

SUSTAINABILITY  
HIGHLIGHTS  
2024

A PROJECT BY  
**IRIS CERAMICA GROUP**



**IRIS CERAMICA GROUP**  
REENGINEERING CERAMICS FOR THE BETTER

# SUSTAINABILITY HIGHLIGHTS 2024

# FACTS FOR THE BETTER 2024

*We are pleased to offer a summary of how our commitment to sustainability has continued in 2024. An essential report, designed to tell you about the main targets met, the challenges tackled and our future direction.*

*For a complete and detailed vision, please refer to the Sustainability Report 2024, drafted in conformity with the European Sustainability Reporting Standards (ESRS) - thus anticipating the future regulatory updates on sustainability reporting - available on request to [sustainability@icgmail.com](mailto:sustainability@icgmail.com)*

# OPENING MESSAGE

In a geopolitical and regulatory context characterised by tensions and uncertainty, Iris Ceramica Group is determined to remain true to its mission. The desire to “re-engineer ceramics to improve the interaction between people and the environment” has once again led us to innovate our ceramics with a view to integrated sustainability, acting on processes and products and fostering social support, also through the activities of our Foundation.

In the following pages you will find the Summary of our Sustainability Report – Facts for the Better – which describes the guidelines and activities undertaken by the Group in 2024. Although the global situation remains uncertain, Iris Ceramica Group has confirmed its trail-blazing role in its reference sector, also extending the commitment to the environment to its supply chain and supporting strategic alliances and large-scale concrete actions. An “extended” vision of environmental responsibility that has led GranitiFiandre S.p.A., controlled by Iris Ceramica Group, to adopt a Sustainable Procurement System in accordance with ISO 20400:2017, the regulatory reference for responsible and sustainable procurement practices throughout the supply chain.

In terms of process innovation, 2024 marked a major step in the Group’s history: in the H2 Factory® – the world’s first factory designed to be powered by 100% green hydrogen – the first 4D Ceramic slab was produced using a blend of 7% green hydrogen and the rest natural gas. This result marks the start of full body surface production for the high-end furnishing sector, using hydrogen as a new energy carrier. An absolute global excellence and solid starting point for the decarbonisation of a particularly hard-to-abate industrial sector.

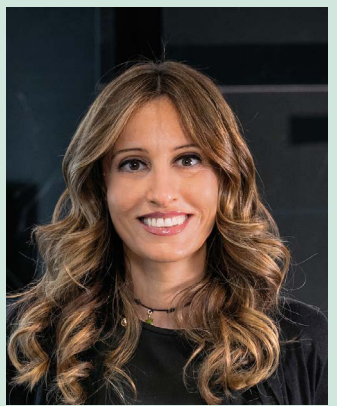
Today more than ever, we are aware that to ensure that energy transition strategies can be truly effective, they must have objective data to work with. For this purpose, we have begun to measure the greenhouse gas emissions of the Group’s companies: in 2024, Stonepeak Ceramics concluded the calculation of its carbon footprint in line with the standard ISO 14064-1; GranitiFiandre and Porcelaingres completed the same process in early 2025.

All this is taking place in a context in which science speaks clearly: the planet is heating, and this is demonstrated by increasingly detailed and accurate studies. Climate change is not only an environmental issue, it has profound impacts on society, the economy, health, demographics and geopolitics. According to recent studies published in Nature magazine, climate change could cost the global economy over 30,000 billion dollars in the next 25 years: a figure six times higher than the annual investments required to keep global warming below the 2°C threshold, as envisaged by the Paris Agreement. Green investments are therefore not only an ethical duty but a concrete opportunity for savings, competitive performance and resilience. Science can show us the way, but it is up to us to take this route, developing effective solutions, far-sighted strategies and concrete actions.

2024 was also the year in which we managed to refine and further develop ceramic materials in terms of both performance and beauty, confirming Iris Ceramica Group’s attention to continuous innovation, with the launch of Moonlight: a technology for backlighting ceramics, enhancing their translucence and showcasing their behaviour as a living and not static or inert material.

Last but not least, our efforts to return value to the community continue: through the activities of the Fondazione Iris Ceramica Group, in 2024 we devolved €431,000 to philanthropic initiatives, promoting projects including Quarto Fuoco® and supporting health activities for our employees, environmental protection, culture and social inclusion, along with organisations such as LILT (Italian cancer league), FAI, Sea Shepherd and ANFFAS (national association of families of persons with intellectual and/or relational disabilities).

This letter aims to be an invitation to read the following pages, hoping that sharing our processes, projects and activities can offer valid food for thought.



**Federica Minozzi**  
CEO Iris Ceramica Group

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# THE GROUP

# WHO WE ARE

**Iris Ceramica Group is a world leader in the design, production and distribution of high-end ceramic surfaces for residential, commercial and industrial applications.**

Led by culture as a driver of change, Iris Ceramica Group promoted innovation, sustainability and excellent quality in all its projects and actions, according to the vision of "Re-engineering ceramics to improve interaction between humans and the environment". The Group manufactures pioneering technical ceramic surfaces, developing solutions blending technology and matter, to create unique, visionary applications ready to meet the challenges of the future. The company brings together internationally acknowledged brands – including Ariostea, Fiandre, FMG, Iris Ceramica, Porcelaingres, Sapienstone and Stonepeak – that share a common vision and heritage of skills and values, the expression of Italian manufacturing excellence and quality. The Group enhances its human and technological capital, contributing to a distinctive know-how and continuously developing range of ceramics.

Iris Ceramica Group's propensity for innovation translates into the attention to detail, superior technical properties and unique finishes that characterise its materials. Technologies including Design Your Slabs (DYS) and innovative surfaces including Active Surfaces®, Hypertouch®, 4D Ceramics, Attract® and Moonlight bear witness to this. The combination of creativity, innovation and sustainability ensures a balance, necessary to continuously update the range and produce original, functional and high-performing surfaces.



**1961**

Foundation of Iris Ceramica in Fiorano Modenese.



**1970**

In the late 60s and early 70's, the founder Romano Minozzi introduced the concept of "Economy=Ecology", a revolutionary message that was hung in the factory to demonstrate how sustainability has always been part of the Group's DNA.



Agreement with Snam to build gas pipelines to bring methane gas to the ceramics district, until then powered by diesel.

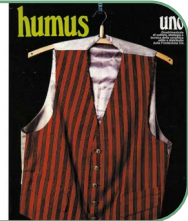
**1972**

The event "Pollution - for a new aesthetics of pollution" was the first public initiative to raise awareness on environmental issues: the display, curated by Gianni Sassi, turned Piazza Santo Stefano in Bologna into a stage for installations and the performances of twenty-four artists and two musicians.



**1973**

The first issue of the non-conventional magazine "HUMUS" appeared, a four-monthly magazine on culture, current affairs and innovation published and distributed by the then-Fondazione Iris Ceramica.



