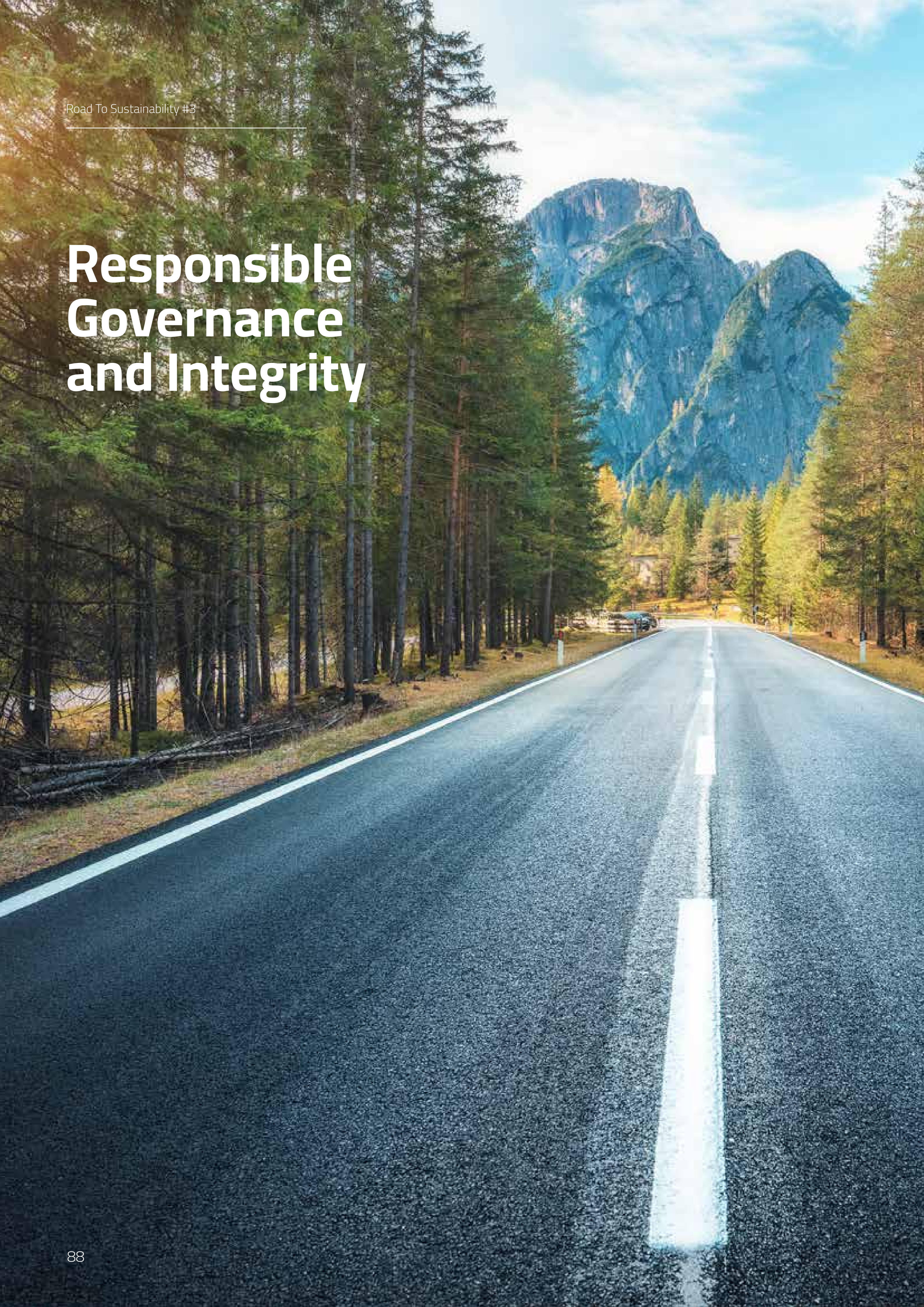
Responsible Governance and Integrity



Ethical governance aligned with current regulations is the concrete basis for credible sustainable development.

0
Violations of the code of ethics within the company or in the supply chain

0
Episodes of corruption

100%
Certifications maintained

5
Internal sustainability team meetings

3
Team meetings with consultants

Creation of a sustainable development office with a dedicated manager

1700
Internal audits conducted by the RTCs at various company contracts

2
Supplier Audits

6
New sites certified with the EU Ecolabel

7.1
The Sustainability Team

During 2025, the company further strengthened its sustainability governance model with the aim of increasingly integrating environmental, social, and governance issues into the company's decision-making processes and operational management.

