Sustainability Report 2025

GRUPPO COLOROBBIA.

Index

OPENING MESSAGE 6

Our 2025, summarised onto one page... 8

Colorobbia's Essentials: our commitment to... 9

A GLOBAL FAMILY 10

About us 11

Our values 12

Our history: more than a century of excellence and innovation 14

Our products 16

Colorobbia during the year 18

Sustainability reporting in Colorobbia: a voluntary path inspired by ESRS 26

PASSION FOR RESEARCH AND INNOVATION 30

From ceramics heritage to future materials 32

OUR PEOPLE AND COMMUNITIES 38

Growing together: people and training at Colorobbia 40

Culture and memory of craftsmanship: a sustainable territorial heritage 46

SUSTAINABLE PROGRESS 56

Policies and tools to monitor environmental issues 58

Commitment to reduce our environmental impact 59

Pollution reduction 61

Responsible water management 62

Closing the circle: Colorobbia's contribution to a more circular sector 63

Quantitative metrics 64

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Our DNA boasts an innate drive towards research and innovation, making the most of our internal resources.
This, together with an unparalleled know-how, has made us a dynamic partner, capable of providing a global service always future-oriented.

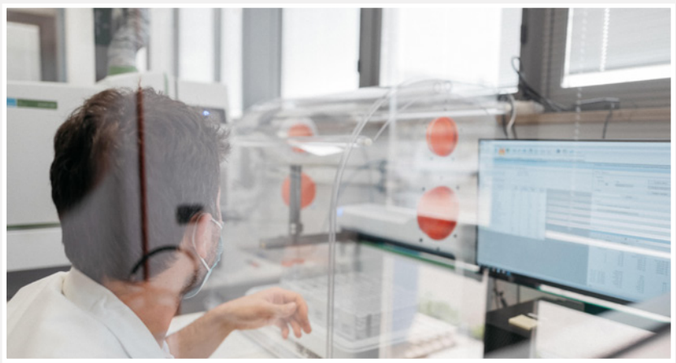
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Knight of Labour Vittoriano Bitossi,
Gruppo Colorobbia Founder











Dear readers,

We are pleased to present the Colorobbia Group's third Sustainability Report, a document that chronicles the journey through which we continue to integrate innovation, responsibility and a long-term vision into the way we do business.

2025 proved to be a challenging year for the manufacturing industry.

The volatility of energy costs, pressures on international supply chains, the evolution of customer expectations and the acceleration of climate challenges continue to require increasingly resilient, efficient and innovative industrial models. In this scenario, Colorobbia has continued to invest in its distinctive heritage: over a century of history, a global presence in **20 countries**, **46 companies**, more than **2,000 people** and a research capacity that has always accompanied the evolution of industrial ceramics.

In 2025, the Group confirmed its solidity, with **€632.1 million in consolidated turnover, €60.1 million in EBITDA and €29.8 million in gross investments** for new initiatives, modernisation and the expansion of production facilities. Figures that demonstrate the commitment to continued growth by investing in quality, technology, expertise and sustainability.

Research and innovation remain at the heart of our identity.

During the year we implemented a number of high-tech projects including **PRINCE**, dedicated to electrification and the reduction of production times in technical ceramics, **INNOMARCA**, for the development of ceramic surfaces able to reduce heat absorption in buildings and **BIORING**, aimed at high-performance coatings from renewable raw materials.

On the environmental front, we have continued the path of reducing the impact of our processes.

In particular, investments in self-production from renewable sources have advanced, with completion of the second phase of the **Colorobbia España** photovoltaic plant and entry into operation of the photovoltaic plant at Industrie Bitossi in Sovigliana. Energy efficiency measures were also continued, including the **Preheating gases** project, which makes it possible to recover heat from furnace fumes and to reduce the need for natural gas and oxygen.

For Colorobbia, sustainability also comes from people.

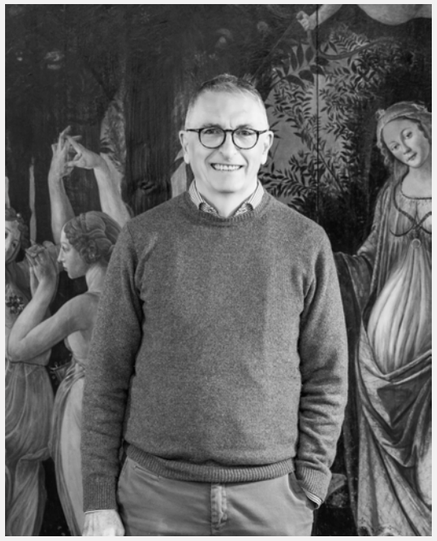
In 2025 we continued to invest in training, safety, well-being and professional growth. The **Colorobbia Academy** has strengthened the transfer of technical skills between the various locations of the Group, while the **Aula Vittoriano Bitossi de Innovación Sostenible** has consolidated the dialogue between universities, businesses and young talents. We have also continued to participate in career days, job fairs and collaboration courses with schools, universities and research centres, convinced that future competitiveness depends on the ability to attract, train and enhance new skills.

Our bond with the territories remains an essential element of our identity.

Through the **Vittoriano Bitossi Foundation**, the Montelupo Fiorentino Experimental Ceramic Centre, the Museum and the cultural initiatives developed in Italy and abroad, we continue to preserve and promote ceramic memory as a living heritage, capable of generating training, research and new opportunities.

We know that sustainability is not a goal achieved, but a path to be built with consistency, measurement and responsibility. This Report describes the progress made, but also the challenges we face: reducing the impact of processes, investing in innovation, strengthening internal skills and continuing to generate value for customers, people, communities and territories.

Marco Bitossi
President of the Colorobbia Group



OUR 2025, SUMMARISED ONTO ONE PAGE...

Over 100 years of history: a ceramic tradition conceived in 1921 in Montelupo Fiorentino and which developed to become an international Group.

46 companies: a global industrial and commercial presence, built through integrated skills along the supply chain.

20 countries: an international network close to the main ceramic districts and strategic markets in the sector.

2,047 employees: a global community of technical, production and commercial skills.

€ 632,1 consolidated turnover

€ 60,1 EBITDA

725,131 MWh total energy consumption, -2.1% vs 2024, **+28,6%** self-produced photovoltaic energy.

+45,8% growth in consumption from renewable sources.

>50% recycled packaging achieved by Bitossi Ceramiche in 2025.

766,970 m³ recycled/reused water: water resources recovered in processes.

PRINCE: electrification of technical ceramics, from 150-170 hours to 5-6 potential hours.

INNOMARCA: for the development of ceramic surfaces capable of reducing heat absorption in buildings

CIRP: recovery of precious metals from metal luster scrap.

Accademia Colorobbia: an international technical training course to strengthen skills, common language and the sharing of know-how.

22 companies involved in the courses of the Aula Vittoriano Bitossi dedicated to ceramic technology and knowledge transfer.

Over 20,000 hours of training for its employees.

278 new hires to support turnover and skills development.

Career days and initiatives with universities and technical institutes to attract young talent and to strengthen dialogue with the new generations

Culture and innovation hubs Vittoriano Bitossi Foundation, Centro Ceramico Sperimentale and Aula Vittoriano Bitossi de Innovación Sostenible: three places dedicated to ceramic memory, technical training, applied research and dialogue between business, territory and university

COLOROBBIA'S ESSENTIALS: OUR COMMITMENT TO...



EMPLOYEES

Our people are at the heart of everything we do. We value their talent and professionalism, offering a safe environment based on mutual respect.

CUSTOMERS

We serve our customers with dedication, offering innovative solutions that are the result of constant research and capable of anticipating the evolutions of a constantly changing sector.





COMMUNITY

We are committed to supporting the communities in which we operate, contributing to their cultural, social and environmental development with responsibility and a sense of belonging.



01.
A GLOBAL FAMILY

COLOROBBIA

ABOUT US

The Colorobbia solidity, which has lasted for more than 100 years, confirmation as a reliable partner for all customers around the world. And the story continues.

Created from the passion of esteemed Guido Bitossi as a small ceramic factory in Montelupo Fiorentino and transformed into an international success by the equally important Vittoriano Bitossi, Colorobbia has expanded its expertise to offer innovative solutions that cover the entire production process of industrial ceramics, from the extraction of raw materials to the distribution of finished products.

With an international presence that today has **46 companies operating globally and present in 20 countries and over 2,000 employees**, Colorobbia is a symbol of **vertical integration and internationalisation.** Since the 1970s, the Group has embarked on an expansion path that has strengthened production processes and optimised industrial organisation. Leading this growth is **Colorobbia Holding S.p.A.**, which exercises the financial coordination of the Group, integrating a global mosaic of skills and traditions to respond with solidity and flexibility to the challenges of an ever-changing market.

For over a century, the Colorobbia Group has represented a history of excellence and innovation worldwide in the production and distribution of raw and semi-finished materials for the ceramic and glass industry.



OUR VALUES

A global family business inspired by tradition

Our tradition and our past are the solid foundations of our future. A business family that has extended its tradition worldwide, thereby becoming a leader in the ceramic sector.

We love our customers

We devote the utmost attention and all our experience to the customer. Trust, respect and continuous improvement: the customer at the centre.

People

The people who work with us have always been the secret to the success of our industrial group. Dedication, commitment and professionalism contribute every day to making our business better.



Passion for innovation and research

Our laboratories located in ceramic clusters around the world are constantly researching new solutions for high-performance products. The combination of ideas and creativity of our employees are fundamental to the creation of unique and high-performing products.



Sustainable Progress

We have always worked with respect for the environment and for the resources that surround us, today more than ever. We strongly believe that our heritage, the planet and the community must be protected every day to safeguard our future. We are committed to the constant search for strategies and investments in new technologies to minimise the negative impact on the environment.



OUR HISTORY: OVER A CENTURY OF EXCELLENCE AND INNOVATION

1921

Foundation of Manifattura Ceramica Cav. G. Bitossi & Figli, now Ceramica Bitossi in Montelupo Fiorentino (FI).