**1975**

With the Gold Medal of Merit for Culture and Art awarded by the President of the Italian Republic, Iris Ceramica materials were the first to enter the MIC, the International Museum of Ceramics in Faenza.



Aeterna: marks the start of the history of floor coverings guaranteed against wear from foot traffic.

Edilcarani single-firing system: producing single-fired tiles in an integral, the most modern production plant of the time was created.

# OVER HALF A CENTURY

Pioneering factory: technical ceramics now came with superior quality. No longer just building materials but valuable surfaces for the architecture world.

Waste recycling: innovation of the production process.

**1989**

The GranitiFiandre brand made its debut



Semigres coverings: from floor to wall coverings.

**1992/1993**

Acquisition of Matimex and Ariostea.



**2001**

The architecture portal Floornature.com was launched.



Production plants were opened in Germany and the United States.

**2009**

Production of Active Surfaces® began: pioneering eco-active ceramic surfaces with superior properties.



**2008**

The MA.DE collection was the first ceramics range selected by ADI for the XXI edition of the Golden Compass award.



# OF HISTORY

**2018**

46 years after Pollution, the Group returned to the Piazza Santo Stefano in Bologna with the installation "Pollution RefleAction", created by SOS-School of Sustainability.



At the XVI Architecture Biennale, the Group was one of the stars, as well as the technical sponsor, of the Italian Pavilion "Arcipelago Italia" curated by Mario Cucinella Architects.

The DYS (Design Your Slab) technology was launched.

A regenerative thermal oxidizer was installed at the production site in Castellarano, working specifically to minimise emissions of Volatile organic compounds (VOCs) into the atmosphere.

**2019**

The Iris Ceramica Group Historical Museum was inaugurated and the Fondazione Iris Ceramica Group established, the official testimonial of the Group's responsibility towards the environment and the community



**2021**

At the XVII Architecture Biennale, Iris Ceramica Group was the Main Sponsor of the Italian Pavilion "Resilient Communities" curated by the architect Alessandro Melis.



The materials made in the Group's Italian sites obtained Cradle to Cradle Certified® Silver certification issued by "The Cradle to Cradle Products Innovation Institute".

4D Ceramics are born.

For its subsidiary GranitiFiandre S.p.A., the Group obtained the "High ESG performance assessment from Cerved Rating Agency, the Italian agency that assesses business performance in the Environmental, Social and Governance fields.

Attract®1 was launched.

Hypertouch® was launched.

**2023**



On behalf of its subsidiary GranitiFiandre S.p.A., the Group was one of the first ceramics companies in Italy to obtain Gender Equality Certification, according to the reference standard UNI/PdR 125:2022.

Iris Ceramica Group and Edison Next announced the signature of an agreement for the development of the H2 Factory®: the production site in Castellarano (RE) that will use green hydrogen produced by a pioneering system developed specifically.

Inauguration in Castellarano of the ICG RenaisScience Hub and ICG Academy.

Moonlight® was launched.

The Xslab solution was developed. Thanks to this innovative material, the 6 mm thick ceramic slabs produced by Iris Ceramica Group's brands are between 5 and 10 times stronger.

1. Magnetic Laying System licensed by MagFace



# THE GROUP'S GOVERNANCE



## Romano Minozzi Chairman of Iris Ceramica Group

With a degree in Economics and Business from the University of Bologna, he is the **founder of Iris Ceramica S.p.A. (1961)**. Over the years he has guided the Group's growth, promoting the birth of brands including GranitiFiandre (1989), Porcelaingres in Germany (2002) and Stonepeak Ceramics in the United States (2003). His innovative business vision has earned him a number of awards, including the Innovazione 2000 Award from the International Academy of Ceramics and the EY Entrepreneur of the Year 2017 in the "innovation" category.



## Federica Minozzi, CEO of Iris Ceramica Group

With a degree in law from the University of Modena, she joined the company very young, and by 1999 was Managing Director of the "Fabbrica Marmi e Graniti" division. In over 26 years of her career, she has covered key roles in all the Group companies, and today guides the group with a vision oriented to **re-engineering ceramics to improve the interaction between people and the environment**. With her pioneering entrepreneurial vision, she has helped shape the innovative technological solutions, in an original blend that has made her the ambassador of the concept of the **Beautility** of ceramics: a noble material that brings together beauty, aesthetics, art and function. In 2019, she founded the Fondazione Iris Ceramica Group, working in social cohesion and environmental fields, and in 2021 presented the project for the world's first ceramics factory powered by self-produced green hydrogen. Able to enhance its heritage with an eye on the future, in 2025 she received the title of Cavaliere del Lavoro from the President of the Republic Sergio Mattarella, while the University of Modena and Reggio Emilia (Unimore) conferred an Honorary Master's Degree in Management Engineering on her.

# I NOSTRI RISULTATI

€518 MILLION

value generated

€432 MILLION

value distributed

# OUR QUALITY "SEALS"



# PRODUCT CERTIFICATIONS AND ASSESSMENT

## LEED and BREEAM (Environmental protocols)



**Leadership in Energy and Environmental Design** 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



**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.

## Product Carbon Footprint (PCF)



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.

## 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)**

## NSF/ANSI 51 – 2014 – Food Equipment Materials



See official listing ([www.nsf.org](http://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.

## 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](http://www.inies.fr).

# SYSTEM CERTIFICATIONS AND ASSESSMENT

## 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



**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.

## 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.

## 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.

## 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.

## Cerved ESG light assessment



In 2024, through its subsidiary GranitiFiandre S.p.A., Iris Ceramica Group obtained a **“Very High” ESG performance assessment from Cerved Rating Agency.** The company excelled in all ESG sectors, significantly exceeding the average of the Building Materials sector and being placed in the highest assessment band, reserved for less than 1% of the companies assessed, confirming its leadership in ESG fields.

