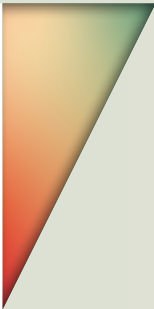


SUSTAINABILITY
HIGHLIGHTS
2025

A PROJECT BY
IRIS CERAMICA GROUP



IRIS CERAMICA GROUP
REENGINEERING CERAMICS FOR THE BETTER

SUSTAINABILITY HIGHLIGHTS 2025

IRIS CERAMICA GROUP

FACTS FOR THE BETTER 2025

We are pleased to share a summary of how our commitment to sustainability continued in 2025. An essential account, designed to share with you the main achievements reached, the challenges addressed and the future directions.

For a complete and detailed overview, please refer to the 2025 Sustainability Statement, prepared with reference to the European Sustainability Reporting Standards (ESRS) and available upon request by writing to sustainability@icgmail.com.

OPENING MESSAGE

Our commitment to Re-Engineering Ceramics for the Better drives us every day to rethink the role of ceramics and the contribution they can make to people, the environment and society. This approach translates into continuous investment in research, the evolution of production processes and the development of solutions capable of generating long-term value.

2025 marked a further step forward in the Group's decarbonization journey. Following the milestone achieved with H2 Factory®, which in 2024 initiated the production of Ceramica 4D slabs using a blend containing green hydrogen, we extended this approach to the supply chain through the H2Frit project, helping to promote the use of green hydrogen in the production of ceramic frits among our suppliers. This development confirms our commitment to turn innovation into a driver of tangible change for the entire industry. At the same time, we completed the process of measuring greenhouse gas emissions for the Group's main companies in accordance with ISO 14064-1, consolidating a reliable and verified database on which to build increasingly ambitious reduction targets. We firmly believe that every journey towards improvement must begin with knowledge and the measurement of our own progress.

We have continued to strengthen our commitment along the value chain, confirming the adoption of responsible sourcing practices compliant with ISO 20400. This choice reflects the awareness that sustainability is built through relationships based on responsibility, transparency and the sharing of objectives. 2025 was a significant year for consolidating initiatives that place people and communities at the center. From the collaboration with UCL's Bartlett School, Architecture for the Just Environments Incubator to the projects promoted by Fondazione Iris Ceramica Group, including Semi di Futuro and Quarto Fuoco, we continue to support a business model that recognizes knowledge, culture and inclusion as essential factors for sustainable development.

The recognition received throughout the year, in the ESG and institutional fields, represents not an endpoint for us, but a confirmation of the validity of the path undertaken and an incentive to continue with determination.

The following pages tell the story of this commitment through data, results and concrete projects, but above all they reflect a belief that continues to guide our future. For Iris Ceramica Group, sustainability is an ongoing process of innovation and responsibility, rooted in 1961 and looking confidently towards future generations.



Federica Minozzi
CEO Iris Ceramica Group

IL GRUPPO

65 YEARS OF HISTORY



Iris Ceramica Group is an international benchmark in the design, production and distribution of high-end ceramic surfaces for architecture, interior design and furnishing. Guided by the vision of “Re-Engineering Ceramics to improve interaction between people and the environment”, the Group promotes a development model based on innovation, sustainability and outstanding quality, with the aim of continuously expanding the potential of ceramic material. Through research, technological advancement and the enhancement of its wealth of expertise, Iris Ceramica Group creates cutting-edge surfaces and solutions that combine design, technology and performance. The Group brings together internationally recognised brands united by a shared vision and by the distinctive values of manufacturing excellence. The expertise of its people, combined with ongoing research and development, drives the evolution of the Group’s offering and its ability to generate innovation through ceramics.



1961 Romano Minozzi founded Iris Ceramica.

1968 Thanks to Dr Minozzi, an agreement was signed with Snam to bring methane gas to the ceramic district, replacing highly polluting fuel oil.

1960



1980 The first in-house polishing line was inaugurated.

1987 Chairman Romano Minozzi acquired Castellarano Fiandre.

1980

1970



1970 Between the late 1960s and early 1970s, the concept "Economy = Ecology" was introduced.

1972 Iris Ceramica promoted "Pollution: for a new aesthetics of pollution", an environmental awareness event held in Piazza Santo Stefano in Bologna.

1973 The first issue of the quarterly cultural magazine "HUMUS", published and distributed by Fondazione Iris Ceramica, was released.

1975 The single-firing plant was inaugurated, the most advanced production complex of its time.

1978 First production of porcelain stoneware.



1990 Iconic collections were created: Corindo, Pietre Preziose and Designer line.

1992/1993 Matimex and Ariostea were acquired.

1990

2001 The first architecture portal, Floornature.com, was launched.

2002/2003 Production plants were inaugurated in Germany and the United States.

2009 First production of Active Surfaces® materials: photocatalytic ceramic surfaces.



2000

2010

2012 First production of large ceramic slabs.

2015 The SapienStone brand was created, dedicated to furnishing and kitchen worktops.

2018 The Group returned to Piazza Santo Stefano in Bologna with "Pollution RefleAction".

2018 Iris Ceramica Group was technical sponsor of the Italian Pavilion "Arcipelago Italia", 16th International Architecture Exhibition.