1947

Opening of the Colorobbia ceramic paint plant in Montelupo Fiorentino (FI).

1955-60

Start of the production of precious metals, colloidal solutions and polishes for the decoration of ceramics, porcelain and glass in Montelupo Fiorentino (FI).

1968

Foundation of the Colorobbia Italia ceramic paint plant and of Industrie Bitossi for the production of zirconium silicates in Sovigliana Vinci (FI).

1970

Opening of the sales offices in Colorobbia and of the warehouse in Fiorano Modenese (MO).

1977

Start of the production activity of Colorobbia Brasil.

1978

Marketing of table accessories under the brands Bitossi Home and Bitossi Diffusione in Sovigliana Vinci (FI).

1981

Foundation of Colorobbia Holding S.p.A.

1983-85

Start of the mining activity in Peru with Inkabor, of the production activity of Colorobbia in Fiorano Modenese (MO) and setting up of Colorobbia Portugal.

1988-89

Foundation of the Colorobbia España plant, start of mining in Italy with Eurit and setting up of Industrie Bitossi Mineral Sanayi (Turkey), Colorobbia Taiwan and Colorobbia Thailand.

1993

Launching of Mariter in integrated logistics services, with land terminal in the port of Livorno.

1993

Minerals 2000 is set up in Spain for the production and marketing of raw materials.

2000

New production sites of Industrie Bitossi and Colorobbia in Montelupo Fiorentino (FI), setting up of Colorobbia Indonesia and Colorobbia Nordeste (Brazil).

2001

Opening of Colorobbia China, Ceramic Services (Czech Republic) and Colorobbia Mexico.

2004

Colorobbia East Europe (Russia) was born.

2005

Colorobbia Polska (Poland) and Industrie Bitossi Guangzhou (China) are set up.

2008

Creation of the Vittoriano Bitossi Foundation for ceramic art in Montelupo Fiorentino, as a tribute to the deep bond with the territory and ceramics.

2012

Colorobbia Chemicals (India) is set up.

2013

Colorobbia Middle East (UAE) is set up.

2014

Inkabor (Bolivia) is set up.

2015

Colorobbia Ege (Turkey) is set up.

2016

Colorobbia USA is set up.

2017

Colorobbia Vietnam is set up.

2021

Celebration of a century of innovation and international entrepreneurship of the Colorobbia Group and the launch of Colorobbia Africa Pty Ltd.

2022-25

Creation of digital enamels, and birth of Colorobbia Malaysia. Publication of the first Sustainability report of Colorobbia Italia, Industrie Bitossi, Colorobbia España and publication of the first Sustainability report of the Colorobbia Group.

OUR PRODUCTS

Since 1921, we have remained at the forefront of supplying raw materials, semi-finished products and integrated services, delivering state-of-the-art technology for the ceramics industry.



MINING AND RAW MATERIALS SECTOR

Micronised zirconium silicates, opacifiers, oxides, silicates and carbonates, boric products for industry and agriculture, feldspar and kaolin for the production of ceramic tiles.

LEAD OXIDE (MINIUM)

Production of lead oxide (minium) with a high purity standard, mainly used as a fundamental element for the production of positive battery plates, in the glass sector (crystal) to give brilliance and transparency.
It is also used in small quantities in various production sectors such as ceramics (to give fusibility to frits) and paints (with anti-rust properties).

LOGISTICS

Management of maritime shipments through a terminal owned by the port of Livorno.

FRITS

Frits for industrial ceramics, glass, abrasives, construction, sheet metal and other uses.

TECHNICAL CERAMICS

Grinding bodies, technical ceramic coatings for anti-wear and armour solutions.

ENAMELS AND PIGMENTS

Porcelain enamels, glass enamels and pigments for the colouring, coating and decoration of various materials and surfaces.

GLASS MATERIALS

Colour concentrates, enamels and paints for glass staining.

GRANULES

Production of clear, anti-reflective and porcelain-effect grits for decoration and technical application on various surfaces.

DIGITAL SPACE

Enamels, grits and additives for digital printing industrial solutions.
In addition, Colorobbia Digital Space designs and produces pigment-based inks for the ceramic industry and, in parallel, develops specific lines for the textile sector, such as T-inks water-based inks for printing on fabrics.

SPECIALTIES

Preparations based on precious metals (gold, platinum and lustres) for the artistic and industrial decoration of ceramics and glass.

ARTISTIC CERAMICS AND TABLEWARE PRODUCT

Production of ceramics by leading designers and architects on the international scene.

COLOROBBIA DURING THE YEAR

Cersaie 2025: innovation, sustainability and new surfaces for ceramics

On the occasion of CERSAIE 2025, Colorobbia presented a set of solutions aimed at the technical and aesthetic evolution of ceramics, confirming its role as an innovative partner for the sector. The innovations focused on four main areas: process sustainability, development of technical surfaces, creation of digital reliefs and textures and new finishes for large formats and countertops.
Among the main innovations, Colorobbia has enhanced the FORMA Plus range, which includes solutions for multi-reliefs and digital structures, with ExtraGlazes water-based digital enamels, Graffiti inks with water-repellent effects and the Neogrits collection, dedicated to the creation of textures and tactile finishes. These technologies enable the development of customised surfaces that can be applied before and/or after digital decoration, ensuring design flexibility and aesthetic quality.

Considerable attention has also been devoted to technical surfaces—specifically the Microtech and CReady series—developed to fine-tune the performance of ceramic surfaces in terms of tone, sheen, texture, wear resistance, ease of cleaning and comfort.
The formulations are designed for a wide range of cooking temperatures and for different application technologies, also in combination with enamels and additives.

On the sustainability front, Colorobbia confirmed its commitment to developing solutions with a lower impact, including the ExtraGlazes series and the Air Evolution and Air Evolution Aqua technologies, aimed at reducing emissions and odours in decorative processes. These are complemented by new hybrid digital solutions, solvent-based and water-based, developed to guarantee differentiated finishes and high surface performance.

Finally, Colorobbia presented the Zero Silica solution within the ULTRA series, developed to minimise the presence of free quartz in the supports intended for countertops, kitchens and domestic spaces.
With an SiO_2 content of less than 2%, the proposal responds to the growing focus on safety, customisation and technical performance in large formats.

Alongside the presentation of the new products, the participation in CERSAIE 2025 also represented an opportunity for relations with customers, partners and young talents, strengthening the role of the event as a platform for dialogue between industrial innovation, skills and future development of the ceramic sector.





COLLECTIO 2025: Colorobbia promotes Made in Italy ceramics in Thailand

In 2025, Colorobbia promoted the third edition of COLLECTIO in Bangkok, the international event designed by the Group to enhance Made in Italy in the ceramic sector. After Vietnam and Indonesia, the event confirmed its role as a strategic platform for dialogue between Italian ceramic excellence and the main Asian markets.

The 2025 edition, entitled "Beyond the Surface: Where Ceramics Meets the Future", brought together over 250 participants from numerous countries, including Thailand, Pakistan, India, Bangladesh, Myanmar, Vietnam, Malaysia, Taiwan, Nepal, Australia, Korea, Singapore, Indonesia, Sri Lanka and the Philippines. The event saw the involvement of Colorobbia and important Italian partners in the supply chain, with the aim of presenting innovations, applications, aesthetic trends and new perspectives for the sector.

Through plenary sessions, networking sessions and one-to-one meetings with customers and local operators, COLLECTIO fostered technical and commercial discussions on materials, surfaces, large formats, design and sustainability. Ample space was also dedicated to the Arteology collection, which expresses the meeting between ceramic tradition, artistic culture and technological innovation.



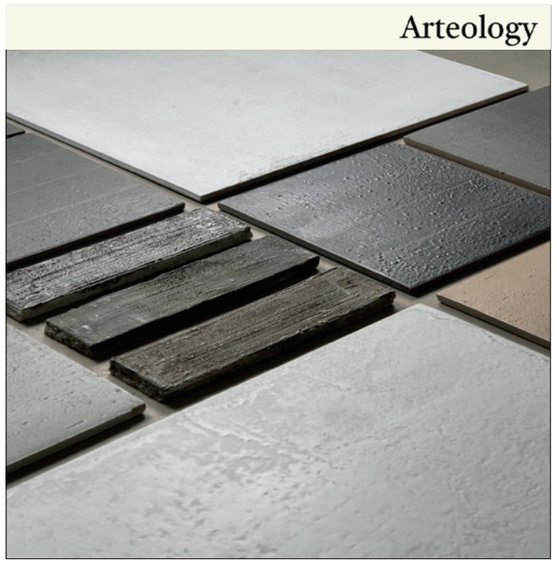


DREAMLAB: innovation, ceramic culture and dialogue with the territory

During 2025, Colorobbia promoted DreamLab, an event dedicated to innovation, the sharing of ideas and the enhancement of ceramic culture. The initiative took place within the framework of Casa Abadia in Vilafamés, a territory strongly linked to the history and development of the Group, and represented an opportunity to meet with customers, partners and stakeholders to present the latest trends in the sector.

Created in continuity with the collaboration between Colorobbia, the Museum of Contemporary Art of Vilafamés and the Vittoriano Bitossi Foundation, DreamLab has combined artistic tradition and technological innovation, enhancing the cultural heritage of the Bitossi Ceramiche archive and the Group's technical know-how. Within the event, the Arteology collection was presented,developed to transform surfaces, materials and digital effects into new design solutions.

DreamLab also showcased Colorobbia's latest technologies for ceramic surfaces—including the Microtech and ExtraGlazes series—reinforcing the Group's role in developing solutions that combine aesthetics, technical performance and sustainability. The initiative has strengthened the link between innovation, territory and product culture, offering an immersive experience oriented towards the future of ceramics.



Dreamlab.