# H2 FACTORY®: THE AWARDS RECEIVED

“CEOforLIFE”  
Awards



Italian Hydrogen Technology  
Awards 2024:  
“Project of the year – industrial  
ceramic sector”



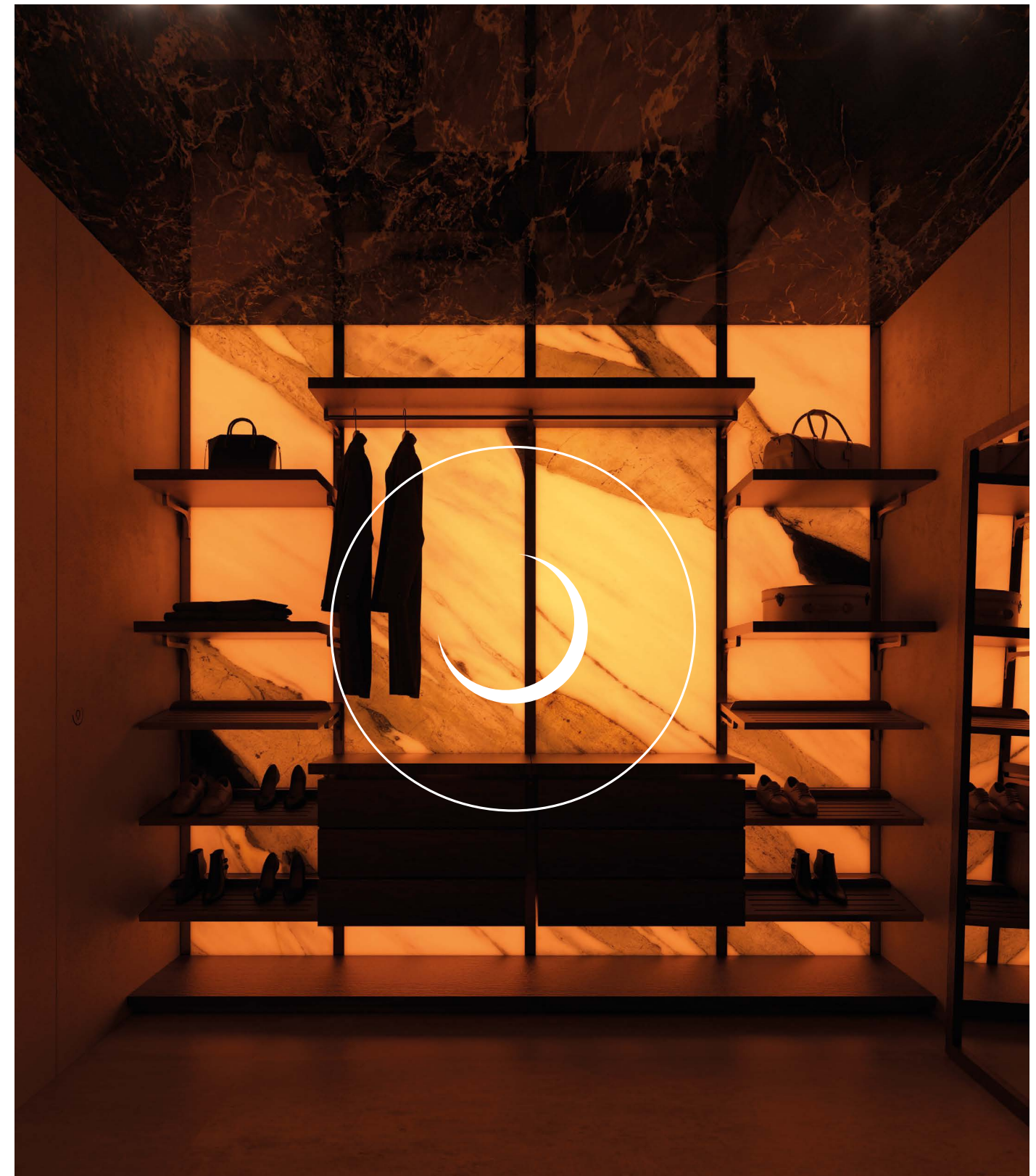
SMAU Innovation Award



# FOCUS ON INNOVATION

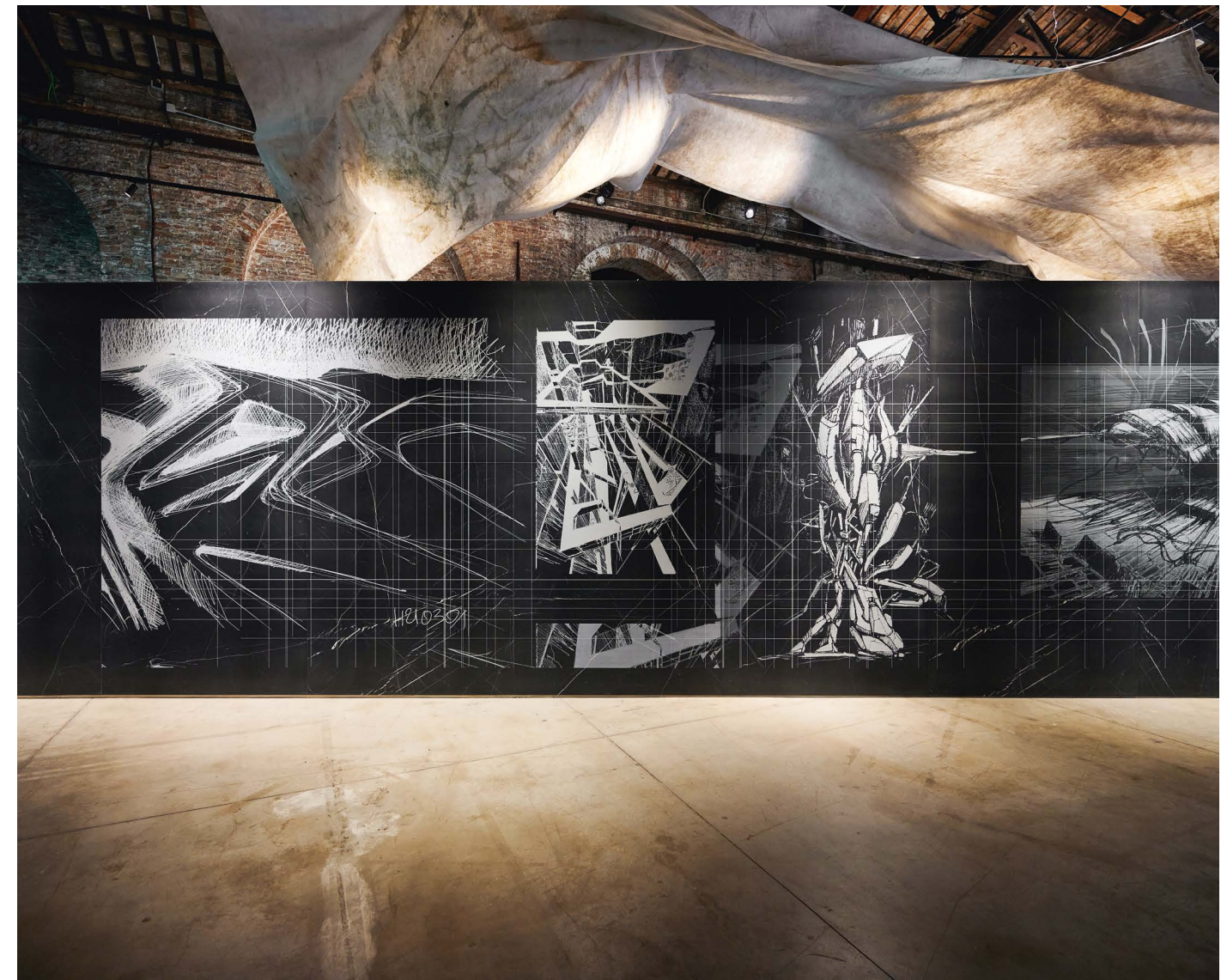


# MOONLIGHT



The Moonlight technology enhances the **translucent quality of the ceramic slab**, diffusing light softly and uniformly and showcasing the surface decoration even in the dark. Made from a special composition of raw materials combined with LED panels, these ceramic slabs become luminous, sophisticated surfaces that are ideal for creating elegant and welcoming atmospheres.

