



Vittoria Group

Sustainability
Report
2024

Dear riders,

**In 2024, we
witnessed many
ESG milestones
come to life,
bringing our
sustainability
vision closer to
reality.**

We officially joined the Fair Rubber Association, reaffirming our commitment to fair and equitable working conditions in the natural-rubber supply chain. Our product development team made impressive strides, integrating more renewable and recycled materials into our tires and refining our technologies to achieve the highest levels of sustainability without compromising performance.

We also communicated our Product Carbon Footprint, calculated according to the ISO 14067:2018 Systematic Approach, to raise awareness and empower cyclists to offset the impact of their purchases. This year we took full ownership of Vittoria Tyres Thailand, unifying and aligning our manufacturing hub under the Vittoria vision.

Regulatory compliance has been another key focus, with significant efforts to meet the requirements of the European Deforestation-free products Regulation (EUDR).

As cyclists, we recognize that every ride is an act of love toward ourselves and the planet. Yet we also acknowledge its impact and remain committed to reducing it.

Enjoy the read, enjoy the ride!
Stijn Vriends,
on behalf of the
Leadership Team of Vittoria Group

Methodological Note

This document represents the fourth Sustainability Report for Vittoria Group (hereinafter also "Vittoria", "the Group") which is designed to transparently present the main sustainability results achieved during the 2024 financial year as well as to describe the projects and commitments we made to create value for all our stakeholders. This Report has been prepared with reference to the "Global Reporting Initiative Sustainability Reporting Standards" defined by the Global Reporting Initiative (GRI), as shown within the "GRI Content Index". Regarding Universal Standards GRI 1 (Foundation) and GRI 2 (General Disclosures), the most recent version of 2021 has been adopted.

The information and data reported refer to the fiscal year 2024 (from January 1 to December 31, 2024). The data relating to the previous three years are reported, for comparative purposes, to make it easier to understand the trend of our performance.

The scope for economic data and information corresponds to the one of Vittoria S.p.A.'s consolidated financial statements as of December 31, 2024. The reporting scope of social and environmental data and information includes the companies consolidated on a line-by-line basis by the parent company Vittoria S.p.A. in the consolidated financial statements as of 31.12.2024: Vittoria Tyres Thailand Co. Ltd (hereinafter also "Vittoria Tyres"), Internazionale Ltd (Hong

Kong), Vittoria Asia Pacific Ltd (Thailand) and Vittoria Industries North America Ltd (USA). Data on materials used, water discharges and waste generated only include data related to production subsidiary Vittoria Tyres Thailand as it is the only one that has a significant impact on these values. Data on Vittoria Park S.R.L. and Rideasy S.R.L. are not reported for the four-year reporting period.

To correctly represent our performance, the use of estimates was limited as much as possible and, where used, estimates are based on the best available methodologies and reported accordingly. This Report was approved by the Board of Directors of Vittoria S.p.A. on 11/11/2025.

This Sustainability Report is also available to the public at the following link:
<https://int.vittoria.com/pages/commitment>

For further information on this document, please contact us at **esg@vittoria.com**

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OUR IDENTITY



Overview Vittoria Group

Vittoria manufactures and commercializes bicycle tires, tubulars, inner tubes, inserts and accessories.

With production of 3.5 million tires and tubulars in 2024, we are among the largest players in the sector.

As a Group, we own the 'Vittoria' brand for road, off-road and utility tires, and we distribute third-party manufactured bicycle accessories all over the world.

The Group primarily sources its tires and inner tubes from Vittoria Tyres Thailand Co. Ltd (VTT), our subsidiary located in Thailand. With its specialized research and development division, VTT serves as the central hub for manufacturing tires endorsed by the entire Group.

Internazionale is the trading company of the group, based in Hong Kong.

Vittoria Asia Pacific Ltd manages IT, marketing, R&D, and commercial services for the Asian & Pacific markets.

Vittoria Industries North America (VINA) oversees the distribution and promotion of Vittoria branded products in the United States.

The Bentonville branch serves as primary office for North America, while the Oklahoma City branch is the base for logistics activities.

Geographical distribution of Vittoria Group



USA

BENTONVILLE (Sales & Marketing)

OKLAHOMA CITY (Logistics)

HEADQUARTERS & VITTORIA PARK



ITALY

BREMBATE (Headquarters and Vittoria Park)

BRIGNANO (Logistics)

TAIWAN

TAICHUNG (Administration & Logistics)

CHINA

HONG KONG (Trading)

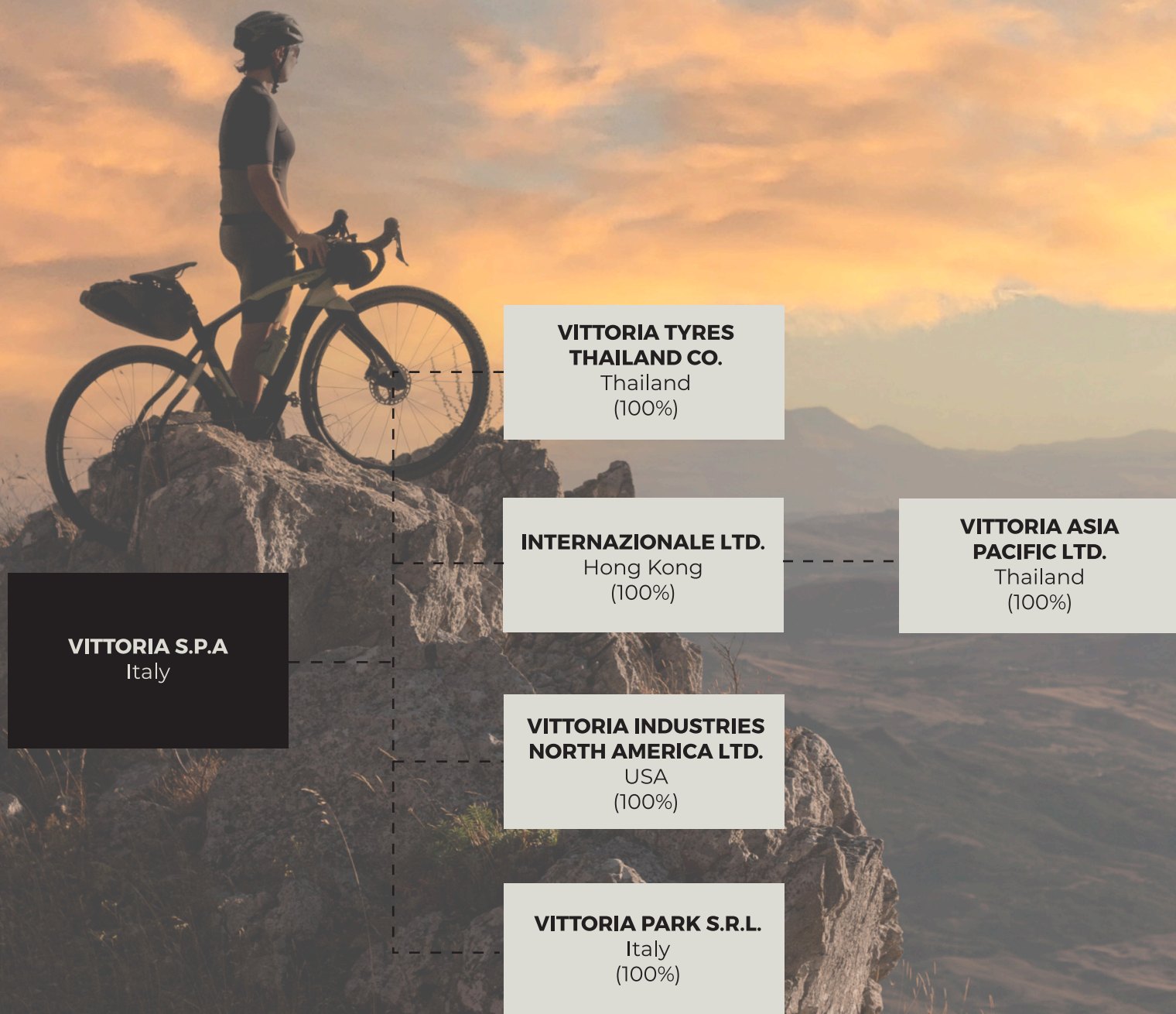
THAILAND

BANGKOK (Tire manufacturing)

RAYONG (Rubber production)



FACTORIES



Our values and mission

In 2024, Vittoria continued to pursue groundbreaking advancements that set a bold direction for the cycling industry.

Our focus is on rethinking sustainability, redefining tire technology, and reimaging the concept of victory in cycling.

What does “best product” mean in today’s world?

At Vittoria, it means delivering innovative solutions that combine sustainability with the highest standards of performance.

How do we define “tire systems”?

Beyond the tire itself, Vittoria has developed a comprehensive range of tire inserts that elevate the concept of a tire system. This positions Vittoria as the leading brand for tire systems across all segments of cycling.

What does “victory” mean in today’s cycling landscape?

With over 70 years of innovation, Vittoria stands as the brand by cyclists, for cyclists. From race fields to everyday rides, Vittoria has consistently achieved excellence across all disciplines of cycling.

Vittoria is committed to engaging the global cycling community in this journey—advancing sustainability, driving innovation, and contributing to the future of the sport.



MORE THAN

60%

World Tour Victories
Used Vittoria Products



44

Tokyo Olympic Medals





Our product offering

Our products are crafted to deliver unparalleled performance. We cater to all levels and aspirations, from novices embarking on their cycling journey, to passionate enthusiasts seeking optimal performance, and professional racers pushing boundaries.

Our comprehensive product lineup is designed to cater to every rider, under any condition, optimized for specific riding preferences and disciplines.

Our offering spans from road and track, to cyclo-cross, gravel, MTB and BMX, extending to bicycle tires optimized for use in urban environments. Our high performance tires are born from the collaborative efforts with elite athletes.

In addition to our premier tire offerings, we provide a wide array of bicycle tire accessories. From inserts to tubeless and tubular accessories, our range ensures enhanced performance, responsiveness, and durability. Since their launch, our Air-Liner tire inserts have proven among the best in the market in delivering unrivaled stability, responsiveness, and km of run-flat security.





*Road, mountain bike and
urban riders
on Vittoria tires*

Our economic performance



71.6 mln
Of net revenues



1,833.94 TONS
of production



1,084 EMPLOYEES
as of 31.12.2024

Vittoria Group highlights 2024

From a social and macroeconomic perspective, 2024 has continued to be influenced by the post-pandemic market contraction that has affected the entire cycling industry. At the Group level, net revenues have decreased by 15,3%, total production volumes decreased by around 16%, and the number of employees grew by 7.7% from 2023 to 2024.

This period of market contraction has given us the opportunity to focus on innovation and redefine the way we think of best products, it has given us the opportunity to slow down and reflect on the impact we want to have.

Governance and business ethics

We prioritize ethical business practices, with a commitment to transparent relationships with all our stakeholders.

Our governance and business ethics policies, as listed below, are available to anyone on our website at <https://int.vittoria.com/pages/commitment>.

Vittoria Group governance and business ethics policies

VITTORIA GROUP	Code of Ethics
	Whistleblowing Protocol
	Anti-corruption Policy
	Corporate Social Responsibility Policy
VITTORIA S.P.A.	Organizational Model ex D.Lgs 231/2001

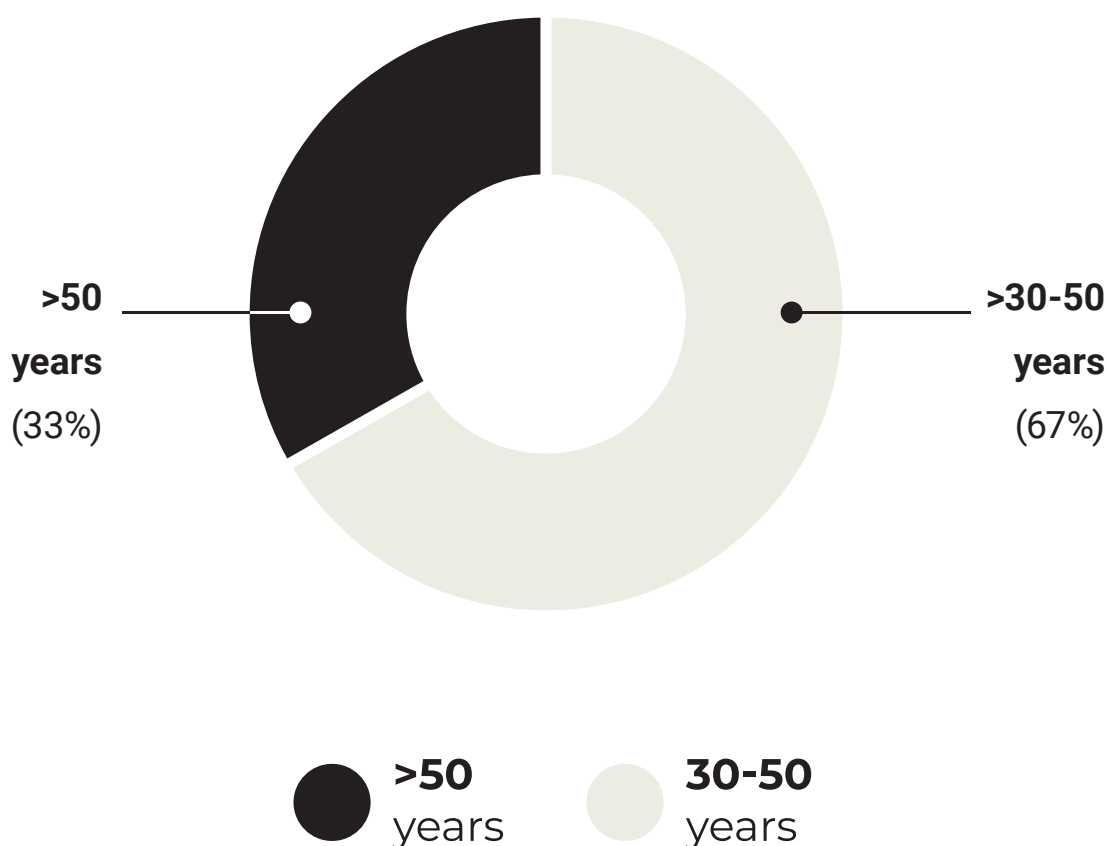
Corporate governance bodies

Our parent company, Vittoria S.p.A. is led by a Board of Directors that manages the organization and takes strategic decisions. The Board is currently made up of six male members. Four out of them are aged between 30 and 50, while the remaining two are aged above 50.

