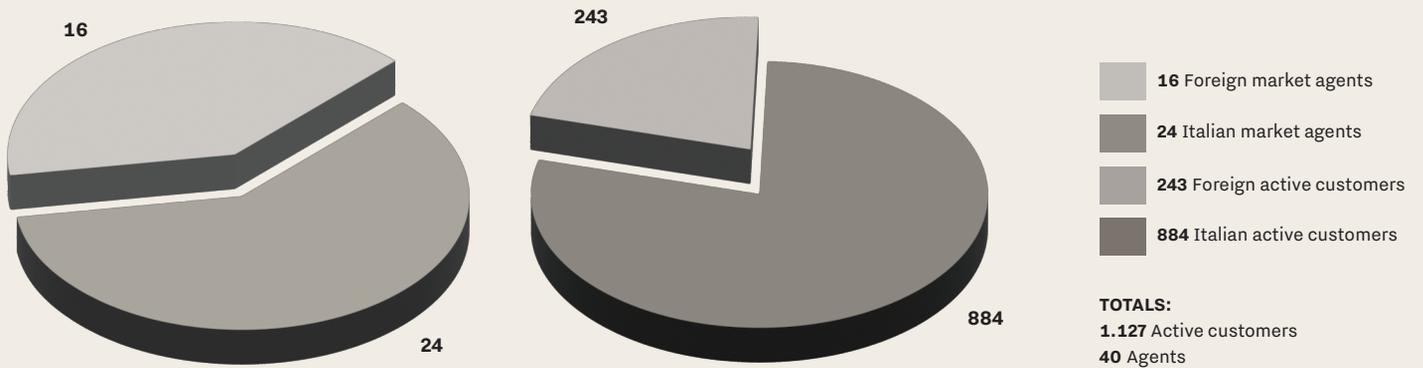
- **Lighting:** various dimmable low-consumption LED lighting solutions, available in white or RGB depending on the selected product.
- **Living Series:** line of furnishing accessories developed specifically for outdoor use and made with sustainable, resistant and durable materials.

Sales network

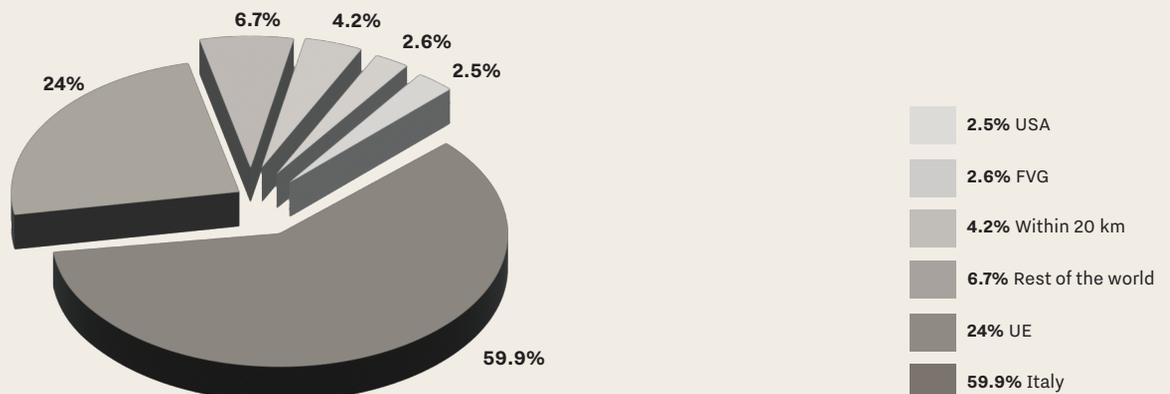
The company operates in the business-to-business (B2B) sector through a sales network composed of resellers supported by agents, initially developed in Italy and later also abroad, with further growth prospects in Europe and in United States of America. Currently, the Italian market represents the main activity, with 67% of turnover; foreign markets contribute 33%. Furthermore, sales to other companies in the Outdoor Business Unit began during 2024.

In addition to fostering constant dialogue with the sales force, over time the company has consolidated the trust by developing structured marketing and communication services to support commercial activity. Key initiatives include a dedicated B2B portal for daily operational management, the Pratic Class online training platform, and an event calendar designed to facilitate direct knowledge of the company headquarters and its staff.

BREAKDOWN BY CUSTOMERS AND AGENTS



ORIGIN OF MAIN CUSTOMERS (2024 TURNOVER SHARE)



Architects and window and door manufacturers

Through continuous dialogue with the architectural sector, highly customised outdoor collections and projects are created, capable of enhancing prestigious residential and Ho.Re.Ca. contexts, even internationally. Pratic collaborates alongside architects and designers in the development of tailor-made solutions, providing a team of experts and advanced tools for quick and effective design.

By registering in the Architects Area on the company website, you can access dedicated technical content, including drawings, catalogues, product sheets and BIM models, that support each design phase step. Moreover, thanks to the development of an extensive collection of drop-down awnings, the company has extended its collaborations to the window and door installers sector as well.

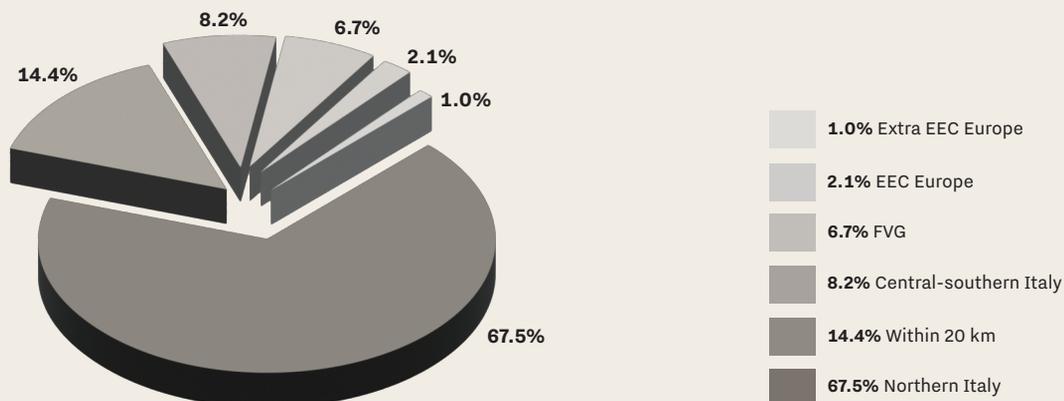
Suppliers

Pratic has developed consolidated and long-term relationships with most of its suppliers, based on the sharing of values such as reliability, quality and attention to sustainability. 97% of the supply chain is located in Italy, of which 14% operates within a radius of 20 km from the company, directly contributing to the economic growth in the region. Strategic partnerships with suppliers generate mutual benefits: on the one hand, they allow an increase in operational efficiency, reduce costs and ensure greater flexibility in adapting to market changes; on the other hand, they foster stable and lasting business relationships, creating the conditions for the development of shared projects to optimise and innovate processes.

The selection of suppliers takes place according to the following key criteria shared by both the company and StellaGroup:

- **Environment:** implementation of sustainable practices in line with environmental standards.
- **Costs:** offering competitive prices.
- **Logistics:** reliability, flexibility and speed in delivery, reducing inventory holding costs.
- **Technology:** availability of advanced technologies and innovative capacity.
- **Quality:** systematic compliance with quality standards.