# DESIGN YOUR SLABS



Design Your Slabs is the innovative technology used to **customise** any ceramic slab or surface with any image or illustration, turning them into authentic, bespoke works of art. Ultra-high-definition digital printing turns every surface into an expressive canvas on which technology and creativity come together to assure extraordinary aesthetic performance.



# ACTIVE SURFACES®



Active Surfaces® combine design, science and sustainability to create **eco-active surfaces** that serve humans while respecting nature. Active Surfaces® offer four superior properties: antibacterial and antiviral, anti-pollution, anti-odour and self-cleaning, certified to ISO standards. They also contain 40% of recycled materials and are completely recyclable.

We are  
born  
to touch



Hypertouch<sup>®</sup> is the innovative ceramic surface that invisibly incorporates **automation technology**, switched on at the touch of a hand, eliminating external switches and plates to assure a clean, continuous design. Hypertouch<sup>®</sup> blends beauty, function and freedom of design to redefine interaction between humans and the environment.



Attract®<sup>2</sup>– is the innovative **dry magnetic laying system** used to install **magnetised ceramic slabs without glue**. Attract® is easily removed and can be reused an infinite number of times, and represents a solution that integrates circularity principles, contributing to a more efficient use of resources.

2. Magnetic Laying System licensed by MagFace

# 4D CERAMICS



Iris Ceramica Group has taken **ceramics into the fourth dimension** by perfecting its full-body technology with a unique industrial process. Just as in nature, 4D ceramics are created by stratification, which makes them granitic surfaces that have the same decoration visible on the surface throughout the whole thickness, with no distinction between surface and edge.

# IN THE SPOTLIGHT: ICG RENAISSANCE HUB



In 2024 Iris Ceramica Group inaugurated the ICG RenaisScience Hub, in Castellarano, a **pioneering technological and scientific hub set up to interpret ceramics through applied research and interdisciplinary innovation**. Designed in partnership with the Politecnico di Milano and part of the LogiPack initiative funded by the Ministry for Business and Made in Italy through the Innovation Accords, the Hub is an experimental platform devoted to the development of integrated solutions for ceramics.

# PLANET



# WHAT IT MEANS AND WHY IT IS IMPORTANT



For Iris Ceramica Group, industrial innovation must be based on a tangible balance between economic development and environmental protection. The equation “**ECONOMY = ECOLOGY**”, coined by the Chairman and Founder Romano Minozzi between the '60s and '70s continues to guide the Group's strategic choices. In a hard-to-abate sector like ceramics, investing in clean energy, reducing emissions, optimising the use of resources and adopting circular enhancing circular economy models are levers for strengthening competitiveness and concretely contributing to the ecological transition.

## THE CONTEXT

In 2024, the Italian ceramic sector produced and consumed

<b>3,5 MILLION TONNES</b>	<b>1,2 BILLION m<sup>3</sup></b>	<b>1,7 BILLION kWh</b>
of CO <sub>2</sub> emissions <sup>3</sup>	of gas <sup>4</sup>	of electricity <sup>5</sup>

Le emissioni totali dell'industria ceramica europea ammontano a 19 milioni di tonnellate di CO<sub>2</sub> all'anno, pari a circa l'1% delle emissioni industriali totali in Europa coperte dal Sistema Europeo di Scambio delle Emissioni (EU ETS)<sup>6</sup>.

<b>9,3%</b>	<b>99%</b>
use of raw materials covered by re-used waste in the ceramics sector in Italy <sup>7</sup>	capacity for reusing production waste in the ceramic tile segment <sup>8</sup>

The main minerals used to produce ceramic surfaces are **clays, kaolins and feldspars**, counting for over 90% of the minerals used in the sector<sup>9</sup>. The Italian ceramics industry stands out for its commitment to environmental sustainability, with a production process that reuses 99% of its waste, meeting 9.3% of raw material needs. In Italy alone, this practice prevented the mining of over 600,000 tonnes of natural materials every year, from 1998 to 2024<sup>10</sup>.

3. Confindustria Ceramica, L'industria ceramica italiana: il problema dell'energia, 2025.  
 4. Confindustria Ceramica, L'industria ceramica italiana: il problema dell'energia, 2025.  
 5. Confindustria Ceramica, L'industria ceramica italiana: il problema dell'energia, 2025.  
 6. The European Ceramic Industry Association, Ceramic roadmap to 2050, 2021.  
 7. Ceramica.info: Economia circolare e ceramica italiana: una scelta responsabile per il futuro, 2025.  
 8. Ceramica.info: Economia circolare e ceramica italiana: una scelta responsabile per il futuro, 2025.  
 9. Confindustria Ceramica, 2023.  
 10. CER, Economia circolare e ceramica italiana: una scelta responsabile per il futuro, 2025.

# ENERGY AND EMISSIONS

## 2024 MAIN ACHIEVEMENTS

### Corporate Carbon Footprint certification

In 2024, Stonepeak Ceramics completed the calculation of its own carbon footprint in accordance with standard **ISO 14064-1**, analysing the total emissions of greenhouse gases (GHG) linked to the whole organisation. For GranitiFiandre S.p.A. and Porcelaingres GMBH, the process was completed in early 2025.

### The Porcelaingres Climate Neutrality Plan

In 2024, Porcelaingres presented its **Climate Neutrality Plan, with a timeline up to 2050**, to the German Ministry of the Environment. This plan, which includes several energy saving measures, highlights the concrete actions the company will implement to reduce its own environmental impact and actively contribute to the ecological transition.

### Energy Efficiency actions at GranitiFiandre

The installation of a new atomiser has been completed at the site in Sassuolo. This will lead to an estimated reduction in consumption of 6.6%, through more efficient specific thermal consumption in terms of kcal/kg of evaporated water. The need to replace the old atomiser was highlighted following the energy efficiency survey and assessment carried out on the production processes and kilns in 2022.

### Key figures

<b>-12%</b>  total energy consumption in 2024 vs. 2023	<b>102,429 TONNES OF CO<sub>2</sub>EQ</b>  Scope 1 <sup>11</sup> emissions in 2024	<b>-18%</b>  Scope 1 and Scope 2 market based <sup>12</sup> emissions in 2024 vs. 2023
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11. **Scope 1:** refers to the gross emissions of Greenhouse Gases (GHG) from stationary combustion, mobile combustion, process emissions and fugitive emissions.  
 12. **Scope 2:** refers to indirect Greenhouse Gas (GHG) emissions derived from electricity, steam, heating and cooling purchased or purchased and consumed by the company. Scope 2 emissions can be calculated using two approaches: location based, which takes into account the local energy mix, and market based, which takes into account the contractual choices made by the company in purchasing energy.