We then have a Group Executive Committee made of directors from each business area, which manages weekly strategic targets at Group level, including ESG targets.

Auditing and control at the level of our parent company is ensured by the following entities:

- Supervisory committee ("Organismo di Vigilanza");
- Board of Statutory Auditors ("Collegio sindacale")
- Auditing firm.



Members of Vittoria SpA governance bodies by age group, year 2024

Transparency and business integrity

Vittoria SpA, our parent company, adopts the Organizational Model ex D.Lgs. 231/2001 to define behaviors that are liable to criminal and administrative sanctions, while also monitoring risk factors associated with crimes and offenses.

We have a Group Anti-corruption Policy, which aims to mitigate corruption across all interactions with stakeholders both within and outside the organization. In line with what was done in 2023, also in 2024 all members of our governance body have received training in anti-corruption matters and were informed by Vittoria Group anti-corruption policies and procedures.

The efficacy of these actions is underscored by the absence of any reported incidents of corruption or non-compliance with environmental and socio-economic laws and regulations throughout the four-year reporting period.

Vittoria is a member of the following trade associations through which we foster collaboration, stay informed, advocate for industry interests, and gain access to valuable resources and opportunities within our sector:

- ANCMA (Associazione Nazionale Ciclo, Motociclo, Accessori);
- CONEBI (Confederation of the European Bicycle Industry) through ANCMA;
- UCI (Union Cycliste Internationale);
- WFSGI (World Federation of the Sporting Goods Industry);
- Shift Cycling Culture;
- The European House Ambrosetti;
- ETRTO (European Tyre and Rim Technical Organization);
- Confindustria Bergamo.

WHAT SUSTAINABILITY

MEANS TO US



In the forthcoming pages, we will detail our performance and initiatives pertaining to the material topics identified by our stakeholders as having the greatest impact on our business. These are grouped by category and listed in the table below:

ENVIRONMENT	Circular economy
	Energy consumption management, greenhouse gas emissions and climate change
	Water resources management
	Biodiversity protection
SOCIAL	Management and development of human capital, promotion and diversity of equal opportunities
	Community support and development
	Supply chain management
	Occupational health and safety
	Human and workers' rights
GOVERNANCE	Quality, safety and product innovation
	Business ethics, competitive behavior and fights against corruption
	Board ESG effectiveness

Our sustainability path

We have developed a
2022-2025 ESG strategy
based on five pillars

DECARBONISING OPERATIONS



By **2022**

Corporate
Carbon Footprint
measured according to
Greenhouse Gas Protocol



By **2023**

First
CarbonNeutral® Operations
certified bicycle tire
factory (VTT7 factory)



By **2025**

Supplier engagement
to set common
decarbonization pathways

1:1 discussion and
survey sharing



INCREASING RAW MATERIAL CIRCULARITY



By **2022**

Vittoria Re-cycling
by Esosport



By **2022**

Tire leasing
through Vittoria2GO



Ongoing

Increasing responsible
& sustainable
procurement



INTEGRATING SUSTAINABILITY IN PRODUCT DEVELOPMENT



By **2024**

Product Carbon
Footprint measured
according to
ISO 14067

Systemic Approach,
for all our products.
Made available on
2025 catalogues
and e-commerce.

Measurement tool made
in collaboration
with Deloitte and
externally certified
by Bureau Veritas.



By **2025**

Measuring and setting
targets for increasing
renewable and recycled
content of our products



FOSTERING PEOPLE WELLBEING



Ongoing

Bike Academy and free access to Vittoria Park for all employees



Ongoing

Sponsoring diverse teams of athletes



Ongoing

Collaboration with local schools and charities through Vittoria Park



By 2025

Supplier screening to assess their social positioning and HR safeguard



BECOMING ACTORS OF CHANGE



By 2023

ESG Policy standardization and harmonization at Group level, including Code of Ethics and Whistleblowing Protocol



Ongoing

ESG KPIs weekly monitoring and ESG annual report



Ongoing

Working with bike industry players to develop more sustainable practices at systemic level



ENVIRONMENTAL

COMMITMENT



Alvento Destinations 2023

📍 Trentino

In our sustainability strategy, environmental commitment stands as the cornerstone.

We channel our innovation towards decarbonizing operations, enhancing raw material circularity, and embedding sustainability into product development. Our environmental certifications and policies, as listed below, are available to anyone on our website at <https://int.vittoria.com/pages/commitment>.

Environmental certifications and policies

VITTORIA GROUP	Environmental Policy
	Responsible Purchasing and Procurement Policy
VITTORIA TYRES THAILAND	Environmental Management System certified according to ISO 14001
	Green Industry Certificate - Level 3
	Ecovadis – Bronze medal

Circular economy

We are committed to promoting circularity in the bike industry through constant innovation.

We strive to integrate eco-design concepts into our product lines; we encourage their optimal use and are developing solutions for their end-of-life recovery. We do this through continuous in-house research and by fostering strategic partnerships with key players in the industry.

To further this cause, we are actively pursuing the following actions:

- Increasing hours dedicated to developing eco-friendly solutions within our R&D team.
- Conducting life cycle studies to quantify the environmental impact of our tires.
- Enhancing our raw material sourcing practices by prioritizing certified Natural Rubber and organic cotton.
- Implementing a traceability system for rubber, our primary raw material.
- Offering our tires as “product-as-a-service” through Vittoria2GO.

ENHANCING CIRCULARITY IN THE USE PHASE THROUGH VITTORIA2GO

Through Vittoria2GO we have activated a B2B bicycle tire subscription service specifically designed for bicycle leasing and renting companies. Since 2021 we have been testing this business model with Swapfiets and in 2024 we have been a case study for research from Dutch financial institutions to develop the adequate legal and financial framework for more circular business models to thrive.

By adopting a 'product-as-a-service' approach, we ensure that each tire is utilized to its fullest potential throughout its lifecycle. This strategy prevents our products from languishing unused and being discarded prematurely, ensuring they are enjoyed to the utmost extent.

 **vittoria2GO**
PREMIUM TYRES AS A SERVICE

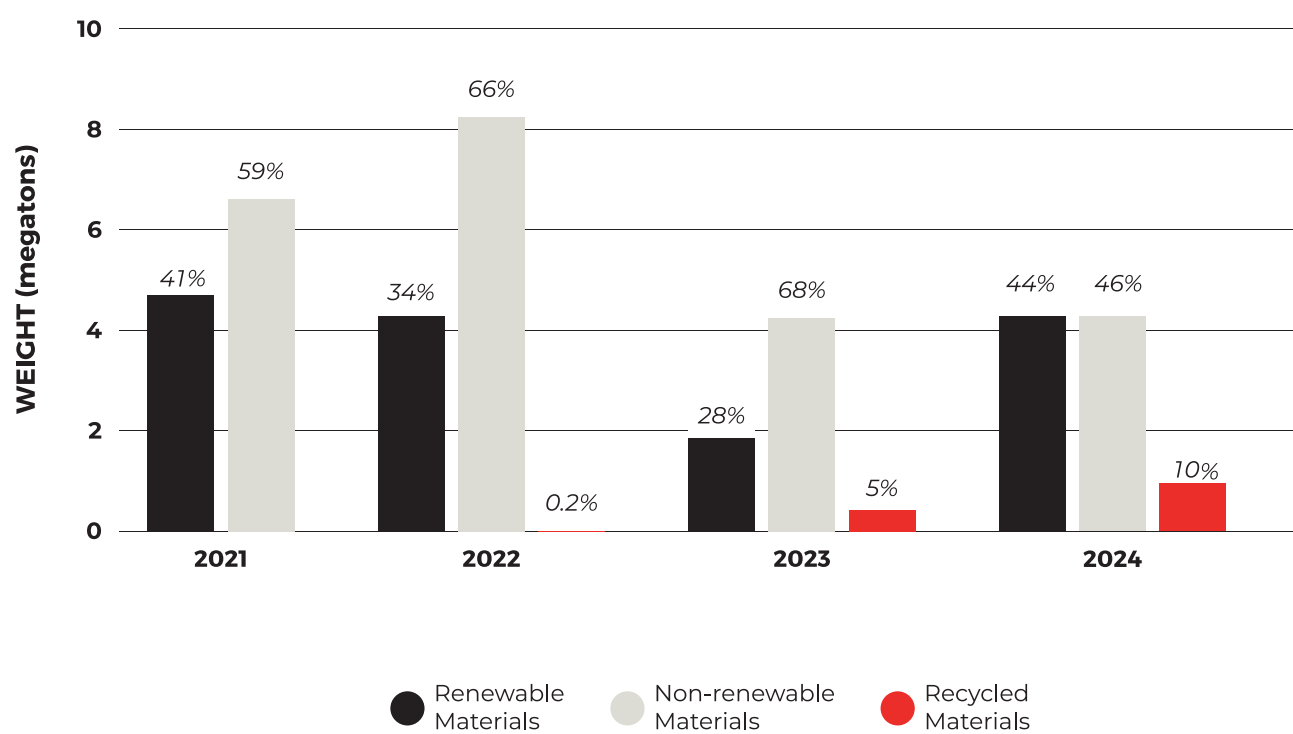
Raw materials

Materials used in the tire industry, such as rubber, nylon and hardeners, have a remarkable environmental impact but they are also currently hard to replace. To mitigate these impacts, we are working on increasing the renewable and recycled content of our products.

Moreover, our factory, Vittoria Tyres Thailand, has also developed a specific policy on the efficient use of material resources.

In 2024, we purchased 10.42 megatons of materials, including packaging. This represents an increase compared to 2023 (6.26 megatons), but still remains lower than 2022 levels (12.48 megatons). The higher

consumption despite lower production volumes compared to 2023, is mainly attributable to investments in new innovative materials and depleting stocks. The use of recycled materials grew from 0.29 Mt in 2023 to 1.05 Mt in 2024 (+262%). Similarly, the use of renewable materials went from 1.74 Mt in 2023 to 4.59 Mt in 2024 (+164%). This marked increase highlights the company's efforts to decouple material efficiency from production trends, reinforcing our focus on circularity and the substitution of virgin inputs with recycled content. Moving forward, the company will continue to prioritize material efficiency, packaging optimization, and the increased use of renewable and recycled materials to reduce intensity ratios.



Input materials used by Vittoria Tyres Thailand over the period 2021-2024, including packaging (megatons)

Waste management

In 2024, the total waste generated in production decreased significantly to 741.76 tons, down from 1,169.5 tons in 2023 (-37%). This reduction reflects not only the lower production volumes recorded in 2024 but also tangible progress in waste prevention and resource efficiency initiatives implemented across operations. Hazardous waste further decreased from 98.87 tons to 95.45 tons (-3%), while non-hazardous waste was reduced substantially, from 1,070.59 tons in 2023 to 646.31 tons in 2024 (-40%).

Importantly, of the total waste produced in 2024, 52% was recycled: a remarkable increase compared to 12% in 2023 (+181%). This outcome highlights the effectiveness of our initiatives to strengthen internal segregation practices, expand partnerships with certified recyclers, and increase the recovery of materials such as packaging, and production by-products. The result demonstrates clear progress toward our circular economy objectives: reducing reliance on landfills and maximizing resource recovery. Moving forward, the company will continue to invest in waste minimization technologies, broaden recycling channels, and promote eco-design solutions aimed at further reducing waste generation at the source.

In terms of composition, 82.24% of the waste generated is represented by scrap compound (45.30%) and rejected tires and tubes (36.94%), both classified as non-hazardous.

To manage waste, Vittoria Tyres Thailand has implemented an environmental management system certified according to the ISO 14001 standard, and an Environmental Policy



VITTORIA RE-CYCLING BY ESO SPORT

We offer a tire collection and recycling program for our B2B Italian customers. The partnership with ESO Sport allows us to repurpose exhausted tires and inner tubes into anti-trauma flooring for playgrounds and athletics tracks.

We are researching partnerships to expand this project to other countries and looking for solutions to close the loop by turning exhausted tires into new ones.

Thanks to this virtuous partnership and all the shops and riders who have adhered to this project.