2019 A post-combustor with regenerative heat recovery was installed at the Castellarano site.

2019 The Historical Museum was inaugurated and Fondazione Iris Ceramica Group was established.



2021 Iris Ceramica Group was Main Sponsor of the Italian Pavilion at the 17th International Architecture Exhibition.

2021 Slabs produced at the Italian sites obtained Cradle to Cradle Certified® Silver certification.

2022 The Quarto Fuoco® project by Fondazione Iris Ceramica Group was launched.

2023 H2 Factory® was inaugurated, the world's first plant for the production of technical ceramic slabs powered by self-produced green hydrogen (Ceramica 4D).



2025 Humus returned in digital form. Iris Ceramica Group obtained an assessment in Responsible Sourcing according to the ISO 20400 standard. Production lines using water-based inks and structuring agents were installed. Quarto Fuoco® was included in the ADI Design Index 2025.

2020

2025 AT A GLANCE

>100 EXPORT COUNTRIES	4 PRODUCTION FACILITIES WORLDWIDE	1.154 IRIS CERAMICA GROUP EMPLOYEES IN 2025
€ 559.965.000 ECONOMIC VALUE DIRECTLY GENERATED IN 2025	>1.200.000 MQ GLOBAL INDUSTRIAL HUB AREA	10.691 TRAINING HOURS DELIVERED IN 2025
14 ICG GALLERIES WORLDWIDE	-17% MARKET-BASED CO₂ EMISSIONS COMPARED WITH 2024	€ 480.100 FUNDS PROVIDED BY FONDAZIONE IRIS CERAMICA GROUP IN 2025

OUR ESG PILLARS: GOVERNANCE, THE GUIDE THAT SHAPES OUR CHOICES

GOVERNANCE = PARTICIPATION	ENVIRONMENT = PLANET	SOCIAL = PEOPLE
Governance is the compass that guides our sustainable growth journey. Through transparent decision-making processes, ethical conduct and a widespread culture of responsibility, we promote stakeholder participation and engagement, creating the conditions for solid and lasting development.	We also re-engineer ceramics by the development of processes and technologies designed to support the energy transition, emissions reduction and the responsible use of natural resources.	We invest in our people by providing continuous training and fostering an inclusive environment based on merit, skills development and the promotion of equal opportunities. In this context human capital is a key driver of the Group's evolution and growth.
Women Excellence Award Federica Minozzi received the Women Excellence 2025 award in the Business & Management category, recognising her ability to drive change through a new social model focused on gender equality, capable of challenging stereotypes through initiatives and projects delivered with vision, determination, talent and foresight. 	Water-based lines Iris Ceramica Group installs new production lines featuring water-based technology for decorating and creating surface texture on large ceramic slabs, delivering superior aesthetic results and exceptionally high image definition.  H2 Frit Iris Ceramica Group, ANFFECC and Esmalglass (Altadia Group) presented a slab made using a blend of glass compounds for ceramic glaze, produced at the Esmalglass facility using a pilot melting furnace powered exclusively by green hydrogen.	ADI Design Index 2025 The Quarto Fuoco® project by Fondazione Iris Ceramica Group was selected for the ADI Design Index 2025 in the Design for Social Impact section, confirming the project's ability to create social value through workshops that foster interpersonal relationships. 

PARTICIPATION



GOVERNANCE & ECONOMICS



Integrity, transparency and responsibility guide our governance model. Through a long-term vision and ongoing dialogue with stakeholders, we have consolidated a way of doing business in which ethics, growth and innovation contribute to the creation of shared value.

In an increasingly complex and interconnected geopolitical context, Governance is at the heart of strategic development. This reflects the awareness that only solid, long-term-oriented leadership can turn complexity into direction, enabling coherent and responsible decisions.

Today, ESG issues are intertwined with competitiveness, industrial policy, energy security and supply chain resilience. In Europe, this broader perspective is evident in initiatives such as the EU Clean Industrial Deal¹, which connects climate objectives with strategic autonomy and economic resilience. At the same time, the regulatory framework for sustainability is becoming increasingly dynamic. Yet the demand for transparency is not driven by regulation alone. It is also shaped by market expectations, leading companies across supply chains and the financial community, all of which increasingly rely on robust and comparable ESG information to guide purchasing decisions, partnership requirements, risk assessments and capital allocation.

These demands reflect the growing interdependence and fragility of global supply chains, where climate exposure, geopolitical tensions and power asymmetries can amplify disruption. For this reason, Governance within organisations and across value chains is becoming a structural priority. Leading companies play a central role not only as enablers of innovation and sustainability, but also as actors with systemic responsibilities. Their influence on standards, sourcing practices and information requirements helps shape the resilience and direction of entire supply networks.

¹ European Commission, A Clean Industrial Deal for Europe 2024.

THE GROUP'S GOVERNANCE

Iris Ceramica Group's governance system is structured around a Board of Directors composed of four members, including Chairman Romano Minozzi and CEO Federica Minozzi, and a Board of Statutory Auditors. The Board of Directors is responsible for the Group's ordinary and extraordinary management, strategic direction and organisational coordination. Responsibility for the management of environmental, social and governance (ESG) impacts is delegated to the Group CEO, who also approves the Sustainability Statement.



Romano Minozzi – Founder and Chairman of Iris Ceramica Group

He has guided the Group's development with a pioneering entrepreneurial approach focused on innovation, helping to redefine the role of ceramics. His vision is founded on the principle of integrating economy and ecology, as complementary and inseparable dimensions of the same growth model, in which industrial development must generate value while respecting resources and the environment. This approach has enabled the Group to establish itself as an international company capable of anticipating the evolution of the ceramic sector, combining culture, sustainable innovation and responsibility.