An important step in this journey was the creation of the Sustainable Development Office, with a dedicated manager. This transition marks the evolution from a predominantly cross-functional unit to a structure with more defined operational responsibilities.

The Sustainability Manager also coordinates the sustainability team's activities, oversees ESG monitoring and data collection tools, and supports reporting alignment with applicable reporting standards and guidelines. The role also contributes to linking objectives, data, operational initiatives, and corporate responsibilities.

Chief Executive Officer
Coordination of corporate strategy, corporate governance, and ESG priorities.

Administrative Manager
Support for financial data, reporting, control, and budget coordination.

Safety, Environment, and Quality
Health and safety, environmental, quality, certifications, and operating procedures.

Operations Manager
Link between ESG objectives, sites, technical managers, and local activities.

Human Resources
Training, welfare, inclusion, labor relations, and social data.

Procurement
Links with suppliers, products, ESG requirements, and the supply chain.

Sustainability Manager
Operational coordination, data collection, KPI monitoring, and reporting support.

The cross-functional composition allows sustainability to be linked to operational activities, people management, purchasing, compliance, and economic and financial monitoring. The team's activities include supporting the definition and updating of the sustainability policy, contributing to the integration of ESG factors into the company's strategic plan, and coordinating the preparation of the sustainability report, to be submitted for review and approval by the Board of Directors.

During 2025, the team met five times in internal sessions and three times with the external consulting firm that supports Vivaldi & Cardino in its sustainability journey. Decisions requiring formal approval, including approval of the sustainability report, are subsequently submitted to the Board of Directors.

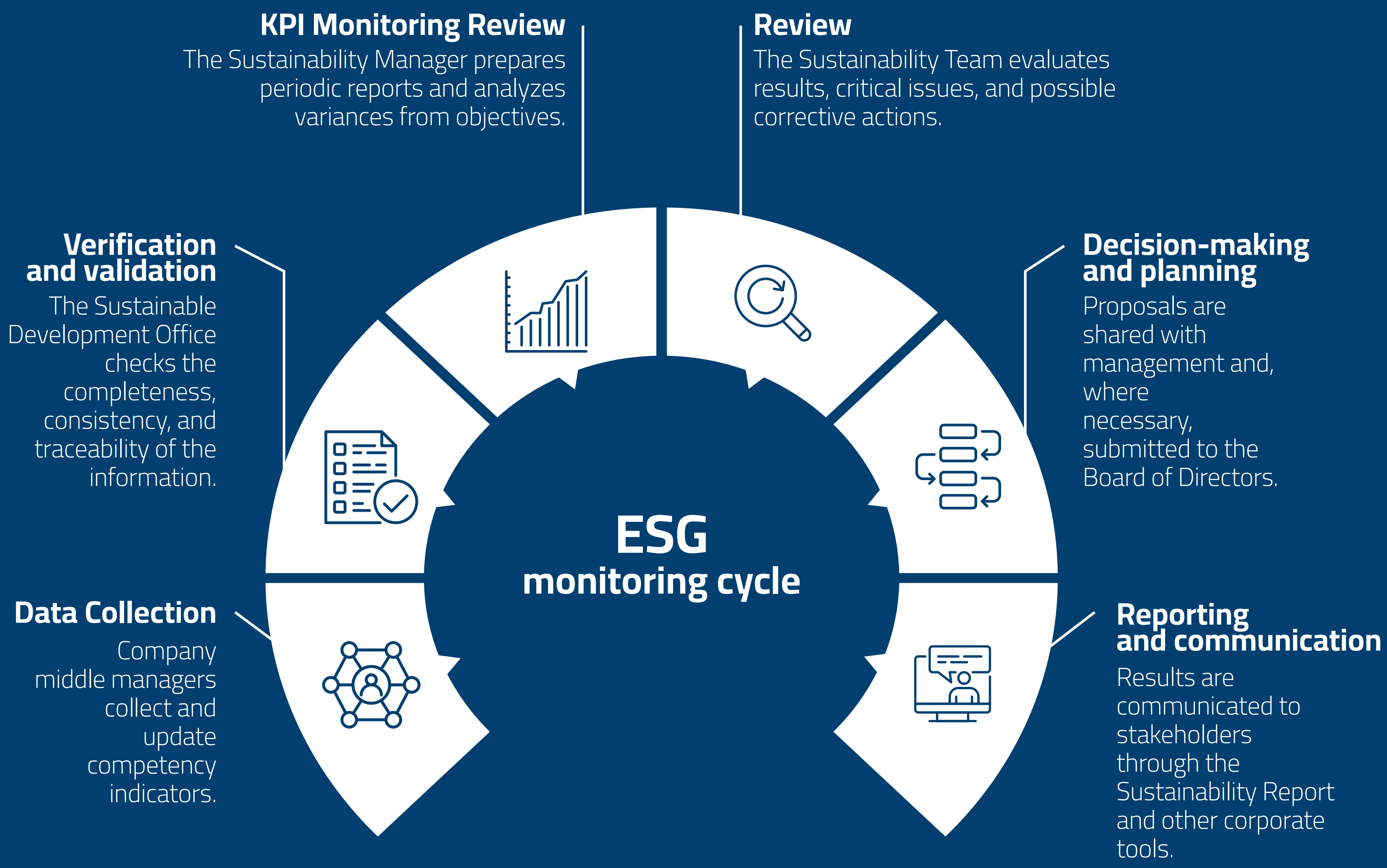
The direct participation of the CEO fosters the connection between corporate governance and sustainability strategy, contributing to the integration of ESG objectives into medium- and long-term corporate Decisions.