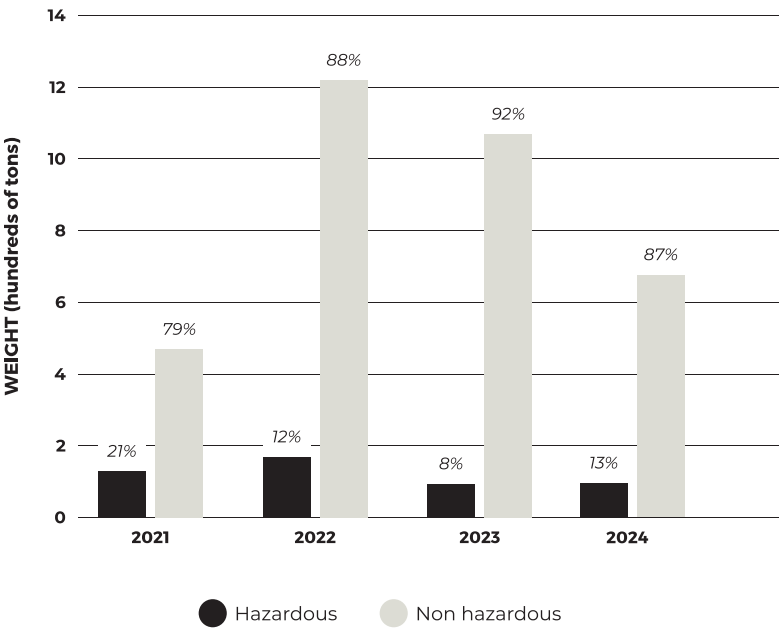
valid at Group level, in which it formalizes its commitment towards improving waste management.

As an example of waste optimization practice, a new process has been introduced in production where the scrap compound is re-used for cleaning the molds. Moreover, amount of waste in production is monitored monthly.

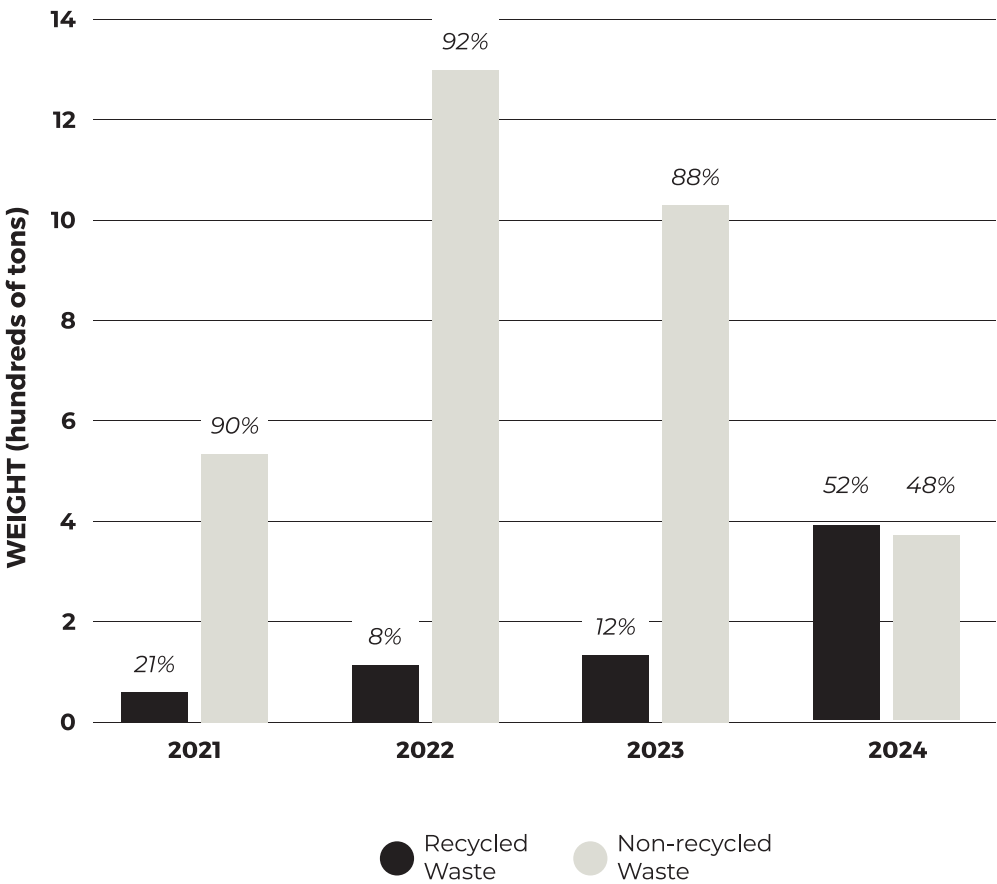
To reduce waste in operations, Vittoria Tyres Thailand has committed to:

- **carefully selecting waste disposal providers** and monitoring their activities.
- developing internal actions to **reduce “rejected” output**.¹

¹ “Rejected” outputs: products that are not compliant with the company’s quality standards and cannot be sold on the market.



Waste generated by Vittoria Tyres Thailand over the period 2021-2024



Amount of waste recycled vs non-recycled by Vittoria Tyres Thailand over the period 2021-2024

Energy consumption management, GHG emissions and climate change

In terms of energy consumption and GHG emissions, we have set the following targets:

2030

Cutting GHG emissions by at least 55% by 2030 (against a baseline of 2015), as in line with our Climate Commitment within the Shift Cycling Culture global not-for-profit movement

2050

Becoming **Carbon Neutral by 2050** as in line with the EU Climate Action strategy



To achieve these ambitious targets, we are working on the following initiatives:

OPERATIONS	Weekly monitoring of energy consumption as a business KPI
	Increasing on-site generation of renewable energy by expanding solar panel coverage in our premises
	Purchasing certified renewable energy in our factories for a portion of the energy consumption we cannot cover through on site generation; and working at the same time on reducing our overall energy consumption
	Maintaining the <i>CarbonNeutral</i> ® operations certifications achieved in October 2023 for our new cotton tire factory in Thailand
	On a longer term, completely eliminating the use of natural gas in the curing process, as done in our new <i>CarbonNeutral</i> ® operations certified factory
	Avoiding air shipments unless strictly necessary
PRODUCT DEVELOPMENT	Measuring and communicating our product carbon footprint (PCF) in accordance with the ISO 14067 standard
	Setting targets to reduce our PCF through the use of more renewable and recycled materials

THE WORLD'S FIRST

CARBONNEUTRAL® OPERATIONS CERTIFIED BICYCLE TIRE FACTORY

In line with our commitment towards cutting Scope 1 and 2 emissions by 55% by 2030, in October 2023 we have achieved CarbonNeutral® operations certification for our new factory in Thailand.

With the first bicycle tire factory to achieve CarbonNeutral® operations certification ever, we have set an industry milestone.

To achieve CarbonNeutral® operations certification we have partnered with Climate Impact Partners, a global leader in developing and delivering high-quality, high-impact carbon market solutions for climate action.

Here are the three steps we have followed in accordance with The CarbonNeutral® Protocol:

1

We have first measured our greenhouse gas emissions

2

We have then delivered internal reductions

3

And finally we have offset our remaining emissions

Step 1: We have first measured our greenhouse gas emissions

We have measured greenhouse gas emissions that we generate through our factory's operations.

In line with The CarbonNeutral Protocol, the following emissions sources have been included in our certification perimeter:

SCOPE 1

- Direct emissions from owned, leased or directly controlled stationary sources that use fossil fuels and/or emit fugitive emissions (e.g. refrigerant gases)
- Direct emissions from owned, leased or directly controlled mobile sources

SCOPE 2

- Location based emissions from the generation of purchased electricity, heat, steam or cooling

SCOPE 3

- Transmission and distribution (T&D) losses from fuel and energy-related activities
- Waste generated
- Third-party transportation & storage of sold products

Step 2: We have then delivered internal reductions

The two most impactful actions we have identified and applied to drastically reduce our emissions are:

1. Zero Natural Gas in Production.
Our new factory does not consume any natural gas thanks to the full electrification of our production process.
2. Renewable Energy Production & Purchase.
All the electricity we consume comes from renewable energy. We partly produce it on site through the solar panels we have installed on our factory's rooftop, while we purchase the remaining portion through Renewable Energy Certificates.



Solar panels installed on our factory

Step 3: Finally, we have offset the remaining emissions

We offset the emissions we are not yet able to reduce through the purchase of carbon credits.

The money spent to offset these emissions supports projects around the world that cut carbon emissions. These activities must prove that they would not be viable without the income from the sale of carbon credits.

We have supported two types of projects which strongly align with our belief and mission:

1. Nature-Based Carbon Removal Projects globally, which include planting new trees on long degraded lands, replanting trees on recently cleared lands, as well as revegetation projects that restore landscapes to their natural state.

By funding these projects, we also contribute to creating sustainable jobs for local communities, improving hydrogeological cycles, reducing

droughts and flood risks, promoting soil nutrient replenishments, and improving the local micro-climate.

As riders, woods, fields, and flourishing lands are our most loved playgrounds, therefore we are committed to preserving their beauty and the ecosystem services they provide

2. Renewable Energy Projects globally, which help to reduce greenhouse gas emissions from the growing global demand for energy and build sustainable infrastructure.
These projects also contribute to the local economy and livelihood of residents through the creation of jobs.

We recognise that energy generation is one of the biggest emitters of greenhouse gases, therefore we invest in renewable energy as a fast and effective solution to contribute to climate action.

Thanks to the achievement of CarbonNeutral® operations certification, all bicycle tires made in our new factory have a reduced carbon footprint

All products made in our new CarbonNeutral® operations certified factory have a reduced carbon footprint thanks to the electrification of the production process and the production and purchase of renewable electricity. According to internal calculations, these interventions reduce the carbon emissions generated during our core production process by 60% on average, compared to a regular production process involving the use of gas and non-renewable energy.

Bicycle tires made in our new factory will feature the sticker below:



As we celebrate this achievement, we look forward to continuing our efforts to reshape industry norms, striving for a harmonious balance between continuous innovation and the preservation of our planet.



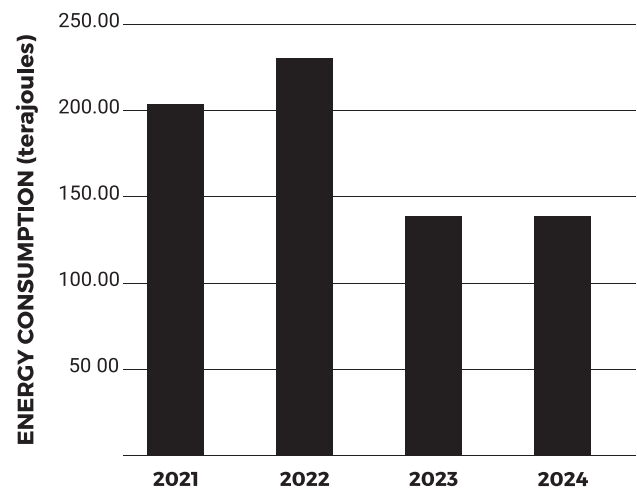


Energy consumption management

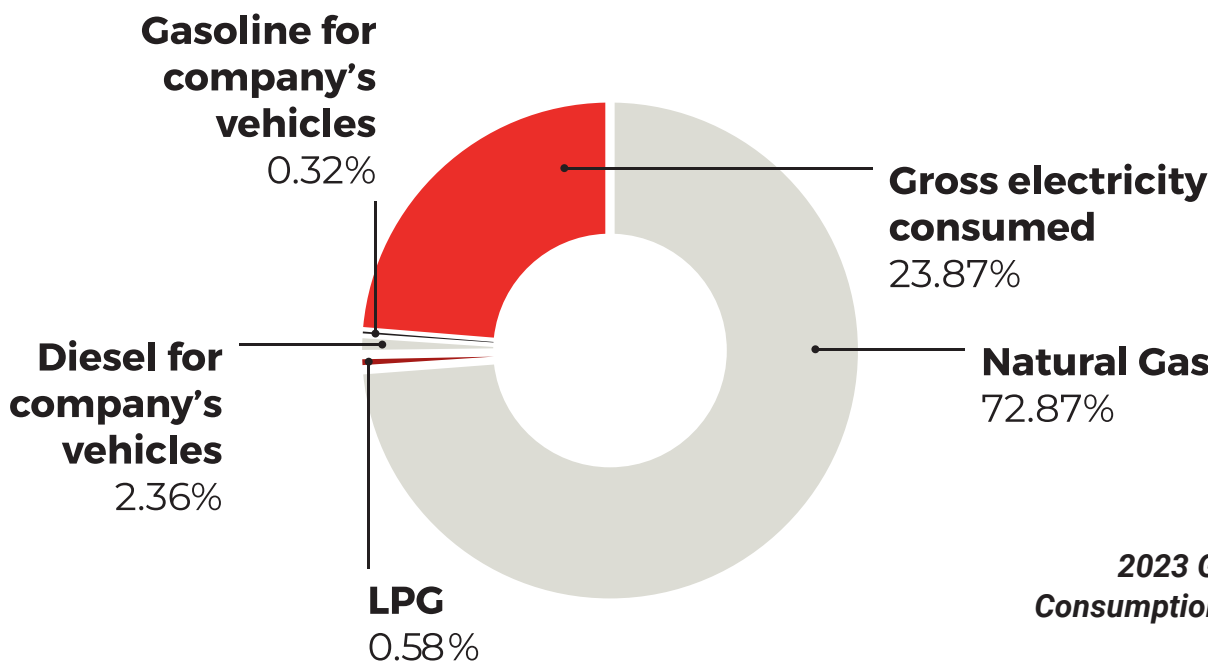
In 2024, energy consumption remained quite stable compared to 2023, going from 136 TJ to 134 TJ.