China & Italy Ceramic Technology Conference

In 2025 Colorobbia participated in the China & Italy Ceramic Technology Conference, organised in Guangzhou as part of one of the main international events dedicated to ceramics. The initiative was an important opportunity to compare two strategic markets for the sector, promoting the exchange of skills, experiences and technological perspectives.

During the event, Colorobbia presented the main elements that guide its industrial vision: innovation, technology and people. The intervention confirmed the Group's role in the development of advanced solutions for the ceramic industry and in strengthening international collaboration between Italy and China.



Ambiente 2025: Colorobbia presents its solutions for Tableware



From 7 to 12 February 2025, Colorobbia participated in Ambiente, the Frankfurt international fair dedicated to consumer goods, with a focus on the Dining, Living, Giving and Working sectors.
Inside the stand, the Group presented its solutions for Tableware, enhancing enamels, inks and precious metals developed to offer high intensity colours, distinctive effects and high quality finishes.



Ceramica di Valore 2025: digital innovation for advanced ceramic surfaces

On 19 November 2025, Colorobbia participated in the annual technical conference "Ceramics of Value – Technologies and materials for more competitive products and processes", organised by Ceramic World Review in collaboration with ACIMAC.

During the event, the Group presented its advanced digital solutions for ceramic decoration, including the renewed water-based Hybrid Digital Aura series and the new Graffiti White ink. The proposed innovations are intended to obtain customisable three-dimensional surfaces, with glossy and opaque finishes, high technical and aesthetic performance and greater attention to the sustainability of processes
.



Innovative Inkjet technologies: digital applications to shape matter

In May 2025, Colorobbia participated in the conference organised by ICERS – Società Ceramica Italiana in Modena, dedicated to innovative inkjet technologies for the digital decoration and glazing of the future.

The Group presented "Digital applications to SHAPE MATTER", delving into the role of digital solutions in the development of three-dimensional ceramic surfaces, reliefs and micro-textures. The focus was in particular on inks, digital glues, grits and water-based enamels, designed to increase the technical and aesthetic value of the final product.

Ceramic Expo Bangladesh: finishes and technical solutions for ceramic surfaces

In 2025 Colorobbia participated in Ceramic Expo Bangladesh, a reference trade fair for the ceramic sector, presenting its most advanced solutions for finishes, effects and technical surfaces.

Within the stand, the Group has enhanced proposals ranging from grits and microgrits to digital solutions for top coating, with a focus on Microtech C-Ready, Hybrid Digital and Ice Effect effects. The technologies presented combine technical reliability, aesthetic performance and customisation, offering surfaces with anti-slip properties, wear resistance, soft touch effect, non-reflective finishes and textures with high decorative value.

The participation also confirmed Colorobbia's commitment to the Bangladeshi market, considered a strategic area for the development of long-term industrial partnerships and for the dissemination of solutions capable of combining quality, innovation and sustainability.



Social Commitment Award

In 2025, Colorobbia received recognition in a particularly significant category for the Group: social commitment.



The award enhances an approach to development based not only on innovation, internationalisation and investments in research and development, but also on attention to people, the environment, customers and collaborators.
The recognition confirms the value of an entrepreneurial model in which competitiveness, responsibility and shared growth represent closely integrated elements.

The economic and financial results for 2025

€ 632,1 milioni

the Group's consolidated turnover.

€ 60,1 milioni

the Group's EBITDA

€29,8 milioni

gross investments aimed at new initiatives and the modernisation and expansion of existing production facilities

SUSTAINABILITY REPORTING IN COLOROBBIA: A VOLUNTARY PATH INSPIRED BY ESRS

For the third consecutive year, the Colorobbia Group has prepared its Sustainability Report based on the European Sustainability Reporting Standards (ESRs), although it is not required, for the 2025 financial year, to publish the sustainability statement pursuant to the Corporate Sustainability Reporting Directive (CSRD).

The choice is part of an evolving European regulatory context, marked by the simplification measures introduced by the so-called Omnibus package, with which the European Union has initiated a process of review and rationalisation of reporting obligations and sustainability due diligence. In particular, the "stop-the-clock" Directive postponed the application of certain CSRD and CSDDD requirements for specific categories of companies, confirming a regulatory framework still in the process of adjustment.

In this scenario, Colorobbia has chosen to continue its path of voluntary reporting, adopting an ESRS-inspired approach as a methodological reference to strengthen transparency, comparability and quality of the ESG information reported.

A central element of the process is the update of the dual relevance analysis, conducted considering both the perspective of the impacts generated by the Group on the environment and on people, and the perspective of the risks and opportunities that ESG issues can determine on the business model.

In 2025, the analysis was refined by updating the industry benchmark, reviewing the wording of impacts, risks and opportunities and strengthening the overall methodological consistency.

Below is a summary of the main ESRs issues relevant to the Group.

ESRS Topic	Impacts	Risks	Opportunities
E1 – Climate change	Greenhouse gas emissions generated by production processes, energy consumption, logistics and mining activities.	Exposure to energy price volatility, regulatory evolution on emissions and carbon pricing, possible increase in adjustment costs.	Energy efficiency, self-production from renewable sources, reduction of operating costs and strengthening of the Group's environmental reputation.
E2 – Pollution	Emissions into the atmosphere, dust and potential releases of substances resulting from production, logistics and extraction activities.	Sanctioning, legal and reputational risks related to the potential non-compliance with emission limits and to adoption of the best available technologies.	Development of lower impact formulations, water-based solutions and innovative technologies to reduce environmental impacts.
E3 – Water & marine resources	Water consumption and withdrawals related to industrial processes, including well withdrawals and use of the resource for production and fire-fighting purposes.	Increased water resource costs and possible operational limitations in areas subject to water stress.	Improvement of water efficiency, recovery and reuse of water in production processes.
E5 – Circular economy	Use of raw materials, including critical raw materials, in the Group's production processes.	Pressure on the availability and costs of raw materials, especially critical or strategic ones.	Recovery of waste, the use of secondary raw materials, recycling of critical materials and development of more circular processes.
S1 – Own workforce	Impacts on health and safety, working conditions, training, skills development, employee inclusion and well-being.	Legal, reputational and organisational risks related to health and safety, turnover, insufficient skills or failure to protect workers' rights.	Increasing productivity, strengthening skills, attracting and retaining talent, improving the business climate.
S2 – Workers in the value chain	Potential impacts on suppliers' workers, in particular in relation to health and safety, child labour and forced labour.	Sanctioning and reputational risks in the event of insufficient safeguards along the supply chain.	Strengthening of checks on suppliers and progressive improvement of responsibility along the value chain.
S3 – Communities involved	Impacts on local communities linked to the industrial presence, the safety of the plants and development of the territories.	Reputational, legal and authorisation risks in the event of inadequate management of impacts on communities.	Strengthening of the bond with the territories through cultural, social, training and environmental initiatives.
G1 – Business conduct	Impacts related to the management of relationships with suppliers, payment practices, integrity and prevention of corruption.	Legal, sanctioning and reputational risks related to corruption, unethical conduct or incorrect management of business relationships.	Strengthening of governance, transparency and trust in relationships with partners, suppliers and stakeholders.

Our contribution to the Sustainable Development Goals

The Colorobbia Group contributes to the United Nations Sustainable Development Goals (SDGs) through initiatives and projects aimed at innovation, training, protecting people, energy efficiency, responsible production and reducing environmental impacts. The reference SDGs are indicated within the different chapters of the Budget in order to highlight the connection between the Group's activities and the main global challenges of the 2030 Agenda.



SDGs	SDGs specific target
5 GENDER EQUALITY	**Objective 5.1** End all forms of discrimination against all women and girls worldwide
6 CLEAN WATER AND SANITATION	**Objective 6.3** By 2030, improve water quality by reducing pollution, eliminating discharges and minimising emissions of hazardous chemicals and materials, halving the proportion of untreated wastewater and significantly increasing recycling and safe reuse globally
7 AFFORDABLE AND CLEAN ENERGY	**Objective 7.2** By 2030, substantially increase the share of renewable energy in the global energy mix
8 DECENT WORK AND ECONOMIC GROWTH	**Objective 8.3** Promote development-oriented policies that support productive activities, the creation of decent jobs, entrepreneurship, creativity and innovation and encourage the formalisation and growth of micro, small and medium-sized enterprises, including through access to financial services **Objective 8.5** By 2030, achieve full and productive employment and decent work for all women and men, including youth and people with disabilities, and equal pay for work of equal value **Objective 8.8** Protect labour rights and promote safe working environments for all workers, including migrant workers, especially migrant women, and those in precarious employment
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**Objective 9.2** Promote inclusive and sustainable industrialisation and, by 2030, significantly increase the share of industry in employment and gross domestic product, in line with national circumstances **Objective 9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with improved resource efficiency and greater adoption of clean and environmentally friendly industrial technologies and processes, with all countries acting according to their respective capabilities **Objective 9.5** Strengthen scientific research and improve the technological capacities of the industrial sectors of all countries, especially those in the developing world, including by encouraging innovation and substantially increasing, by 2030, the number of research and development workers per 1 million inhabitants and public and private spending on research and development
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Objective 12.2** By 2030, achieve sustainable management and efficient use of natural resources **Objective 12.4** By 2020, achieve ecologically sound management of chemicals and all waste throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release into air, water and soil in order to minimise negative impacts on human health and the environment **Objective 12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse **Objective 12.7** Promote sustainable public procurement practices in accordance with national policies and priorities **Objective 12.8** By 2030, ensure that people everywhere have the information and awareness they require for sustainable development and lifestyles in harmony with nature
13 CLIMATE ACTION	**Objective 13.1** Strengthen resilience and adaptive capacity to climate-related risks and natural disasters in all countries **Objective 13.3** Improve education, awareness and human and institutional capacities on climate change mitigation, adaptation, impact reduction and early warning



02.
PASSION FOR RESEARCH AND INNOVATION

COLOROBBIA

The context in which we operate

+5-7%

of export performance for companies that integrate environmental sustainability into their strategy, compared to those focused exclusively on innovation or technology.