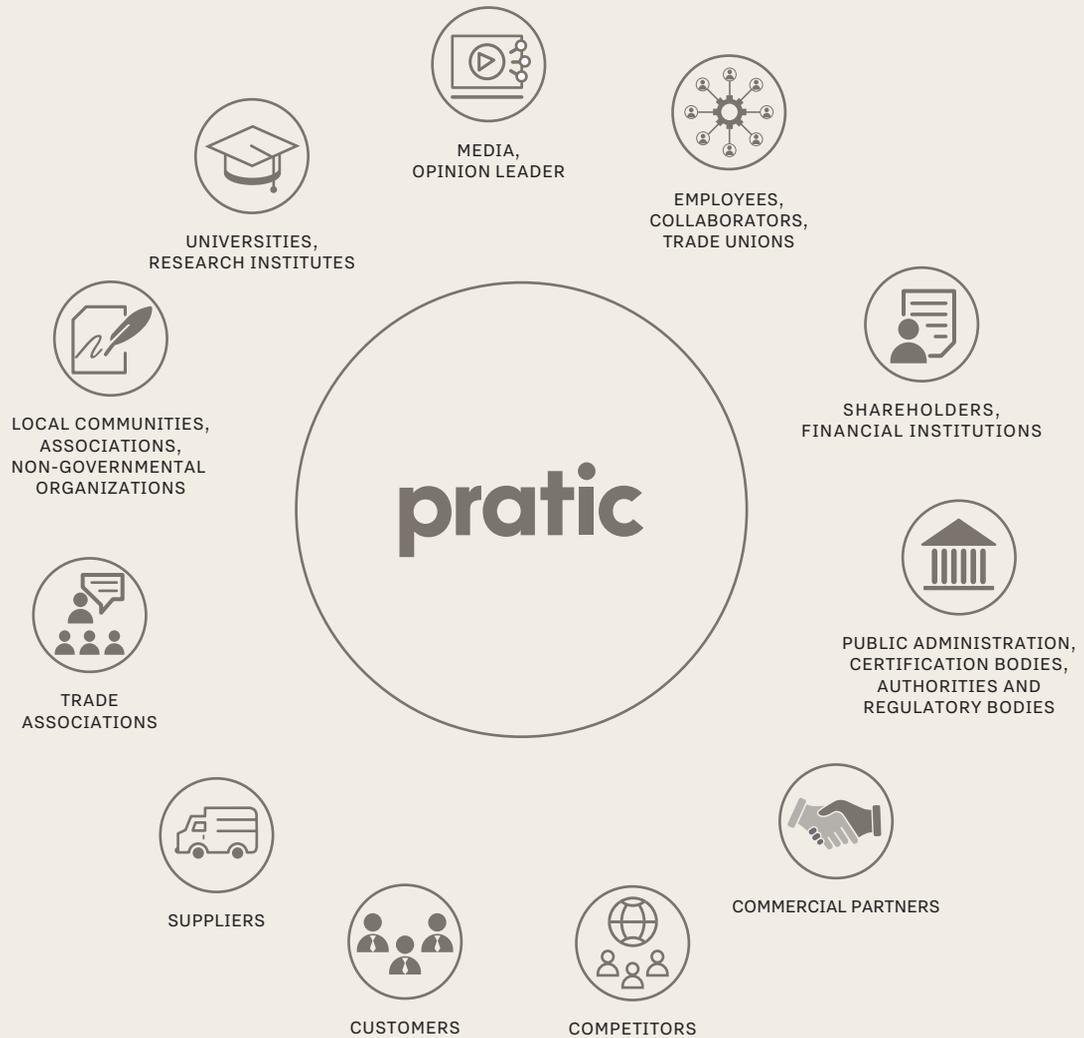
ORIGIN OF MAIN SUPPLIERS



Stakeholder engagement

To ensure inclusive decision-making processes oriented towards the involvement of the community, the company has established solid relationships both internally and externally, engaging with a large number of stakeholders. The various engagement methods make it possible to convey company values, promote initiatives and communicate the achieved results, as well as to collect

expectations and perspectives from Stakeholders. Examples include traditional tools (e.g. press and media), digital tools (e.g. email, website, social media), direct contacts (e.g. fairs, events, regular meetings), the corporate magazine Open Air Culture (2020-present) and the collection of neuroscientific researches Open Air Mind (2017-2024).





Methodological note

Thanks also to the support of tools and methodologies introduced as a result of joining StellaGroup, Pratic has drafted the 2023-24 Sustainability Report, illustrating the company's results, strategies, objectives and performance. Some sections have been aligned with the most popular national and international standards, including:

- United Nations Sustainable Development Goals of 2030 Agenda.
- *European Sustainability Reporting Standards (ESRS)*.
- *GRI Standards*.
- *Framework of the International Integrated Reporting Council (IIRC)*.

The content and indicators have been defined on the basis of the results of the double materiality analysis, conducted in accordance with the ESRS (*European Sustainability Reporting Standards*) which makes it possible to identify the issues of ESG (*Environmental, Social and Governance*) sustainability topic most relevant to the company and its value chain. The reporting process involved several business functions along with the support of specialised external consultants. This Sustainability Report has not been subjected to independent third-party verification (audit); the publication of updates is scheduled on a biennial basis.



Double materiality

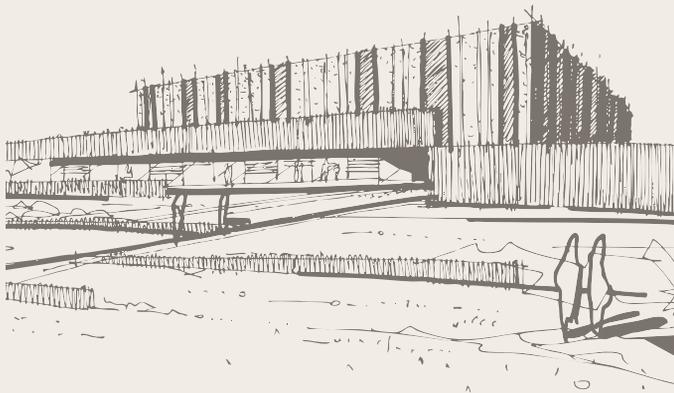
The sustainability reporting process involved identifying the most relevant social, environmental, and economic aspects, capable of influencing both the company's activities and Stakeholder perceptions.

The European Union's *Corporate Sustainability Reporting Directive* (CSRD) introduced the concept of double materiality, which considers:

- **Impact materiality:** relating to the effects, positive or negative, of an environmental, social or governance nature generated by the company, its value chain or its Stakeholders.

- **Financial materiality:** concerning real or potential risks and opportunities capable of affecting the company's financial performance.

In accordance with ESRS, StellaGroup conducted the double materiality analysis at Group level, examining the activities carried out by the companies and their respective value chains. Pratic carried out the analysis separately, as a single entity. The significant topics that emerged are presented below.