Natural gas is the largest source of energy consumed at the Group level. It is mostly used for heating water in the boiler linked to the curing presses, which plays a central role in our manufacturing process. Of the remaining energy consumption, 24% comes from the use of electricity, while the remaining is due to the consumption of diesel and gasoline for company's vehicles and liquified petroleum gas (LPG).

In 2024, the share of renewable electricity in our energy mix grew by 47% compared to 2023, reaching 26.6% of total electricity consumption. This sharp increase reflects our targeted actions to green our energy supply and expand on-site generation. Strengthening the role of renewables in our consumption mix improves our energy resilience and supports the achievement of our broader climate targets.

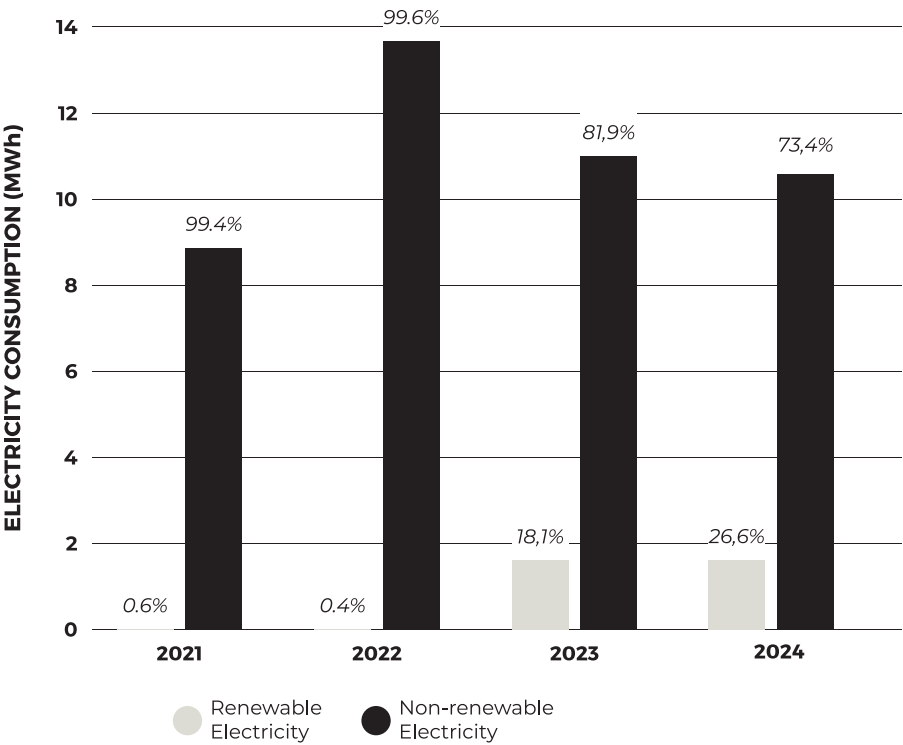


Vittoria Group energy consumption over the period 2021-2024



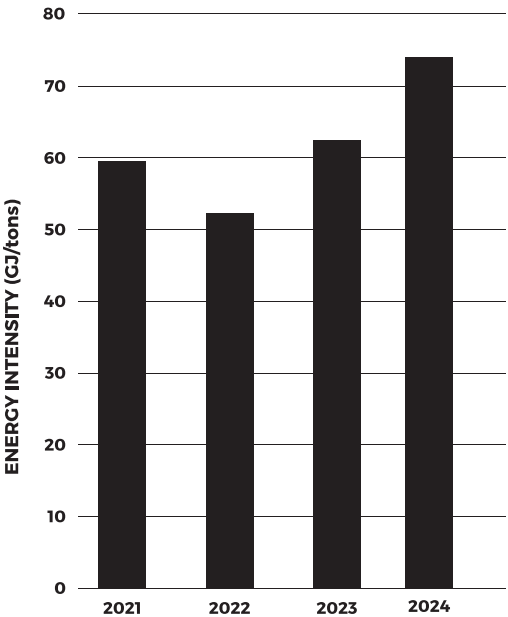
2023 Group Energy Consumption Breakdown by Source

Share of renewable and non-renewable electricity consumption over the period 2021-2024



Group **energy intensity** has increased by 15% from 2023 to 2024 due to fixed energy loads related to the new cotton tire factory becoming fully operative, coupled with lower overall production volumes.

Vittoria Group energy intensity² over the period 2021-2024



To ensure efficient energy management, Vittoria Tyres has activated an **environmental management system certified according to ISO 14001** and an energy management system that adheres to the Thai Law, which is audited once a year by an external auditor.

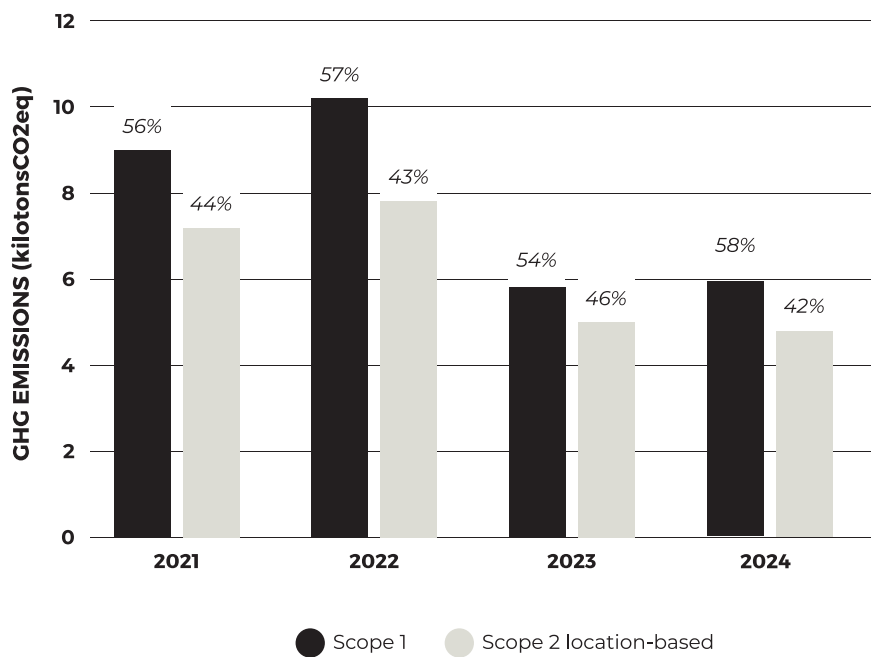




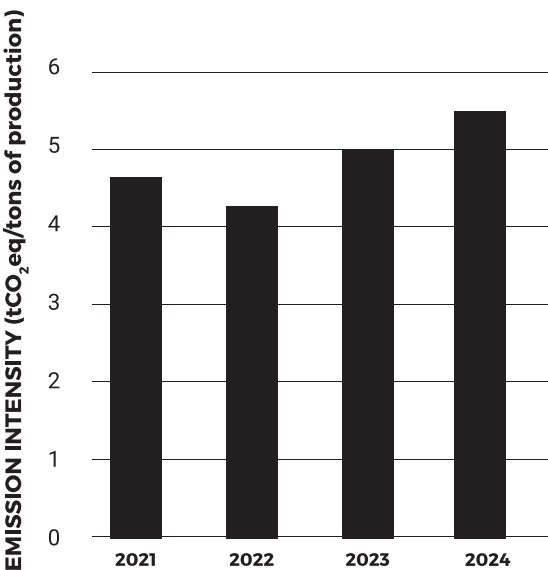
Greenhouse Gas (GHG) emissions

In 2024, we recorded a 9% reduction in total GHG emissions compared to 2023. Specifically, Scope 1 emissions decreased by 1%, while Scope 2 (location-based) emissions declined more significantly by 18%. In 2024, Scope 1 emissions accounted for 58% of total GHG emissions, primarily driven by the natural gas used to heat the boilers that operate the curing presses. Scope 2 emissions represented the remaining 42%, arising mainly from electricity consumption to power production machinery and Group offices. The majority of total emissions continues to originate from Vittoria Tyres Thailand, reflecting the associated energy demand.

GHG emission intensity showed an increase of ~8%. While production volumes remained lower in 2024, fixed and semi-fixed sources of emissions (notably the natural-gas boilers that supply steam to multiple curing presses) continued to operate and therefore represent a larger emission burden per ton of output.



Vittoria Group Greenhouse Gas (GHG) emissions over the period 2021-2024



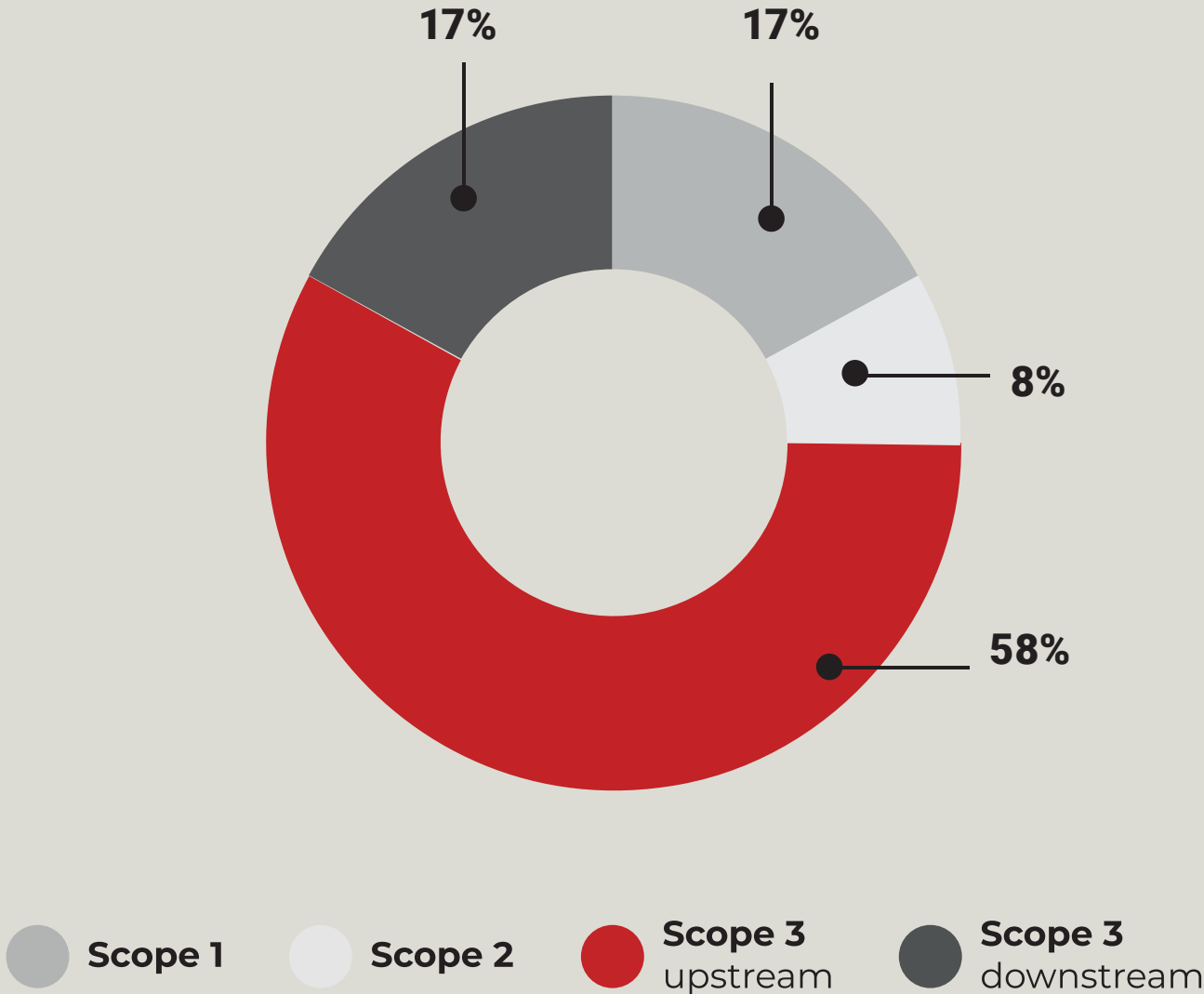
Vittoria Group emission intensity³ over the period 2021-2024

³ GHG emission intensity is calculated as the ratio of total GHG emissions (Scope 1 and Scope 2 location-based) divided by total production in weight (in tons).

Methodological note: in previous ESG reports, emission intensity figures were calculated considering only the production volumes of the Vittoria brand. Starting from the 2024 reporting cycle, the calculation has been updated to include all production volumes from the factories, covering both Vittoria brand and private label products. This adjustment ensures a more accurate representation of the overall factory performance. Historical values for 2021, 2022 and 2023 have now also been corrected to reflect the updated production volumes, and the graph shows the revised values. As a result, these historical figures may appear different compared to prior reports.