(Istat, 2025)

-1.400 Mt

of CO_2 reduction by 2035 thanks to the widespread adoption of artificial intelligence applications already available in the final sectors.

(IEA, 2025)

FROM THE CERAMIC TRADITION TO THE MATERIALS OF THE FUTURE

Innovation is a fundamental pillar of the Group's success and longevity

With over a century of history, Colorobbia preserves the ceramic tradition that evolved at Manifattura Ceramica Cav. G. Bitossi & Figli, translating it onto a global scale thanks to the contribution of all Group companies. The passion for research and innovation has always made Colorobbia a leading player in the sector, contributing to the continuous renewal of technologies and processes in all phases of ceramic production.

Colorobbia has established itself as a leader in digital printing for tiles and tableware, developing new techniques and high-performance inks that expand decorative possibilities.





In its research and development laboratories—the Group's engine of innovation—located around the world, new solutions are continuously being studied and developed; through a combination of experience and creativity, these lead to the creation of unique, high-performance products.

By leveraging new technologies and strategies, Colorobbia contributes to the sustainable transition of the ceramic industry and at the same time creates value in different research areas. The studies conducted by the Group's companies in the chemical and technological fields often generate innovative solutions applicable in various sectors, such as the medical and health sector.
Colorobbia has established an internal Technical Committee that, twice a year, brings together the laboratories and the main technical figures of the Group's Italian and Spanish companies, alternately in Italy and Spain. The Committee represents a structured opportunity for discussion on ongoing research projects and major initiatives under development with the aim of promoting interaction between the different laboratories, identifying synergies, stimulating new ideas and promoting internal collaborations.

As part of its commitment to sustainable innovation and continuous improvement, Colorobbia España has promoted the creation of a new research and development laboratory with the aim of centralising and enhancing all the Group's capabilities in this area.

This new space, designed according to the principles of the Agile methodology, encourages a more efficient management of resources, interdisciplinary collaboration and an acceleration of innovative processes.

The concentration of talents and skills in a single environment means being able not only to enhance the synergies between the different technological areas but also to optimise the environmental impact of research and development activities, thanks to a more rational use of energy, materials and spaces.

This initiative strengthens Colorobbia's sustainability strategy, focusing on a responsible growth model, based on knowledge and oriented towards the development of increasingly advanced, efficient and environmentally friendly solutions.



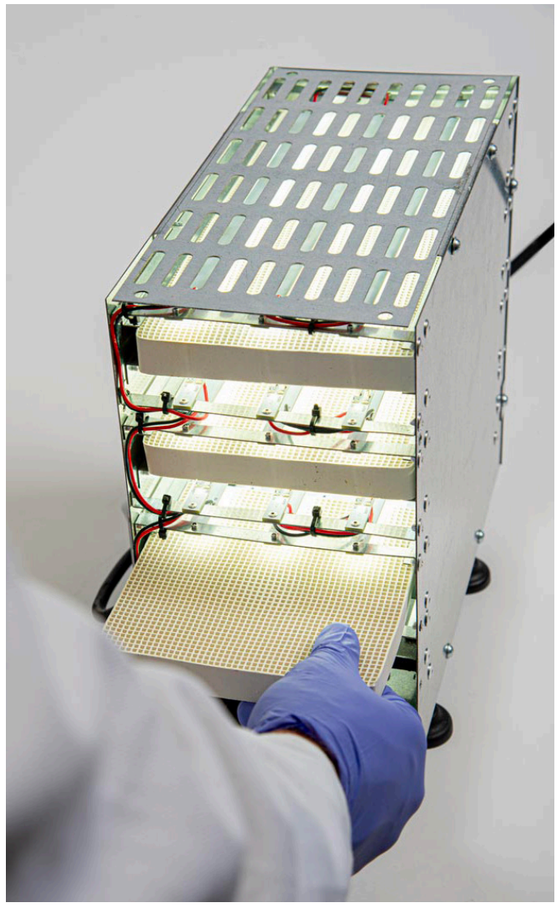
Focus on: Ce.Ri.Col, Colorobbia Research Centre

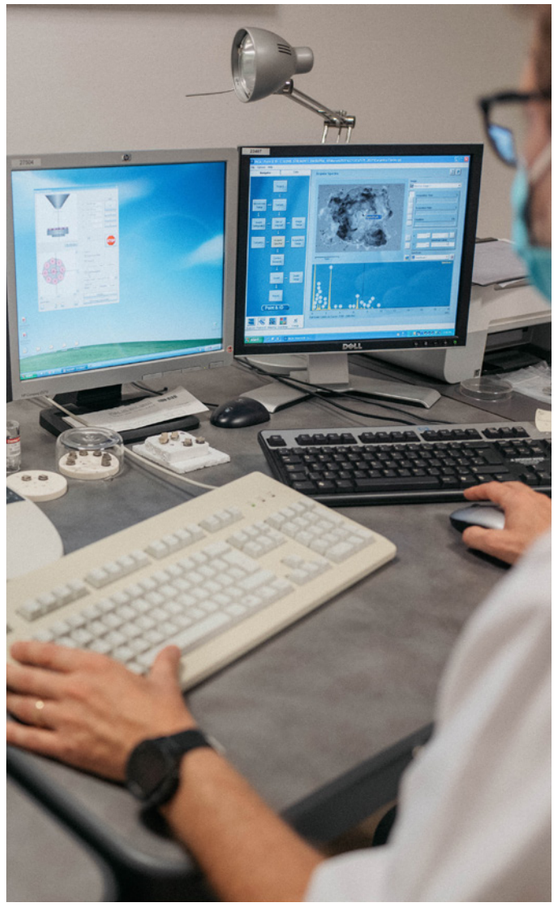
As part of the Group's innovation and sustainability strategy, Ce.Ri.Col. – Colorobbia Research Centre, based in Sovigliana-Vinci - is **the centre dedicated to the development of new materials, processes and applications.**

The activities range from ceramics to textiles, to the conservation of cultural heritage and selected projects in the biomedical field, always in partnership with universities and international research centres. Alongside these activities, the Ce.Ri.Col. hosts an analysis laboratory for the characterisation of materials.

The commitment of Ce.Ri.Col. in areas such as nanomedicine and functional materials testifies to the attention to a responsible development model, aimed at improving the quality of life and at enhancing cultural heritage.

In this way, Ce.Ri.Col. plays a complementary role to the Group's core research, transferring solutions and skills that promote innovation, sustainability and growth.





INNOMARCA: ceramic surfaces that help reduce heat in buildings

The INNOMARCA project, developed by **Colorobbia España**, aims to create new ceramic materials for architectural applications capable of improving the energy efficiency of buildings.

The initiative focuses on the development of transparent coatings with high solar reflectance and high thermal emissivity, designed to reduce the heat absorption of surfaces exposed to the sun. In simple terms, these are materials that can help keep buildings and urban environments cooler, with potential benefits also in mitigating the "heat island" effect.

In 2025 the project led to the development of materials with **solar reflectance greater than 90%**, validated on architectural ceramic substrates. The goal is to arrive at industrialisable solutions that reduce **the internal temperature of buildings by up to 40%** while maintaining aesthetic quality and technical performance.

BIORING: high performance coatings from renewable raw materials

With the European project BIORING, Colorobbia contributes to the development of a new generation of high-performance coatings based on raw materials of renewable origin.
The project was created to reduce dependence on fossil resources in the production of industrial coatings, developing formulations with a bio-based content of more than 95%. The solutions are designed to maintain high technical performance while improving the environmental profile throughout the life cycle of the products.
In 2025 the project led to the development of a portfolio of innovative bio-based materials, validated on different substrates such as plastic, wood and metals. The value of the project lies in the possibility of transferring skills and technologies to different industrial applications, demonstrating how innovation in materials can become a concrete lever for sustainability.

Photocatalytic filters: a technology to improve air quality

Colorobbia Consulting is developing a proprietary air purification technology based on photocatalytic ceramic filters. The solution uses a coating based on titanium dioxide applied on ceramic supports that, in the presence of LED light, activates reactions capable of degrading organic substances, pollutants and microbiological contaminants present in the air.

The project stands out because it does not limit itself to retaining pollutants but aims to degrade them, also reducing the risk of filter saturation. In addition, the ceramic filter can be regenerated by washing, decreasing the need for frequent replacements and contributing to waste reduction.

In 2025, pilot installations were performed in real contexts, including a healthcare facility, a bank and an automotive dealership in Dubai, with verifications conducted by accredited third-party laboratories. The initiative represents one of the most significant examples of the application of the Group's skills to the development of innovative solutions for the improvement of air quality.

From waste to resource: the CIRP project

In 2025 Colorobbia Italia continued the CIRP – Circular Re-Paint pilot project, dedicated to the recovery of metals and used solvents generated during the production and application of metal polishes on ceramics, glass, metals and other substrates.

The project stems from a key principle of the circular economy: transforming of a complex waste into a new resource. The residues of metal polishes, in fact, can contain recoverable precious metals, including gold. Through advanced pyrolytic technology, based on heating in a non-oxidising atmosphere, the process allows volatile compounds to be separated and solid materials to be concentrated into ashes with a high content of recoverable metals.

Compared to traditional processes, often entrusted to external treatments and characterised by material leaks, CIRP aims to develop a more efficient, sustainable and potentially manageable solution directly on site. The first laboratory tests returned promising results, in particular for the recovery of gold, confirming the potential of the project to reduce waste, enhance high-value materials and strengthen the Group's autonomy in the management of its production waste.

Battery; the project for the recycling of EV batteries

In 2025, the Baterurgia project was completed, a collaborative initiative dedicated to the development of advanced technologies for the recycling of electric vehicle batteries.

The project addressed one of the most relevant issues of the energy transition: the selective recovery of strategic metals contained in end-of-life batteries, such as lithium and cobalt.

Through the use of sensors, robotics and artificial vision systems, the project worked to improve the separation and quality of recovered materials, with the aim of enabling their reuse in new production cycles.