# IN THE SPOTLIGHT: H2 FACTORY®



Iris Ceramica Group has signed an agreement for the development of the **H2 Factory®**, the new production site in **Castellarano** (Reggio Emilia), designed to be powered 100% by **self-produced green hydrogen**. The project, developed in partnership with **Edison Next**, is the first concrete and innovative initiative on the international industrial ceramics scene, and is a pioneering model for the **decarbonisation** of a “**Hard to Abate**” sector. In July 2024, the world’s first slab – **3200x1600mm, 12 mm thick** - in technical 4D ceramics was made using a mixture of H2 (7%) and natural gas. The slab’s signature is the three-dimensionality of the textures and veins, in addition to a “fourth dimension”: **environmental sustainability**.

# ESRS QUANTITATIVE INDICATOR

## [E1-5] Energy consumption and mix

In 2024 Iris Ceramica Group used 2,253,632 GJ of energy. From 2023 to 2024, the Group recorded a reduction in energy consumption of -12%.

Energia consumata all'interno dell'organizzazione (GJ)	2023	2024	Var.%
<b>a. Total fuel consumption within the organisation from non-renewable sources</b>	insignificant	insignificant	-
<b>b. Total fuel consumption within the organisation from renewable sources</b>	insignificant	insignificant	-
<b>c. Total energy purchased</b>	2.560.532	2.253.623	-12%
I. Electricity	532.382	479.866	-10%
II. Energy for heating	2.028.151	1.773.757	-13%
III. Energy for cooling	insignificant, included in point I	insignificant, included in point I	-
IV. Steam consumption	0	0	-
<b>d. Total energy sold</b>	0	0	-
<b>e. Total energy consumption within the organisation</b>	2.560.532	2.253.623	-12%

GJ/m <sup>2</sup> of ceramic material produced	2023	2024	Var.%
Electric Energy Joule (EEJ) (GJ/m <sup>2</sup> of ceramic material produced)	0,031	0,032	+3%
Gas Natural Joule (GNJ) (GJ/m <sup>2</sup> of ceramic material produced)	0,120	0,119	-1%
<b>Energy intensity (GJ/m<sup>2</sup> of ceramic material produced)</b>	<b>0,151</b>	<b>0,151</b>	<b>0%</b>

## [E1-6] Gross scopes 1, 2 and 3 and Total GHG emissions

As concerns climate-altering emissions, in 2024, direct (Scope 1) emissions from the direct use of fuels fell -11% compared to 2023. Indirect (Scope 2) (market based) emissions linked to the sourcing of electricity purchased amounted to 25,432 tonnes of CO<sub>2</sub> in 2024.

The share of total emissions falling under the ETS in 2024 was 65,264 tCO<sub>2</sub><sub>eq</sub>.

Emissioni totali (ton CO <sub>2</sub> )	2023	2024	Var.%
Scope 1	115.081	102.429	-11%
Scope 2 – Market Based	40.295	25.432	-37%
Scope 2 – Location Based	47.600	43.072	-10%
<b>Total emissions (Scope 1 + Scope 2 + Market Based)</b>	<b>155.376</b>	<b>127.862</b>	<b>-18%</b>
<b>Total emissions (Scope 1 + Scope 2 + Location Based)</b>	<b>162.681</b>	<b>145.502</b>	<b>-11%</b>

Kg CO <sub>2</sub> /m <sup>2</sup> of ceramic material produced	2023	2024	Var.%
Direct - Scope 1	7,06	7,14	+1%
Indirect - Scope 2 Market Based	2,60	1,86	-28%
<b>Emissions intensity</b>	<b>9,66</b>	<b>9,00</b>	<b>-7%</b>

# WATER AND THE CIRCULAR ECONOMY

## 2024 MAIN ACHIEVEMENTS

### Water Recovery

The Group adopts a circular approach to its management of water resources.

Iris Ceramica Group has no industrial water discharges in its production sites, while only in the polishing and cutting phases the water used is treated in advance and reused.

Over 9 million litres of water were collected in the underground rainwater tanks at the H2 Factory® in 2024. At the German production site, Porcelaingres's rainwater recovery system has collected and reused around 18,000 m<sup>3</sup> of water.

### Waste Recovery

Iris Ceramica Group reuses almost all its raw and fired material waste from its production sites, including squaring offcuts, to produce new ceramic materials, thus reducing the costs of disposal and optimising the energy efficiency of the production process, while any excess waste is managed through external recovery.

### Key figures

<b>95%</b> waste directed to internal or external recovery in 2024 <sup>13</sup>	<b>1.012.133 m<sup>3</sup></b> water consumption from re-use in 2024
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13. These include both waste recovered inside the organisation and those intended for disposal that, in the final treatment phase by authorised external operators, are directed to recovery (e.g., incineration with energy recovery).

# IN THE SPOTLIGHT: FUTURE LONDON 2024



Iris Ceramica Group is Headline Partner at the conference **Future London 2024**, organised by BusinessLDN, which aims to provide key information on the future of the city of London. The Group played a key role in the session “What goes around, comes around: embracing circular construction” – Guidelines for the circular economy - focusing on the sustainable revolution underway in the urban design sector. Furthermore, 2024 saw the official launch of the **Attract® System**<sup>14</sup> in the United Kingdom and the first project using this technology has been completed in London. The adoption of the magnetic laying system helps to increase Iris Ceramica Group’s commitment to the circular economy.

14. Magnetic Laying system licensed by MagFace

# ESRS QUANTITATIVE INDICATORS

## [E3-4] Water Consumption

In 2024, the Iris Ceramica Group production sites in Italy, Germany and the USA consumed around 1,394,119 m<sup>3</sup> of water.

	2024
<b>Total water consumption (m<sup>3</sup>)<sup>15</sup></b>	1.394.119
of which in areas with water risk, including high water stress	0
of which recycled and reused water	1.052.032
of which stored water	0

	2024
<b>Total water withdrawal (Mm<sup>3</sup>)</b>	374.889
of which surface water withdrawals	84.745
of which groundwater withdrawals	143.308
of which sea water	0
of which water produced	0
of which third-party water resources	146.836

	2024
<b>Water discharge (Mm<sup>3</sup>)</b>	55.634
of which in areas subject to water stress	0

15. For GranitiFiandre, specific meters in each production site were taken into consideration.

### [E5-5] Resource Outflows

A total of 52,959 tonnes of waste were produced in 2024, 39% of which intended for reuse, recycling or recovery in the organisation<sup>16</sup>.