CORPORATE CARBON FOOTPRINT (CCF)

The pie chart shows Vittoria Corporate Carbon Footprint breakdown for the year 2024. Scope 3 upstream are the largest contributor to the Group emissions, especially due to the impact of purchased goods and services



Water use

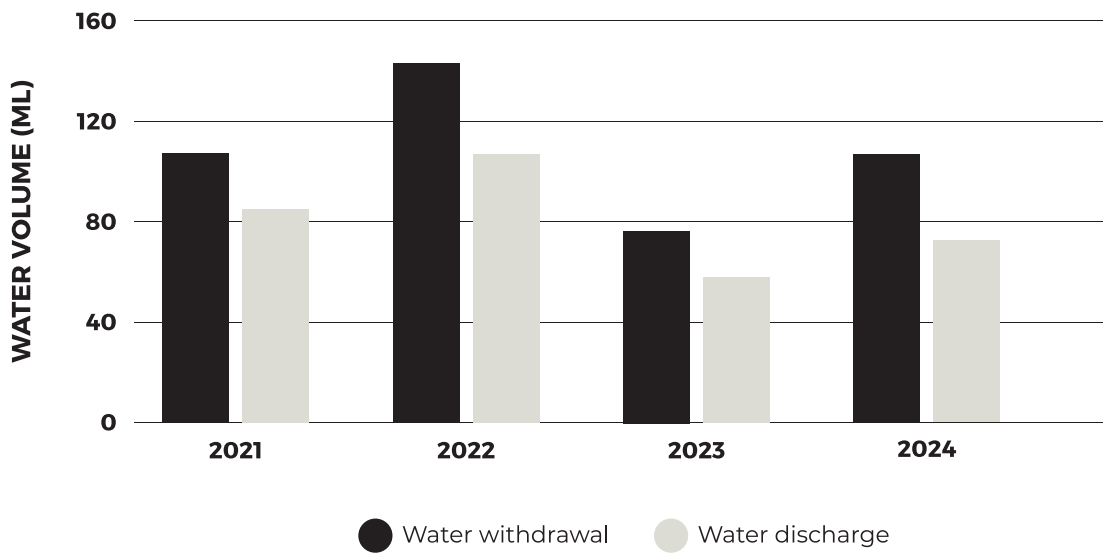
At Group level, water is used in the main manufacturing process for cooling the tread during the tread extruding process and in the boiler linked to the curing presses. To minimize the use of water in those processes, we apply the following practices:

- **reusing water for cooling the tread:** the tread cooling water is filtered out and reused until it cannot be cleaned anymore;
- **reusing water from condensate** to be reused in the boiler.

Our factory is subject to regular audits by the industrial estate where its production sites are located, en-

suring full compliance with local environmental and safety regulations.

In 2024, water withdrawal increased by 32% and water discharge rose by 13% compared to 2023, despite production volumes remaining lower than in previous years. The increase in water consumption in 2024 is mainly attributable to the VTT7 plant. Since the plant only began operations in July 2023, water use in that year was relatively low. In 2024, however, VTT7 was operating for the entire year, resulting in higher overall water withdrawal and discharge compared to 2023. The Group continues to implement water efficiency measures.



Vittoria Group water withdrawal & discharge
over the period 2021-2024





Product quality and safety

Product quality and safety is close to our heart in all phases, from design to testing, up to the management of after-sale relationships with our customers.

The high level of quality we offer our customers tells us apart, together with the high degree of innovation that characterizes our products. To ensure client safety during the use of our products, Vittoria Tyres Thailand conducts process and product testing according to the principle of random sampling using Acceptable Quality Level (AQL). This ensures that product performance is aligned with international safety standards and the ISO 9001 quality management system. The Authorized Economic Operator (AEO)² security management system is also applied for controls on finished products.

The effectiveness of our quality & safety control processes is partly demonstrated by the absence of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in the four-year reporting period. Our product quality and safety certifications and policies, as listed below, are available to anyone on our website at <https://int.vittoria.com/pages/commitment>

Product quality & safety certifications and policies

VITTORIA S.P.A.	Quality Management system certified according to ISO 9001
VITTORIA TYRES THAILAND	Quality Management system certified according to ISO 9001
	Quality, Environmental and Occupational Health and Safety Policy
	Customers' Health and Safety Policy

2. AEO (Authorized Economic Operator) is an internationally recognized quality mark, relevant to companies importing and exporting within the international supply chain, providing evidence to all stakeholders that practices, protocols customs' controls are secure, robust and compliant.

Product innovation

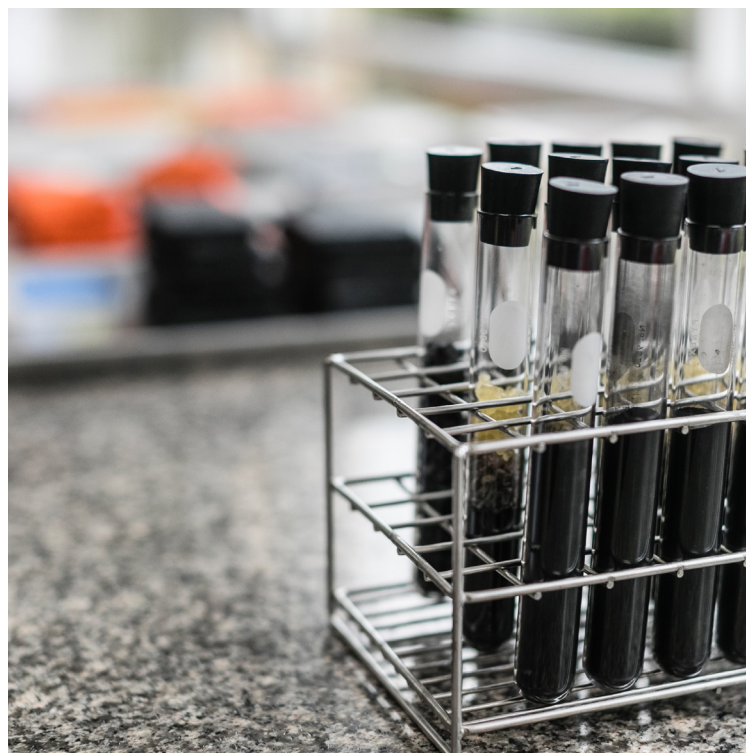
We are driven by innovation. Our research and development department focuses on advancing an innovative product offer that adapts to the ever-changing customer demand.

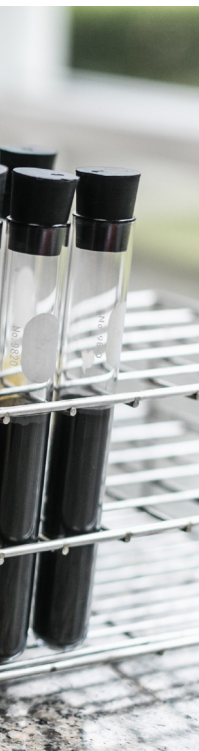
At the core of our innovation process there is the use of innovative materials that ensure ever-improving performance.

Throughout 2024, there has been a growing emphasis on integrating environmental considerations into product development. Innovation in product design now entails a conscientious approach towards minimizing our product carbon footprint (PCF) and fostering environmental sustainability.

This starts from the measurement of our PCF for all new products we develop and research into sustainable alternatives for our key product ingredients.

We calculate the carbon footprint of our tires according to the ISO 14067:2018 Systematic Approach. Our methodology is audited every year by an external party. Following this methodology we have analyzed the life cycle of our products from cradle-to-grave, meaning from raw material extraction (the “cradle”) to their end-of-life (the “grave”). This approach was chosen to ensure consistency in the calculation across all product lines. The carbon footprint of our products is available since 2024 on our website and product catalogues. Although we are still working on perfecting such calculations by collecting data with our direct suppliers, our primary aim in communicating these values is to empower consumers to make informed choices and make them think of ways they can offset their purchases.





vittoriaPARK

Our commitment to product innovation is embodied by Vittoria Park, a dedicated hub for cycling innovation and immersive experiences across all cycling disciplines. This versatile facility provides us with the perfect environment to test our products, utilizing controlled field conditions and purpose-built testing machinery to ensure their performance meets the highest standards.



27.000 M² of cycling park



7+ Km cycling tracks



1000+ M² Vittoria House
Multifunctional space



New Product Development
(NPD) testing



Training space



Consumer
engagement





SUSTAINABLE SUPPLY CHAIN



Responsible supply chain

We recognize that efficient and responsible supply chain management is key to ensure business continuity and sustainable business growth.

Our main raw material suppliers are based in Asia, mainly in Thailand, Taiwan, China and Indonesia, close to where our production is located. We out-source some of the production of our entry-level tires and accessories in Thailand and Indonesia. For commercialization in the AMERICAS & EUROPE, finished products are sent to our warehouses in Italy and the US. The APAC region is served by two warehouses, one in Thailand and one in Taiwan, both owned by Internazionale Ltd.

In 2024 we collaborated with the University of Bergamo to collect ESG data from our suppliers and start a first and ongoing engagement around sustainability topics.

Supply chain policies and procedures

VITTORIA GROUP	Supplier Code of Conduct
	Responsible Purchasing and Procurement Policy



Geographical distribution of Vittoria Group's main suppliers

Supply chain management at Vittoria Tyres Thailand

To mitigate ESG risks inherent in our supply chain, we have developed a Supplier Code of Conduct to encourage our suppliers and business partners to share our commitment to conducting business ethically and following the sustainable development guidelines.

The **Purchasing Department** at Vittoria Tyres Thailand has the highest responsibility in managing our supply chain, **selecting vendors** that meet the required qualifications dictated, among the others, by our **Responsible Purchasing and Procurement Policy**. The same department holds the duty to **disseminate the Supplier Code of Conduct's principles** among all the contractors that have been selected in order to operate with integrity, transparency, and accountability to stakeholders throughout the supply chain.

Our Supplier Code of Conduct and Responsible Purchasing and Procurement Policy are available to all our stakeholders on our website at:

https://cdn.shopify.com/s/files/1/0819/6345/0685/files/20231222_Vittoria_Group_full_policy_package.pdf?v=1703246925, together with our full policy package.

RESPONSIBILITY

TOWARDS PEOPLE



Human capital management and protection of workers' rights

Care and attention for people are at the core of our values. We are committed to having the appropriate procedures to protect workers' rights and avoid discriminatory behaviors.

We guarantee the **same employment opportunities to all workers** and ensure that each of them receives **fair statutory and wage treatment** exclusively based on merit and jurisdiction, without discrimination. Likewise, our **recruiting** process is based on criteria related to professional skills and expertise required by the job position, which must **exclude** any discriminatory considerations related to **race, nationality, birthplace, religion, sexual interest or orientation, disabilities, gender, age, political membership**. These values are sealed in our Human Resources Policy and our Diversity, Equity & Inclusion Policy valid at the Group level.

In 2024 we did not register **any incidents of discrimination** on grounds of race, color, sex, religion, political opinion, national extraction, or social origin involving internal and/or external stakeholders across operations as defined by the International Labor Organization (ILO), or other relevant forms of discrimination.

Human Resources policies and procedures

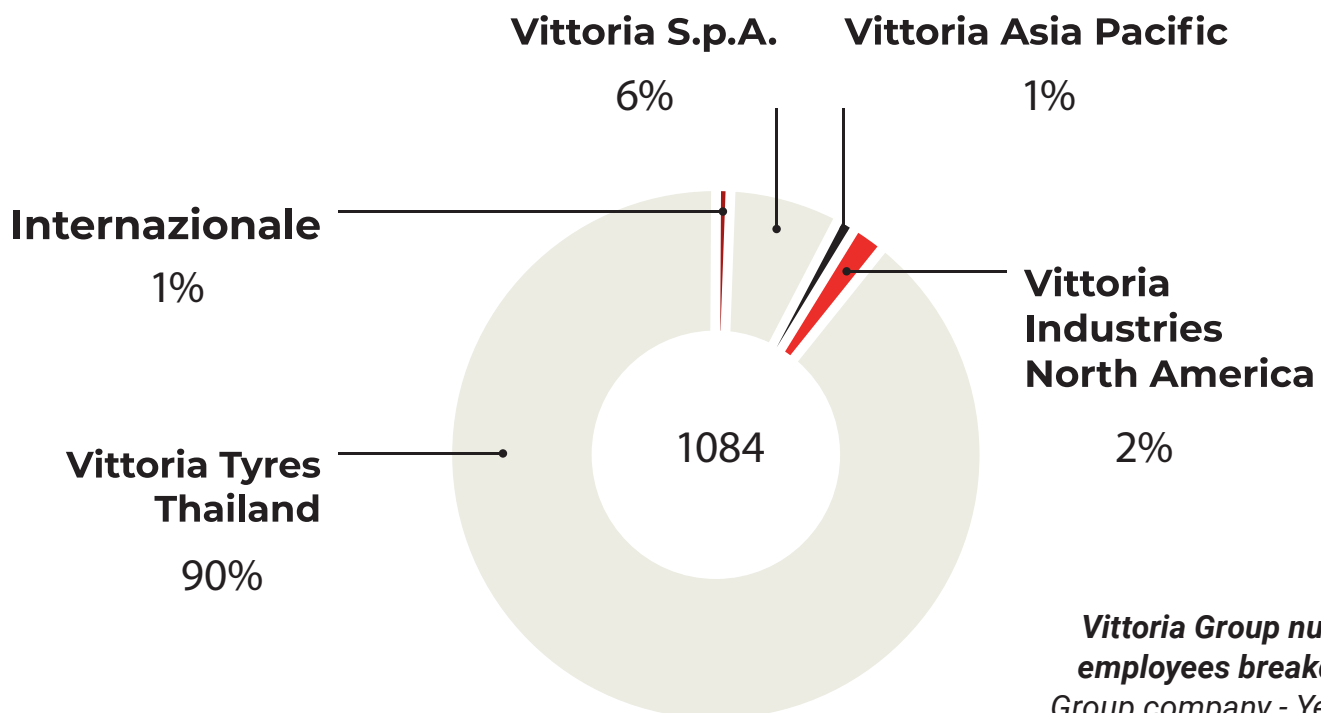
VITTORIA GROUP	Human Resources Policy
	Diversity, Equity & Inclusion Policy
VITTORIA TYRES THAILAND	Social Accountability and Labor Practices Policy
VITTORIA INDUSTRIES NORTH AMERICA	Employees Handbook
	Vehicle Policy
	Travel Policy
	Credit Card Policy
	Flexible Schedule Policy
	First year Paid Time Off allowance

Our human resources policies and procedures, as listed below, are available to anyone on our website at <https://int.vittoria.com/pages/commitment>.