Federica Minozzi – CEO of Iris Ceramica Group

She leads Iris Ceramica Group with a strategic vision focused on innovation and the evolution of ceramic applications. Her approach combines entrepreneurial culture, technological research and industrial development, with the aim of expanding the potential applications of ceramic material beyond their traditional uses.

She promotes the concept of Re-Engineering Ceramics for the Better, which interprets ceramics as an evolving platform capable of generating new applications and design opportunities. This vision also encompasses the concepts of beauty and ceramics as a living material: a system in constant transformation through research, technology and industrial experimentation.

In 2025, she was awarded the title of Cavaliere del Lavoro and an honorary Master's Degree in Management Engineering, in recognition of her contribution to innovation.

The Group places integrity and ethical-social responsibility at the heart of its corporate culture, promoting behaviour based on transparency, fairness and confidentiality. These principles are formalised in the Group Code of Ethics, approved by the Board of Directors, publicly available online and addressed to all those who work with or for the Group. To strengthen its control system, the Group on behalf of its subsidiary GranitiFiandre adopts an Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, overseen by an independent Supervisory Body. The governance system is further supported by whistleblowing procedures in place for each company, ensuring anonymous and confidential reporting channels, as well as by an Anti-Corruption Code compliant with ISO 37001.

Economic and financial results

€559,965,000 VALUE GENERATED	€ 396.081.000 VALUE DISTRIBUTED
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CERTIFICATIONS: AN INTEGRATED APPROACH TO PRODUCT, PROCESS, AND MANAGEMENT SYSTEM.

SYSTEM CERTIFICATIONS AND ASSESSMENT

ISO 9001



ISO 9001 Company quality management system. The certification, which is valid internationally, concerns the whole company organisation, from research and development to production, from distribution to customer service.

ISO 14001



ISO 14001. Environmental management system. Certification since 2000, defining a systematic framework for the integration of practices to protect the environment, aiming to meet the legislative conformity obligations and tackle and assess risks and opportunities

Eco-Management and Audit Scheme (EMAS)



The EU Eco-Management and Audit Scheme (EMAS) is a voluntary certification developed by the European Commission for businesses and other organisations, aiming to assess, report on and improve their environmental performance. Among other things, it includes the drafting of an **Environmental Declaration** that must be validated following an audit by an accredited third-party body.

ISO 45001



Occupational health and safety management system. Defines the minimum standards of good practice for worker protection; it sets out to identify in advance the whole range of risks and hazards that can occur in the work place.

UNI/PdR 125:2022



Gender Equality Certification, based on UNI/PdR 125:2022 practices, certifies the compliance with guidelines focusing on the creation of a work environment that guarantees equal opportunities for all genders. The certification guarantees the commitment to a balanced presence and joint contribution of genders, actively promoting inclusion and strengthening the sense of belonging to the organisation.

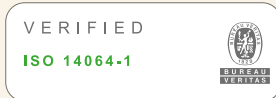
ISO 20400



Sustainable Procurement management system. Responsible Procurement Assessment obtained in 2024 in accordance with the principles of the standard **ISO 20400 by Bureau Veritas Italia Spa**, in its capacity as an independent Third-Party body.

ISO 20400 is the **first major international voluntary standard** that provides guidelines for integrating sustainability into procurement activities, promoting responsible choices throughout the supply chain. It helps organisations to consider environmental, social and economic impacts in their purchasing decisions.

Corporate Carbon Footprint (CCF) .



The Corporate Carbon Footprint (CCF) is used to quantify the climate footprint of the whole Organisation, taking into consideration total direct and indirect GHG emissions. In 2024 Stonepeak Ceramics completed the analysis in line with the international standard ISO 14064-1; in the same year, GranitiFiandre S.p.A. and Porcelaingres GMBH began the same process, obtaining validation of their own CCF in early 2025 by an independent Third Party.

ISO 50001



Energy management system. An international standard that, through the implementation of an energy management system, helps to continuously improve energy performance, reducing greenhouse gas emissions as well as the related energy costs.

PRODUCT CERTIFICATIONS AND ASSESSMENT

LEED and BREEAM (Environmental protocols)



Leadership in Energy and Environmental Design certifications and assessment is a voluntary system developed by the US Green Building Council (USGBC), while the **Building Research Establishment Environmental Assessment Method (BREEAM)** is a standard for best practices in the design, construction and management of sustainable buildings. Iris Ceramica Group materials have been LEED and BREEAM certified since 2008, being designed and manufactured with >40% of recovered materials in total weight.

Greenguard e Greenguard Gold



View certified products on <https://spot.ul.com/>

GreenGuard guarantees that the materials intended for indoor use have practically zero volatile organic compound (VOC) emissions. **GreenGuard Gold**, recognised and accepted by green building programmes worldwide, certifies the total absence of risks even in places where particularly sensitive people such as children or the elderly spend time.

Environmental Product Declaration (EPD®)



EPD® The EPD (Environmental Product Declaration) is a voluntary international certification scheme, based on the analysis of the product life cycle in accordance with standards EN 15804 and ISO 14025. Iris Ceramica Group has conducted a **Life Cycle Assessment (LCA)** using the "from cradle to grave" approach, publishing the results in its specific EPDs for products belonging exclusively to the company, which provided precise data on the environmental performance of its materials. In 2023 works were completed to update the EPD declarations, which led to the definitive inclusion of the German site in the scope of certification.