Environmental and social topics have a financial impact on the company

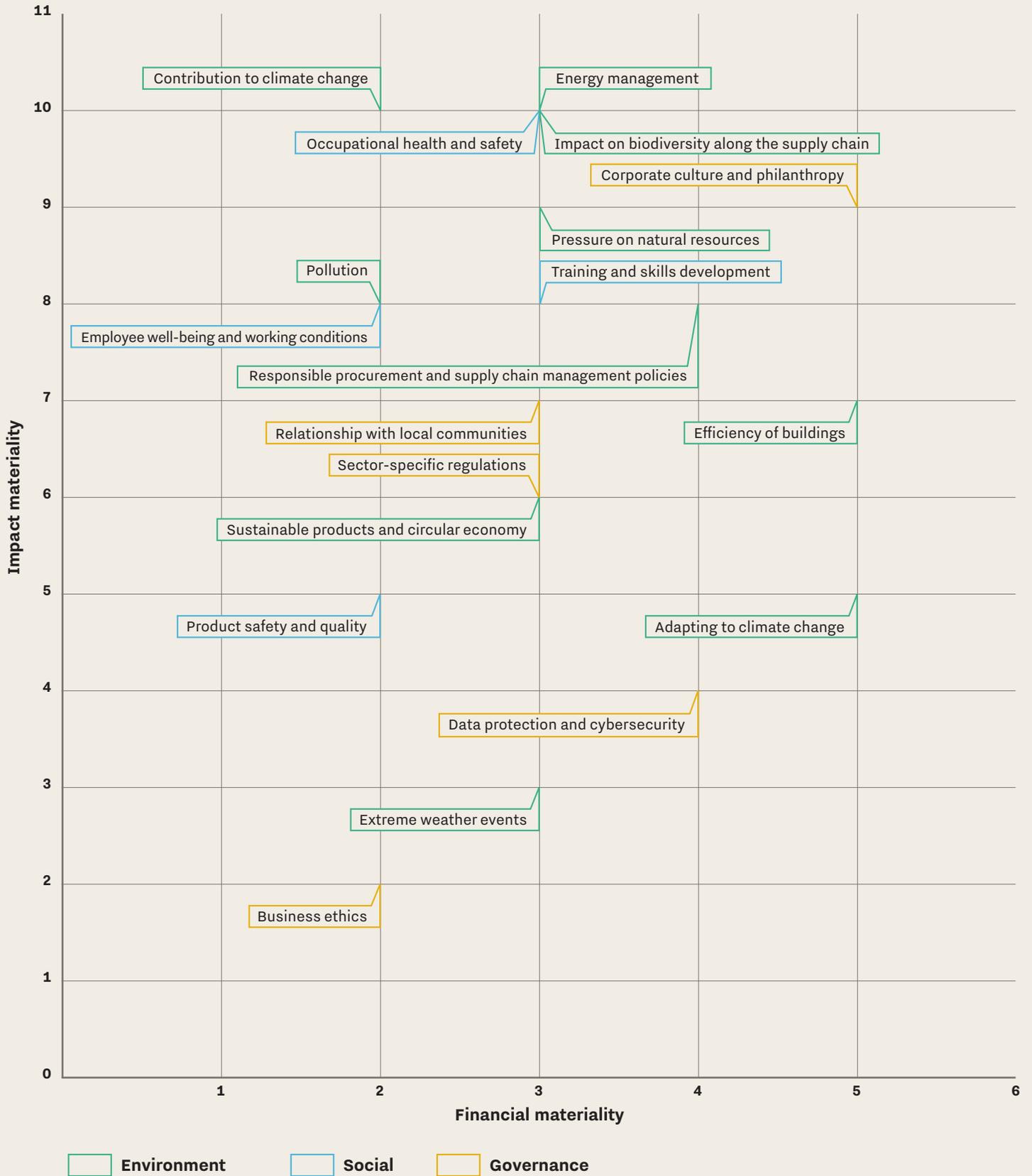


DOUBLE MATERIALITY



The company impacts the environment and people





Value creation model

The value creation model is a methodology that relates the strategic issues of sustainability with the various areas of the company's action, represented by the "capital classes". Through integrated management of the different capital classes, Pratic pursues long-term value creation, aligning

strategic decisions with sustainability principles. From the materiality analysis, the strategic themes underlying the value creation model emerge, which are associated with the different capital classes, showing the connections to company assets.

RELATIONAL CAPITAL

The network of relationships established with Stakeholders.

ORGANISATIONAL AND INTELLECTUAL CAPITAL

Intangible assets including internal management processes, procedures and systems, intellectual property and information systems.

HUMAN CAPITAL

The knowledge, skills, and competencies of people working within the organisation and along the value chain.

NATURAL CAPITAL

The set of natural resources and impacts related to business activity that generates goods and services essential for human survival and well-being.

TANGIBLE CAPITAL

Tangible assets such as infrastructure, facilities, and machinery used in operational activities.

FINANCIAL CAPITAL

The economic and financial resources available to the organisation.

Value creation flow

Through the use of inputs and the performance of its activities, the company generates outputs that form the basis for the creation of value to be distributed to the various Stakeholders. The outcomes, which result from the monitoring of key performance

indicators (KPIs), make it possible to assess the company's progress with respect to the objectives of economic, social and environmental sustainability, and contribute to strengthening competitiveness in the medium to long term.



STRATEGIC TOPICS	CAPITALS	RELATIONSHIP BETWEEN STRATEGY AND CAPITALS	INPUT	ACTIVITIES
<ul style="list-style-type: none">  Sustainable management of resources and waste  Energy efficiency 	RELATIONAL CAPITAL	 <p>Strengthening ties with external Stakeholders starting from business partners and the reference community.</p>	Relationships	Development of relationships with: suppliers, customers, community and Group.
<ul style="list-style-type: none">  Pollution and emissions  Carbon footprint reduction 	ORGANISATIONAL AND INTELLECTUAL CAPITAL	 <p>Ensure the evolution of the organisational model, also to align it with group requests, and the strengthening of management systems and know-how.</p>	Organisation and management system	Development of organisational models and systems for managing risks and alignment with the Group.
<ul style="list-style-type: none">  Adapting to climate change  Health and safety 	HUMAN CAPITAL	 <p>Enhance knowledge and skills of human capital, including through training, paying particular attention to the issue of safety at work.</p>	People	Health and safety management and remuneration policies, freedom of association and equal opportunities.
<ul style="list-style-type: none">  Ethics in management of internal employees and the value chain  Transparency of sustainability information for customers and Stakeholders 	NATURAL CAPITAL	 <p>Pursue continuous improvement of company efficiency from the point of view of environmental performance.</p>	Environmental impacts	Management of raw materials, reduction of environmental impacts and optimisation of production processes.
<ul style="list-style-type: none">  Organisational and sustainability management model  Relationship with the supply chain 	TANGIBLE CAPITAL	 <p>Upgrade property, machinery and production facilities.</p>	Infrastructure	Management of: plants, machinery, company headquarters.
	FINANCIAL CAPITAL	 <p>Support economic growth and financial balance, ensuring adequate remuneration for production factors.</p>	Financial resources	Management control.

METHODOLOGY

SDGS IMPACTED	OUTPUT	OUTCOME (KPI)	2023	2024
<ul style="list-style-type: none"> • Management systems • Organisational model • Stakeholder engagement and double materiality analysis 		<ul style="list-style-type: none"> • % FVG suppliers • % Italian customers on turnover • Supported non-profit organisations • No. of social media followers 	20.5% 66.9% 6 73k	21.1% 66.8% 6 79k
		<ul style="list-style-type: none"> • No. of compliance organisational models • Value of intangible assets • New patents filed 	1 €8.9 M 3	1 €7.3 M 9
	Turnover: 2023: €60.9 M 2024: €57.8 M	<ul style="list-style-type: none"> • No. of company employees • % women in managerial roles • Employee age profile • No. of accidents • No. of hours of non-mandatory training 	241 14% 65% under 50 3 870	229 14% 62% under 50 7 892
		<ul style="list-style-type: none"> • CO₂ emissions (Scope 1+2+3) • Materials used • Waste produced • % waste sent for recovery • Photovoltaic plant production 	22,091 tCO ₂ 3,035 tons 769 tons 78.3% 381.5 MWh	22,577 tCO ₂ 3,810 tons 648 tons 83.8% 381.2 MWh
		<ul style="list-style-type: none"> • Sqm company surface area • Value of tangible assets 	31,000 sqm €8.9 M	31,000 sqm €8.3 M
		<ul style="list-style-type: none"> • Value of production • Profit • Net equity • Value distributed to Stakeholders 	€60.9 M €11.7 M €43.4 M 79%	€57.8 M €10.6 M €43.0 M 79%



Economic results

In the two-year period 2023–24, Pratic confirms excellent performance in the Italian and European market, in particular in the pergolas and bioclimatic pergolas segment, maintaining its stable position in a macroeconomic context characterised by high uncertainty and a general slowdown in demand. The 2024 financial year ended with a turnover of 57.8 million euros, demonstrating the company's ability to preserve significant volumes and generate economic value even in less favourable market scenarios.