Our People

Making and delivering the most advanced bicycle tires would not be possible without the exceptional dedication and passion of our people, the *Vittorians*. It is our Vittorians who ensure the success of our business.

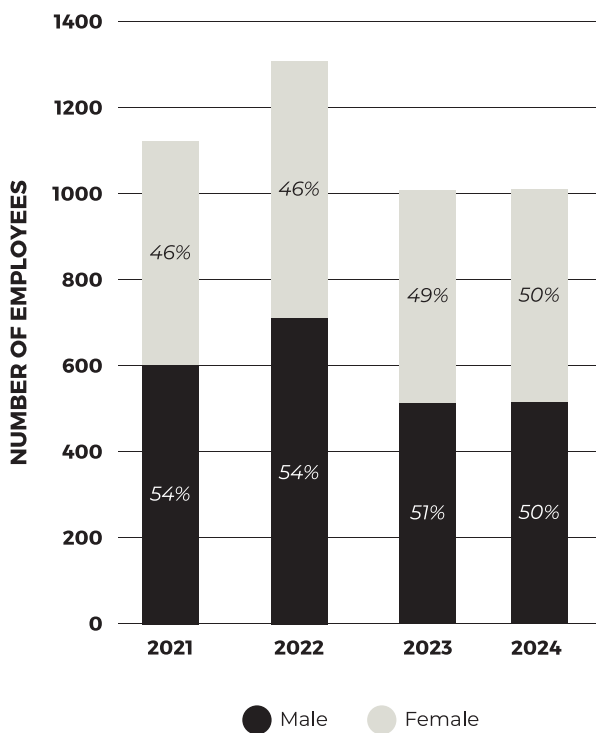
In 2024, the total number of employees increased to 1,084, up from 1,006 **at the end of 2023**. Most of the new workforce is composed of blue collars working in the new CarbonNeutral® operations certified cotton tire factory. The increase demonstrates the group's ongoing commitment to maintaining a skilled and capable workforce to drive sustainable business performance. Vittoria Tyres Thailand has 90% of the workforce, the remaining 10% is split among Vittoria SpA (6%), Vittoria Industries North America (2%) and Vittoria Asia Pacific (1%) and Internazionale (1%).



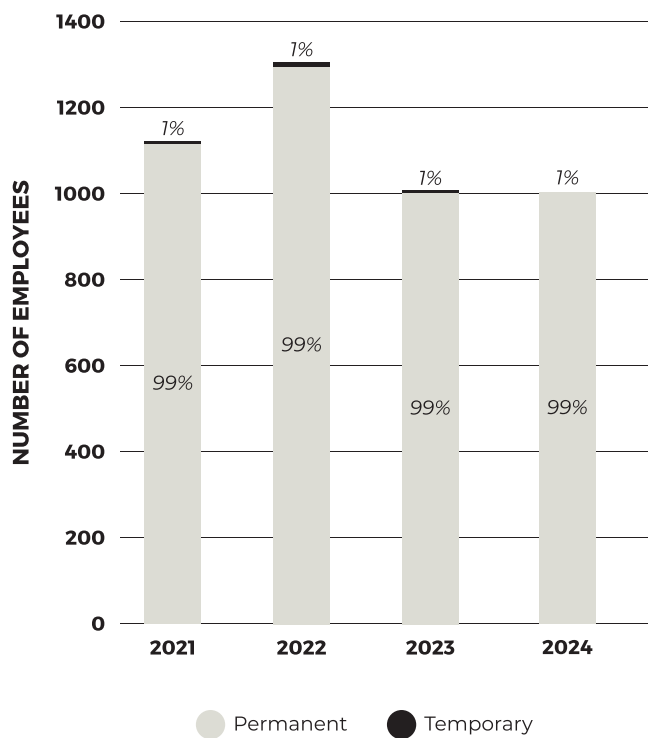
In 2024, gender representation in our workforce reached full parity, with female and male employees each accounting for 50% of total staff.

In line with our commitment to creating lasting relationships with our human resources, we favor the use of permanent contracts for most of our employees. In 2024, 1,078 employees were hired on permanent contracts, while only 6 employees were on temporary contracts. Nearly all our workforce continues to be engaged on a full-time basis, reflecting our focus on workforce stability and long-term employment.

All employees of Vittoria Group are covered by national collective labor agreements where applicable. In 2024 we relied on 134 external workers unchanged from 2023. These are mostly subcontractors working at Vittoria Tyres Thailand.



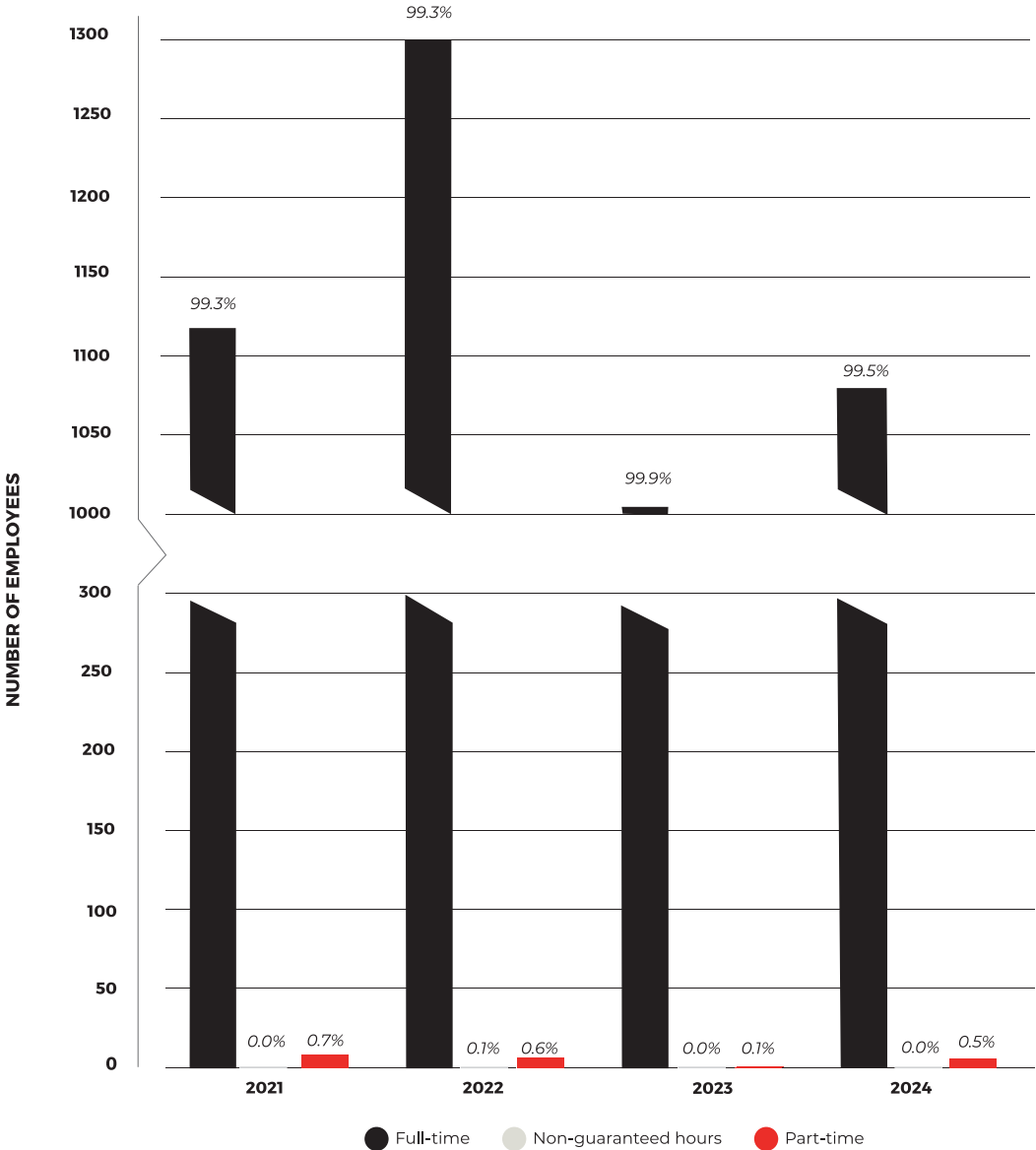
Vittoria Group number of employees by gender over the period 2021-2024



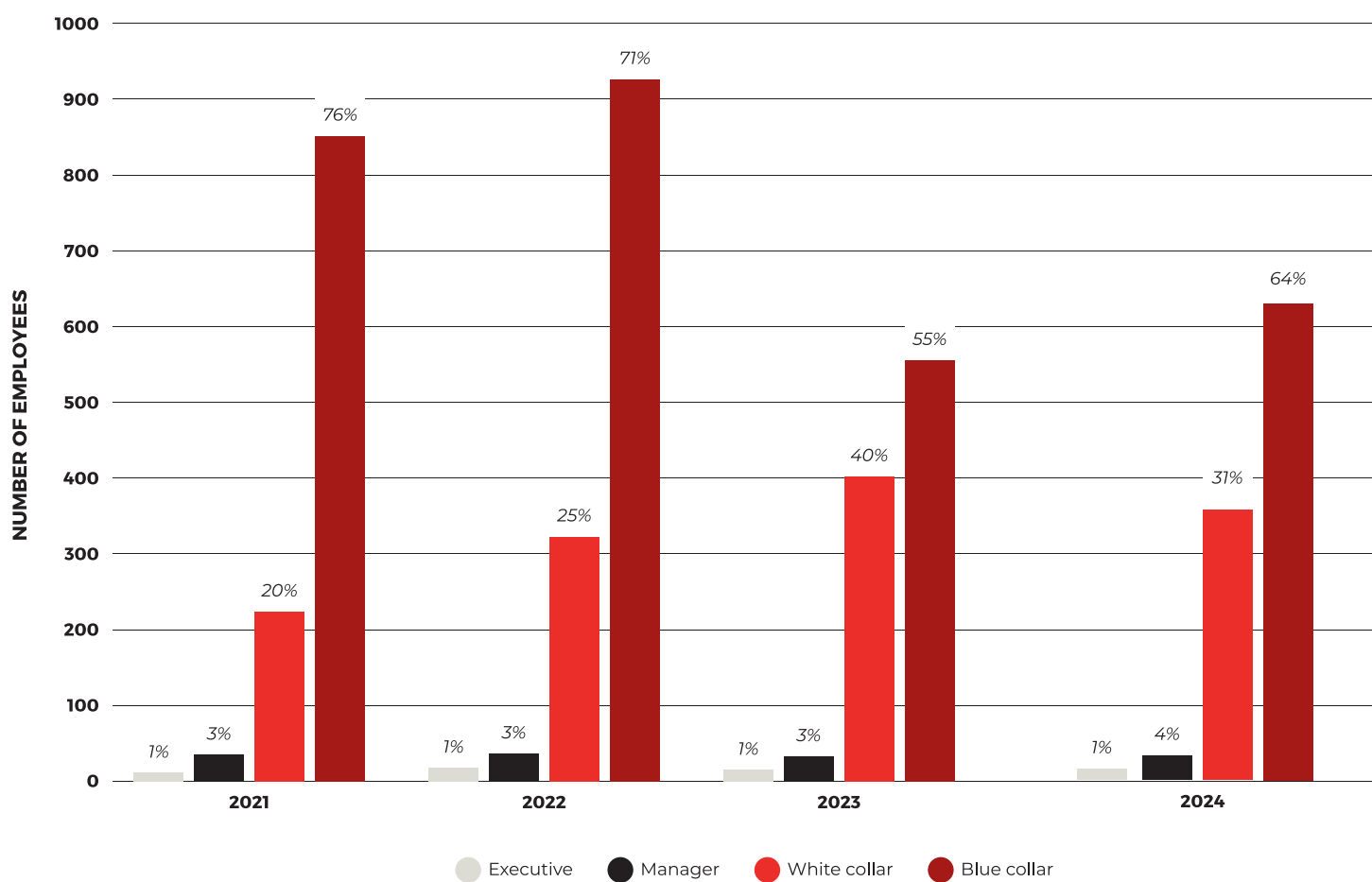
Vittoria Group number of employees by type of contract over the period 2021-2024

As we are a manufacturing group, blue collar is the most represented employees' category. In 2024, blue collars accounted for 64% of the workforce, while white collar workers represented 31%. Executives and managers made up 1% and 4% of the total workforce, respectively. Compared to 2023, the share of blue collars increased, whereas white collars declined. This is due to the higher number of blue collars needed to run at full-operational capacity the new cotton tire factory. The percentage represented by executives and managers remained quite stable. In **2024**, 27% of our Group workforce was under 30 years of age, 59% between 30 and 50, and 14% older than 50 years of age.