Colorobbia contributed to the industrial validation of the solutions, demonstrating the possibility of using the recovered metals in the production of frits and ceramic pigments.

The value of the project is twofold: on the one hand, it contributes to reducing dependence on virgin and critical raw materials; on the other hand, it demonstrates how the ceramic sector can become an area of reuse for materials recovered from advanced technological supply chains, such as that of electric mobility.

TALISMAN: advanced nanomaterials for new oncology therapies

In 2025, Colorobbia Consulting, through its expertise in advanced materials and nanotechnologies, participated in the TALISMAN project, a research initiative aimed at developing an innovative platform for the treatment of breast cancer based on personalised T lymphocytes.

The project integrates immunotherapy, localised hyperthermia and targeted drug delivery, using advanced nanomaterials, such as magnetic or gold-based nanoparticles, capable of responding to external physical stimuli such as radiofrequencies and lasers. The aim is to increase therapeutic efficacy and to reduce side effects, with particular attention to complex and resistant tumours.

In 2025, activities focused on the consolidation of technological solutions and on the integration between scientific research and possible industrial application, laying the foundations for future clinical developments. TALISMAN testifies to the Group's ability to transfer expertise in materials to high-impact research areas, even beyond the traditional perimeter of ceramics.





04.
OUR PEOPLE AND COMMUNITIES

COLOROBBIA

The context in which we operate

59

workers out of 100 will need reskilling or upskilling by 2030.

(World Economic Forum, 2025)

55,6%

of European adults possess at least basic digital skills, against the EU target of 80% by 2030.

(Commissione Europea, 2025)

62%

of people globally place more trust in companies than any other institution, a fact that confirms the growing expectation towards an active role of companies in the pursuit of the common good
.
(Trust Barometer Edelman 2025)

Policies and tools to monitor social issues

The Colorobbia Group promotes the protection of people through a set of policies, codes and tools adopted by the various Group companies, aimed at ensuring safe, inclusive and skills-oriented working conditions.

Even in the absence of a single Group social policy, these safeguards reflect common principles regarding the centrality of the person, health and safety, equal opportunities, organisational well-being and the enhancement of human capital

Codes of Ethics	They define the principles of conduct of the Group Companies, with particular attention to the centrality of the person, equal opportunities, non-discrimination, fairness and integrity in employment relationships.
Integrated Management System Policy – Colorobbia España and Minerals 2000	It enhances human capital as a strategic lever, promoting the involvement of workers, improvement of the organisational climate and the protection of health and safety.
Integrated Company Policy – Colorobbia Italy	It integrates quality, environment, health and safety, recognising the central role of people and promoting participation, risk prevention and continuous improvement.
Manifesto on Social Responsibility – Industrie Bitossi	It reiterates the commitment to equal treatment, equal opportunities, overcoming discrimination and reconciling professional and personal life.
Major Accident Prevention Policies – Italy and Spain	They define responsibilities, procedures and prevention measures to reduce the risks associated with production activities and the management of dangerous substances.
Safety Network Values Charter	It strengthens the safety culture through dialogue with other companies, the sharing of good practices and the development of prevention and awareness-raising tools.
Reporting and whistleblowing channels	They allow employees and stakeholders to report in a confidential manner any critical issues, offences or behaviours that are not consistent with the company's principles.

TOGETHER FOR SUCCESS: THE PEOPLE OF COLOROBBIA

Internal growth: training people to innovate

In 2025, the Group Companies continued the implementation of structured training plans with the aim of strengthening technical, managerial, digital and transversal skills.

The activities covered different areas: health and safety, plant management, quality, sustainability, cybersecurity, artificial intelligence and advanced digital tools.

Training represents for Colorobbia an essential lever to accompany the technological evolution of the ceramic sector, support the continuous updating of people and to ensure internal growth of the skills necessary for the future development of the Group.



The Colorobbia Academy

The Group has launched an **extensive international technical training project**, designed to offer its employees a structured and continuous path of professional growth.

The initiative, developed in collaboration with university professors and experts in the field, involved **technicians from the Group's various locations**, promoting the exchange of experiences and the dissemination of a common technical language.

The program included a path aimed at junior technicians, designed to provide more knowledge on the ceramic sector, on the main production processes and on the tools essential to address the first professional challenges. Alongside this, an advanced training program for senior technicians has been developed aimed at deepening specialised knowledge based on the needs of individual branches and at strengthening the ability to handle complex issues.

Both paths alternated theoretical and practical sessions, complemented by activities in the laboratory, visits and discussions with external partners, helping to consolidate specialist skills and to feed a constructive dialogue along the supply chain.



Through this initiative, the Group has strengthened its human capital, supporting technical innovation and enhancing the skills of its people on an international scale.

Investment in training is a strategic pillar to ensure competitiveness in the long term and to spread a culture oriented towards growth, responsibility and knowledge sharing.

Colorobbia Accademia

Collaboration with universities, research and higher education

The Colorobbia Group strengthens the link between training, research and industry through ongoing collaborations with universities, research centres and technical institutes.

In 2025, initiatives related to theses, internships, research grants, industrial doctorates, specialist masters and applied research projects were promoted with the aim of supporting the development of skills with a high technical and scientific content.

In Italy, the Group collaborates with several universities and research centres, including the University of Modena and Reggio Emilia, the University of Trento, the University of Parma, the University of Florence, the University of Pisa, the CNR of Faenza and other university centres.

The activities covered strategic areas for the evolution of the sector, such as advanced materials, ceramic processes, carbides, nanomedicine and innovative industrial applications. In some cases, the academic courses have been integrated with direct experience in the company, promoting the progressive inclusion of young qualified profiles. **Colorobbia España has also supported advanced training courses**, including the funding of a Master's Degree in Ceramic Technology at the Universitat Jaume I and at the Instituto de Tecnología Cerámica.

The course, structured over several years and linked to company activities, aims to develop specialist skills directly applicable to the production processes and raw materials used by the Group.

These initiatives strengthen the link between scientific knowledge and industrial application, contributing to the growth of strategic skills for the future.



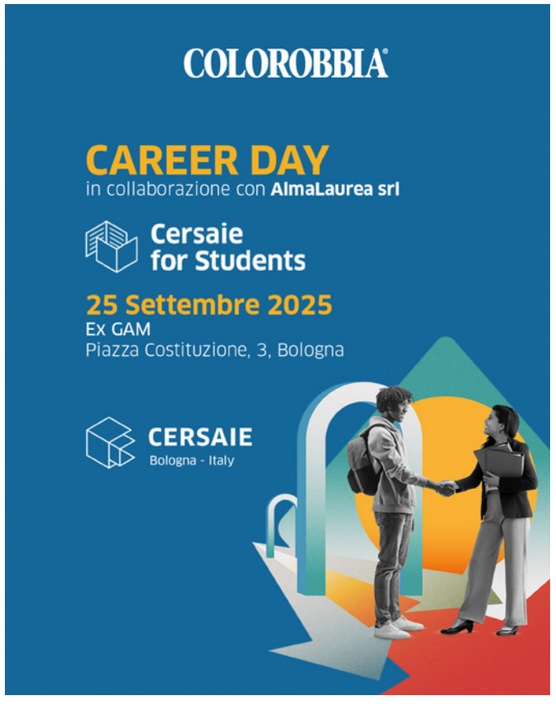
Job Fair Participation

Colorobbia continuously participates in university fairs and events to meet young talents, strengthen its presence in the academic world and promote career opportunities within the Group. In 2025, the Company consolidated and expanded this role through participation in numerous recruitment and orientation initiatives, including:

- **Cersaie** Career Day (25 September 2025);
- **University of Pisa** Career Day (18 September 2025) and Pisa Job Meeting;
- **University of Florence** Career Day (31 March 2025);
- **University of Modena and Reggio Emilia** Career Day (15 May 2025);
- initiatives in the area and with technical institutes (e.g. Factory Day – Fermi Institute of Modena, 16 May 2025; Sassuolo Job Day, 11 June 2025).

Through these activities, Colorobbia strengthens its direct dialogue with universities and technical schools, facilitating the identification of new talent and the continuous renewal of skills, in line with the Group's development needs.





Aula Vittoriano Bitossi: where innovation meets talent

During 2025, the Aula Vittoriano Bitossi de Innovación Sostenible continued its commitment to promote sustainable innovation and strengthen the link between the University and the ceramic industry.

The Aula, created thanks to an agreement between the Universitat Jaume I of Castellón and Colorobbia España, aims to facilitate collaboration with the academic environment, increase the visibility of Colorobbia among students, identify and promote young talents and honour the founder Vittoriano Bitossi by supporting the new generations in their professional path.

During the year, the Chamber also promoted activities for the generation and preparation of new training content dedicated to ceramic technology and to the topics of greatest relevance to the ceramic sector of the province of Castellón, involving approximately 90 technicians from 22 different companies in the sector. At the same time, specific training sessions were held for students of the course "EQ1042 Processing of Ceramic Materials" of the Bachelor's Degree in Chemical Engineering.

On the dissemination front, on 18 June 2025, the fourth edition of the conference "Economic Intelligence: Business Strategies in the Face of New Global Challenges" took place, organised by the Aula in partnership with the Master in Economic Intelligence. The event was attended by experts from the academic, financial and industrial worlds, including representatives of companies and institutions such as FCC, Banco Santander, ACK3 and Colorobbia España, as well as university lecturers.

The keynote speaker at the conference was Manuel Illueca, President of the Instituto de Crédito Oficial (ICO), who explored the role of strategic financing instruments in the current geopolitical context, with particular reference to issues such as energy transition, housing and the internationalisation of companies.

The round table addressed key issues such as risk anticipation, competitive intelligence and sustainability, highlighting the need to integrate economic intelligence into business decision-making processes and at all organisational levels. Among the key findings, it was reaffirmed that economic intelligence is a fundamental tool for operating in volatile environments and that public-private collaboration is essential for strengthening business resilience in the face of global challenges.
The importance of training in this area as a strategic investment for the preparation of future generations of professionals was also stressed.