Economic performance is a central element of the overall sustainability of the company, as it allows the remuneration of invested capital, strengthens the capital structure and supports the investments needed for skills development, product innovation and continuous improvement of processes. To this perspective is added the path integration into the dynamics of StellaGroup with which cross-selling initiatives were launched in 2024 of Pratic products to the other Group companies, aimed at enhancing industrial synergies and commercial activities and expand its presence in foreign markets.



Value generated

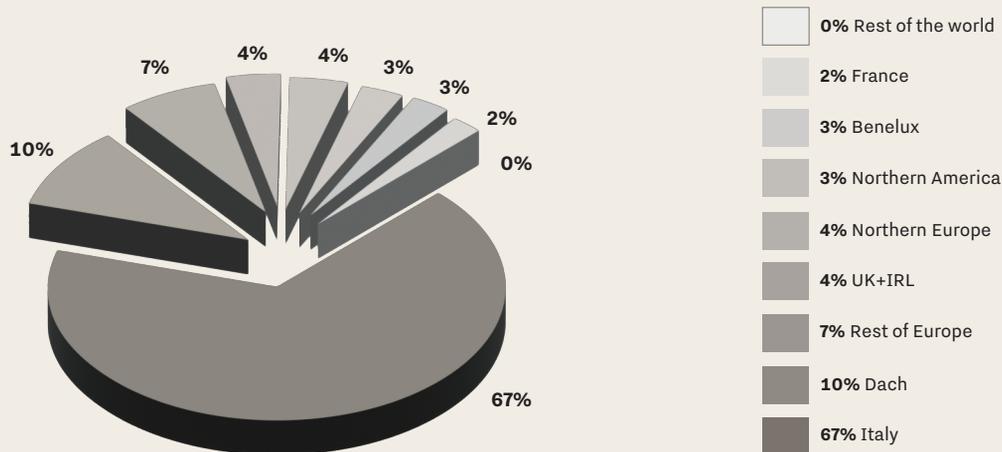
After the extraordinary results achieved in the immediate post-Covid of 2020-22, the solar shading market returned to more ordinary dynamics in 2023-24. The intensification of geopolitical tensions, the fragmentation of international supply chains, and the resulting impact on raw material prices (*commodities*) have contributed to creating a context of uncertainty in the global macroeconomic scenario, with a consequent reduction in demand even in historically strong markets. In this context, Pratic remains one of the top performers in the Italian and European markets, especially for the production of pergolas and bioclimatic pergolas. Innovation and design,

combined with service improvement and strengthening of human resources, continue to represent the determining factors for development.

The 2024 financial year ended with a turnover of 57.8 million euros; among the various business areas, pergolas and bioclimatic pergolas account for the largest share of sales. The remaining contribution comes from retractable arm awnings, vertical awnings, Glass Series glazing, and accessories.

The integrated review of economic-financial indicators confirms a solid equity and financial structure, as well as the capacity to generate significant revenue and cash flows.

DISTRIBUTION OF 2024 REVENUES BY GEOGRAPHICAL AREA



Distribution of generated value

The creation of economic value and the achievement of positive financial results form the basis for economic sustainability and the foundation of entrepreneurial activity. The net profit generated allows Shareholders to be remunerated for business risk and allows the organisation to be consolidated through the strengthening of equity capital. Through the creation of economic value, the company also produces positive effects on other categories of Stakeholders, from collaborators to the

social fabric of the community in which it operates.

The following table shows the distribution of the value generated by the company, understood as the sum of the revenues deriving from the different business operations (core, ancillary, extraordinary, and financial activities). In the context of the Sustainability Report, the analysis of value differs from the financial statements, as it focuses on how value is distributed among different Stakeholders (distributed value).

VALUE DISTRIBUTED AMONG STAKEHOLDERS

DISTRIBUTED VALUE	2023		2024	
	Value €	% of value generated	Value €	% of value generated
TOTAL VALUE GENERATED	64,026,850		59,999,011	
VALUE TO EMPLOYEES	11,040,472	17.2%	11,465,497	19.1%
VALUE TO SUPPLIERS AND PARTNERS	35,000,693	54.7%	31,898,018	53.2%
VALUE TO FINANCIERS	84,465	0.1%	72,760	0.1%
VALUE TO PA	4,424,798	6.9%	4,106,367	6.8%
VALUE TO THE COMMUNITY	28,144	0.0%	26,500	0.0%
RETAINED VALUE*	13,448,278	21.0%	12,429,869	20.7%

* The **retained value** by the company, i.e. the difference between the total value generated and the value distributed to Stakeholders, is represented by non-financial profits and cost components, such as depreciation and provisions.



Environmental transparency

Environmental transparency is a central element in the responsible and sustainable management of company activities. In 2024, the analysis of environmental impacts included the measurement of the carbon footprint, distinguishing between direct and indirect emissions, in addition to monitoring of energy and water consumption, raw materials purchased and waste generated. This information is essential to evaluate the effectiveness of the actions taken and identify further areas for improvement. The structured presentation of these indicators enables environmental performance to be communicated clearly and transparently, contributing to value-oriented management and sustainability in the long-term.

ENVIRONMENTAL PERFORMANCE 2024

22,577 t CO₂e

Total emissions

302.61 MWh

Energy self-consumption
(79% of product)

97%

Reclaimed water
from the painting process

99.94%

Non-hazardous waste
recovered



Environmental impacts of the organisation

Pratic products perform functions of shading and dynamic management of ventilation, light, and heat energy.

A synthesis between design and technology, with particular attention on human well-being, solar shading systems also contribute to the energy efficiency of buildings.

From the point of view of environmental impact, the most relevant project concerns the measurement of the carbon footprint. Developed according to a common approach shared across StellaGroup, this measurement makes it possible to define a monitoring system, mitigation actions and estimate the related impacts.

The environmental value of the production process can be analysed from three main perspectives:

- The commitment to reduce the use of natural resources in the production and distribution phases, monitoring impacts with a view to improvement.
- Attention to the life cycle of the product, considering durability, use of recycled and recyclable materials, search for cutting-edge production solutions.
- Functionality of the products to enhance comfort and reduce energy consumption.

Carbon footprint

Each organisation, through its activities, emits greenhouse gases into the environment, which is responsible for climate change. The European *Green Deal* announced by the European Commission in 2019, aims to make the EU economy more sustainable and achieve Net Zero by 2050.

Measuring the carbon footprint is an indispensable tool for identifying critical areas and planning impact reduction strategies. Thanks to initiatives launched by StellaGroup, Pratic has developed an effective transition plan to identify the main sources of pollution and reduce CO₂ emissions. The analysis, carried out annually, involves the collection of physical and monetary data, with priority given to the former, with the aim of assessing the impact of the actions taken and of making corrective or improvement actions, if necessary.