This approach also allows us to strengthen internal oversight of ESG issues, improve the quality of data collected, and strengthen the link between reporting, planning, and operational Decisions.

7.2
ESG Monitoring and Reporting

The objectives defined in the 2025–2030 strategic sustainability plan are monitored through an internal process of collecting, verifying, and updating ESG data. This monitoring is coordinated by the Sustainable Development Office, with the involvement of the corporate functions responsible for the various ESG areas. The Sustainability Manager prepares periodic reports shared with the sustainability team, aimed at verifying the progress of the objectives, analyzing any deviations, evaluating the effectiveness of ongoing actions, and proposing any corrective measures.

The goal for the coming years is to further consolidate this monitoring process, increasing the frequency of surveys and gradually expanding the scope of the data collected.



Vivaldi & Cardino's voluntary annual publication of its sustainability report confirms its commitment to transparency regarding its ESG impacts. Despite changing legal requirements, this commitment is strengthened in 2025 by switching to sustainability reporting compliant with the VSME. This transition allows for the presentation of data and initiatives in a more organized, comparable, and useful manner for various stakeholders.

The report is made available in a dedicated section of the company website, ensuring accessibility to information and continuity in dialogue with stakeholders.

7.3
ESG Risk Management

In a context characterized by growing regulatory complexity and increasingly frequent ESG requirements along the value chain, the identification and management of ESG risks are a key element for business continuity, the development of strong relationships with customers and suppliers, and service quality.

Vivaldi & Cardino has structured its approach to ESG risk management by linking it to the IRO assessment described in Chapter 3, which has allowed it to identify significant impacts, risks, and opportunities for the company and its value chain.

In 2025, the Technical Site Managers conducted 1,700 internal audits on sites, aimed at verifying compliance with company procedures and identifying any deviations from established standards. These controls constitute a significant operational safeguard because they allow us to monitor the actual conditions of the locations where a significant portion of the company's ESG impacts occur. Furthermore, the activities described in section 4.3 that involve the supply chain and regard ESG awareness and in-person sustainability audits at selected suppliers help reduce exposure to ESG risks that may arise outside the company's direct scope and progressively align sustainability practices across the entire supply chain.

From 2026, Vivaldi & Cardino plans to expand the scope of ESG monitoring activities at sites and suppliers. The plan is to involve the Sustainability Manager in internal audits of sites and increase the number of audits at selected suppliers. These activities will be aimed at verifying the application of the principles of proper sustainable management, improve data collection, and support any corrective actions.

ESG risk management is therefore positioned as a priority activity for Vivaldi & Cardino for the next year, which will be progressively integrated into the planning, monitoring, and control processes, with the aim of strengthening the company's resilience and making the connection between material issues, risks, actions, and results more traceable.

COMPANY

First IRO assessment
Strategic sustainability plan update with the integration of the IRO assessment

SITES

1,700 internal audits conducted by RTC
Internal audits conducted by RTC + Sustainable Development Manager on selected sites

SUPPLIERS

2 in-person sustainability audits
At least 5 sustainability audits at selected suppliers