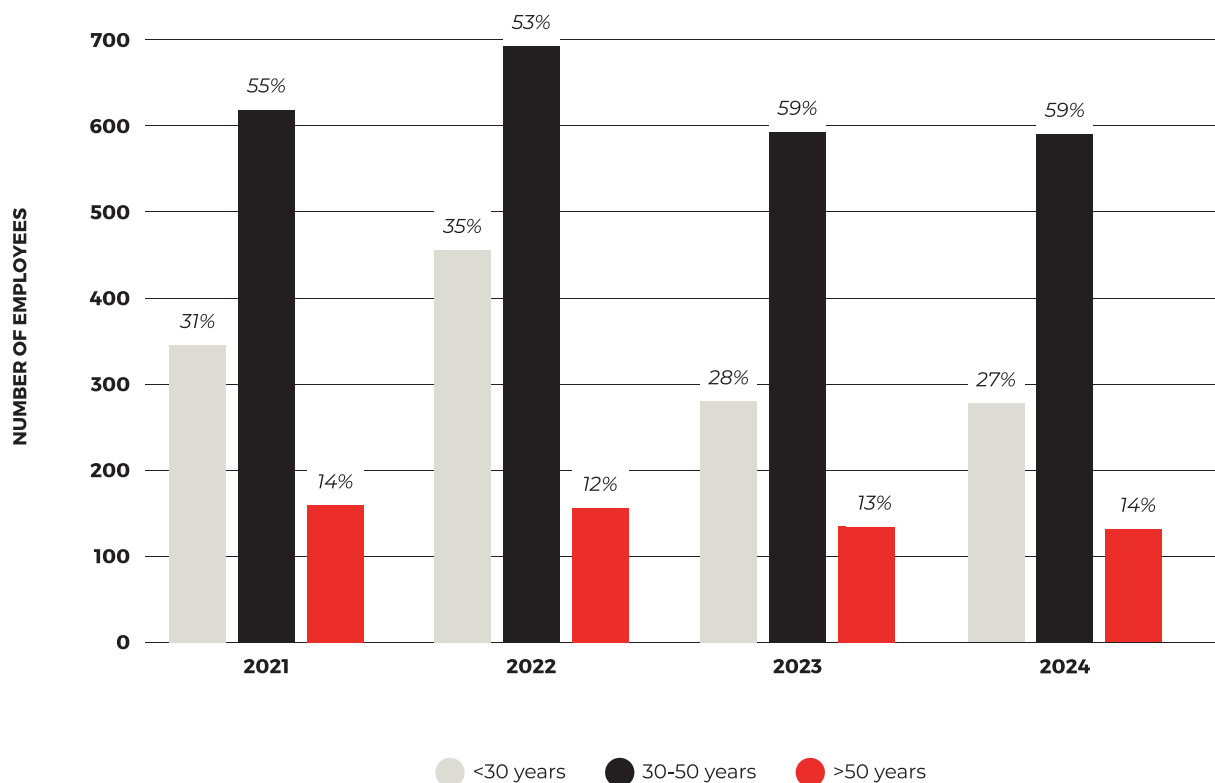
The age breakdown of our workforce remains therefore almost stable compared to 2023. In 2024, Vittoria's hiring activity has strengthened, with the hire rate rising to 31%, up from 12% in 2023. At the same time, employee turnover has improved significantly, decreasing to 21% from 44% in 2023. These trends reflect a stabilization of workforce dynamics following the market contraction in 2023. The improvements demonstrate Vittoria's ongoing efforts in workforce planning and retention strategies, aligning with our commitment to supporting a stable and skilled workforce.



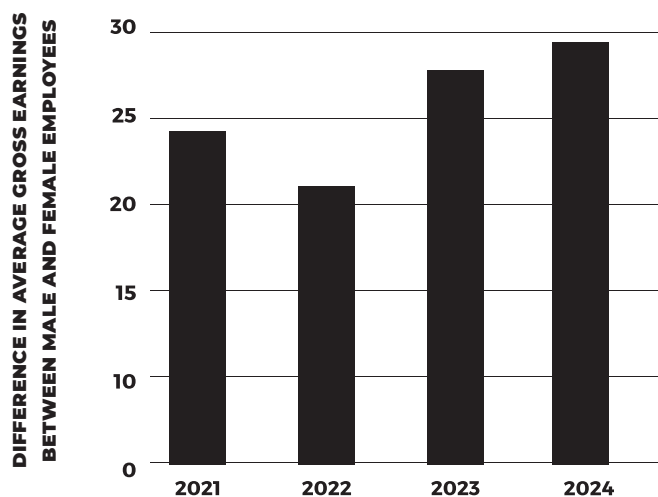
Vittoria Group number of employees by contract hours over the period 2021-2024



***Vittoria Group employees by employment category
over the period 2021-2024***



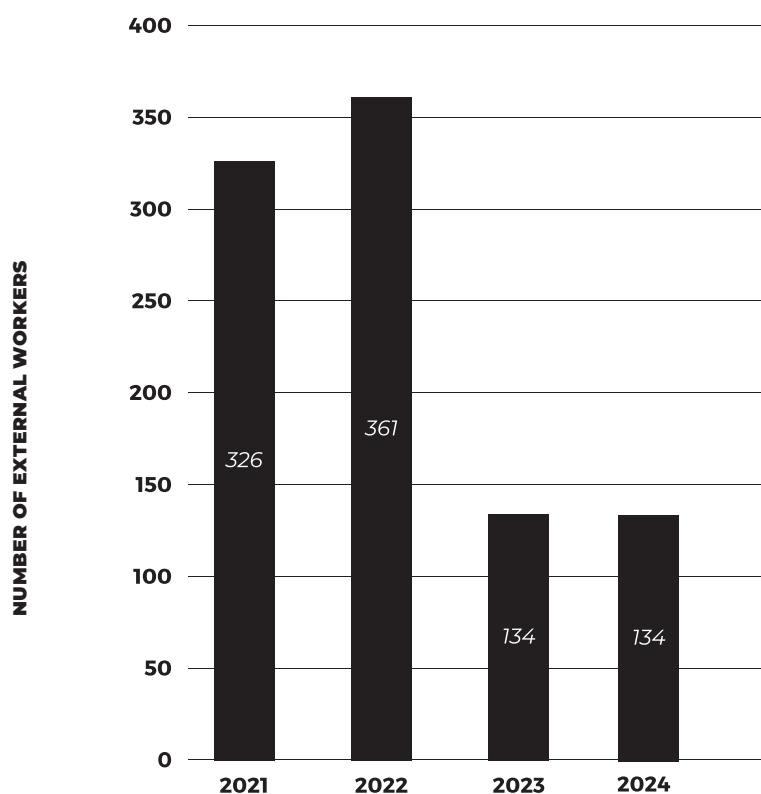
Vittoria Group employees by age range over the period 2021-2024



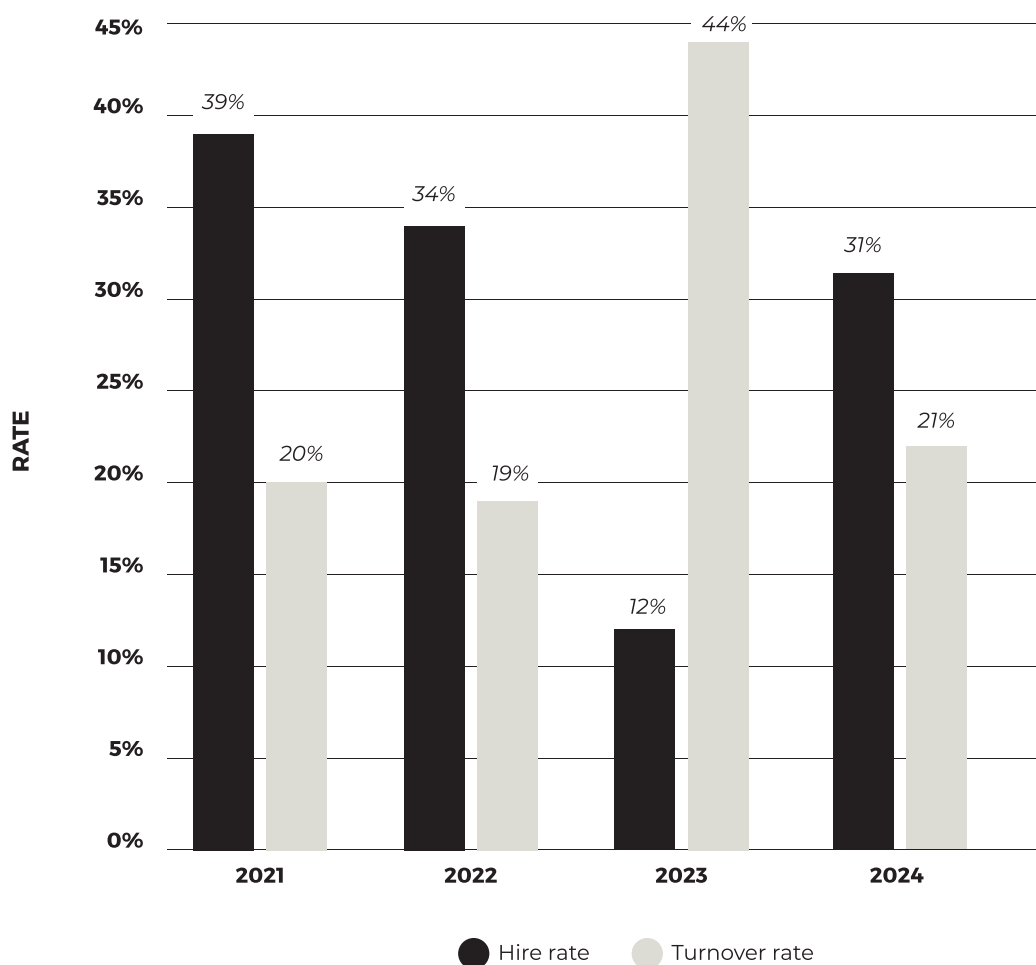
The **unadjusted gender pay gap** did not show any significant change from 2023, going from 57% in 2023 to 61% in 2024. Minor variations may be linked to factors such as workforce composition changes and differences in employment categories (e.g., blue collar vs. white collar).

Methodological note: In the 2023 ESG Report, the water withdrawal value reported for the year 2023 contained an error due to an incorrect data aggregation. The figure has been reviewed and corrected to ensure consistency and accuracy across reporting years." Please refer to an example below.

Vittoria Group unadjusted gender pay gap over the period 2021-2024



Vittoria Group number of external workers over the period 2021-2024



Hire rate vs Turnover rate at Group level over the period 2021-2024

vittoriaLABS



Vittorians
around the world



Occupational health and safety

In our factories we apply preventive measures to safeguard employees' health and wellbeing and avoid the occurrence of any work-related incidents. Providing our employees with a safe working environment is a key priority for us.

More specifically, **Vittoria S.p.A.** has delegated the management of occupational health and safety matters to an **external RSPP consultant**⁴ and follows the principles and requirements of the health and safety protocol within the Organizational Model ex D.Lgs. 231/2001 ("MOG 231").

Vittoria Tyres Thailand has established an **occupational health and safety management system certified according to ISO 45001** which covers all its operating sites, employees and all external people entering its premises. Through this system, our factories aim to instill a culture of safety throughout all operations and preserve the safety of employees and all contractors. As part of this management system, Vittoria Tyres also holds an Occupational Health and Safety Policy aimed at improving employees' quality of life and ensuring them a safe and hygienic workplace.

Moreover, in compliance with the Thai law, Vittoria Tyres has established a **Process Safety Management system** (PSM) where flammable substances are involved, which is annually assessed by external auditors and whose results are reported to government agencies.

Occupational Health & Safety policies and procedures

VITTORIA GROUP	Occupational Health & Safety Policy
VITTORIA TYRES THAILAND	Occupational Health & Safety Management System certified according to ISO 45001
	Quality, Environmental & Occupational Health & Safety Policy

To further mitigate any risk of injuries, our factories also provide constant **health and safety training**⁵ and courses on how to use machine tools properly. Moreover, every day before the start of the shift, the Company organizes a short meeting to discuss safety issues and checks the availability and proper use of personal protective equipment.