The carbon footprint of the organisation considers all CO₂ emissions produced in the analysis period:

- **Scope 1 – direct emissions:** derive from the consumption of fossil fuels through plants or vehicles owned or controlled by the organisation.
- **Scope 2 – indirect emissions:** emissions from the external consumption of fossil fuels for the energy used by the organisation.
- **Scope 3 – indirect emissions from related activities:** greenhouse gases produced from sources not owned or controlled by the company, but deriving from organisational activities.

Carbon footprint 2024

The carbon footprint assessment shows that almost all CO₂ emissions are attributable to *Scope 3*, that is, to entities located upstream and downstream of the company along its value chain. Looking at the data for 2024, emissions related to *Scope 3* represent 94.8% of the total, of which 66.8% derives from supplies, in particular from the purchases of aluminium and steel; in residual quantities, supplies of electronic and motorised components, glass and fabrics are affected. 13% is attributable to the use of the products and their end-of-life management. CO₂ emissions related to *Scope 1* and *2* mainly derive from the organisation's direct and indirect energy consumption. In this regard, during 2024 the company replaced one third of the lamps in the production facility, with an estimated annual saving of approximately 67,320 kWh

(about 27 tCO₂e). Emissions from transport reached 531 tCO₂e (of which 9.1% inbound and 90.9% outbound). To reduce these impacts, in the second half of the year a new product delivery management software was implemented, enabling the planning of trips efficiently and reducing the kilometres travelled by company vehicles and couriers.

CO₂ emissions in summary

- 22,577 t CO₂e
Total 2024 emissions
(annual emissions equivalent
of approx. 2,270 Italian citizens)
- 390 kg CO₂e
per 1,000 euros of revenue
- 104 t CO₂e per employee

Scope	Emission categories	2023		2024	
		Total (t CO ₂ e)	% of total	Total (t CO ₂ e)	% of total
Scope 1	Direct emissions from stationary combustion	653	3%	621	2.8%
	Direct emissions from mobile combustion				
Scope 2	Indirect emissions from purchased electricity	604	2.7%	549	2.4%
Scope 3	Goods and services purchased	20,834	94.3%	21,407	94.8%
	Capital goods				
	Fuels and electricity (upstream and downstream emissions, not included in <i>Scope 1</i> and <i>2</i>)				
	Upstream transport and distribution				
	Waste				
	Business travel				
	Employee mobility				
	Downstream transport and distribution				
	Use of products sold				
	Disposal of sold products				
	Total CO₂ emissions		22,091		22,577

ENERGY CONSUMPTION

The organisation’s energy consumption concerns electricity, natural gas and fossil fuels used by company vehicles. Over the years, Pratic has invested in plant innovation to support a less polluting production process. Significant examples are the painting plant installed in 2018 and the evaporator for water recovery in 2022. The company headquarters, an example

of industrial architecture that combines beauty and efficiency, is equipped with a 400 kWh photovoltaic system that annually produces about 380 MWh of electricity per year; 80% of this is consumed on site covering about 18% of the needs. Below are the main energy consumption of the organisation, expressed in MWh.

	2023		2024	
	MWh	% of total energy	MWh	% of total energy
Gas	2,363.50	48.7%	2,296.91	49.9%
Vehicle fuel	716.56	14.7%	648.35	14.1%
Electricity	1,465.26	30.2%	1,352.21	29.4%
Self-produced and self-consumed electricity	309.11	6.4%	302.61	6.6%
Total Energy	4,854.43		4,600.08	

Consumption per 1,000 euros of turnover is: 0.08 MWh

WATER CONSUMPTION

Pratic’s water consumption derives from the production process and, to a small extent, from its use for sanitary purposes. The painting process, which uses a technologically advanced plant and includes nine aluminium pre-treatment phases, generates approximately 400

l/h of contaminated water. Thanks to the mechanical recompression evaporator, about 97% of the waste is recovered and reused in the washing process, while the remaining 3%, classified as hazardous waste, is disposed of by authorised operators, eliminating wastewater discharges.

	2023		2024	
	qty (m³)	m³ / 1,000 euros turnover	qty (m³)	m³ / 1,000 euros turnover
Water consumption	3,405.04	0.06	3,722.00	0.06

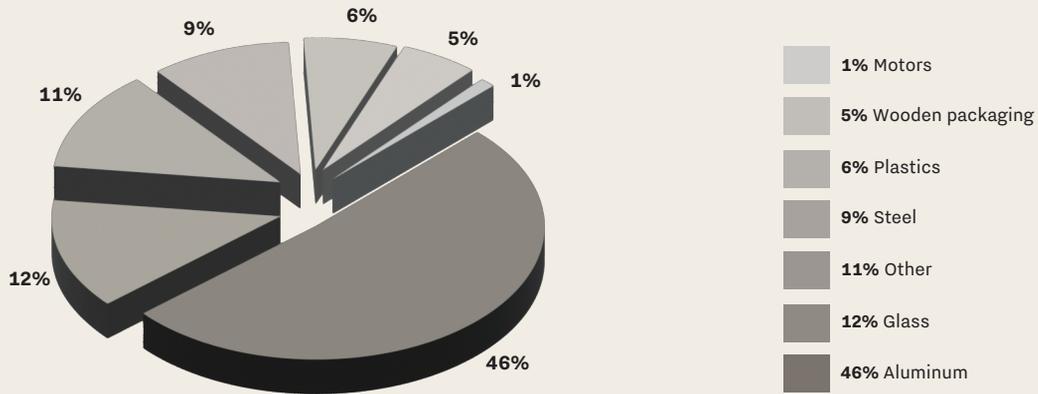
RAW MATERIALS

The main materials used in the production of solar shading products include aluminium, wood for packaging, glass, fabrics, plastics of various kinds and components for electric motorisation. In 2024, 3,800 tons of raw materials were purchased, almost half of which consisted of aluminium, followed by glass and packaging.

3,800 t
Total raw materials purchased in 2024

(65.86 kg per €1,000 of revenue from sales and services)

RAW MATERIALS PURCHASED 2024



WASTE

Waste derives from the operations of processing, painting, management of machinery and vehicles, packaging and, to a small extent, office supplies. Most non-hazardous waste comes from metal residues (aluminium and steel) and packaging materials, recovered at 99.94%.

Hazardous waste, consisting of more than 95% from process wastewater from painting, on the other hand, has a recovery rate of 3.05%. In relation to the value generated by the sale of goods and services, the production of waste is equal to 11.21 kg per €1,000 of turnover.

	2023		2024	
	qty (tons)	% recovered	qty (tons)	% recovered
Hazardous waste	170.49	2.02%	108.09	3.05%
Non-hazardous waste	598.68	99.96%	540.23	99.94%
Total waste generated	769.17	78.25%	648.32	83.78%



Social commitment

The safety and well-being of employees is a priority for Pratic, pursued through the adoption of measures and procedures aimed at ensuring a safe, inclusive working environment focused on risk prevention. Attention to people is also realised through programmes of continuous training, aimed at enhancing skills, professional growth and individual empowerment. At the same time, the company promotes a welfare system in support of the general well-being of its employees and their families, integrating services and initiatives that promote their quality of life. The corporate citizenship activities in which the company is involved strengthen the link with the territory, contributing to social development and cultural aspects of the local community.