NSF/ANSI 51 – 2014 – Food Equipment Materials



See official listing (www.nsf.org) to identify which models are NSF Certified

Certification obtained in 2021 mainly for Sapienstone products and applied to most of the large slabs of all the Brands. The NSF was developed for commercial spaces such as bars, restaurants, hotel kitchens and canteens, where ceramic slabs are now used, as well as counter-tops for the consumption of food and beverages, also in "Food Zones", such as work tops and bar counters. This certification offers a further guarantee of quality and safety for consumers.

Declare Label®



Declare Label® is a voluntary labelling system used by companies to transparently present data on their own products. Since 2023, the Group's materials are covered by the Declare Label® for construction materials, according to the "Red List Free" classification, confirming they contain no chemical substances found in the LBC "Red List" identified by the **Living Building Challenge (LBC)**.

Carbon Footprint di Prodotto (CFP)



The Product Carbon Footprint (PCF) quantifies the total greenhouse gas emissions (GHG) associated with the whole life cycle of a product, following the international **Life Cycle Assessment (LCA)** standards. In 2023, Iris Ceramica Group materials produced in Italy and Germany obtained PCF validation from a third-party assessor in accordance with the international Standard ISO 14067.

HPD (Health Product Declaration®)



* The Health Product Declaration logo is registered trademark of HPD Collaborative

International voluntary declaration focused on material composition transparency: It is an international voluntary standard that discloses the chemical composition of materials and the associated health risks, supporting compliance with protocols such as LEED, WELL, and the Living Building Challenge.

Cradle to Cradle Certified®



Iris Ceramica Group materials have obtained **Cradle to Cradle Certified® Silver** certification issued by "The Cradle to Cradle Products Innovation Institute", which promotes the production of innovative materials and products that work towards the circular economy.

Cradle to Cradle Certified® is one of the most advanced standards for safe, circular and responsible products. This assessment takes into account five performance categories: **Material Health, Product Circularity, Clean Air and Climate Protection, Water and Soil Stewardship, and Social Fairness.**

The certification covers not only aspects linked to the product life cycle but also the respect for human rights by the company and the supply chain. Also for this reason, it is considered one of the most innovative, articulated and interesting environmental labels. This prestigious recognition obtained by Iris Ceramica Group, relating to its Italian-made large ceramic formats, is yet another confirmation of the innovation that has always marked the group and yet another milestone in its constant path towards an increasingly sustainable future.

FDES (Fiche Déclaration Environnementale et Sanitaire)



The **FDES (Fiche Déclaration Environnementale et Sanitaire)** declaration concerns building products for the French market, which describes the environmental and health performances of a construction product.

Developed in accordance with the international standards ISO 14040, ISO 14044 and ISO 14025 and in agreement with the French national standards NF EN 15804/CN, the FDES is drafted on the basis of a **Life Cycle Assessment**, which defines the impacts of the product in question throughout its life cycle.

It is therefore an important tool supporting sustainable design, taking into account both environmental impacts and users' health. These declarations were validated by a third-party Body and published on the website www.inies.fr.

AN INTERNATIONAL PRESENCE

4 production sites

With strong roots in the territories in which it operates, the Group brings together production hubs located across the provinces of Modena and Reggio Emilia, as well as Vetschau in Germany and in Crossville, Tennessee.

Stonepeak
Crossville



UNITED STATES

Porcelaingres
Vetschau



GERMANY



H2 Factory
Castellarano



Large Slabs
Castellarano



Technical Porcelain
Sassuolo



ITALY

14 ICG GALLERIES

To raise awareness and promote a deeper appreciation of ceramic culture, the Group has transformed its showrooms into genuine experiential spaces, designed for storytelling and dialogue. In 2025, new exhibition spaces were opened in Carrara, Dubai, Valencia and Marbella.



THE BEAUTILITY OF CERAMICS

Iris Ceramica Group is constantly engaged in the research and development of innovative applications that transform ceramics from a finished product into a technological platform for advanced surfaces. Within this context, the concept of Beautyty embodies the integration of aesthetic value and functionality, giving shape to surfaces where innovation, performance and design quality come together.



ALCHIMIA

Alchimia, created in collaboration with VBH, offers a complete and immersive audiovisual experience by seamlessly integrating Iris Ceramica Group materials into audio and video elements.



MOONLIGHT

Moonlight enhances the translucency of ceramic slabs. Thanks to the premium raw materials used to create the surfaces and their combination with specially developed LED panels, the slabs are backlit in a unique solution ready for installation.



HYPERTOUC[®]

Hypertouch[®] turns surfaces into capacitive controls connected to home automation systems, replacing traditional switches while enduring uninterrupted aesthetic continuity.



DESIGN YOUR SLABS

Design Your Slabs offers unlimited customisation possibilities for Iris Ceramica Group ceramic surfaces: logos, patterns, designer textures and precious metallic effects transform the Group's products into bespoke works of art.



ATTRACT[®]

Attract[®] is the innovative magnetic installation system that allows Iris Ceramica Group ceramic surfaces to be installed and replaced without adhesives, in line with the principles of circularity.

Note: Magnetic Laying System licensed by MagFace.



X-SLAB

X-Slab is a solution developed by Granitech, Iris Ceramica Group's technical division. Thanks to a special mineral laminate, the Group's 6 mm ceramic surfaces become 5 to 10 times more resistant, while their flexural strength is tripled.