	2024
<b>Total quantity of waste generated (kg)</b>	52.959.367,21
<b>Waste diverted from disposal</b>	<b>20.557.233,21</b>
<i>of which hazardous</i>	19.112,57
(i) Preparation for reuse	0
(ii) Recycling	19.112,57
(iii) Other recovery operations	0
<i>of which non-hazardous</i>	20.538.120,64
(i) Preparation for reuse	10.262.621,72
(ii) Recycling	1.236.498,93
(iii) Other recovery operations	9.039.000,00
<b>Waste directed to disposal</b>	<b>32.402.134,00</b>
<i>of which hazardous</i>	246.176,00
(i) Incineration	94.734,00
(ii) Landfill disposal	107.566,00
(III) Other disposal operations	43.876,00
<i>of which non-hazardous</i>	32.155.958,00
(i) Incineration	130.482,00
(ii) Landfill disposal	2.564.020,00
(III) Other disposal operations	29.461.456,00
<b>Total non-recycled waste</b>	<b>51.703.755,72</b>

	2024
<b>Total quantity of hazardous wastes and radioactive waste produced</b>	<b>Kg</b>
Hazardous waste	265.288,57
Radioactive waste	0

16. Waste directed to disposal is managed by a third-party operator. For GranitiFiandre, suitable fractions are sent for incineration (with energy recovery); for the remainder, where possible, recovery operations such as final treatment are applied. Only when alternative treatments are not possible, the waste is directed for disposal in landfills.



# PEOPLE



# WHAT IT MEANS AND WHY IT IS IMPORTANT



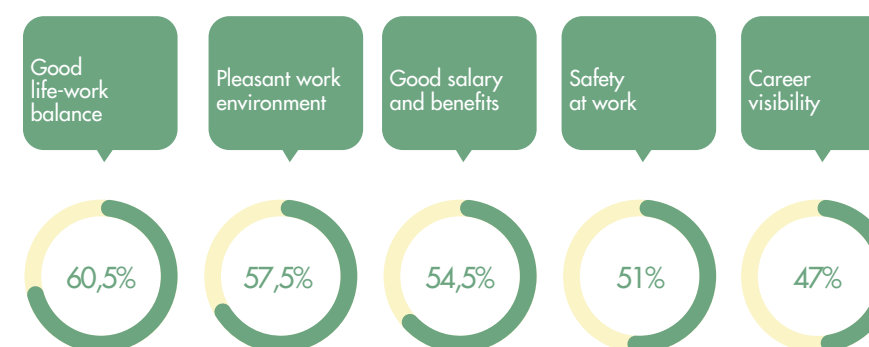
For Iris Ceramica Group, enhancing people means building a solid, long-term business culture. Inclusion, training, safety and well-being are strategic levers for attracting talents, generating innovation and strengthening our reputation. A fair, motivating working environment, supported by tools such as the gender equality management system certification in line with the reference standard UNI/PdR 125:2022, contributes to productivity, reducing turnover and guaranteeing greater organisational resilience.

## THE CONTEXT

It is estimated that companies with a high degree of employee engagement record an 21% increase in productivity<sup>17</sup>. Almost 70% of organisations are implementing flexible working hours, while 68% of HR leaders consider employee well-being to be one of the company's main priorities<sup>18</sup>.



Elements of interest for those looking for work in Italy in 2023<sup>21</sup>



17. Engagedly, Impact of Employee Engagement on Productivity.  
 18. Forbes, Future Workplace HR Sentiment.  
 19. EUROSTAT, 2023.  
 20. Global Gender Gap Report del World Economic Forum, 2023.  
 21. Ranstad, Employer Brand Research, 2023.



# WELL-BEING AND INCLUSION

## 2024 MAIN ACHIEVEMENTS

### Welfare

Iris Ceramica Group takes care of the well-being of its people through concrete initiatives: cancer prevention with free check-ups, summer camps for children, sports events and sports club discounts. The right to parental leave is guaranteed for both parents, and in 2024 6% of the workforce took such leave.

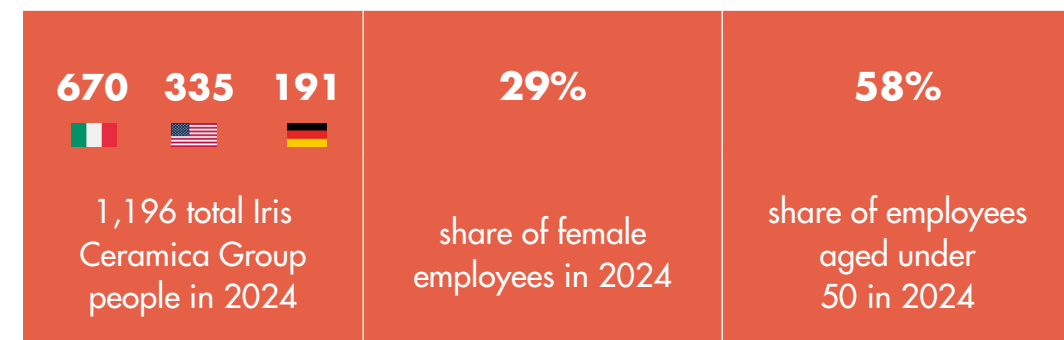
### Equal Opportunities and Gender Balance (UniPdr 125/2022)

In 2023, Iris Ceramica Group – via its parent company GranitiFiandre S.p.A. – obtained Gender Equality Certification, in conformity with standard UNI/PdR 125:2022, strengthening its commitment to equal opportunities. This achievement has led to a Group Corporate Policy on diversity and inclusion and the creation of a specific Steering Committee to promote a fair and representative environment.

### Engagement of Our People

In a highly symbolic team building experience, Iris Ceramica Group took its people to the Casa Museo Luciano Pavarotti. Guided by professional vocal coaches, through their own voice the participants rediscovered listening and harmony as cooperative tools. The activity ended with a choral performance, in which every voice found its own place within the whole.

### Key figures



# IN THE SPOTLIGHT: SINFONIA



**Sinfonia is the Iris Ceramica Group original concept for Cersaie 2024, a multi-sensory narration unfolding in the Foyer (exhibition space at the trade fair) and in the Brand's Theatres (showrooms). In this metaphoric narration, people, technologies and materials are the instruments of a single orchestra able to play a unique harmony reflecting the Group's distinctive identity. This symphony is driven by a clear mission: to re-engineer ceramics to improve quality of life in harmony with the environment. An innovative, visionary concert in which every instrument contributes to a unique and powerful sustainable melody.**

# ESRS QUANTITATIVE INDICATORS

## [S1-6] Characteristics of the undertaking's employees

In 2024, the Iris Ceramica Group workforce consisted of 1,196 employees, in Italy, Germany and the USA; 99% have a permanent contract.