Data for 2024

229

Collaborators

13.9%

Employees under 30

37.5%

Employees over 50

1,631

Training hours delivered

5

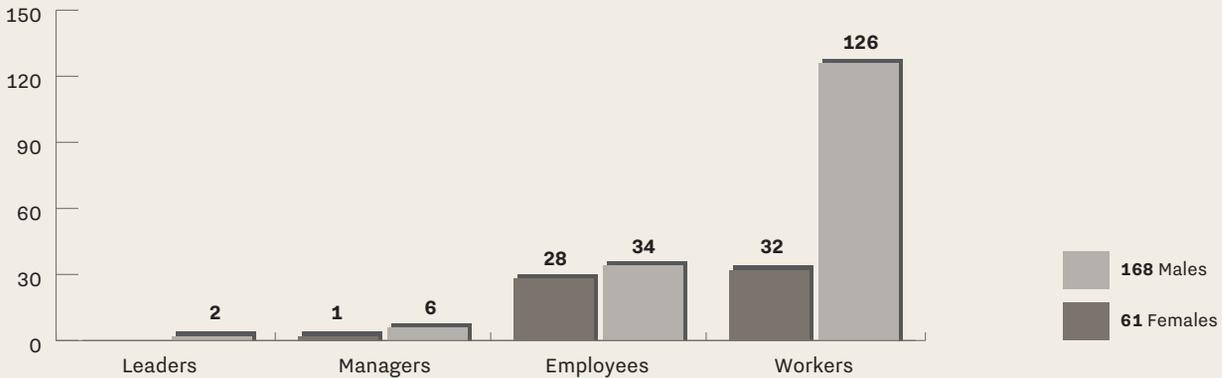
Areas of sponsorship and collaboration for local associations

Workforce

COMPOSITION BY GENDER AND JOB LEVEL

As of December 31, 2024, Pratic employs 229 employees, 61 of whom were women and 168 men, organised into four categories: managers, middle managers, clerical staff and workers.

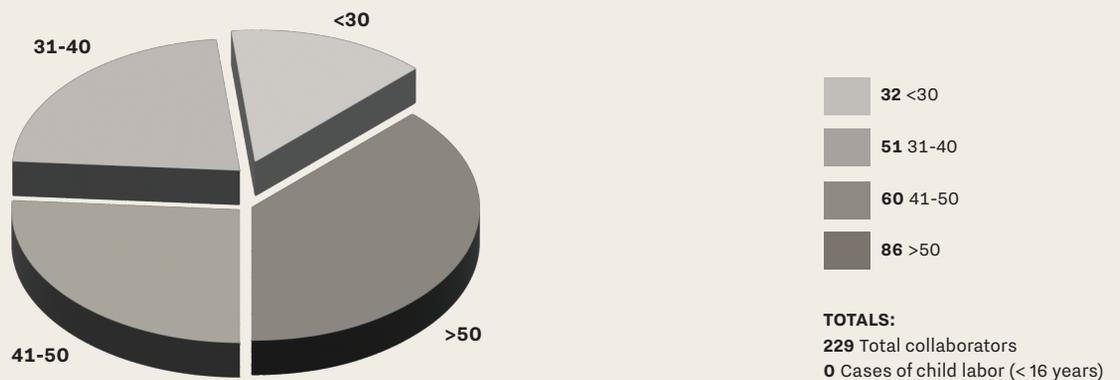
WORKFORCE POPULATION AS OF 31/12/2024 BY JOB LEVEL AND GENDER



COMPOSITION BY AGE

In the chart for the year 2024 employees are divided into four age groups: over 50 (37.5%), 41-50 (26.2%), 31-40 (22.3%) and under 30 (13.9%).

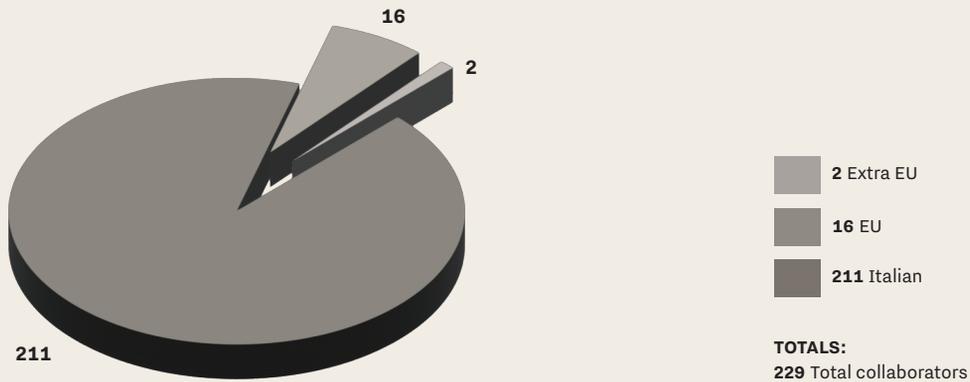
AGE OF EMPLOYEES AS OF 31/12/2024



COMPOSITION BY NATIONALITY

As of December 31, 2024, the workforce is for the most part of Italian nationality (92.1%) with a small percentage of workers of European nationality (7%) and non-European (0.9%).

NATIONALITY OF COLLABORATORS

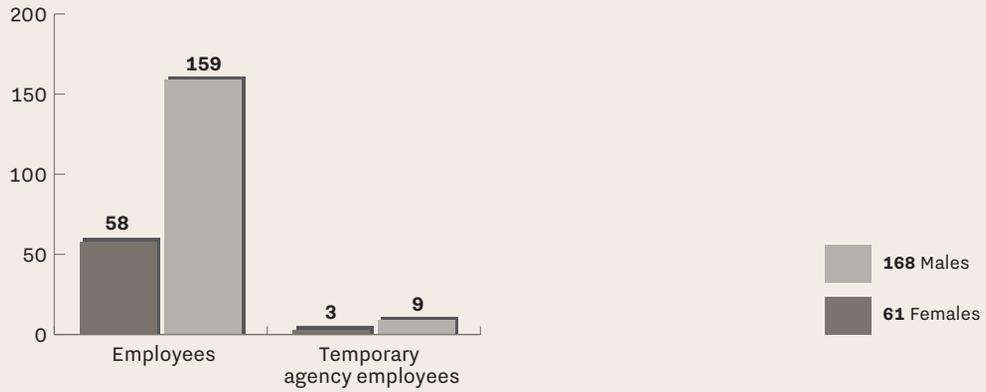


TYPES OF CONTRACTS AND EMPLOYMENT POLICIES

The company is committed to constantly promoting an ethical, safe and respectful working environment for the rights and dignity of each individual. The adoption of a strict policy prohibits forced labour and discrimination of any kind, both in recruitment and in professional growth.

Pratic offers long-term contracts and, analysing the type of contract, in 2024 there were 20 contracts part time, equal to 9% of the total, and 209 full-time, corresponding to 91%. In addition, the company provides training programmes to ensure stability and continuity in the work environment.