The concept of “Re-Engineering Ceramics for the Better” expresses the Group’s commitment to viewing ceramics as a constantly evolving system, capable of generating new functionalities and applications. It is within this vision that Active Surfaces® and Ceramica 4D have been developed.



ACTIVE SURFACES®

Active Surfaces® is Iris Ceramica Group’s patented technology, combining design and scientific research in a photocatalytic surface, designed to improve wellbeing and the relationship between people and the environment. Introduced in 2009, it has been continuously developed through a long-standing collaboration with the Department of Chemistry of the University of Milan. Thanks to the action of light and humidity naturally present in the air, Active Surfaces® offers four key properties: anti-bacterial-antiviral action, anti-pollution, anti-odour and easy-to-clean performance. Its action is permanent, remains effective even in the dark and works with natural, artificial and LED light without diminishing over time. Active Surfaces® are particularly suitable for environments where hygiene, health and safety are essential requirements, such as hospitals, schools, laboratories, offices, hotels, restaurants, wellness spaces and homes. They are also certified for use in contact with food.



CERAMICA 4D

Ceramica 4D is created through the layering of premium raw materials, in a process inspired by the way the Earth was formed over time. Veining, shades, designs and patterns run throughout the entire body of the material, creating seamless continuity between the surface and the edge. Ceramica 4D is produced in 12 and 20 mm thicknesses at the H2 Factory® plant.



FULLBODY³

An exclusive, patented ceramic technology that integrates the design throughout the entire body of the slab, creating unique surfaces with superior performance.

PLANET



ENVIRONMENT



For over half a century, we have been re-engineering ceramics to improve the interaction between people and the environment.

Iris Ceramica Group's roots lie in the equation "Economy = Ecology", coined by Founder and Chairman Romano Minozzi as early as the late 1960s and early 1970s. For over half a century, this vision has guided an industrial model in which innovation, quality and environmental responsibility are part of the same journey. For the Group, sustainability is both a defining part of its identity and a driver of transforming the way ceramics are produced.

Today, this vision is more relevant than ever. The ceramic industry is, by its definition, highly energy-intensive and has few mature technologies available to eliminate process emissions. Although it accounts for only 0.9% of European industrial emissions covered by the EU ETS² system, the sector faces one of the most challenging decarbonisation pathways in industry. It is now at the centre of the European agenda, with the revision of the EU ETS³, the implementation of CBAM⁴ and the update of the Ceramic BREF⁵. Against this backdrop, Iris Ceramica Group stands as a pioneer and trailblazer in a transition that now concerns the entire industrial sector. Re-engineering ceramics along the value chain means carrying forward an industrial vision that integrates reduced environmental impacts, the efficient use of resources, clean technologies and circular economy principles, demonstrating how environmental sustainability and competitiveness can move in the same direction.

² Confindustria Ceramica, press conference of 17 December 2025.

³ The EU ETS system — Emissions Trading System — is governed by Directive 2003/87/EC, as revised by Directive (EU) 2023/959.

⁴ The CBAM — Carbon Border Adjustment Mechanism — was established by Regulation (EU) 2023/956.

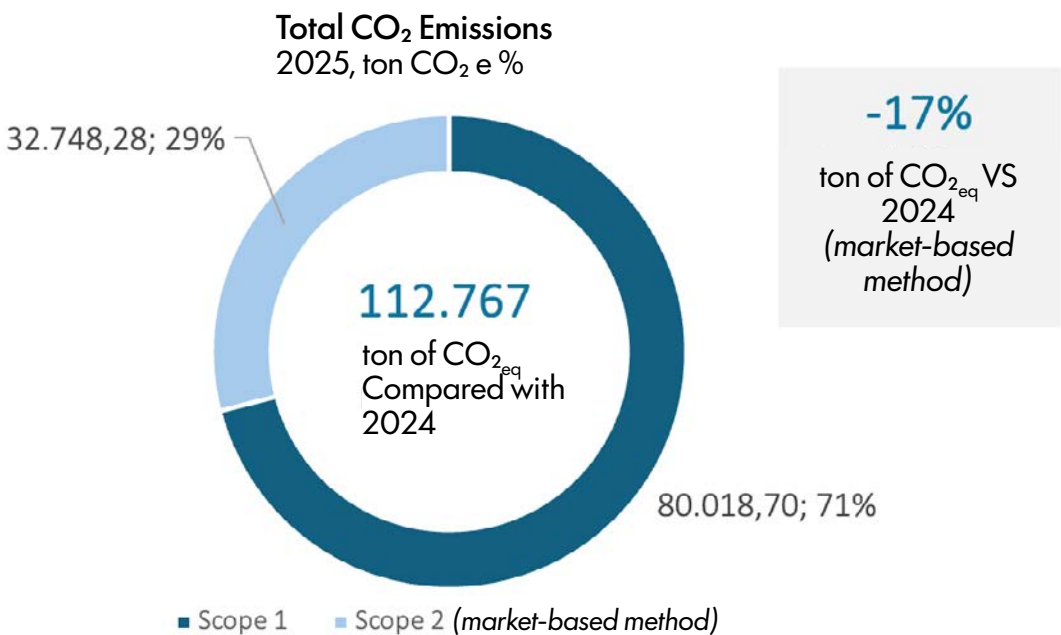
⁵ The Ceramic BREF is the European reference document on Best Available Techniques, BAT, for the manufacture of ceramics, adopted within the framework of the Industrial Emissions Directive 2010/75/EU.