During the year a **turnover rate of 14%** was recorded, in line with 2023.

Employees <sup>22</sup> by country	2023		2024		Var.
	n.	%	n.	%	%
Italy	685	54%	670	56%	-2%
Germany	220	17%	191	16%	-13%
USA	371	29%	335	28%	-10%
<b>Total employees</b>	<b>1.276</b>	<b>100%</b>	<b>1.196</b>	<b>100%</b>	<b>-6%</b>

Employees by gender and type of contract (no.)	2023			2024			Var. %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Of whom permanent</b>	<b>874</b>	<b>344</b>	<b>1.218</b>	<b>843</b>	<b>341</b>	<b>1.184</b>	<b>-4%</b>	<b>-1%</b>	<b>-3%</b>
Italy	485	195	680	468	201	669	-4%	3%	-2%
Germany	178	42	220	158	33	191	-11%	-21%	-13%
USA	211	107	318	217	107	324	3%	0%	2%
<b>Of whom fixed-term</b>	<b>47</b>	<b>11</b>	<b>58</b>	<b>11</b>	<b>1</b>	<b>12</b>	<b>-77%</b>	<b>-91%</b>	<b>-79%</b>
Italy	0	5	5	0	1	1	0%	-80%	-80%
Germany	0	0	0	0	0	0	0%	0%	0%
USA	47	6	53	11	0	11	-77%	100%	-79%
<b>Total employees</b>	<b>921</b>	<b>355</b>	<b>1.276</b>	<b>854</b>	<b>342</b>	<b>1.196</b>	<b>7%</b>	<b>-4%</b>	<b>-6%</b>

Full- and part-time employees (no.)	2023			2024			Var. %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Of whom permanent</b>	<b>915</b>	<b>327</b>	<b>1.242</b>	<b>850</b>	<b>312</b>	<b>1.162</b>	<b>-7%</b>	<b>-5%</b>	<b>-6%</b>
Italy	480	181	661	465	181	646	-3%	0%	-2%
Germany	177	33	210	157	24	181	-11%	-27%	-14%
USA	258	113	371	228	107	335	-12%	-5%	-10%
<b>Of whom fixed-term</b>	<b>6</b>	<b>28</b>	<b>34</b>	<b>4</b>	<b>30</b>	<b>34</b>	<b>-33%</b>	<b>7%</b>	<b>0%</b>
Italy	5	19	24	3	21	24	-40%	11%	0%
Germany	1	9	10	1	9	0	0%	0%	0%
USA	0	0	0	0	0	0	0%	0%	0%
<b>Total employees</b>	<b>921</b>	<b>355</b>	<b>1.276</b>	<b>854</b>	<b>342</b>	<b>1.196</b>	<b>-7%</b>	<b>-4%</b>	<b>-6%</b>

22. The methodology used to calculate the metric is based on the data taken from the databases of companies in the Group relating to employees (number) in service at 31 December 2024. As regards the employees of Granitifiandre S.p.A., the calculation considered only the employees working with a contract according to Italian law, therefore not including employees with a foreign contract and employees of subsidiaries and affiliated companies.

Turnover rate (no.)	2023			2024			Var. %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>By age group</b>									
<30	23	10	33	26	10	36	13%	0%	9%
30-50	49	27	76	51	27	78	4%	0%	3%
>50	54	24	78	42	13	55	-22%	-46%	-29%
<b>By country</b>									
Italia	46	22	68	43	10	53	-7%	-55%	-22%
Germania	18	5	23	14	6	20	-22%	20%	-13%
USA	62	34	96	62	34	96	0%	0%	0%
<b>Number of employees who left the company</b>	<b>126</b>	<b>61</b>	<b>187</b>	<b>119</b>	<b>50</b>	<b>169</b>	<b>-6%</b>	<b>-18%</b>	<b>-10%</b>
<b>Turnover rate (%)</b>	<b>14%</b>	<b>17%</b>	<b>15%</b>	<b>14%</b>	<b>15%</b>	<b>14%</b>			

New hire rate (no.)	2023			2024			Var. %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>By age group</b>									
<30	25	25	50	32	21	53	28	-16%	6%
30-50	39	16	55	59	13	72	51%	-19%	31%
>50	19	7	26	18	7	25	-5%	0%	-4%

New hire rate (no.)	2023			2024			Var. %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>By country</b>									
Italy	18	18	36	26	12	38	44%	-33%	6%
Germany	1	2	3	18	1	19	1700%	-50%	533%
USA	64	28	92	65	28	93	2%	0%	1%
<b>Total employees hired</b>	<b>83</b>	<b>48</b>	<b>131</b>	<b>109</b>	<b>41</b>	<b>150</b>	<b>31%</b>	<b>-15%</b>	<b>15%</b>
<b>New hire rate (%)</b>	<b>9%</b>	<b>14%</b>	<b>10%</b>	<b>13%</b>	<b>12%</b>	<b>13%</b>			

Employees by position	2023			2024			Var. %		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	34	11	45	33	10	43	-3%	-9%	-4%
Middle managers	138	38	176	104	38	142	-25%	0%	-19%
Middle managers	220	184	404	224	168	392	2%	-9%	-3%
Blue collar	529	122	651	493	126	619	-7%	3%	-5%
<b>Total</b>	<b>921</b>	<b>355</b>	<b>1.276</b>	<b>854</b>	<b>342</b>	<b>1.196</b>	<b>-7%</b>	<b>-4%</b>	<b>-6%</b>

### [S1-9] Diversity metrics

Employees by age	2023		2024		Var.
	n.	%	n.	%	%
<30	143	11%	120	10%	-16%
30-50	629	49%	579	48%	-8%
>50	504	40%	497	42%	-1%
<b>Total employees</b>	<b>1.276</b>	<b>100%</b>	<b>1.196</b>	<b>100%</b>	<b>-6%</b>

Top management by gender	2024	
	n.	%
Male	62	68%
Female	29	32%
<b>Total employees</b>	<b>91</b>	<b>100%</b>

# TRAINING AND DEVELOPMENT

## 2024 MAIN ACHIEVEMENTS

### 1st Academy of Ceramics

In 2024 Iris Ceramica Group took part in the 1st Academy of Ceramics, a training experience that looks to the future of the sector. A journey of enlightenment, promoted with Nuova Cerform and Randstad, to cultivate new skills and accompany the growth of a generation ready to innovate ceramics with vision, technique and awareness.

### Meetings, Opportunities and Academic Partnerships

Iris Ceramica Group boasts partnerships with prestigious universities and higher education institutes, including the Montpellier Business School, Norwegian Business School and the University of Modena and Reggio Emilia. In 2024, 24 young talents had the chance to undertake curricular and extra-curricular internships in the Group, and 5 of them were later hired, demonstrating the Group's commitment to promoting the employment of the new generations.