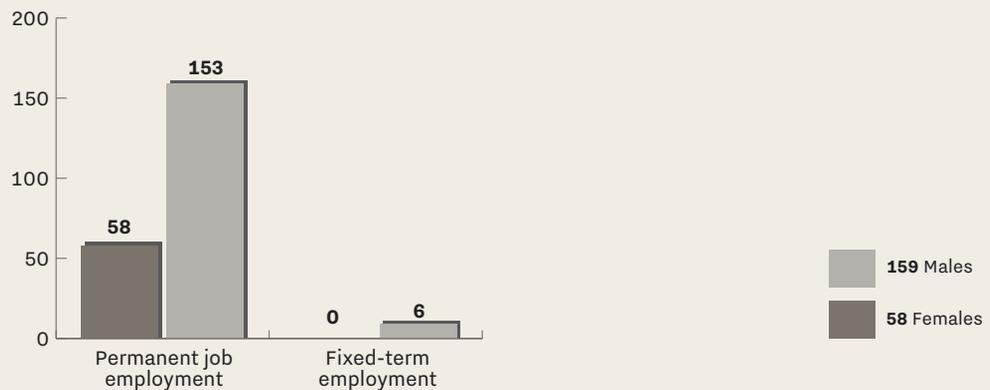
EMPLOYEES / AGENCY EMPLOYEES



CHANGES IN EMPLOYEES 2024



WORKING HOURS OF EMPLOYEES

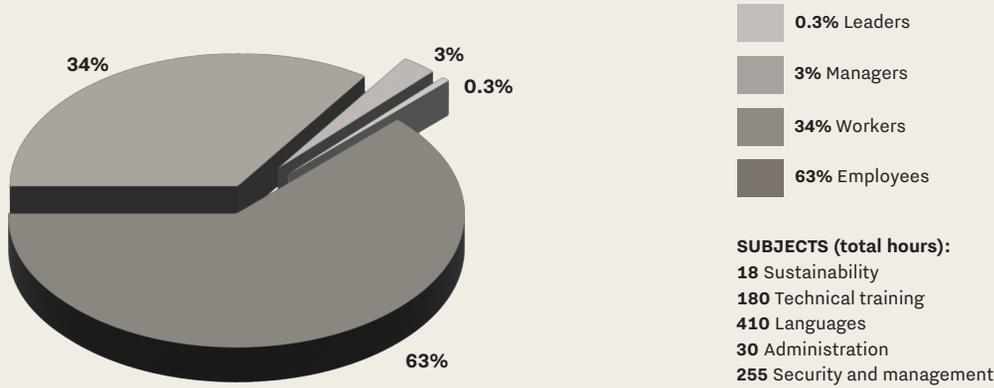


Training and skills development

Pratic recognises the strategic value of human capital and invests in the development of employees' professional skills. Commitment to training, both individual and group, translates into growth pathways that involve all levels of the organisation, with a focus on both

technical and relational skills. Looking at 2024, Pratic promoted 43 training courses, for a total of 1,631 hours; of these, 893 hours were dedicated to non-mandatory training, to support the continuous updating of technical and professional skills.

2024 NON-MANDATORY TRAINING HOURS: 893

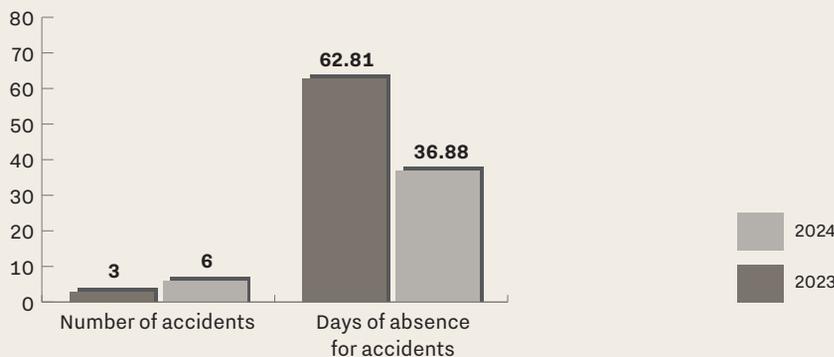


Health and safety

In order to prevent accidents and protect health in the workplace, a solid safety culture is promoted in the company, which actively involves all levels of the organisation. The effectiveness of the measures taken is reviewed annually in order to identify any critical issues and implement improvement solutions.

In the last two years the number of injuries has remained contained. Even in the face of a slight increase in cases, these highlighted a reduction in severity and consequently of the days of absence. Below are some data relating to accidents that occurred in 2024 to direct employees only.

ACCIDENTS AND ILLNESSES OF EMPLOYEES



Corporate welfare

The company attaches great value to dialogue with employees and trade unions, promoting a climate of positive industrial relations aimed at collective well-being. This translates into salary and organisational policies aimed at balanced and sustainable development across the entire organisation. In 2024, second-level collective bargaining led to the renewal of the agreements on production bonuses,

with the possibility, on a voluntary basis, of allocating part of the bonus to welfare credit to be used on the dedicated platform.

Several agreements are also active for the benefit of employees in the following areas of interest: health, insurance policies, free care services and free social security and vehicle maintenance.

Corporate citizenship

The approach to corporate citizenship is embodied in donations, sponsorships and collaborations in support of local associations, both sports and social, as well as educational institutions, with the aim of promoting a cohesive and inclusive community. In 2024, the main initiatives included:

- Participation in the Telethon Relay Udine 24x1 now with two teams, Pratic Runners and Pratic Walkers, in support of research against rare genetic diseases.
- Sponsorships of sports associations ASD Libertas Ceresetto (Martignacco – UD), established from the founders' passion for cycling, and Moto Club Manzano ASD (UD), recognising the importance of youth sport for families and the whole community.

- Support for the Cultural Association Comitato San Floriano (Tolmezzo – UD), which brings an International Art Exhibition to Illegio every year with famous masterpieces from all over the world.
- Sponsorships of the local Pro Loco: Comitato Festeggiamenti Pro Scuola Materna F. Deciani (Martignacco – UD), Pro Loco Brazzacco (Moruzzo – UD) and Pro Loco Fagagna (Fagagna – UD).
- Collaborations with local educational institutions: in 2024, six students from the University of Udine, Istituto G.G. Marinoni, IAL FVG, Employment centre and CAMPP – Consorzio Assistenza Medico Psico Pedagogica undertook a training experience within the company.



Goals for the future

Thanks to the reporting of the Sustainability Report, Pratic is able to clearly establish its strategic priorities for the coming years. The actions taken in the economic, social and environmental areas have contributed to the consolidation of company performance, the strengthening of the culture of sustainability and the promotion of a constant improvement of processes, of products and relationships with Stakeholders.

In order to give continuity to this path, the organisation intends to contribute responsibly to the creation of lasting and shared value for the future, respecting the three guiding principles proposed by StellaGroup: reduce, get involved and act.

StellaGroup guiding principles



Reduce

Purchase low-impact raw materials

Reduce impacts from operational activities

Product eco-design



Get involved

Ensure safety at work

Enhance diversity

Develop skills and careers



Act

Strengthen collaboration between Group companies

Act ethically

Support local communities

REDUCE – Environmental goals

The first principle, REDUCE, is the Group's ambitious goal of reducing CO₂ emissions by 25% per million euros of turnover by 2030.

The emission reduction plan for Pratic includes:

- Increasing the percentage of recycled aluminium in products, through targeted choices on procurement, involving strategic suppliers and any new suppliers with better environmental performance.
- Increasing the percentage of recycled materials used in fabrics.
- Further investments in renewable energy, extending the photovoltaic system to increase the self-production of electricity.
- Optimising product design by focusing attention on maintaining or increasing performance and functional use while minimising material usage.
- Developing new electrical components, with the aim of improving product performance.

GET INVOLVED – Social goals

Protecting the health and safety of employees will continue to be a priority. The Group's goal is to reduce the accident severity rate by 25% by 2030. For this reason, in addition to continuous training, investments in equipment are planned to increase the level of safety in daily operations; some of the improvements will concern the automated warehouse for the management of raw materials, designed specifically to allow the operator to work while minimising the manual handling

of loads and related accident risks. Training will also remain a central element for the development of skills, through technical and professional refresher courses and initiatives dedicated to soft skills, foreign languages and cybersecurity. In the context of second-level collective bargaining, the renewal of performance bonuses is planned, with the possibility of converting them into welfare instruments.