ENERGY CONSUMPTION AND EMISSIONS

In 2025, Iris Ceramica Group further consolidated its Organisation Carbon Footprint assessment. In addition to the U.S. subsidiary Stonepeak Ceramics, which had already completed the process in 2024, the Italian and German subsidiaries, GranitiFiandre S.p.A. and Porcelaingres GmbH also completed their assessments obtaining their respective Carbon Footprints in accordance with the international ISO 14064-1 standard. This achievement establishes a common, third-party verified and comparable basis for climate reporting, supporting future emission reduction initiatives.

During the year, the Group implemented targeted measures across its production processes. At the German production site, improvements to the grinding department and the optimisation of the sieves enabled the density of the slip to be increased from 1.65 to 1.70 kg/l. The lower water content in the mixture reduces the energy required during the atomisation phase, resulting in an estimated 7-8% reduction in methane consumption.

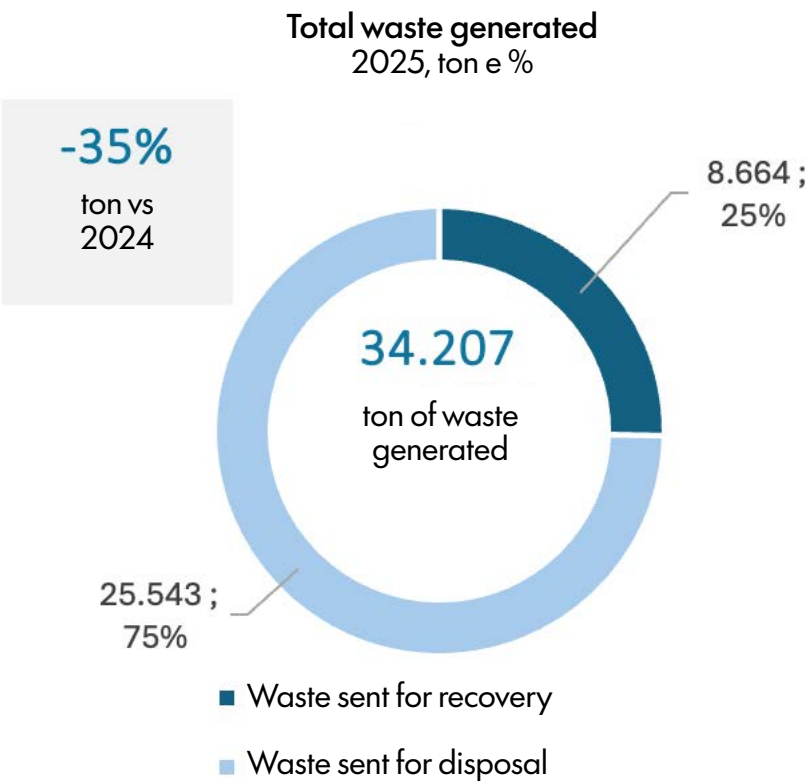
The results, in figures: in 2025, Iris Ceramica Group used 556,475.40 MWh of energy, recording a 12% reduction compared with the previous year. This energy consumption generated 80,018.70 tonnes of CO₂eq Scope 1 and 32,748.28 tonnes of CO₂eq Scope 2 emissions, calculated according to the market-based method, representing a 17% reduction compared with 2024.

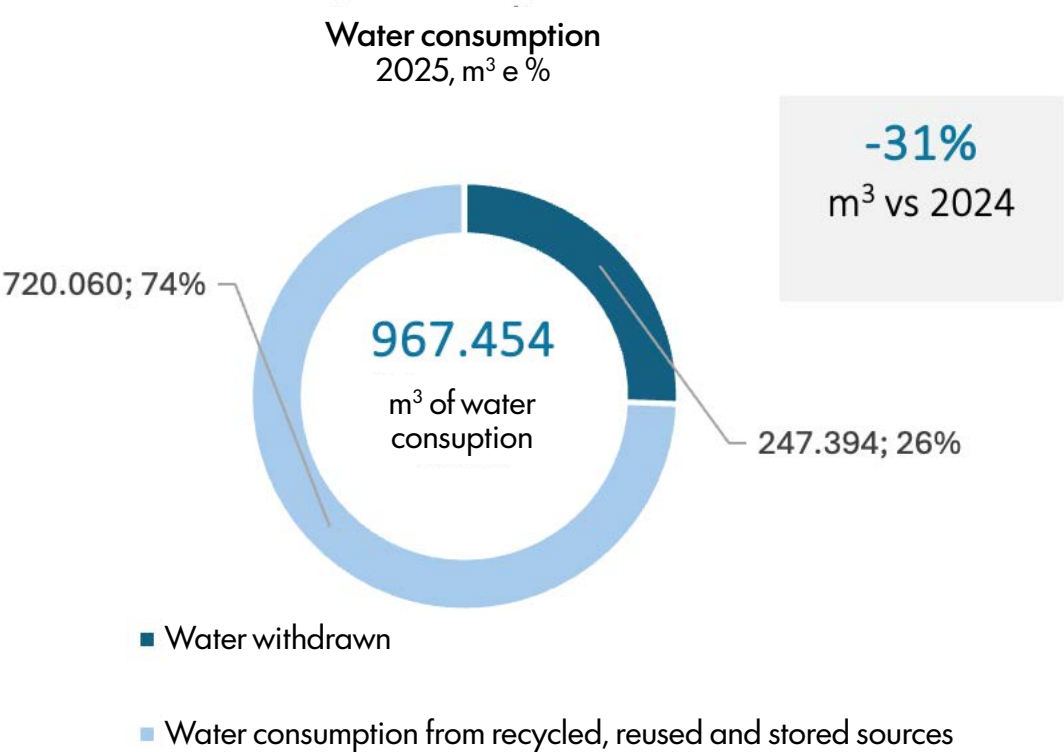


CIRCULAR RESOURCE MANAGEMENT

In the ceramic sector, circularity begins with the production process. Iris Ceramica Group reintroduces waste from raw and fired material generated in its plants back into the production cycle, transforming it into new ceramic materials. This practice helps reduce disposal costs, limit the consumption of raw materials and improve the overall efficiency of the process.