These measures are reinforcing a strong safety culture across all operations and contributing to a sustained reduction in workplace incidents. Our occupational health and safety policies and procedures, as listed below, are available to anyone on our website at <https://int.vittoria.com/pages/commitment>

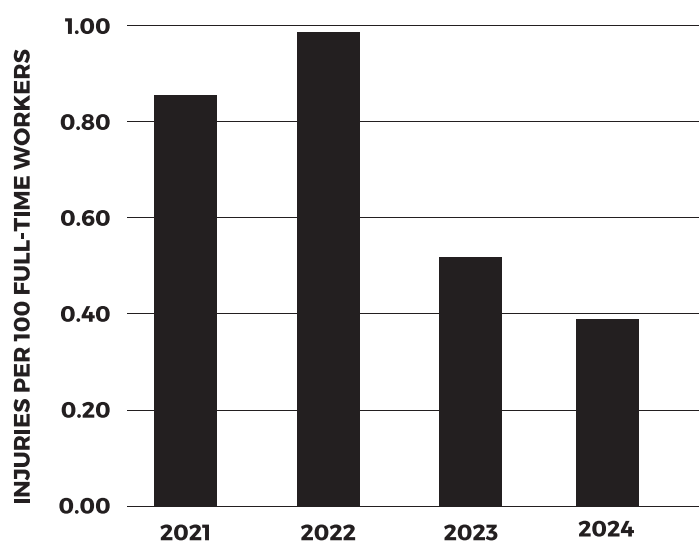
In **2024**, the average rate of recordable employee work-related injuries decreased from 0.50 in 2023 to 0.38⁶. Almost all work-related injuries were recorded at Vittoria Tyres' operating sites and were mainly related to the use of tools and machinery. This positive trend reflects the impact of the Group's ongoing safety initiatives. As for work-related injuries regarding external workers, none occurred during the four-year reporting period. We also didn't record any cases of work-related ill health or fatalities in the four-year reporting period.

⁴ RSPP stands for "Responsabile del Servizio Prevenzione e Protezione" which is the Head of the Prevention and Protection Service.

⁵ The annual safety training plan includes health and safety training courses such as: safety training for new employees; basic firefighting training; safety training in the use of chemicals; safety training at the glue mixing room; training for safe driving of forklifts, etc.

⁶ According to GRI standards, a recordable work-related injury or ill health is a work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

Methodological note: In the 2023 ESG Report, the value of rate of recordable work-related injuries reported for the year 2022 and 2023 contained an error due to an incorrect data average. The figures have been reviewed and corrected to ensure consistency and accuracy across reporting years.



Average Rate of recordable work-related injuries⁷ in Vittoria Tyres Thailand over the period 2021-2024

⁷ The rates of recordable & high-consequence employee work-related injuries refer exclusively to employees, and it is calculated as follows: "Number of recordable work-related injuries for employees / Number of hours worked by employees * 200,000".



Community engagement

As a business organization, we recognize the significant potential we hold to positively impact the communities we serve.

Throughout **2024**, our commitment to community engagement has been bolstered by the invaluable space provided by Vittoria Park. We firmly believe that this platform can serve as a catalyst for promoting a healthier lifestyle within our community.

In **2024** we hosted students from a local middle school gifting them a day of learning about bicycle tire maintenance and gaining cycling skills and confidence on the trails of Vittoria Park

Furthermore, to give continuity to the collaboration started in 2023, we dedicated our end of year celebration to supporting a local charity, **the Consorzio Famiglie e Accoglienza**, in an effort to cultivate a culture of volunteerism among our employees.

We are committed to leveraging our resources for the betterment of both our immediate community and the broader global landscape in which we operate.

Community engagement

CHRISTMAS CELEBRATIONS WITH CONSORZIO FAMIGLIE E ACCOGLIENZA

In December 2024, our team had an incredible day of volunteering with Consorzio Famiglie e Accoglienza, a non-profit organization, located nearby our Italian HQ, that has been dealing with the protection of minors for more than 20 years, with a focus on families, children in difficulty, disabled people and individuals in precarious situations. In the morning, we joined hands to help with inclusive Christmas gifts, contributing to a great

cause and strengthening our teamwork. Sharing a communal lunch brought us closer together, and the afternoon was filled with laughter and team games. It has been heartwarming to see the impact we made, we could have not chosen a better Christmas present to enrich our spirits!



Sponsoring Cycling Teams

TEAM AMANI PROJECT

By supporting the AMANI Project we are part of an unapologetically ambitious initiative that aims to incubate, nurture and develop athletes from East African regions with a pedigree in distance running to transcend a different endurance sport - the discipline of cycling. AMANI is assembling a coalition, a movement, from both within and outside of cycling who are committed to realizing the principle of equity with respect to access and opportunity in sport.



GRI 205-2: Communication and training about anti-corruption policies and procedures

Members of the governance bodies to which anti-corruption policies and procedures have been communicated

	2023	2024
Number	6	6
Percentage	100%	100%

Members of governance bodies who have received training in anti-corruption matters

Number	6	6
Percentage	100%	100%

Employees to whom anti-corruption policies and procedures have been communicated

Executives	11	13
Managers	23	30
White collars	389	325
Blue collars	551	686
Total	974	1054
Percentage	97%	97%

Employees who have received anti-corruption training

Executives	10	10
Managers	22	28
White collars	160	106
Blue collars	12	13
Total	204	157
Percentage	20%	14%

Business partners to whom the anti-corruption policies and procedures have been communicated, divided by type of business partner

Public limited company	0	0
Private limited company	4	0
Ordinary partnership	0	0
Limited partnership	0	0
Single proprietorship and college	0	0
New suppliers	0	0
Total	4	0
Percentage	2%	0%

GRI 301-1 Materials used by weight or volume

Renewable raw materials

TYPE OF MATERIAL	UNIT OF MEASURE	2023	2024
Natural rubber	Kg	615993	850,517.11
Cotton	Kg	1118762.4056	2,353,811.70
Ribbon	Kg	1,406.83	3,645.06
Silk	Kg	0	0
Oil	Kg	13.75	178.75
Packaging (for VTT Bangpoo)	Kg	0	1,054,778.00
Other chemical (for VTT Rayong)	Kg	0	122,575.00
Resin (for VTT Rayong)	Kg	0	225.00
Silica (for VTT Rayong)	Kg	0	202,525.00

Non-renewable raw materials

TYPE OF MATERIAL	UNIT OF MEASURE	2023	2024
Synthetic rubber	Kg	532,849.00	627,725.68
Carbon black	Kg	157,500.00	455,000.00
Other chemical	Kg	225.00	0
Compound	Kg	1,926,344.59	2,545,132.34
Bead wire, Kevlar and thread	Kg	255,856.41	437,236.66
Packaging	Kg	836,975.05	26,224.00
Silica	Kg	231,025.00	0
Nylon	Kg	393,860.26	732,347.32
Rubber part and support part	Kg	2,964.62	1,402.00
Valve	Kg	1,013.66	3,269.12
Rubber Label	Kg	18,237.15	38,860.80
Resin	Kg	24,705.00	25,005.00
other chemical	Kg	304,877.87	319,429.10
Others	Kg	0	0
Hardener	Kg	0	0
Latex	Kg	0	0
Glue	Kg	0	0
Oil	Kg	92,429.76	162,037.78
Solvent	Kg	277,210.00	548,580.00

GRI 301-2: Recycled input materials used
Materials used

TYPE OF MATERIAL	UNIT OF MEASURE	TOTAL MATERIAL USED	TOTAL RECYCLED MATERIAL	TOTAL RECYCLED USED	TOTAL RECYCLED MATERIAL
		2023	2023	2024	2024
Packaging	Kg	835,516.05	286,637.16	1,078,338.00	1,054,778.00

GRI 302-1: Energy consumed within the organization
Energy consumption

FUEL CONSUMPTION	UNITS OF MEASURE	2023	2024
Natural gas	GJ	100,817.17	98,066.06
LPG	GJ	1197.442071	780.991271
Diesel (for heating or production processes)	GJ	0	0
Diesel (for company-owned or long-term leased/ rental vehicles)	GJ	1,865.92	3,185.70
Gasoline (for heating or productive process)	GJ	0	0
Gasoline (for company's vehicles owned or in long-term leasing)	GJ	521.75	427.08
Total	GJ	104,392.13	102,450.73
POWER CONSUMPTION	UNITS OF MEASURE	2023	2024
Electricity self-produced	GJ	126	5,811
Electricity purchased	GJ	49,137	26,665
Total energy consumption	GJ	32,160.97	32,468.00
Of which, from renewable sources	GJ	186	5811

GRI 303-3: Water withdrawal ** Withdrawal of water from the source

SOURCE OF WITHDRAWAL	UNITS OF MEASURE	2023	2024
Third-party water	Megaliters	77.821	102
Total***	Megaliters	77.821	102

GRI 303-4: Water discharge ** Water discharge

TYPE OF DESTINATION	UNITS OF MEASURE	2023	2024
Third-party water	Megaliters	58.6	66
Total water discharge***	Megaliters	58.6	66

GRI 305-1 Direct GHG emissions (Scope 1)

GRI 305-2 Indirect GHG emissions from energy consumption (Scope 2)

Scope 1 Combustion emissions

	UNITS OF MEASURE	2023	2024
Total	tCO2eq	5,906.66	5,822.70

Scope 2 Indirect emissions

	UNIT OF MEASURE	2023	2024
Electricity purchased (Location based)	tCO2	5,066.40	4,144.00
Electricity purchased (Market based)	tCO2	5,011.59	3749
Total (Scope 1 + Scope 2 Location based)	tCO2	10973.06	9966.70
Total (Scope 1 + Scope 2 Market based)	tCO2	10,918.25	9,571.70

GRI 306-3: Waste generated

Total weight of waste generated

WASTE PRODUCED	UNIT OF MEASURE	2023			2024		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Waste produced	ton	98.87	1,070.59	1,169.46	95.45	646.31	741.76

GRI 308-1: New suppliers that were screened using environmental criteria

New suppliers screened using environmental criteria

	2023	2024
Total new suppliers	54	33
New suppliers that were screened using environmental criteria	2	30

GRI 2-7: employees

Total number of employees (headcount) broken down by contract type

TYPE OF CONTRACT	As of 31 December 2023	As of 31 December 2024
Permanent	1000	1078
Temporary	6	6
Total	1006	1084
Full-time	1005	1079
Part-time	1	5
Non-guaranteed hours employees	0	0

Disclosure 2-8: Workers who are not employees

Number of external workers (FTE O HC)

	As of 31 December 2023	As of 31 December 2024
Total	134	134

GRI 401-1 New employee hires and employee turnover

Number and rate of new employees hire.

	2023		2024	
	Number of Hire	Rate	Number of Hire	Rate
	119	12%	338	31%

Number and rate of turnover

	2023		2024	
	Number of turnover	Rate	Number of turnover	Rate
	444	44%	229	21%

GRI 403-9 Work-related injuries

Work-related injuries (Employees)

		UNIT OF MEASURE	2023	2024
Number of incidents		n°	26	20
Of which:	Total number of recordable work-related injuries	n°	26	20
	Total number of high-consequence work-related injuries (excluding fatalities)	n°	0	0
	Total number of fatalities as a result of work-related injury	n°	0	0

Number of hours worked by employees	Recordable work-related injuries	n°	3038566.5	2,836,359
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Rate	Recordable work-related injuries	n°	0.50	0.38
	High-consequence work-related injuries (excluding fatalities)	n°	0	0
	Fatalities as a result of work-related injury	n°	0	0

GRI 405-1: Diversity among employees

Total number of employees divided by employee category

Employee category	As of 31 December 2023
Executives	15
Managers	33
White collars	402
Blue collars	556
Total	1008
Employee category	As of 31 December 2024
Executives	14
Managers	40
White collars	339
Blue collars	691
Total	1084

GRI 414-1 New suppliers that were screened using social criteria

New suppliers screened using social criteria

	2023	2024
TOTAL NEW SUPPLIERS	54	33
NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA	1	30

GRI Content Index

STATEMENT OF USE	Vittoria Group has reported the information cited in this GRI content index for the period 1st January 2023-31 December 2023, with reference to the GRI Standards.
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GRI 1 used

GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE	PAGE NUMBER	NOTES
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GRI 2: GENERAL DISCLOSURES (2021)

The organization and its reporting practice

2-1	Organizational Details	6, 9-12	
2-2	Entities included in the organization's sustainability reporting	6	
2-3	Reporting period, frequency and contact point	6	
2-4	Restatements of information	44, 62, 67	
2-5	Organizational Details		No external assurance

Activities and workers

2-6	Activities, value chain and other business relationships	9, 53-55	
2-7	Employees	58-62	
2-8	Workers who are not employees	63	

Governance

2-9	Governance structure	19-20	
2-15	Conflicts of interest	20	

Strategy, policies, and practices

2-9	Statement on sustainable development strategy	23-25	
2-15	Compliance with laws and regulations	21	
2-28	Membership associations	21	
2-29	Approach to stakeholder engagement	19	

Stakeholder engagement

2-30	Collective bargaining agreements	59	
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GRI 3: MATERIAL TOPICS (2021)

Disclosures on material topics

3-1	Process to determine material topics		Material topics have been identified through a stakeholder engagement questionnaire at the beginning of 2023. Vittoria has addressed employees and key customers.
3-2	List of material topics	23	

CIRCULAR ECONOMY

GRI 3: Material topics (2021)

3-3	Management of material topics	28	
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GRI 301: Materials 2016

301-1	Materials used by weight or volume	29	
301-2	Recycled input materials used	29	

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