### Key figures

<b>12.552</b>	<b>10,5</b>
total hours of training delivered in 2024	average number of hours' training by employee

# IN THE SPOTLIGHT: OUR ACADEMY



In a continuously evolving context, the ICG Academy was founded with the aim of enhancing human resources through targeted vocational, technical and managerial training. It represents a strategic level for ensuring the constant alignment of skills with the demands of the international markets and for supporting the continuous improvement of the production quality.

# ESRS QUANTITATIVE INDICATORS

## [S1-13] Training and skills development metrics

At Group level, in 2024, an **average of 10.5 hours of training were delivered to employees**. Women generally underwent more hours of training compared to men (respectively 11.8 and 10 hours per employee).

Periodic performance and career development reviews	2024		
	Male	Female	Total
Employees who took part in reviews (no.)	471	217	<b>688</b>
Employees who took part in reviews (%)	55%	63%	<b>58%</b>

Formazione	2024		
	Male	Female	Total
Total hours of training (no. of hours)	8.529	4.023	<b>12.552</b>
Average hours of training by employee (no. of hours)	10	11,8	<b>10,5</b>

# PARTICIPATION





# WHAT IT MEANS AND WHY IT IS IMPORTANT



Iris Ceramica Group considers its relations with the local communities as an integral part of its corporate responsibility. Supporting social, cultural and environmental initiatives means strengthening ties with stakeholders, promoting more inclusive growth and generating common value. A commitment that contributes to the Group's reputation and extends the positive impact of its activities beyond the company boundaries.

## THE CONTEXT

Taking on the responsibility for generating a positive impact means acting beyond the company boundaries, engaging the whole value chain. **90% of environmental impacts lie within the supply chain, where over 160 million workers work in the most exposed sectors<sup>23</sup>.** This is why promoting a sustainable transition demands alliances, vision and joint efforts. The same sense of responsibility can be found in the actions of business families, who more and more often choose to return value to the communities through **foundations: in Italy, half of these originate from families** and focus their works on culture, education, the local community and health. A model in progress, able to generate impacts even beyond the company boundaries<sup>24</sup>.



23. McKinsey, 2024 and World Benchmarking Alliance, 2024.  
 24. Family Business Forum, Aziende di famiglia e fondazioni: è sempre più centrale il ruolo delle donne, 2023  
 25. Confindustria, Energy and ETS. Subito misure concrete per rilanciare l'industria ceramica, 2025.  
 26. SDA Bocconi, Corporate Giving in Italy: il valore di donazioni e contributi erogati dalle imprese cresce, 2020.

# ALONG OUR VALUE CHAIN

## 2024 MAIN ACHIEVEMENTS

### Integration of the Supplier Code of Conduct

In 2024 Iris Ceramica Group **updated its Supply Code of Conduct**, which sets out the binding ethical, social and environmental standards for the whole supply chain. Based on its Code of Ethics and 231 Model, it promotes sustainable practices in line with the UN Agenda 2030 and prohibits child and forced labour. Compliance with the Code is monitored by the Supervisory Body, with controls, audits and sanctions in the event of breaches.

### Key figures

<b>843</b> new suppliers in 2024	<b>91%</b> expenditure in local suppliers for GranitiFiandre
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# IN THE SPOTLIGHT: ASSESSMENT ISO20400

## ASSURANCE STATEMENT ON SUSTAINABLE PROCUREMENT



In 2024, GranitiFiandre S.p.A. adopted a **Sustainable Procurement System conforming to ISO 20400:2017**, overseen by a specific Committee and with the support of the top management. The Bureau Veritas audit confirmed an “advanced” level of maturity, attesting to the effectiveness of the policies and controls. New ESG criteria have been introduced for key suppliers, aiming to extend the approach to the whole supply chain.

# THE FONDAZIONE IRIS CERAMICA GROUP

# THE FONDAZIONE IRIS CERAMICA GROUP

## 2024 MAIN ACHIEVEMENTS

### SDA Bocconi Monitor for Furniture Pact

Fondazione Iris Ceramica Group actively supports Furniture Pact, an initiative run by the SDA Bocconi Sustainability Lab involving the whole Italian furnishing chain, working to reduce environmental and social impacts through decarbonisation and energy efficiency targets.

### Food For Soul

The Refettorio Modena project, managed by the association 'Food for Soul', provides support to the city's more fragile people. In 2024, with the contribution of the Foundation, 4,087 meals were distributed in 66 evening services and 3,939 take-away meals, with the active participation of 179 volunteers.

### Semi di Futuro

"Semi di Futuro – crescere insieme per il Pianeta" is a multi-site, participatory plant nursery project promoted by the Foundation in partnership with the Tuscan-Emilian Apennine National Park and the Lumaca association, involving schools and local communities in environmental education and projects to fight climate change.

### Key figures

<b>20</b> projects supported by the Foundation in 2024	<b>€431.000</b> the amount spent in philanthropic actions
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# IN THE SPOTLIGHT: QUARTO FUOCO®



Quarto Fuoco® is the Fondazione Iris Ceramica Group project that blends creativity, inclusion and manufacturing traditions. Run in cooperation with ANFFAS, it promotes the autonomy and integration of young people with disabilities and in situations of hardship, through ceramic decorating workshops. The name is inspired by the term “terzo fuoco”, the third firing of artistic ceramics. Indeed, the project sets out to become a new opportunity and a unique charity experience for the national ceramics sector. Awarded the Corporate Heritage Award for “Narrazione per il Sociale”, the project continues to grow with new initiatives and new partnerships, including Save the Children and Dynamo Camp.

# BEYOND THE SURFACE

## 2024 MAIN ACHIEVEMENTS

### ICG Gallery

ICG Galleries are **experience spaces** in Italy and abroad, where the Iris Ceramica Group values of innovation, sustainability and quality take shape through art and technology to become cultural drivers. The project is beginning to work in the digital field with an immersive 'phigital' experience, accessible to a global audience. In 2024, the project included the implementation of an immersive digital space.

### The Architects Series

The format, curated by *The Plan*, offers exclusive behind-the-scenes access to some of the most renowned international architecture firms, for a day telling of the life, work and hopes of those who shape the history of cities.

### Key figures

<b>3</b> new ICG Galleries opened in 2024	<b>38</b> the episodes of The Architect Series created in 2024
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# IN THE SPOTLIGHT: POESIS MATERIAE



For the Fuorisalone 2024, Iris Ceramica Group presented **Poesis Materiae**, an installation set up in Piazza Mercanti, in the heart of Milan, in partnership with the firm **Zaha Hadid Design** to celebrate ceramics as a natural and sustainable material. The work's sinuous forms express the dynamism of the ceramic slabs, exploring their infinite possibilities for use and showcasing their noble technical qualities of strength and flexibility.









**IRIS CERAMICA GROUP**  
REENGINEERING CERAMICS FOR THE BETTER