In March 2025, a visit was also organised to the facilities and to the exhibition of Colorobbia in Villafamés with the aim of promoting direct contact between students, research and industry. Finally, the Chamber supported sponsorship of the UJI Young Researchers Conference, confirming its support for the enhancement of scientific skills and young talents.

With these initiatives, Universitat Jaume I and Aula Vittoriano Bitossi de Innovación Sostenible renew their commitment to promoting knowledge transfer and sustainable innovation, fostering a structured and continuous dialogue between academia and industry.

Aula Vittoriano Bitossi contributes to these sustainable development goals.

4 ISTRUZIONE DI QUALITÀ	**Objective 4.4** By 2030, significantly increase the number of young people and adults with the necessary skills, especially technical and vocational, to access employment, decent work and entrepreneurship.
9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE	**Objective 9.2** Promotion of an inclusive and sustainable industry. **Objective 9.3** Improvement of the access of SMEs to financial services and value chains. **Objective 9.5** Strengthen scientific research and technological capabilities.
17 PARTNERSHIP PER GLI OBIETTIVI	**Objective 17.9** Promotion of public-private partnerships. **Objective 17.17** Encourage and promote the creation of effective alliances in the public sector, public-private sector and civil society, making use of the experience and fundraising strategies of the alliances.

Collaboration with universities, research and higher education

In 2025, Colorobbia continued its initiatives dedicated to employee well-being, with the aim of making the work experience more sustainable, accessible, and aligned with employees' needs. The measures adopted combine welfare tools, operational support, personal services, and improvements to company facilities.

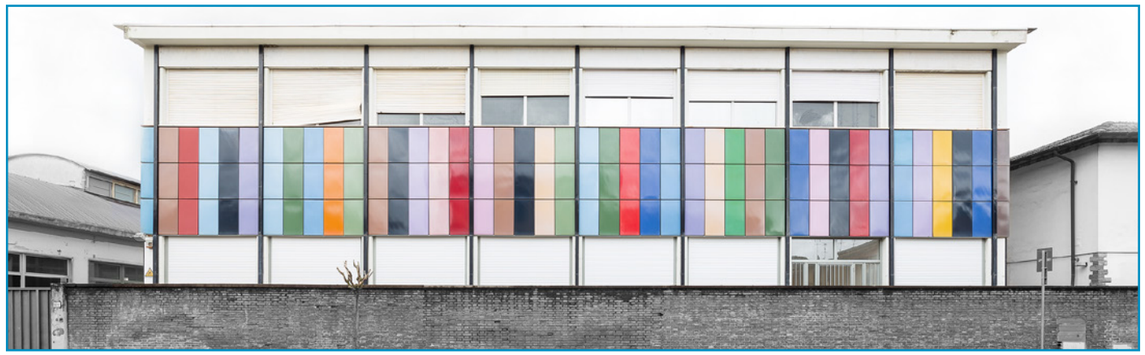
In Italy, Colorobbia Italia and Industrie Bitossi updated their local agreements, expanding the benefits available to employees in areas such as healthcare services, gyms, psychological support, and physiotherapy. A dedicated resource is also in place to manage healthcare and pension funds, with the objective of simplifying administrative procedures and facilitating access to services.

In Spain, Colorobbia España promotes work-life balance and support measures for everyday needs, including childcare benefits, subsidized canteen services, improvements to company facilities, and organizational flexibility tools for non-shift employees. The approach adopted aims to integrate practical solutions and structured tools, strengthening tangible support for employees and contributing to the improvement of the workplace atmosphere.

UNIVERSITAT JAUME I
Aula Vittoriano Bitossi
de Innovación Sostenible

CULTURE AND THE HERITAGE OF "CRAFTSMANSHIP": A SUSTAINABLE LEGACY FOR THE REGION

Sustainability understood as the custody of memory, the dissemination of culture, the preservation of places and traditions.



The Vittoriano Bitossi Foundation

The Foundation promotes the historical culture and scientific research of ceramic art, fostering collaborations with institutions, universities, academies and scholars and participating in cultural initiatives such as exhibitions, publications, meetings and artistic residencies.

The Foundation coordinates the Historical Archive, consisting of documents, drawings, catalogues and projects, and the ceramic collection with over 7,000 specimens produced from the 1920s to the present day. In 2021, the Bitossi Museum Archive was opened to the public, a space of over 2,000 square metres that houses the collection and represents a centre for training and education, offering educational courses and guided tours for schools, universities and specialist courses. During 2025, the Museum Archive recorded a significant presence of Italian and international audiences, welcoming groups and delegations from different organisations. Research and training activities were also developed, including university curricular internships and collaborations with the academic world, as well as professional updating initiatives relating to archiving. The Archive receives requests for expertise from international auction houses and collectors, contributing to enhancement of the heritage also through donations of works. The Foundation has participated in numerous cultural and design initiatives, including the "Cèramica 2025" project promoted by the Municipality of Montelupo Fiorentino, national and international exhibitions and events (including Expo Osaka 2025, Milan Design Week and Milan Art Week), collaborations with cultural institutions and universities, as well as educational programs and workshops with Italian and international students. In addition, collaborations have been activated with institutional and private partners for the promotion of ceramic heritage and the development of new opportunities for enhancement, including in the tourism and cultural field.

Bitossi Museum: a cultural heritage open to everyone

"Museums and business archives preserve a living memory, a witness to the past and a stimulus for future change".

In July 2025, the Foundation amended its statutes and organisational structure to include, among its founding members, the Vittoriano Bitossi Foundation and Colorobbia Italia S.p.A., with the aim of structuring a strategic supply chain project for the territory that integrates culture, training, research and business.



The Vittoriano Bitossi Foundation is registered with the Associazione Museimpresa, the Italian Association of Archives and Business Museums, which brings together over 160 museums and archives of large, medium and small Italian companies. Founded in Milan in 2001 on the initiative of Assolombarda and Confindustria, it is a unique network at European level.

At the same time, Colorobbia Italia is one of the founding members of the Montelupo Ceramic Foundation, founded in 1989 on the initiative of the Municipality of Montelupo Fiorentino, the Montelupo Archaeological Group and the Cav. del Lavoro Vittoriano Bitossi.

The Foundation supports the Municipal Administration in the conservation, restoration, research and enhancement of the museum and archaeological heritage (Museum of Ceramics, Archaeological Museum and archaeological sites) and over time has developed an intense project activity at national and international level, supported by territorial partnerships and an approach oriented to fundraising and to the integrated enhancement of the local cultural system.

The Vittoriano Bitossi Foundation leads the project known as the “Experimental Ceramic Centre for Know-how and Technical Innovation”.



The Experimental Ceramic Centre

With the new structure, the Foundation has expanded its mission to include **management of the Experimental Ceramic Centre of Knowledge and for Technical Innovation and the School of Ceramics** of Montelupo Fiorentino, located in the spaces of the “Fabbrica Innovazione” project.

The School of Ceramics is an international reference centre, where centuries-old knowledge and techniques are integrated with artisanal, professional and artistic training, while the Experimental Ceramic Centre aims to transmit the technical knowledge of artisanal ceramics.

The Foundation operates with a national and international reach, supporting local manufacturing through training programmes and promoting the professional integration of students in local businesses.

In addition, it promotes creativity and innovation through contemporary art projects, artistic residencies, collaborations with cultural institutions and business museums and the development of an integrated ecosystem between culture, production and training.

The environment in which it operates is characterised by the presence of an articulated cultural and production system, which includes museums of international importance, training schools, research centres, manufacturing companies and consolidated partnerships at national and international level.

In this context, the Foundation contributes to the enhancement and internationalisation of the cultural and productive resources of the territory, generating opportunities for economic, social and cultural development.



Colorobbia for the community: from local commitment…

Colorobbia is actively dedicated to supporting the local community through a series of solidarity initiatives rooted in different areas. Every year, Colorobbia Italia and Industrie Bitossi collaborate with the association "Noi da Grandi", which is committed to supporting families and young people with disabilities. Thanks to this collaboration, the traditional Christmas dinner takes place—an event that brings together over 500 people and stands as a moment of great unity and celebration for the company community.

With regard to the enhancement of local communities, Colorobbia has renewed its sponsorship of the Maggio Fioranese, an annual event promoted by the Municipality of Fiorano Modenese that involves citizens, institutions and the main industrial companies in the area. The initiative represents a moment of aggregation and promotion of local identity.

The company has also participated in the "Progetti del Cuore" project through the sponsorship of vehicles intended for the transportation of people with disabilities in the municipalities of Sassuolo and Montelupo Fiorentino. The initiative contributes to improving accessibility to services and mobility for vulnerable individuals, strengthening support for communities



…to global responsibility

Colorobbia has also played a key role in the development of the Residential Healthcare Facility in Montelupo Fiorentino, providing resources to bring to life a project of significant social value for the local community.

This initiative is a concrete example of how the company combines industrial development with attention to the local area and collective well-being.

In 2025, with a view to supporting local development, Colorobbia participated in and supported a number of local cultural initiatives, such as the Ceramics Festival and the Terracotta Festival, supporting them through sponsorships and donations of ceramic materials and raw materials. In this way, the company confirms its commitment to supporting local traditions and training activities related to the ceramic world.

During Collectio 2025, Colorobbia Thailand supported the activities of the Thai Red Cross through a donation for interventions in communities affected by the April 2025 earthquake in Thailand and Myanmar.

In addition, Industrie Bitossi contributed to creation of the Multimedia Training Room 'Rita Levi Montalcini', located at the San Giuseppe Hospital in Empoli, confirming its commitment to the social dimension. The project supports the training and development of health skills through technologically advanced tools, contributing to the improvement of the quality of care and the well-being of the local community, while respecting a strong link with the territory.