ACT – Governance goals

In spring 2025, the StellaGroup Foundation was created, designed to support projects in the fields of health, medical research, inclusion and equal opportunities. Through the Foundation, the Group intends to support companies in the development of valuable initiatives for the benefit of employees, local communities and scientific research. The next two years will see the conclusion of the project to adopt

an organisational model for crime prevention based on French legislation, incorporating the relevant policies. This pathway will further strengthen the governance structure and risk management. The commitment to monitoring impacts and promoting dialogue with all internal and external Stakeholders remains strong, ensuring transparent and reliable management.

2030 Agenda

Signed on 25 September 2015 by 193 countries of the United Nations, including Italy, the 2030 Agenda for Sustainable Development is an action plan for people, the planet and prosperity, with the aim of ensuring a better present and future for human beings.

The Agenda sets out 17 Sustainable Development Goals (SDGs) to be achieved by 2030 through a process structured into Goals, Targets, and over 240 indicators. The objectives involve all countries and sectors of society: from private companies to the public sector, from civil society

to information and culture operators. The sustainable commitment of each country is periodically evaluated at the UN.

2030 Agenda introduces a decisive turning point: it explicitly recognises the unsustainability of the current development model, not only from an environmental point of view, but also from an economic and social point of view, affirming an integrated vision of sustainability.

Pratic, with its operations, mainly contributes to the achievement of the following Sustainable Development Goals.





GOAL 4:
QUALITY EDUCATION

Ensure quality, equitable and inclusive education, and promote lifelong learning opportunities for all.



GOAL 5:
GENDER EQUALITY

Achieve gender equality and empowerment (greater strength, self-esteem and awareness) of all women and girls.



GOAL 7:
AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy systems for all.



GOAL 8:
DECENT WORK AND ECONOMIC GROWTH

Promote lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all.



GOAL 9:
INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure and promote innovation and fair, responsible and sustainable industrialisation.



GOAL 12:
RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable models of production and consumption.



GOAL 17:
PARTNERSHIPS FOR THE GOALS

Strengthen the means of implementation and revitalise the global partnership for sustainable development.

Glossary

2030 Agenda

Programme signed in 2015 by UN member countries, outlines 17 goals for sustainable development (*Sustainable Development Goals* or *SDGs*) at the economic, environmental and social levels.

Double materiality analysis

Process that evaluates both the impact that the company's activities have on the environment and society (impact materiality), and how environmental and social factors influence the company's financial performance (financial materiality).

Tangible assets

Physical assets such as buildings, machinery and land owned and used by the company.

Intangible assets

Non-physical resources, such as trademarks, patents, know-how, human capital, reputation and relationships with Stakeholders, who generate economic and competitive value for the company.

Audit

Systematic, independent and documented assessment to determine whether the specified requirements have been met, based on objective evidence.

Business Unit

Autonomous organisational unit within a group, which manages a specific activity, such as a product line, a brand or a region, with its own strategy and profit objectives allowing a more focused and measurable management.

Carbon footprint

Measurement of the amount of emissions of greenhouse gases that are released into the environment, expressed in tonnes of CO₂ equivalent. This is the key element to evaluate the contribution that human activities have on climate change and includes the amount of climate-changing gas emissions, generated directly and indirectly by the activities carried out.

Capital classes

Categorisation of the different forms of capital that a company or an economy can possess. Each capital class has specific characteristics and contributes differently to production and economic growth.

CSRD

(Corporate Sustainability Reporting Directive)

The CSRD Directive (2022) introduces sustainability reporting obligations for companies in the European Union, with gradual application from 2024 based on the size of the company and the nature of the activity carried out. The objectives of the directive are multiple: to improve transparency and quality of ESG information, to promote the green transition, facilitate access to information for investors and stakeholders, promote the integration of sustainability into corporate strategy, and create a common language on sustainability through the use of ESRS standards.

EFRAG***(European Financial Reporting Advisory Group)***

Private, non-profit organisation that develops reporting standards for the European Union for both financial and sustainability aspects. Provides technical advice to the European Commission for the adoption of accounting standards (IFRS) and sustainability standards (ESRS), ensuring consistency and quality.

ESRS***(European Sustainability Reporting Standards)***

European standards for sustainability reporting, introduced as part of the CSRD. Through a common classification and measurement system, they ensure comparability and reliability of information.

GHG***(Greenhouse Gases)***

Greenhouse gases, also called climate-altering gases for their ability to influence the climate; one of the main ones is carbon dioxide (CO₂).

GRI***(Global Reporting Initiative)***

Independent international organisation that has developed reference standards for international sustainability reporting (GRI standards); the system of indicators allows organisations to report their performance transparently and comparably.

KPI***(Key Performance Indicator)***

Key performance indicator, i.e. a quantitative measure used to assess the degree of achievement of specific objectives of an organisation, a process or a project.

IIRC***(International Integrated Reporting Council)***

Global body composed of companies, investors, policy-makers, accounting professionals and civil society. Members believe that integrated thinking is part of best practice in both public and private sectors, and is facilitated by integrated reporting as a standard business reporting practice.

ESG***(Environmental, Social, Governance)***

ESG stands for Environmental, Social and Governance, or the three pillars of sustainability: the three fundamental factors for verifying, measuring, and supporting a company's or organisation's sustainability commitment.

Value creation model

A tool that allows you to understand how a company, through its activity and resources, creates value for its stakeholders.

Stakeholders

Any individual, group, or organisation that holds a direct or indirect interest in an organisation's activities, decisions, or outcomes and can influence them or be affected by them.

Value distributed

Economic value generated and distributed by a company to its Stakeholders.

Value generated

Sum of the revenues from all the company's operations, from the core to the ancillary, extraordinary, and financial activities.

Whistleblowing

the process by which an employee or a third party (such as suppliers or consultants) reports illegal conduct of which they become aware during the performance of their activities.

GRI correlation table

Disclosure GRI	GRI disclosure title	Pages
GRI 2-1	Organisation details	9-15; 19; 20; 41-45
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GRI 2-3	Reporting period, frequency and point of contact	23
GRI 2-4	Restatement of information	23
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GRI 2-6	Activities, value chain, and other business relationships	17-20; 26-29; 31
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GRI 2-9	Governance structure and composition	13
GRI 2-22	Statement on sustainable development strategy	7; 24; 25
GRI 2-23	Commitments through policy	24-29; 43-44; 47
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GRI 2-25	Processes designed to remedy negative impacts	29
GRI 2-26	Mechanisms for seeking guidance and raising concerns	13; 29
GRI 2-27	Compliance with laws and regulations	35-36; 47
GRI 2-29	Approach to Stakeholder engagement	21; 24-25; 29; 47
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GRI 301-1	Materials used by weight or volume	29; 39
GRI 302-1	Energy consumed within the organisation	38
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GRI 302-4	Reduction of energy consumption	29; 38
GRI 303-1	Interactions with water as a shared resource	38
GRI 303-2	Management of water discharge impacts	38

Disclosure GRI	GRI disclosure title	Pages
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GRI 305-5	Reduction of GHG emissions	37
GRI 306-1	Waste generation and significant waste-related impacts	39
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GRI 306-3	Waste produced	29; 39
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GRI 401-2	Benefits provided for full-time employees, but not for part-time employees or those with fixed-term contracts	43-45; 47
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GRI 403-6	Promotion of worker health	46
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GRI 403-10	Occupational diseases	46
GRI 404-1	Average annual training hours per employee	46
GRI 405-1	Diversity in governance bodies and employees	41-45
GRI 413-1	Operations with the involvement of the local community, impact assessments and development programmes	47
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PROJECT & LAYOUT

Pratic

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FINPRO ESG Società Benefit Srl

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