In 2025, the Group further strengthened this approach by addressing waste generation further upstream. At the Sassuolo plant, a system came into operation that captures the fine powders generated by the spray dryers and reintroduce them directly into the production cycle, supporting the recovery of raw materials. Significant process improvements have also been implemented at the U.S. production site, replacing wet squaring lines with dry lines. This eliminated the generation of production sludge, reducing the impact associated with residue management and contributing to a more efficient use of resources.





Circularity also extends to packaging and distribution solutions.

Through its subsidiary GranitiFiandre, the Group uses polyethylene packaging containing recycled plastic and offers a return service for reusable wooden pallets. In 2025, cardboard packaging was standardized at the German production site by adopting a single format that is customised directly on the line, reducing the number of pre-printed packaging references and the related waste generated by obsolescence. In the United States, single-use pallets are sent to a contractor who refurbishes them into new pallets which are subsequently repurchased by the Group company at a preferential price, while also supporting the reintegration of people into employment through the Community Restoration Coalition.

PEOPLE



WELLBEING AND INCLUSION



We invest in the people who shape our excellence, promoting a safe, inclusive and growth-oriented working environment. We nurture skills, talent and knowledge-sharing, because it is through our people that we can continue to evolve and build a shared future.

In a labour market shaped by technological transformation, new professional expectations and growing attention to wellbeing, the ability to attract, develop and retain skills is becoming a decisive factor for competitiveness and resilience. Between 2025 and 2030, two fifths of current skills, equal to 39%, are expected to be transformed or become obsolete. As the skills base continues to evolve, the scale of the upskilling and reskilling process is significant: if the global workforce consisted of 100 people, 59 would need training by 2030⁶. It is against this backdrop that the Group's skills development activities take shape: from the training delivered during the year to the experience of the ICG RenaisScience Hub, where applied research, digital manufacturing, prototyping and interdisciplinary collaboration become practical tools for professional growth. Alongside this transformation lies an equally important challenge: creating working environments capable of fostering engagement and ensuring wellbeing. Globally, the share of employees who feel engaged in learning and growth opportunities fell from 23% in 2023 to 20% in 2025, highlighting a growing "engagement gap" with potential impacts on productivity, retention and performance⁷ quality. In the field of inclusion, making gender equality a reality is not only a matter of rights, but also an economic opportunity worth 11.6 trillion dollars for G20 countries. In Italy alone, this represents a potential positive impact equal to 9% of GDP⁸. For organisations, investing in the quality of the working experience therefore becomes a structural priority.

For Iris Ceramica Group, putting people at the center also means paying close attention to the quality of the working experience. Safety, wellbeing, work-life balance, inclusion and equal opportunities are not separate dimensions from the Group's industrial development, but strengthen its ability to drive innovation responsibly. A fair and motivating working environment, supported by initiatives such as the UNI/PdR 125:2022 gender equality certification, helps unlock the full potential of talent and promote a workplace culture based on participation, respect and shared growth.

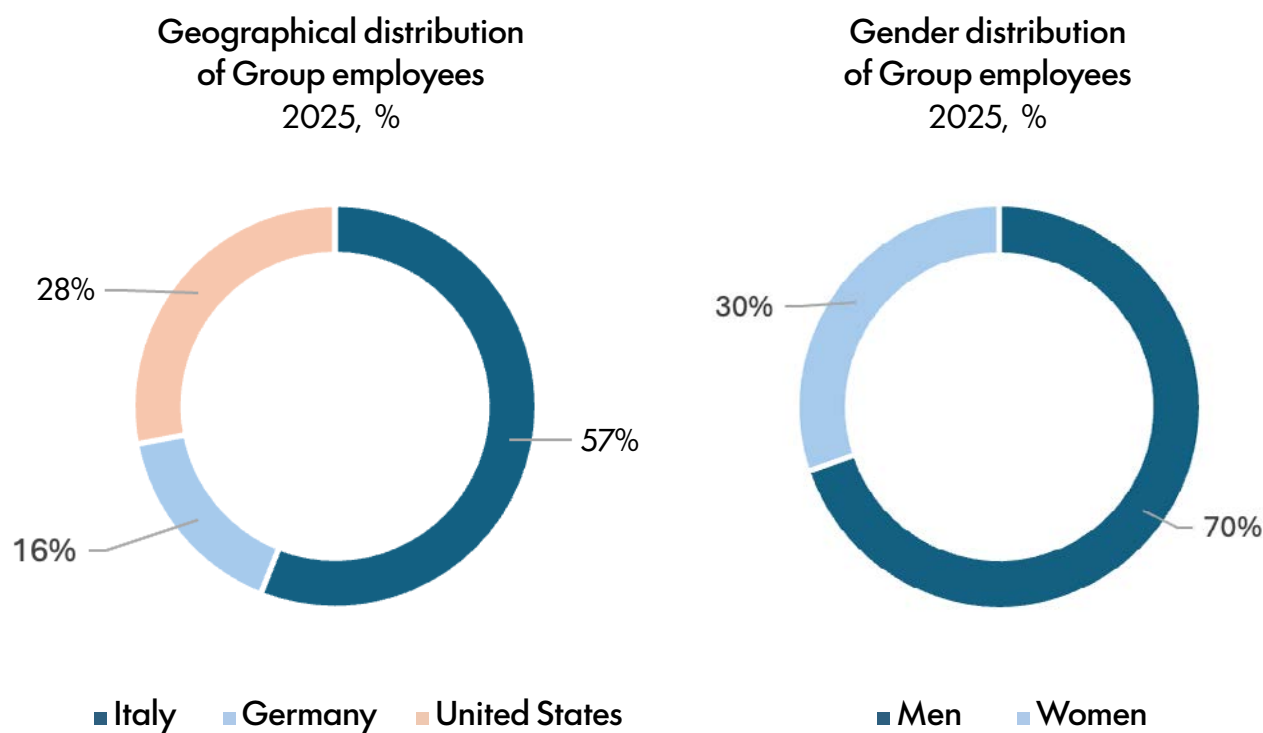
⁶ World Economic Forum, The Future of Jobs Report 2025.