In Spain, Colorobbia España and Minerals 2000 have consolidated their relationship with the territory by supporting associations active in the medical and social fields, including organisations engaged in the fight against leukaemia, cancer and diabetes, as well as organisations dedicated to the inclusion of people with Down syndrome. Alongside these initiatives, the Companies have promoted cultural activities and territorial enhancement, including through collaboration with the Museum of Contemporary Art of Vilafamés and support for the Vilafamés International Film Festival. This path also includes the link between the Vittoriano Bitossi Foundation and MACVAC, aimed at bringing the public closer to the artistic and ceramic heritage through exhibitions dedicated to designers and artists of international importance.

The collaboration with the territory of Vilafamés represents a concrete example of integration between ceramic tradition, innovation and cultural promotion, contributing to the enhancement of the historical spaces of Casa Abadía and to strengthening of the local cultural identity. To confirm this commitment, in 2025 Colorobbia España received the Galardón Accord – Social Quality Award from the Castellón Chamber of Commerce, a recognition dedicated to good practices of territorial social responsibility.

In the same year, the Company also received a diploma from the Red Cross for the contribution made during the emergency caused by DANA, the flood event that affected several areas of south-eastern Spain, including the Valencian Community.

The Group's social commitment is also reflected in the initiatives promoted by other international companies. In Brazil, Colorobbia has supported local organisations active in the educational, social and health fields, with a particular focus on children and adolescents in vulnerable conditions, facilities for the elderly and institutions engaged in paediatric oncology.

In India, the "Empowering Tomorrow's Leader" CSR programme continued to support access to education for young people from local communities.

In Indonesia, the scholarship and mentoring programme has benefited deserving students from economically disadvantaged backgrounds. Finally, in Mexico, Colorobbia has promoted vocational training initiatives and support for educational organisations aimed at vulnerable children.



Inkabor and support for Salinas communities

In 2025, INKABOR renewed the agreement signed in 2023 with the Peruvian environmental authorities responsible for the areas of Laguna de Salinas and Aguada Blanca, with the aim of protecting the Salinas y Aguada Blanca Nature Reserve, under the protection of the Ministry of the Environment. Located between the provinces of Arequipa and Moquegua, this reserve is an ecological heritage of extraordinary importance, characterised by spectacular Andean landscapes, lagoons, endemic flora and wildlife adapted to extreme conditions.

This area is vital for the survival of endangered species such as the vicuña, guanaco and taruca, as well as for numerous varieties of birds, including flamingos. The El Misti and Chachani volcanoes add further natural and geological value to this unique ecosystem.

Through the renewal of the agreement with the competent environmental authorities, Inkabor contributes to the monitoring, control and collection of environmental data with the aim of verifying the absence of significant impacts of its activities on the ecosystem and of supporting conservation of the area.

Maintaining of the ecological integrity of the reserve is essential not only for biodiversity but also to ensure sustainable management of the water resources that feed Arequipa and the surrounding areas. Protecting this area ensures fresh water for local communities and agriculture, contributing to the economy and food security of the region.



QUANTITATIVE METRICS

The employees of the Colorobbia Group

[ESRS S1-6]	2024			2025		
	Women	Men	Total	Women	Men	Total
Total number of employees	354	1.732	2.087	361	1.686	2.047
of which permanent	336	1.675	2.011	349	1.664	2.013
of which fixed-term	18	58	76	12	22	34
of which full-time	314	1.709	2.024	321	1.675	1.996
of which part time	40	23	63	40	8	48
of which on variable hours	0	0	0	0	3	3
Total number of hires	79	330	409	45	233	278
recruitment rate	22%	19%	20%	12%	14%	14%
Total number of terminations	25	203	229	32%	252	284
termination rate	7%	12%	11%	9%	15%	14%

The employees of the Colorobbia Group, worldwide

	2025		
	Women	Men	Share of total (%)
Total number of employees	361	1.686	100%
Italy	100	528	30,7%
Spain	113	372	23,7%
Brasil	30	193	10,9%
Peru	20	125	7,1%
Mexico	13	107	5,9%
Indonesia	16	98	5,6%
India	4	78	4,0%
Poland	15	38	2,6%
China	14	23	1,9%
Bolivia	7	32	1,8%
Turkey	8	24	1,6%
Portugal	6	23	1,4%
Vietnam	7	20	1,3%
Other (South Africa, the Czech Republic, Saudi Arabia, the United States, Russia, Thailand, Malaysia)	8	25	1,6%

The employees of the Colorobbia Group, by age group

[ESRS S1-9]	2024				2025			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Total number of employees	285	1.087	698	2.087	261	1.069	714	2.047
Clerical Workers and Executives	97	459	322	895	133	570	391	1.094
Manual Workers	188	628	376	1.192	128	502	323	954

The training provided to Group employees

[ESRS S1-13]

	2024			2025		
	Women	Men	Total	Women	Men	Total
Average number of hours of training for employees	11,19	11,60	11,53	11,19	9,93	10,15

Health and Safety

[ESRS S1-14]	2024	2025
Total hours worked by employees	3.830.798,70	3.938.702
Total number of deaths	0	0
Employees	0	0
of which for work-related injuries	0	0
of which for work-related illnesses	0	0
Non-employees	0	0
of which for work-related injuries	0	0
of which for work-related illnesses	0	0
Total number of recordable accidents	34	37
Recordable Accidents - employees	30	31
of which with serious consequences	8	2
Recordable accidents - non-employees	4	6
of which with serious consequences	2	1



03. SUSTAINABLE PROGRESS

COLOROBBIA

A glimpse into the global context

2025

it was the third warmest year on record globally, with an average temperature of around 1.47°C higher than pre-industrial levels. In addition, the three-year period 2023–2025 was the first period of three consecutive years to exceed the 1.5°C threshold on average.

(Copernicus, 2026)

700

million m^3/year of gas consumption not covered by blocked contracts in the Italian ceramic sector.

(Confindustria Ceramica, 2026)



POLICIES AND TOOLS TO MONITOR ENVIRONMENTAL ISSUES

The Colorobbia Group oversees environmental issues through a set of policies, management systems and procedures adopted by the various companies, with the aim of reducing the impacts of production activities, of ensuring regulatory compliance and of promoting the continuous improvement of environmental performance.

These tools cover in particular emissions management, energy efficiency, responsible use of resources, pollution prevention, plant management and the integration of sustainability into industrial processes.

Codes of Ethics	It establishes the commitment of the Companies to comply with environmental regulations and to protect the environment.
Integrated Company Policy – Colorobbia Italy	It integrates quality, environment and safety, leading to continuous improvement of the environmental performance of production plants. It promotes sustainable technological innovation, control of environmental impacts and processes with lower emission intensity.
Environmental Policy – Colorobbia Spain	It defines the protection of the environment as a guiding principle of the company's activities. It focuses on regulatory compliance, circular economy, emission reduction, energy efficiency and impact monitoring.
Integrated Management System Policy – Colorobbia España and Minerals 2000	It integrates quality, environment, health and safety into a single management system.
Quality Policy – Industrie Bitossi	It integrates ESG principles into business management, with a focus on continuous improvement, customer satisfaction and reduction of environmental and social impacts throughout the organisation and value chain.

COMMITMENT TO REDUCE OUR ENVIRONMENTAL IMPACT

Solar power to make sites more autonomous

The Colorobbia Group is investing in the integration of photovoltaics in its production sites with the aim of increasing the self-production of renewable energy, reducing dependence on fossil sources and limiting exposure to the volatility of energy costs.

Among the most relevant interventions, the Colorobbia España site stands out, where the second phase of the photovoltaic project was completed in 2025, bringing the total installed power to approximately 4.41 MW. The plant is capable of generating a theoretical annual production of more than 6,000 MWh, covering approximately 19% of the site's energy needs.
A third phase of development is also underway, which involves a further extension of about 2.5 MW.

Also in Italy, at the Industrie Bitossi plant in Sovigliana, a photovoltaic plant of around 2 MWp came into operation in 2025, mainly intended for self-consumption.

At the same time, authorisation activities were launched for a further expansion of the same size.
The route also involves Colorobbia Portugal and Colorobbia India, confirming a progressive strategy for the diffusion of renewables in the Group's main sites.

Electrification makes the difference: less consumption, less emissions

The PRINCE project – Innovative Process for Technical Ceramics, developed by Industrie Bitossi with the University of Pisa and the University of Trento, represents one of the Group's most ambitious interventions in terms of industrial decarbonisation.

The project aims to transform the production process of sintered alumina products, today based on furnaces powered by natural gas and characterised by very high temperatures and long production cycles. The aim is to introduce innovative technologies, including fast roller furnaces and electric induction furnaces capable of significantly reducing processing times and energy consumption.

The potential reduction is very significant: the overall cycle could fall from the current 150-170 hours to around 5-6 hours, while the sintering phase alone could be reduced from approximately 80 hours to around 1 hour. Electrification also makes it possible to power the process with renewable energy, reducing dependence on natural gas and improving production flexibility.

In 2025, activities on the pilot plant continued, with process tests, 3D modelling, material characterisations and comparative analyses of environmental impacts. The project represents a key step towards faster, more efficient and less emission-intensive ceramic processes.

New materials to capture CO_2 from industrial fumes

Industrie Bitossi has developed a research project dedicated to the development of sorbent materials capable of capturing CO_2 from high-temperature industrial fumes.

The initiative involves the production and testing of lithium orthosilicate-based materials, designed to intercept carbon dioxide under near-real operating conditions. In 2025, tests were performed on a larger scale and designs were initiated for a pilot system at the Pratella plant which will allow the technology to be tested directly on the fumes of a production furnace.

The project is particularly relevant because it addresses one of the most complex nodes of the industrial transition: the management of residual emissions in processes that are difficult to decarbonise. If validated, the technology could open up new prospects for the reduction of emissions in high-temperature sectors.



Preheating gases project

Colorobbia España has developed the Preheating gases project, aimed at improving the energy efficiency of the furnaces used for the melting of ceramic frits. The initiative is based on a simple but strategic principle: recover the heat from the fumes leaving the furnaces and reuse it to preheat gas and oxygen before combustion.

In 2025, **10 heat exchange units** were installed and put into operation on as many production furnaces. This intervention makes it possible to enhance energy that would otherwise have to be dispersed, reducing the need for natural gas and oxygen and contributing to the containment of CO_2 emissions associated with the production process.

More efficient raw materials to reduce consumption and emissions

Colorobbia España continued its research into formulations and raw materials with a lower impact, with the aim of reducing energy consumption in the production processes of ceramic frits.

The selection of carbonates, minerals and clay materials with lower fire losses improves the efficiency of the process, increases hourly productivity and contains CO_2 emissions.

Although it is a less visible intervention compared to photovoltaic systems or pilot technologies, the project is relevant because it acts at the root of the production process, intervening on the composition of materials and their industrial yield.

POLLUTION REDUCTION

Water-based formulations: innovation for lower impact processes

Colorobbia is committed to the development of digital printing solutions based on water-based formulations with the aim of reducing the environmental impact of decorative processes and of limiting the use of more critical substances.

During 2025, the Group continued to develop water-based pigmented inkjet inks for textile applications, designed to ensure print quality, stability, adhesion to media, wash resistance and durability.



The activities were also extended to packaging and the ceramic sector where alternative solutions to traditional formulations were developed, including a brilliant water-based glue for inkjet technology, designed to contribute to the reduction of emissions of volatile organic compounds in decorative processes.

This path strengthens Colorobbia's positioning in the development of more sustainable digital printing technologies, capable of combining technical performance, aesthetic quality and greater attention to environmental safety along the value chain.

Responsible mining and environmental recovery

Through Eurit, the Colorobbia Group oversees mining and mining transformation activities at authorised sites located on the Island of Elba and in the province of Grosseto.

Given the potentially sensitive nature of these activities, site management is accompanied by cultivation and environmental restoration projects, aimed at containing impacts on soil, water, landscape and biodiversity.

Extractive activities are performed in compliance with current authorisations and applicable environmental requirements involving progressive management of the areas affected by the excavation and environmental recovery interventions. Eurit also oversees the quality of materials through chemical and technological control laboratories, also with the support of the Group Chemical Laboratory.

This approach makes it possible to integrate operational continuity, environmental control and responsibility in the management of mineral resources, strengthening the monitoring of impacts along a relevant phase of the Group's value chain.

RESPONSIBLE WATER MANAGEMENT

Collaboration for the protection of the Salinas and Aguada Blanca Nature Reserve

In 2025, Inkabor continued its collaboration with the local communities of Salinas, promoting initiatives dedicated to social development, education, and support for the most vulnerable segments of the population. This collaboration stems from the direct connection between the company and the territory in which it operates: Salinas is an Andean community characterized by specific socio-economic challenges, where access to education, employment opportunities, and basic services is a key factor in improving quality of life. Inkabor's program focuses particularly on supporting young people and the working-age population through scholarships for deserving students and training activities aimed at strengthening skills and employability.

These initiatives are complemented by financial support programs for elderly people without income, with the objective of helping to cover primary needs and reduce situations of vulnerability. In 2025, the company promoted initiatives supporting education, training, and the most vulnerable groups, reaching approximately 60 elderly beneficiaries. Through these initiatives, Inkabor reinforces its role as a company deeply rooted in the local territory, contributing to the growth of local communities not only through its industrial presence, but also through concrete actions focused on inclusion, education, and social support.



CLOSING THE CIRCLE: COLOROBBIA'S CONTRIBUTION TO A MORE CIRCULAR SECTOR

ARTU': enhancing strategic aggregates and materials for European industry

In 2025 Eurit continued the ARTU' project, aimed at developing an innovative separation process for the enhancement of aggregates containing strategic materials, including lithium and rare earths.

The project is part of an increasingly important industrial challenge: recovering value from waste streams that, if properly treated, can become an alternative source of critical materials for European industry. The activities performed in 2025 focused on the setting up and development of separation technologies, with the aim of improving the efficiency of recovery and of enabling the reuse of materials that are difficult to intercept today.

ARTU' strengthens the Group's positioning in the search for circular solutions applied to mining raw materials, contributing to the reduction of dependence on virgin resources and the construction of more resilient and sustainable supply chains.

Bitossi Ceramiche: recycled packaging and enhancement of second choices

In 2025 Bitossi Ceramiche strengthened its approach to circularity by intervening in two concrete areas: packaging and the enhancement of second-choice products.

On the packaging front, the company has progressively replaced non-recyclable materials, such as foams, resins and bubble wrap, with paper composed of 100% recycled fibres, inserted in cardboard boxes and sealed with paper tape. This path has resulted in achieving a share of more than 50% of fully recycled packaging by 2025, reducing the environmental impact of packaging.

At the same time, Bitossi Home has developed initiatives to enhance products classified as second choices, resulting from physiological production waste. Through company pop-up stores, temporary shops, events open to the public and dedicated channels such as restaurants and catering, products not intended for traditional sale have been re-introduced into alternative commercial circuits. In this way, the Group has transformed a potential waste into a new value opportunity, reducing unsold stock and extending the commercial life of products.

QUANTITATIVE METRICS

The Group's energy consumption

[ESRS E1-5]

** net turnover*

	2024		2025	
	MWh	MWh/€Mln*	MWh	MWh/€Mln*
Energy consumption from fossil sources	**688.103,08**	**1.103,28**	**649.187,51**	**1.027,07**
Stationary combustion	**619.617,15**	**993,47**	**584.854,36**	**925,29**
Diesel	2.648,15	4,25	4.206,24	6,65
LPG	4,59	0,01	-	-
Petrol	-	-	-	-
Natural gas (methane)	616.964,33	989,22	580.648,12	930,99
Car fleet	**17.808,44**	**28,55**	**19.569,07**	**30,96**
Diesel	14.778,68	23,70	17.283,79	27,34
LPG	1.999,45	3,21	1.248,46	1,98
Petrol	692,34	1,11	940,11	1,49
Natural gas (methane)	337,97	0,54	96,70	0,15
Consumption of products acquired or purchased	**50.677,49**	**81,25**	**44.764,08**	**70,82**
Electricity purchased from fossil fuels	50.603,31	81,14	44.764,08	70,82
Heat, steam or cooling from fossil sources	74,18	0,12	-	-
Percentage share of consumption from fossil sources out of the total	**92,75%**	-	89,52%	-
Energy consumption from nuclear sources	**8.979,08**	**14,40**	**11.832,58**	**18,72**
Electricity, heat, steam or cooling from nuclear sources	8.979,08	14,40	11.832,58	18,72
Percentage share of consumption from nuclear sources out of the total	**1,21%**	-	1,63%	-
Energy consumption from renewable sources	**43.979,12**	**70,51**	**64.110,52**	**101,43**
Electricity consumed from renewable sources	26.849,38	43,05	45.150,63	71,43
Electricity purchased with a guarantee of origin	11.520,00	18,47	11.744,62	18,58
Self-produced energy from renewable sources (Photovoltaic)	5.609,74	8,99	7.215,27	11,42
Percentage share of consumption from renewable sources out of the total	**5,93%**	-	**8,84%**	-
Total energy consumption	**741.061,27**	**1.189,46**	**725.130,61**	**1.147,21**

The Group's greenhouse gas emissions

[ESRS E1-6]

** net turnover*

	2024		2025	
	tCO2eq	tCO2eq/€Mln*	tCO2eq	tCO2eq/€Mln*
Scope 1 gross GHG emissions	130.278,57	208,88	125.060,76	197,86
Location-based Scope 2 gross GHG emissions	32.110,13	51,48	25.391,78	40,17
Market-based Scope 2 gross GHG emissions	n.d.	n.d.	n.d.	n.d.
Total GHG emissions (based on location)	**162.388,70**	**260,37**	**150.779,91**	**238,55**

The Group's water consumption

[ESRS E3-4]

	2024	2025
	m^3	m^3
Total water consumption (m3)	**447.646,00**	**432.294,34**
Groundwater withdrawals	254.480,00	273.491,20
Aqueduct withdrawals	193.166,00	194.178,14
Recycled/reused water	1.015.083,00	766.970,14
Stored water	7.021,00	4.481,00
Water withdrawn in water-risk areas	155.739,00	135.263,20

The raw materials used by the Group

[ESRS E4-4]

	2024	2025
	t	t
Total critical raw materials used	**166.748,23**	**164.599,20**
Nickel	13,96	14,42
Manganese	108,54	94,44
Titanium metal	1.040,65	362,16
Antimony	37,30	11,55
Phosphorus	133,55	111,00
Feldspar	111.839,45	123.609,48
Silicon metal	6,00	0,05
Aluminium/bauxite	24.775,25	18.288,67
Coking coal	128.70	0,00
Fluorspar	145,15	0,25
Phosphorite	1,00	0,00
Cobalt	371,64	256,09
Magnesium	2.234,48	2.448,36
Lithium	13,99	14,60
Light rare earth element	133,46	11,54
Tantalum	30,27	0,00
Vanadium	2,84	2,09
Tungsten	2,41	4,75
Hafnium	0,00	0,00
Strontium	204,68	278,63
Barite	3,08	5,22
Bismuth	14,00	8,53
Boron/borate	25.456,77	19.027,81
Copper	51,09	49,55

The waste produced by the Group

[ESRS E5-5]

	2024	2025
	t	t
Total waste produced	**14.279,64**	**11.933,39**
of which intended for disposal	2.288,46	4.268,25
of which not intended for disposal	11.991,17	7.665,14
Total hazardous waste	**6.880,51**	**1.811,34**
of which intended for disposal	702,73	1.341,85
of which not intended for disposal	6.177,78	468,49
Total non-hazardous waste	**7.399,13**	**10.122,05**
of which intended for disposal	1.585,73	2.926,40
of which not intended for disposal	5.813,40	7.195,65

GRUPPO COLOROBBIA.