⁷ Gallup, 2026 State of the Global Workplace Report.

⁸ TEHA, Women's Empowerment Observatory, 2025.

WORKFORCE

People contribute to the Group’s production, design and organisational activities. In 2025, Iris Ceramica Group employed 1,156 people across its plants and offices in Italy (57%), Germany (16%) and the United States (27%). The workforce was made up of 70% men and 30% women. In terms of employment stability, 99% of employees were on a permanent contract. During the year, 34 new employees under the age of 30 joined the Group.



TALENT ATTRACTION AND DEVELOPMENT

People’s growth is built through continuous training. In 2025, the Group’s training programme covered several areas: from technical and IT training, with courses on the most advanced digital tools, to regulatory and sustainability topics, with sessions dedicated to the relevant European directives and widely adopted international standards. These were complemented by programmes focused on managerial and transferable skills, as well as language training in English, French, Polish and Spanish. In the United States, 729 hours were devoted to onboarding new hires, combining induction programmes with annual and monthly occupational health and safety courses.

Developing skills also means attracting talent from outside the organisation. In 2025, the Group activated 28 internships, 3 of which led to apprenticeship contracts, and strengthened its relationships with leading academic institutions: including the University of Modena and Reggio Emilia, Politecnico di Milano, and the Bartlett School of Architecture at UCL in London.

The results, in figures: in 2025, average training hours per employee reached 9.1, with a balanced distribution between women (9.6 hours) and men (8.8 hours), for a total of 10,691 hours delivered at Group level.



RENAISSANCE HUB

The ICG RenaisScience Hub is **Iris Ceramica Group’s technological and scientific centre**. Covering over 800 m² and organised into four operational areas — from 3D printing to digital manufacturing, from prototyping to testing — it brings together a specialised team of engineers and researchers working side by side to develop advanced skills and original solutions that treat ceramics as a material to be re-engineered. This multidisciplinary co-research model serves both as an innovation laboratory and as a practical tool for the professional growth of the Group’s people.



CORPORATE WELFARE

People’s quality of life is supported through concrete measures. Iris Ceramica Group places work-life balance at the center of its people management approach, promoting flexible working hours, part-time work and smart working. The **UNI/PdR 125:2022 Gender Equality certification** obtained by Iris Ceramica Group for its subsidiary GranitiFiandre S.p.A., strengthens the Group’s commitment to promoting a fair and inclusive working environment, with particular attention to supporting parenthood.

The Group’s commitment to its people is also reflected in initiatives focused on health and quality of life: in 2025, the cancer prevention programme carried out directly at company premises enabled 549 employees to benefit from free specialist consultations .



VALUE FOR THE COMMUNITY

Fondazione Iris Ceramica Group ETS represents one of the pillars of the Group's social commitment, translating the values of inclusion, solidarity and creativity into concrete initiatives for the benefit of the community. Its flagship project, **Quarto Fuoco®**, offers inclusive workshops to voluntary organisations and third-sector associations, with the aim of promoting the autonomy and freedom of expression of people experiencing hardship or disability through the art of ceramic decoration. This model has earned significant recognition: in 2025, Quarto Fuoco® received the award in the "Health and Well-being" category at the CEOforLIFE Awards, confirming its ability to generate value and wellbeing for people and local communities.

In addition, during the year, Fondazione Iris Ceramica Group ETS developed **Semi di Futuro**, an educational project carried out in collaboration with the **Biosphere Reserve of the Tuscan-Emilian Apennines National Park**. Involving 30 classes from 10 schools across six municipalities in the area, the project offered students a concrete opportunity to **contribute to forest protection and the fight against climate change**. It promotes environmental education and a culture of sustainability among younger generations, with a distinctive central element: **"Grow"**, an innovative growing table delivered to each participating school and designed for the cultivation of young plants selected on the basis of the results of several years of scientific research. This research led to the identification of genotypes that are more resistant to the climate-related stresses increasingly affecting our environment, such as intense and prolonged drought, late frosts and high summer temperatures.



Credits:

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IRIS CERAMICA GROUP
REENGINEERING CERAMICS FOR THE BETTER